



# Campolindo Student Diversity, Inclusion, and Belonging Survey (October 2020)

Summary Data Results  
“The Mission Statement Dashboard”

**Release Date: October 28, 2020**

# **Campolindo strives to inspire and empower every student by fostering belonging, well-being, and accountability in an equitable learning environment.**

*(2020 updated Campo Mission Statement)*

Inspire and Empower. Belonging. Well-being. Accountability. Equitable. Those are the new pillars of our school by which we will judge ourselves. However, the most important addition to the mission statement are the words “*every student*”. We are committed to seeing every student because we don’t really have 1 mission. **We have over 1,400 missions.**

To create a culture that is consistent with the mission statement, we must perpetually ask two questions:

- 1) What is the experience for every student at Campolindo (in relation to the pillars)?
- 2) What can we do to make the experience better for every student?

In that spirit, all Campolindo students were invited to complete a Diversity, Inclusion and Belonging survey during Cohort Academy on October 5, 2020, following a video introduction by student leaders, with absent students requested to complete the survey by October 9<sup>th</sup>. Out of 1,405 eligible students, 1,227 students completed the survey for a response rate of 87%.

The summary results of the survey are attached. As you review the materials, please keep the following in mind:

- 1) Our mission statement implies a “strongly agree” standard for all students. “Somewhat agree” is not sufficient. We are striving for 100% student affirmation on every measure.
- 2) The survey data you will see is just that - the data. It is not meant to be a completed package of data, analysis and resulting initiatives. It’s meant to serve as our initial Mission Statement Dashboard where we want every metric on every chart to be *Green*. It provides a clear view of the *gaps* between goal and reality and will serve as a roadmap to improving the culture.
- 3) There’s lots of work to be done including performing cohort analysis, synthesizing hundreds of great ideas from student survey responses on how to improve the culture, and collaborating and partnering with students, parents and faculty in solution development.
- 4) We will communicate regularly in follow-up reports as we make progress.

# Notable Student Experience “Highlights”

(Total of %strongly agree + %somewhat agree responses, although %Strongly Agree is our mission statement standard)

77%

“People at Campo are friendly to me”

72%

“I am treated with as much respect as other students at Campo”

66%\*

“I [don’t] wish I were in a different school”

65%

“There is at least one teacher or adult I can talk to at Campo if I have a problem”

\*66% responded “somewhat disagree” or “strongly disagree” to “I wish I were in a different school”

# Notable Areas of Focus and Necessary Improvement

(%yes, or total of %strongly agree + %somewhat agree responses)

80%

“I am often or always stressed by schoolwork”

76%

of students personally experienced bullying, harassment, or other negative interactions, with **28%** experiencing it/them at least monthly

59%

of students witnessed a racist incident by a student on campus last year, with **46%** witnessing more than one incident (also, **52%** of students witnessed a racist incident in Moraga perpetrated by a non-student)

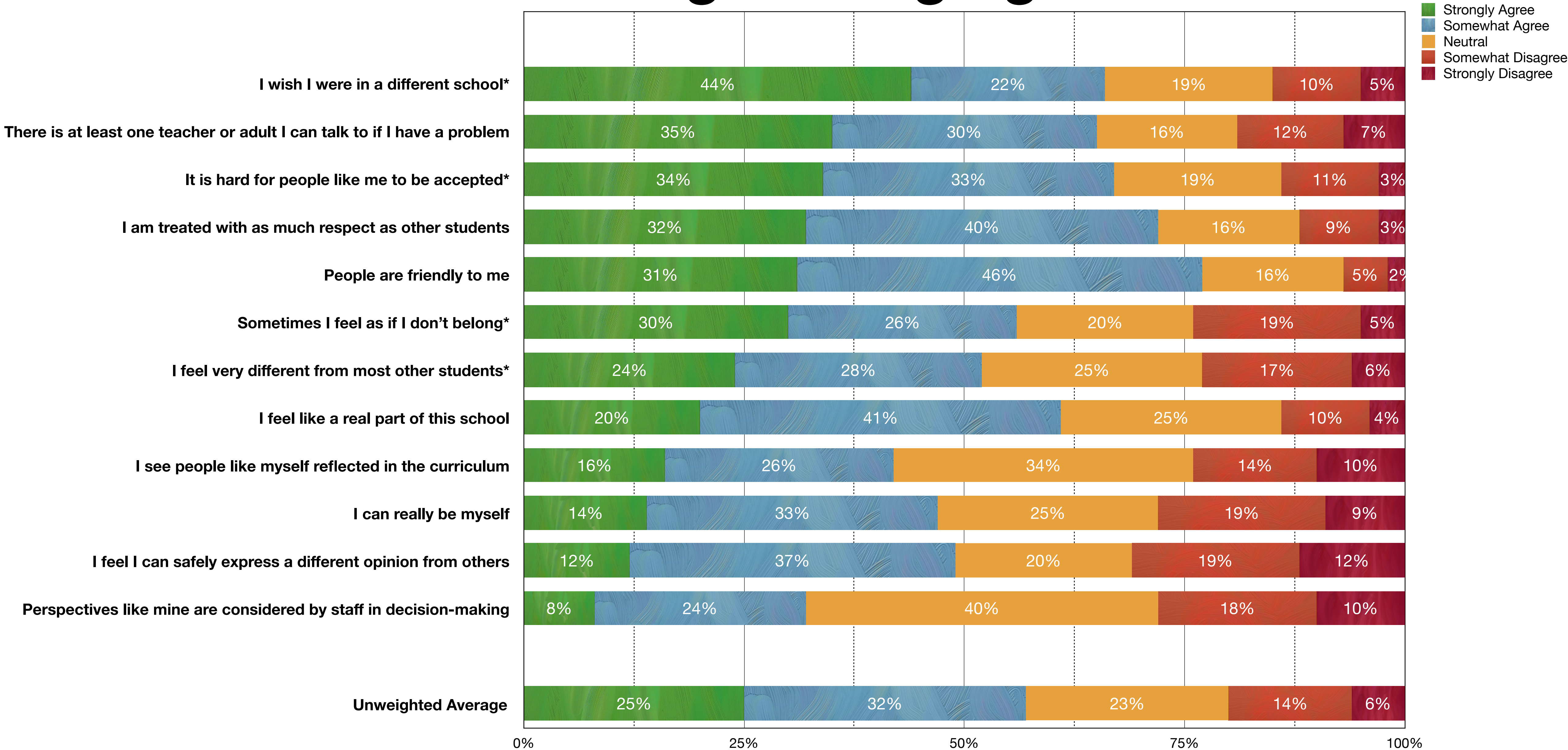
47%

“I can really be myself at Campo”

36%

“I am confident that the school administration takes appropriate action in response to racist behavior”

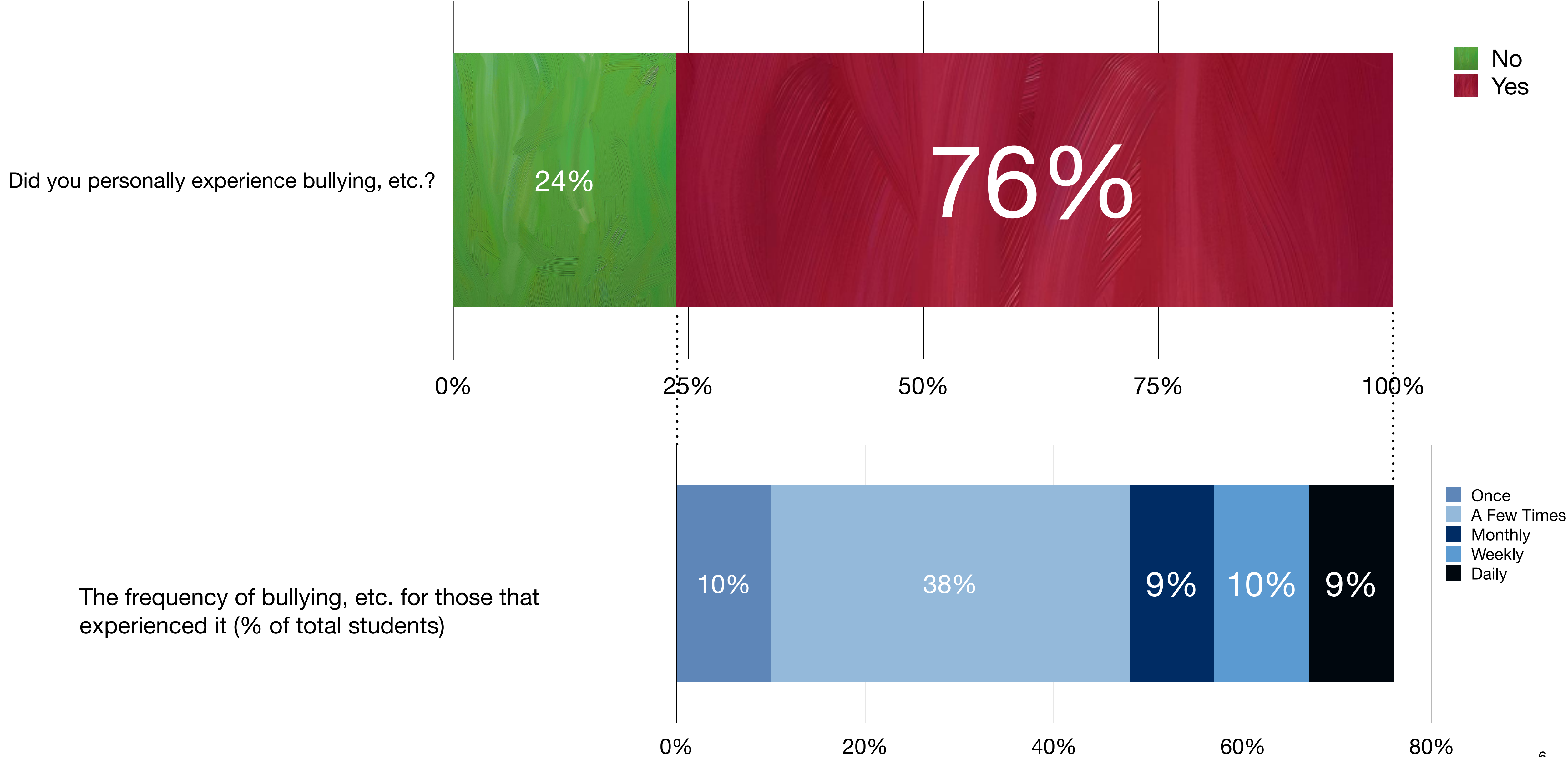
# Fostering Belonging



\* The responses to these questions were “inverted” for the purposes of this chart (i.e, strongly disagree coded in green reflects the desired experience)

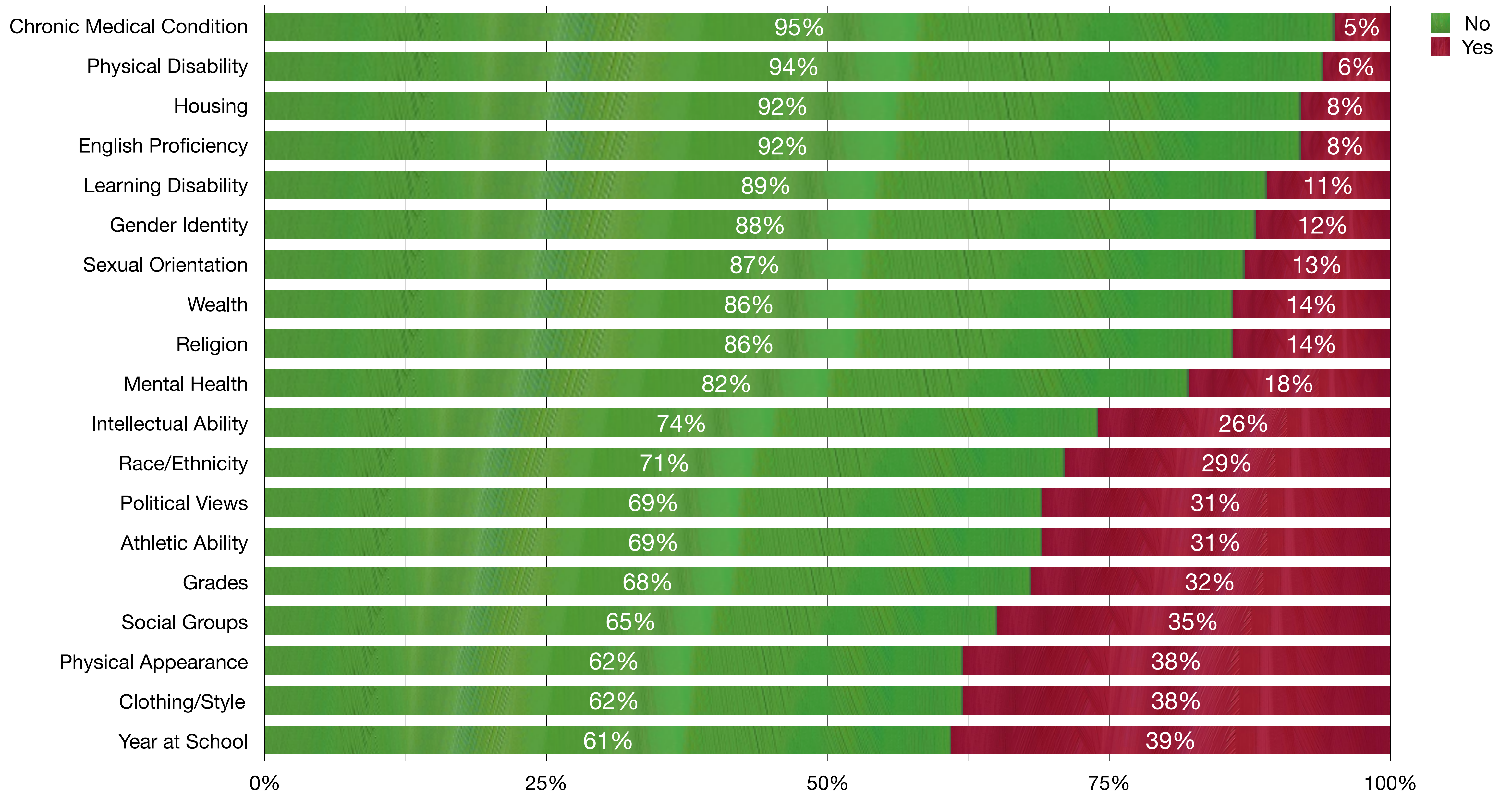
# *Belonging, Well-being, Accountability, Equitable:*

## In the 2019-2020 school year, did you personally experience bullying, harassment, micro-aggressions, discrimination, being excluded, or other negative interactions at school?



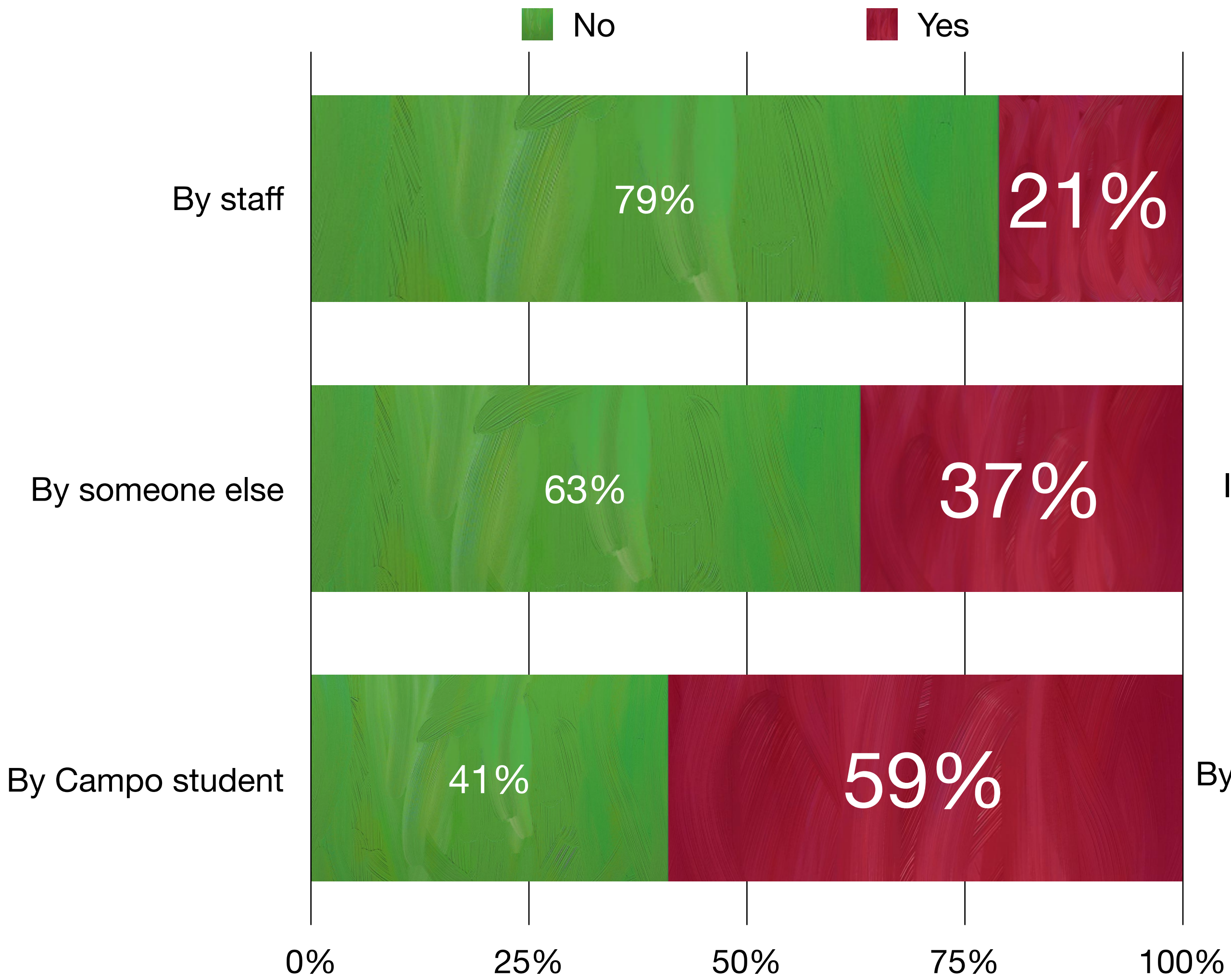
## *Belonging, Well-being, Accountability, Equitable:*

**In the 2019-2020 school year, did you personally experience bullying, harassment, micro-aggressions, discrimination, being excluded, or other negative interactions at school for one of the following reasons?**

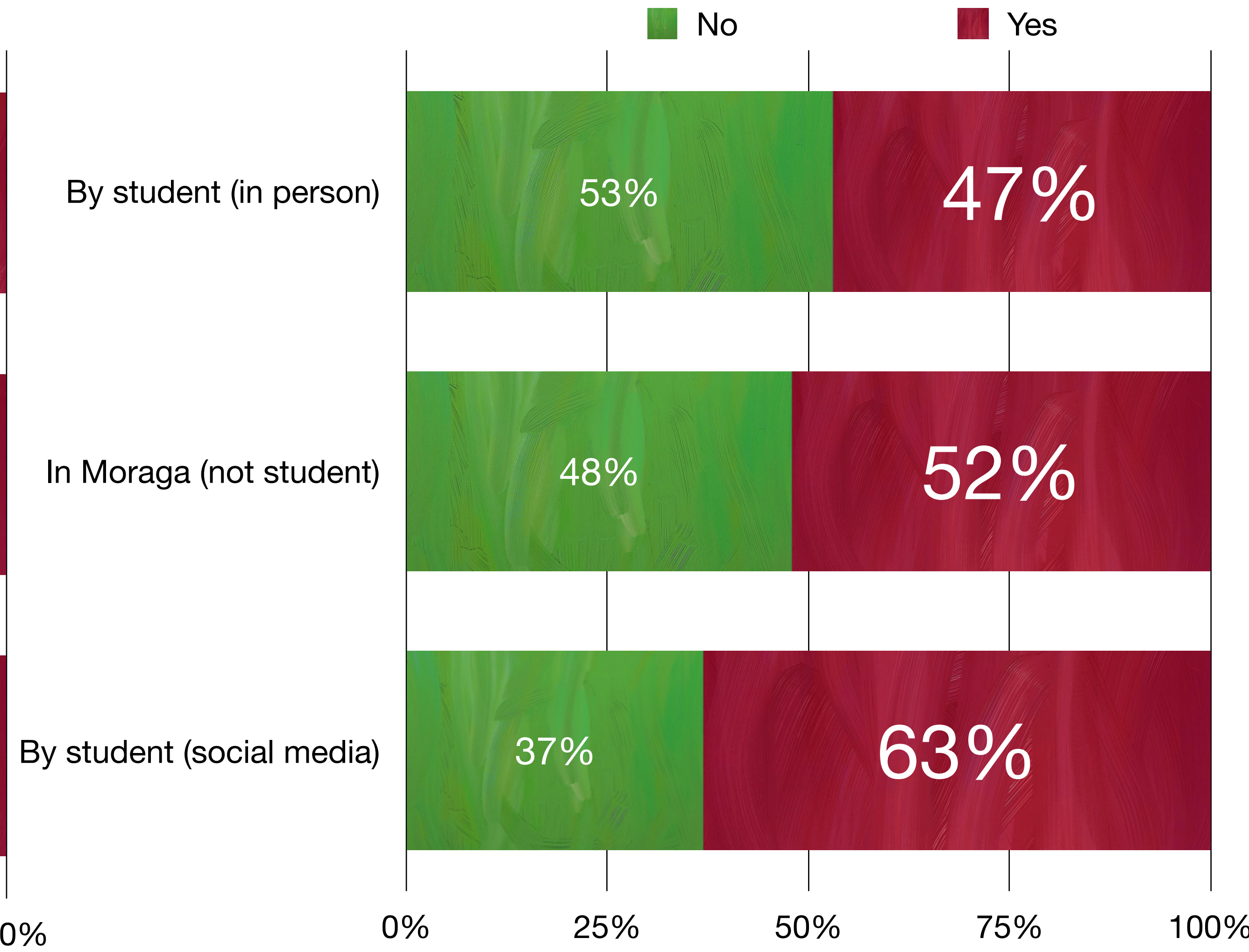


# Racism: In the 2019-2020 school year, did you witness racist behavior...

...at Campo or at a Campo event?

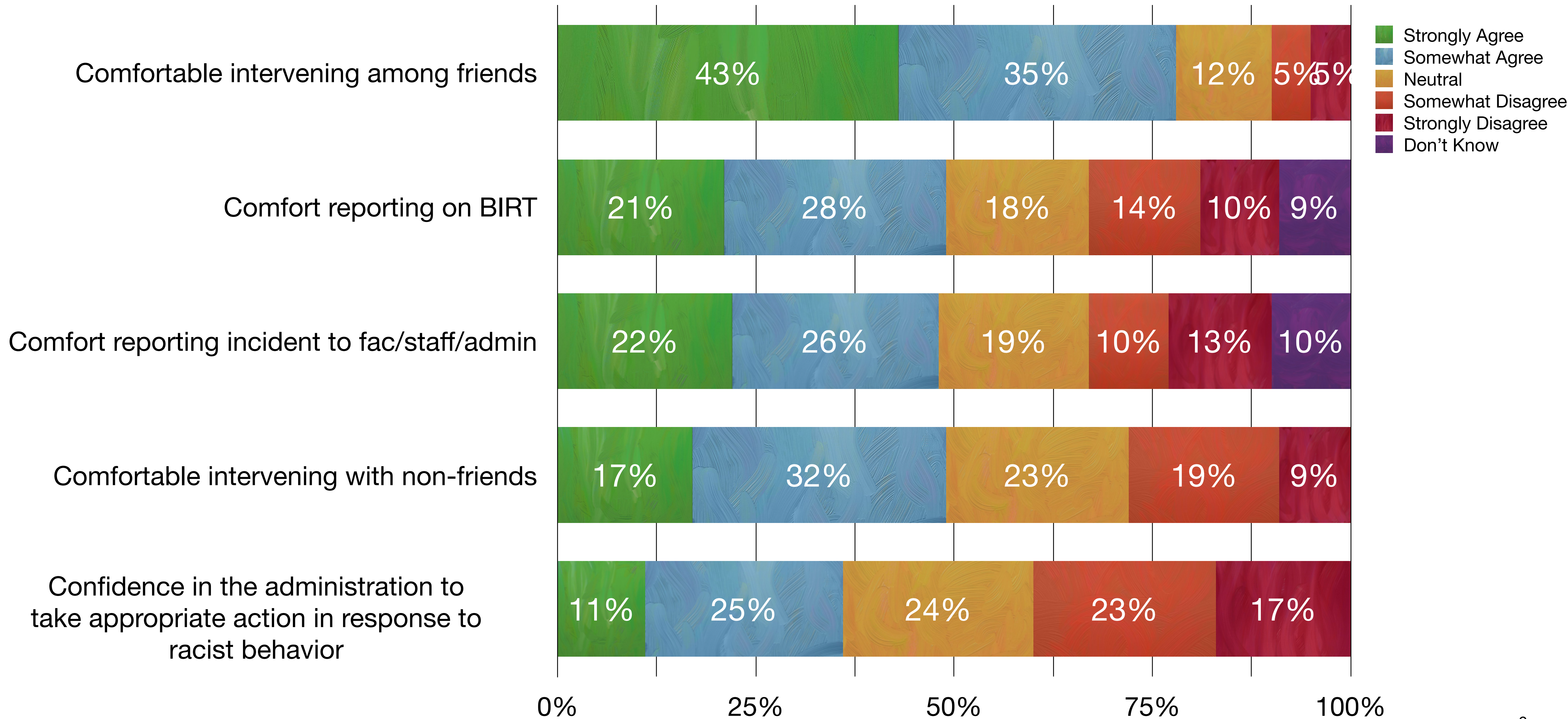


...outside of Campo?

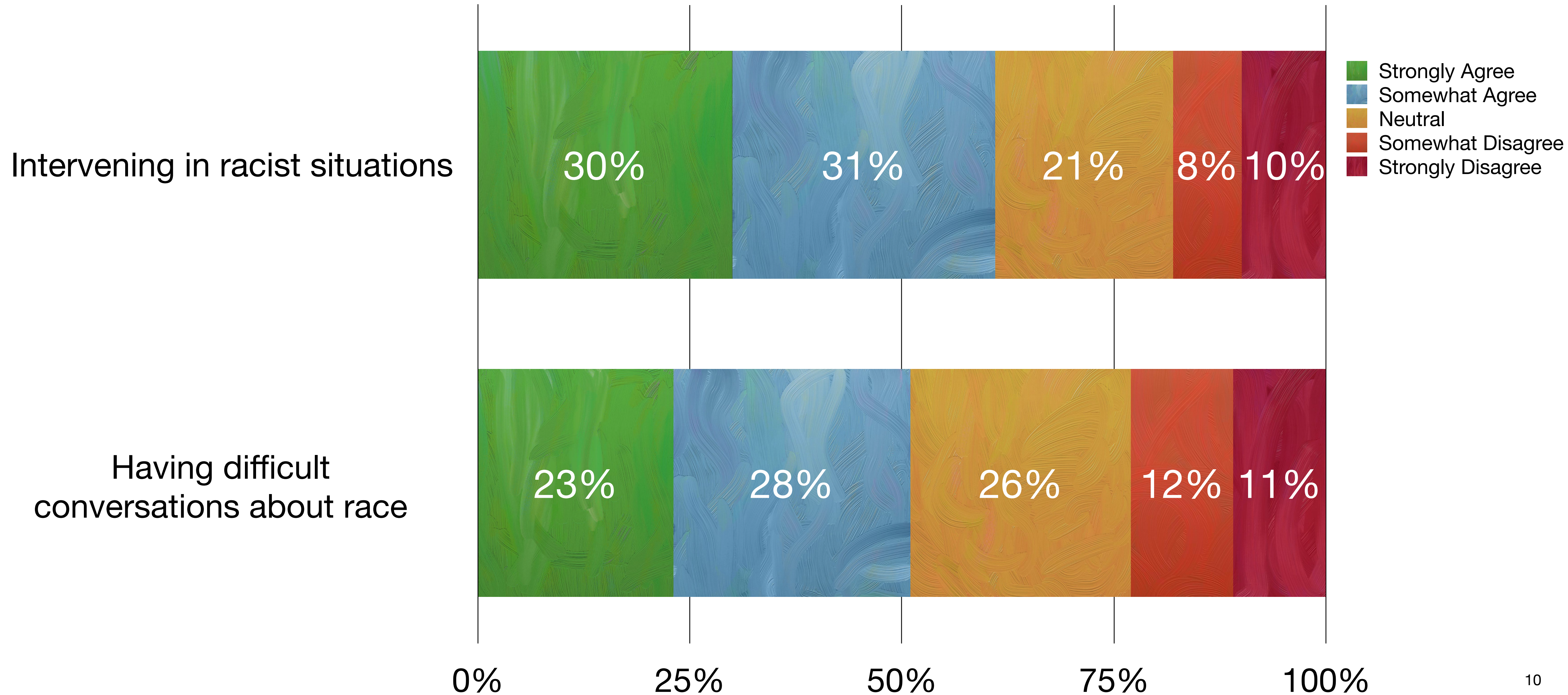




# *Fostering Accountability: Addressing Racism*

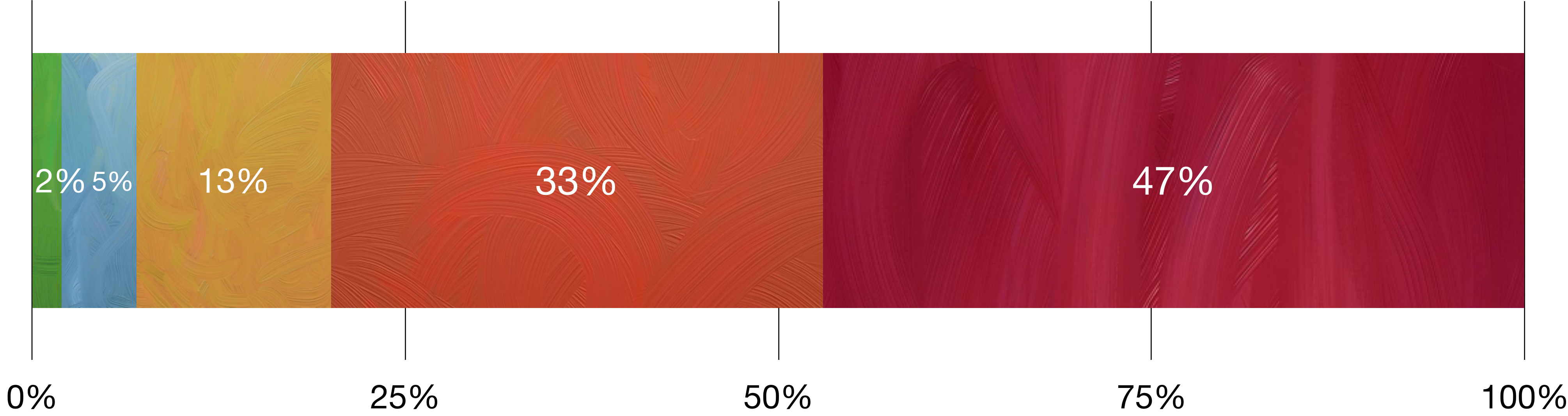


# ***Fostering Accountability: Do we need expanded curricula around..?***



# *Fostering Well-Being*

I am often or always stressed by schoolwork



- Strongly Disagree
- Somewhat Disagree
- Neutral
- Somewhat Agree
- Strongly Agree

- The survey was developed by a volunteer group from the Campolindo Parents' Club Diversity & Inclusion Group (Jenna Wrobel, Sonali Singh, Lydia Oxendine, Karim Mansour, Gary Hill, Will Dow, Matt Bostick), including teacher and administrative representation and consultation from students, under the leadership of Associate Principal Laura Lee.
- We will be following up with additional reports after we've had a chance to perform a more thorough analysis of the data, with the ultimate objective being to identify root causes of the speed bumps, barriers and roadblocks to achieving the mission and addressing them. However, we also know that many conclusions can easily be drawn from the summary data and that this report will (and should) inspire many thoughts, feelings, questions, and comments. We invite and welcome comments to be submitted to [1400missions@dnicampo.com](mailto:1400missions@dnicampo.com)
- Most importantly, these data reflect each student's experience at Campo but also how each student's behavior is affecting others. We encourage parents and students to engage in conversations together about the survey and the student experience at Campo in the context of the survey results.

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