

Employee Resource Groups Bend-La Pine Schools



We believe our staff must reflect the identities that represent our growing community. We value and honor diverse staff perspectives, which enrich our collective work and help us best serve all students and families. It is our goal that each staff member feels safe, supported, and proud to share our authentic selves in the workplace, in a way that upholds the mission and values of our district.

As our community grows, we recognize that some of our staff feel this safety and support for their identities and experiences more consistently than others.

For example, in Bend-La Pine Schools:

- **Nearly twice as many staff of color** report struggling to connect with colleagues at work who shared similar identities and lived experiences to theirs, compared to white colleagues
- **Twice as many staff who identify as LGBTQIA+** report struggling to find others at work who share similar identities and lived experiences to theirs, compared to heterosexual colleagues
- **Six times as many disabled or neurodivergent staff report** feeling uncomfortable or unsafe being open about their identity at work, compared to their able-bodied or neurotypical colleagues
- **Seven times as many female administrators** report negative identity-based experiences at work, compared to male colleagues

As one of many efforts to ensure an inclusive climate, we are seeking to co-design more equitable support systems for one another as colleagues through *Employee Resource Groups*

Maybe you're wondering...

- What are Employee Resource Groups?
- Who can participate in these ERGs?
- What will be the structure of an ERG, and what will each group accomplish?
- What ERGs will be available in our district, and how can I get involved in one?
- What if I don't see an ERG for an identity or experience with which I need support?

If so, scan this QR Code to learn more, check out the groups, and sign up!

