

Diversity, Equity & Inclusion (DE&I)

Data Review

Lake Tahoe Unified School
District
February-March 2023

Measurable Results.
Strong Insights.
Enhanced Performance.



Equimetrics® Data Review



Overview / Agenda

- **Survey Details**
- **Overall Score / Year 1-2-3 Comparison**
- **Scale Scores / Year 1-2-3 Comparison**
- **Item Scores / Year 1-2-3 Comparison**



“Diverse leadership teams out-innovate and outperform others: These organizations are 45 percent more likely to report growth in market share and 70 percent more likely to report capturing a new market.”

Source: Sylvia Ann Hewlett, Melinda Marshall, and Laura Sherbin, “How diversity can drive innovation,” Harvard Business Review



Equimetrics® Overview

Survey Structure

We measure:

- **Diversity** - presence of individuals of varying backgrounds and/or experiences.
- **Equity** - fair, transparent treatment of all, and equitable opportunity for all, including underrepresented groups.
- **Inclusion** - an environment in which all individuals of all backgrounds are treated fairly, respectfully and all voices are being heard.
- **Cultural Competency** - ability to understand, effectively interact with people across various cultures.
- **Mission, Vision & Values** - intentionality around support, enhancement of the org's Mission, Vision and Values
- **Communication** - sharing information about DE&I issues and initiatives
- **Leadership** - leaders are taking ownership and supporting DE&I
- **Alignment** - policies, communication, and action are connected
- **Policy and Practice** - components reflected in organizational policies and practices

Psychometric Analysis - Reliability Scores

Diversity: 0.93
Equity: 0.93
Inclusion: 0.90
Cultural Competency: 0.89
Mission, Vision & Values: 0.94
Communication: 0.90
Leadership: 0.95
Alignment: 0.93
Policy & Practice: 0.92
Overall/Total: 0.98



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Survey Structure

Scales: 9

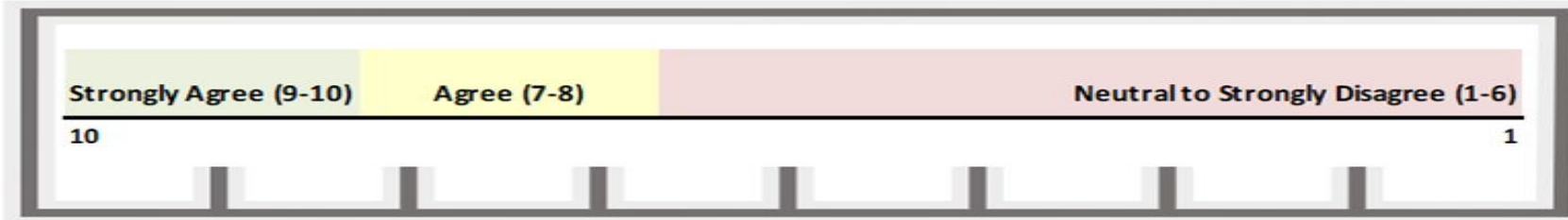
Items: 29

Response Format:

Responses: 414

Total Sent: 450

Response Rate: 84.0%



Strong performance in these areas is shown when there is a large number of respondents strongly agreeing, or selecting 9 and 10, and a small number of respondents between neutral and strongly disagreeing with the statements.

*Responses up from 308 in 2022, 350 in 2021

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Overall Score



Lake Tahoe Unified School
District

February-March 2023

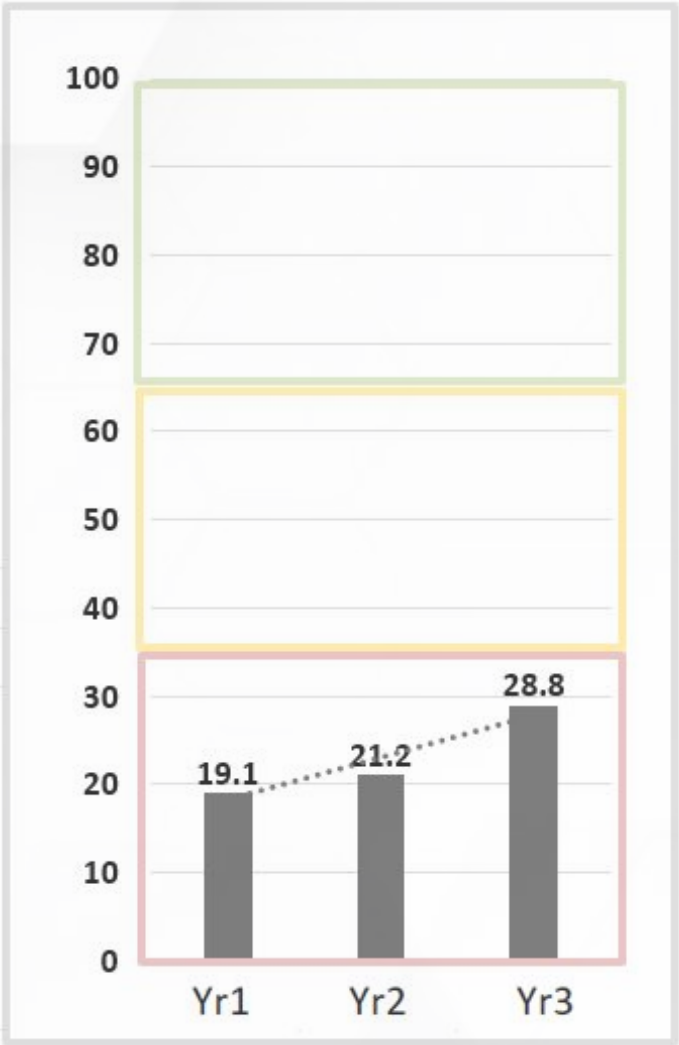
2021 2022 2023

19.1

21.2

28.8

Responses: 414
Total Sent: 450
Response Rate: 84.0%



% of 9-10, Strongly Agree Responses

Normative Comparison

K-12

28.7

% of 9-10, Strongly Agree Responses

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Focus Areas



Focus Area	EQ Score (Strongly Agree %)
Inclusion	37.7
Leadership	32.0
Cultural Competency	30.3
Diversity	28.3
Mission, Vision & Values	27.8
Equity	26.8
Policy & Practice	25.8
Alignment	24.0
Communication	18.1
Equimetrics® Score	28.8



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Focus Areas



Focus Area	Strongly Agree % (9-10)	All Agree % (7-10)
Inclusion	37.7	65.8
Leadership	32.0	61.0
Cultural Competency	30.3	59.1
Diversity	28.3	55.7
Mission, Vision & Values	27.8	56.0
Equity	26.8	55.6
Policy & Practice	25.8	54.3
Alignment	24.0	51.8
Communication	18.1	43.7
Equimetrics® Score	28.8	57.0



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Focus Areas

Lake Tahoe Unified School District
Comparison By Year

	Year 1 (2021) Strongly Agree (9-10)	Year 2 (2022) Strongly Agree (9-10)	Year 3 (2023) Strongly Agree (9-10)
Inclusion	● 27.1	● 30.8	● 37.7
Leadership	● 22.2	● 24.9	● 32.0
Cultural Competency	● 20.9	● 21.9	● 30.3
Diversity	● 20.6	● 20.2	● 28.3
Equity	● 17.8	● 18.5	● 27.8
Mission, Vision & Values	● 16.2	● 18.2	● 26.8
Policy & Practice	● 16.1	● 18.5	● 25.8
Alignment	● 13.0	● 17.2	● 24.0
Communication	● 9.3	● 14.1	● 18.1
Equimetrics® Score	● 19.1	● 21.2	● 28.8



Equimetrics® Data Review

Focus Areas

Lake Tahoe Unified School
District
Comparison By Year (w/ all)



— Year 1 2021
— Year 2 2022
— Year 3 2023

	Year 1 (2021)		Year 2 (2022)		Year 3 (2023)	
	Strongly Agree (9-10)	All Agree 7-10)	Strongly Agree (9-10)	All Agree 7-10)	Strongly Agree (9-10)	All Agree 7-10)
Inclusion	● 27.1	● 53.7	● 30.8	● 62.0	● 37.7	● 65.8
Leadership	● 22.2	● 47.6	● 24.9	● 55.6	● 32.0	● 61.0
Cultural Competency	● 20.9	● 45.8	● 21.9	● 54.1	● 30.3	● 59.1
Diversity	● 20.6	● 43.7	● 20.2	● 47.2	● 28.3	● 55.7
Mission, Vision & Values	● 16.2	● 37.2	● 18.2	● 50.8	● 27.8	● 56.0
Equity	● 17.8	● 42.2	● 18.5	● 48.3	● 26.8	● 55.6
Policy & Practice	● 16.1	● 37.5	● 18.5	● 48.3	● 25.8	● 54.3
Alignment	● 13.0	● 36.4	● 17.2	● 47.4	● 24.0	● 51.8
Communication	● 9.3	● 24.4	● 14.1	● 36.0	● 18.1	● 43.7
Equimetrics® Score	● 19.1	● 42.5	● 21.2	● 51.0	● 28.8	● 57.0
	9-10	7-10	9-10	7-10	9-10	7-10
	Year 1 (2021)		Year 2 (2022)		Year 3 (2023)	

Equimetrics® Data Review

Items



Top 4

2023

Item	Scale	Strongly Agree	Agree	Neutral-Disagree	Avg
I have a person or group that is a source of support or advocacy in my organization.	Inclusion	36.0%	26.0%	38.0%	6.9
Leaders in my work group include team members, regardless of background.	Leadership	35.1%	28.0%	36.9%	6.9
In my work group, we regularly share ideas and learn from other backgrounds and experiences.	Inclusion	33.2%	27.8%	39.0%	6.8
In my organization, people are included, regardless of background or experience.	Inclusion	30.3%	30.0%	39.6%	6.8

2022

Item	Scale	Strongly Agree	Agree	Neutral-Disagree	Avg
I have a person or group that is a source of support or advocacy in my organization.	Inclusion	32.7%	25.4%	41.9%	6.7
Leaders in my work group include team members, regardless of background.	Leadership	32.2%	27.1%	40.7%	6.7
In my work group, we regularly share ideas and learn from other backgrounds and experiences.	Inclusion	28.9%	28.9%	42.2%	6.6
In my organization, people are included, regardless of background or experience.	Inclusion	27.1%	30.5%	42.4%	6.6

2021

Question	Scale	Strongly Agree	Agree	Neutral-Disagree	Avg
I have a person or group that is a source of support or advocacy in my organization.	Inclusion	30.6	23.7%	45.7%	6.4
Leaders in my work group include team members, regardless of background.	Leadership	30.0	23.7%	46.3%	6.4
In my work group, we regularly share ideas and learn from other backgrounds and experiences.	Inclusion	27.7	26.6%	45.7%	6.3
In my organization, people are included, regardless of background or experience.	Inclusion	25.4	26.6%	48.0%	6.2
In my work group, we have varying backgrounds and/or experiences among team members.	Diversity	25.4	25.4%	49.1%	6.3

Equimetrics® Data Review

Items



Bottom 4

Item	Scale	Strongly Agree	Agree	Neutral-Disagree	Avg
In my organization, we regularly receive information on our Diversity, Equity, Inclusion, and Cultural Competency practices.	Communication	13.8%	19.7%	66.5%	5.3
In my work group, we regularly discuss our plans for Diversity, Equity, Inclusion, and Cultural Competency.	Communication	14.4%	22.6%	63.1%	5.5
My organization actively promotes diversity with partners, vendors and other stakeholders (outside the organization)	Diversity	18.9%	24.3%	56.8%	6.1
Within my organization, we have purposeful initiatives to address Diversity, Equity, Inclusion, and Cultural Competency.	Mission, Vision & Values	18.1%	25.1%	56.8%	5.9

2023

Item	Scale	Strongly Agree	Agree	Neutral-Disagree	Avg
In my organization, we regularly receive information on our Diversity, Equity, Inclusion, and Cultural Competency practices.	Communication	11.4%	16.6%	72.0%	5.0
In my work group, we regularly discuss our plans for Diversity, Equity, Inclusion, and Cultural Competency.	Communication	11.7%	20.1%	68.2%	5.2
Within my organization, we have purposeful initiatives to address Diversity, Equity, Inclusion, and Cultural Competency.	Mission, Vision & Values	13.7%	24.0%	62.3%	5.6
In my organization, resources are dedicated to improving Diversity, Equity, Inclusion, and Cultural Competency.	Alignment	13.8%	24.9%	61.2%	5.6

2022

Question	Scale	Strongly Agree	Agree	Neutral-Disagree	Avg
In my organization, we regularly receive information on our Diversity, Equity, Inclusion, and Cultural Competency practices.	Communication	8.6	14.3%	77.1%	4.6
In my work group, we regularly discuss our plans for Diversity, Equity, Inclusion, and Cultural Competency.	Communication	10.0	16.0%	74.0%	4.8
Within my organization, we have purposeful initiatives to address Diversity, Equity, Inclusion, and Cultural Competency.	Mission, Vision & Values	13.1	18.9%	68.0%	5.2
In my organization, resources are dedicated to improving Diversity, Equity, Inclusion, and Cultural Competency.	Alignment	11.4	21.4%	67.1%	5.2

2021

Equimetrics® Data Review



Comments / Themes

- Diversity initiatives – transparency around plans, hiring policies, staff diversity compared to student population
- Language/Bilingual staff
 - Necessity for some positions, needed in more and more places
 - Support for parents of students that speak other languages (Spanish and beyond)
- Ability – students with special needs, physical disabilities
- Leadership succession planning - efforts to bring both the staff and leadership complements more in line with the representative student population.
- Communication between different positions within the district – Cert/Class/Admin/Para/etc.
- Addressing Biases
- Putting Mission and Vision into action, and/or clarifying how all staff can do that

About Infinity Systems

Infinity Systems is a black-owned small business and a majority-minority team, dedicated to supporting leaders by quantifying organizational culture.

Our passion is to measure and help leaders make the true purpose and vision of an organization a reality. Our experience includes public and higher education, law enforcement, government agencies, and many private-sector companies, ranging from small businesses to Fortune 500 companies.

Empowering Leaders.
Aligning Organizations.
Driving Results.



Equimetrics® Powered by Infinity Systems

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