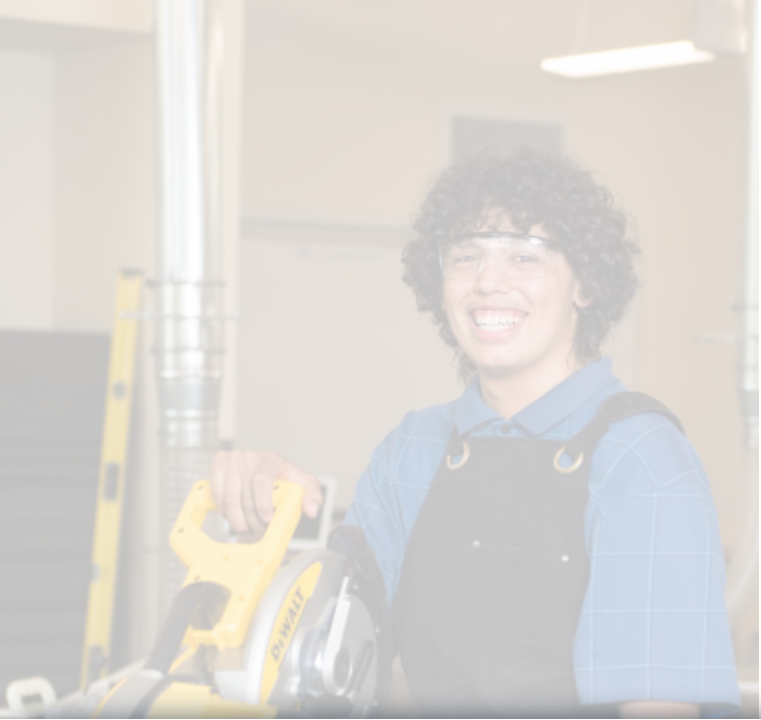




Bias Incident Data

District-Wide Snapshot: 2023–2024

Our Equity Stance

We expect all members of Bend-La Pine Schools to uphold our collective commitment to equity. We are committed to ensuring each student, family, and employee experiences a sense of belonging, inclusion, and wellbeing as members of our learning community.

We recognize the ongoing social change faced by our region and country will bring uncertainty, disagreement, and mistakes as we learn and grow. We commit to tackling these challenges with dignity and grace, even when it is difficult. We firmly believe in the power of public education to support our community in embracing and navigating collective change together.

Review the entire Bend-La Pine Schools Equity Stance and related policies [here](#).

Why report?

District stance

Purpose of reporting tool:

1. Activation of resources and support for response
2. Data for analysis and decision-making



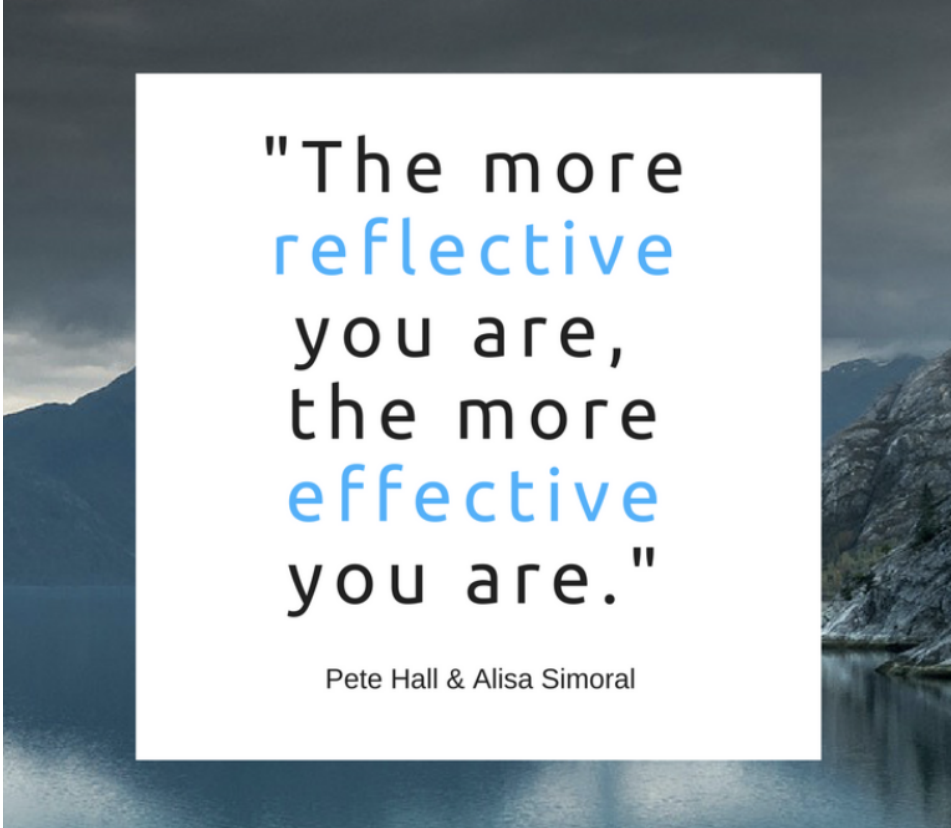
Context and Scope

- Number of reports $\neq$ Number of incidents
 - Duplicate reports
 - Mis-reported complaints
 - Unreported incidents
- This data represents reports submitted between:
September 2023 – April 2024



One of the best things data can
enable us to do is to ask
questions we didn't know to ask.

Note-Taking and Reflection Activity



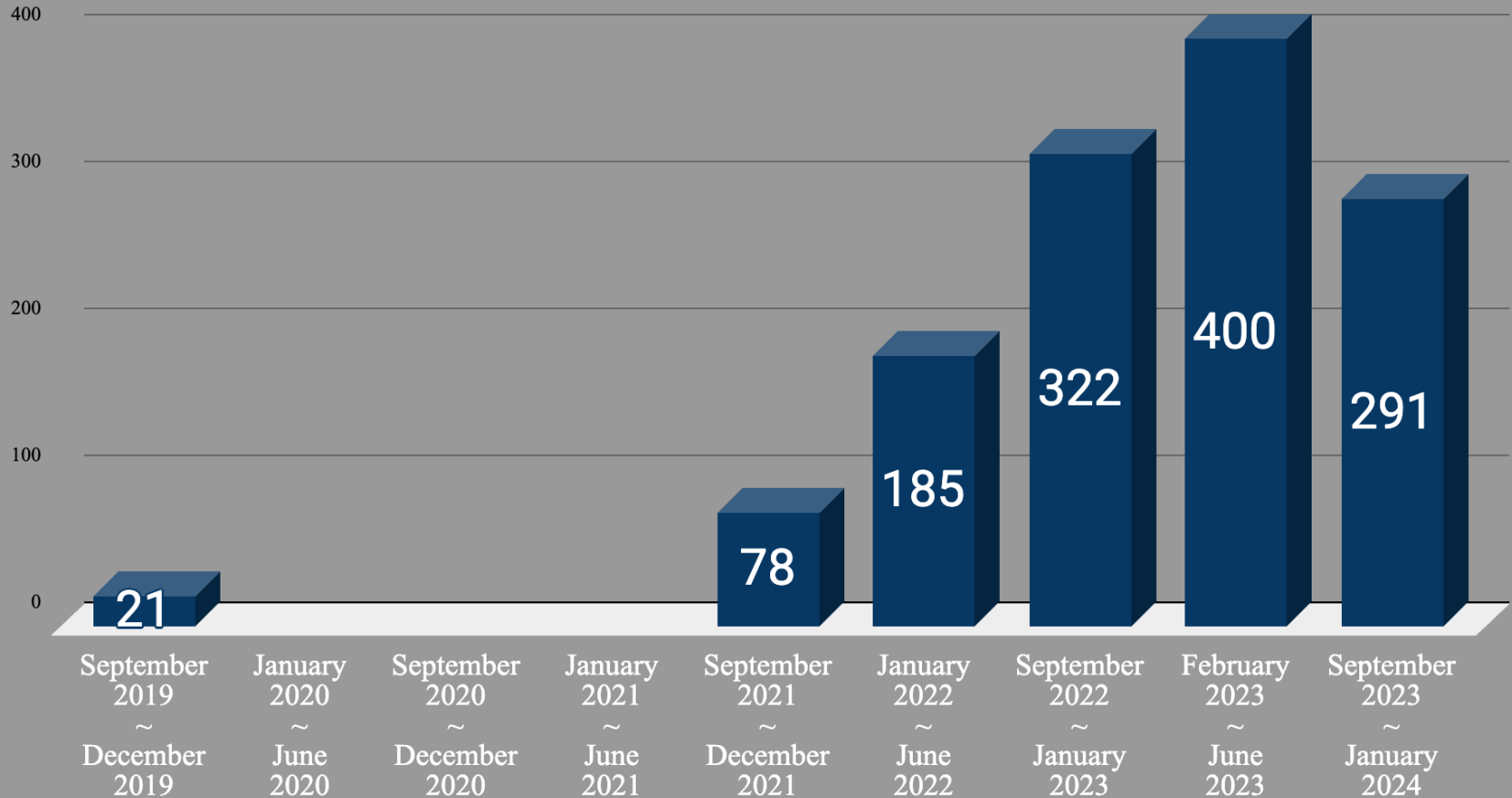
"The more
reflective
you are,
the more
effective
you are."

Pete Hall & Alisa Simoral

**How many incidents were
reported in prior years?**



Cumulative Bias Incidents Reported

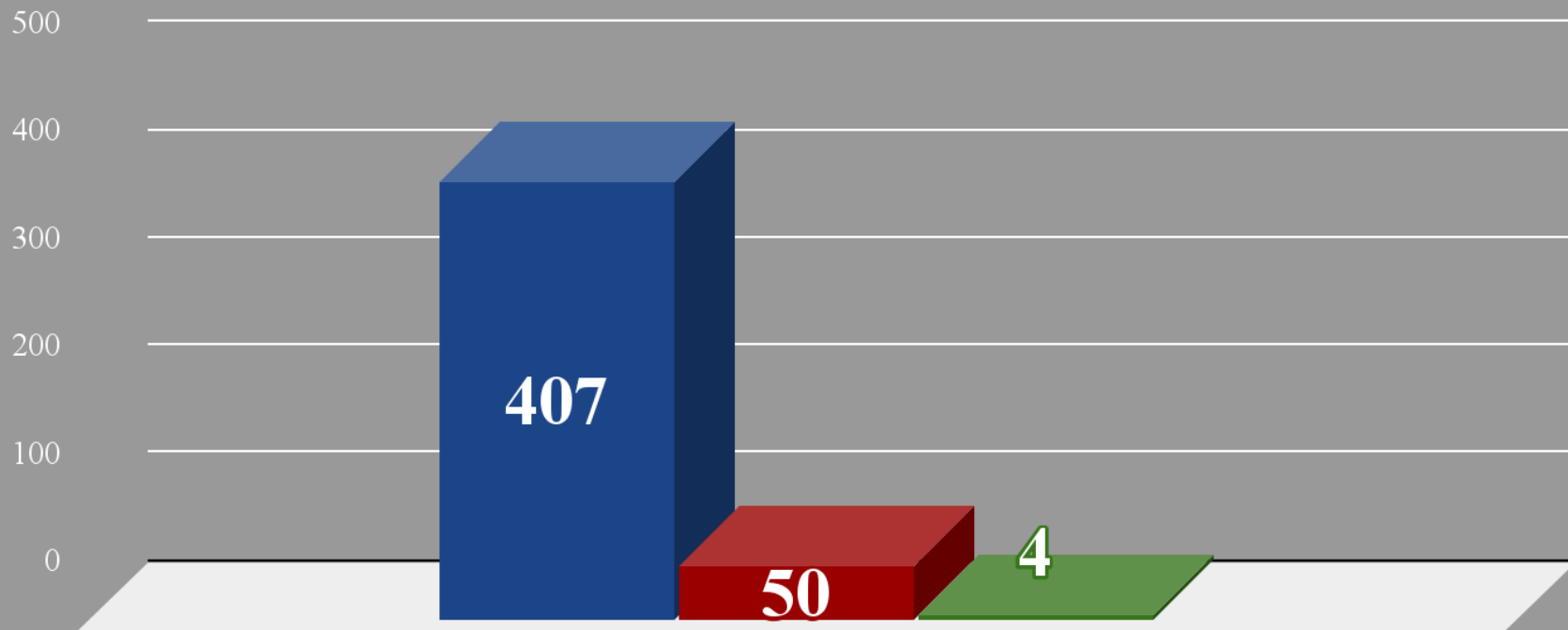


**How many bias incidents have
been reported this year?**



District- Form Submission Type

■ *Bias Incident Reported* ■ *General Concern/Complaint Reported*
■ *Make a SafeOregon Tip*



**What types of incidents have
been reported?**



District- Bias Report Breakdown

Some Forms Reported Multiple Responses

Sex

19.5%

Disability

5.6%

Religion

4.1%

Native Language

3.0%

Ntl.

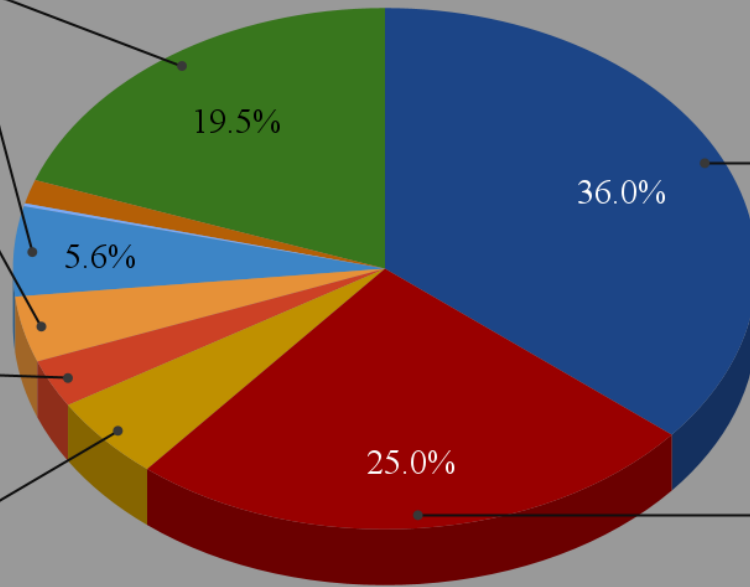
5.2%

Race/Ethnicity

36.0%

Gender

25.0%

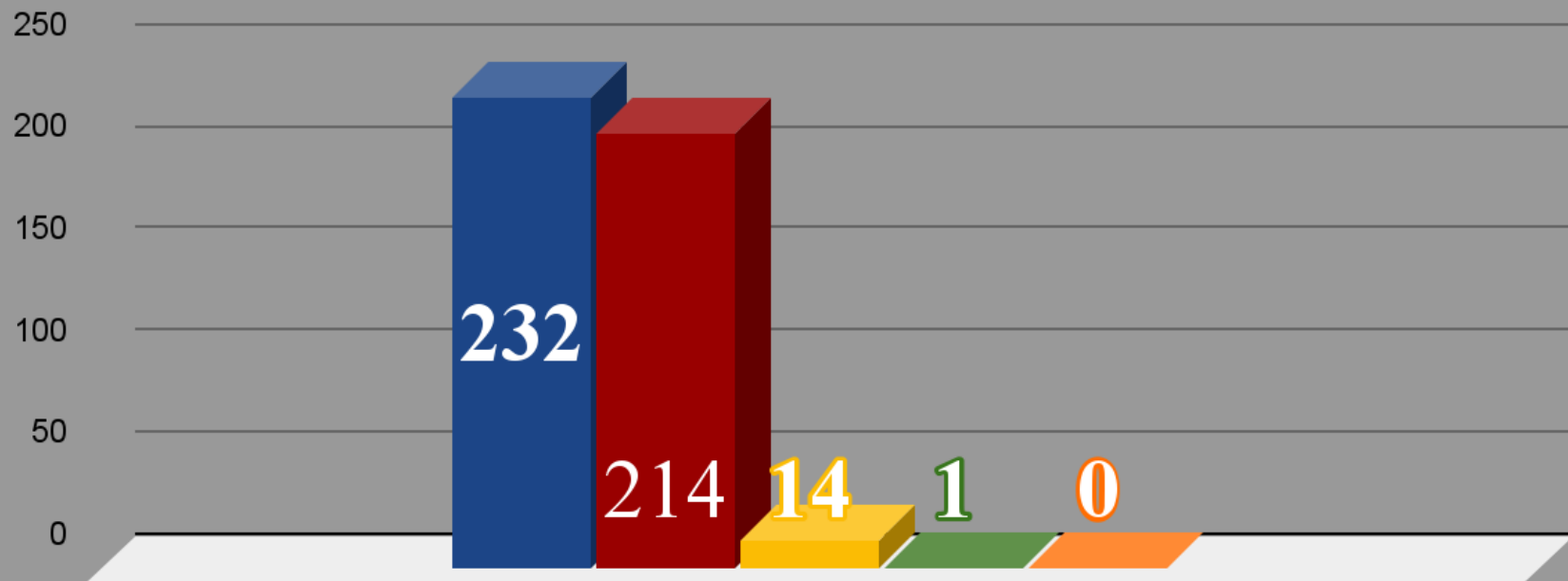


Who is making reports?



District- Reporter Type

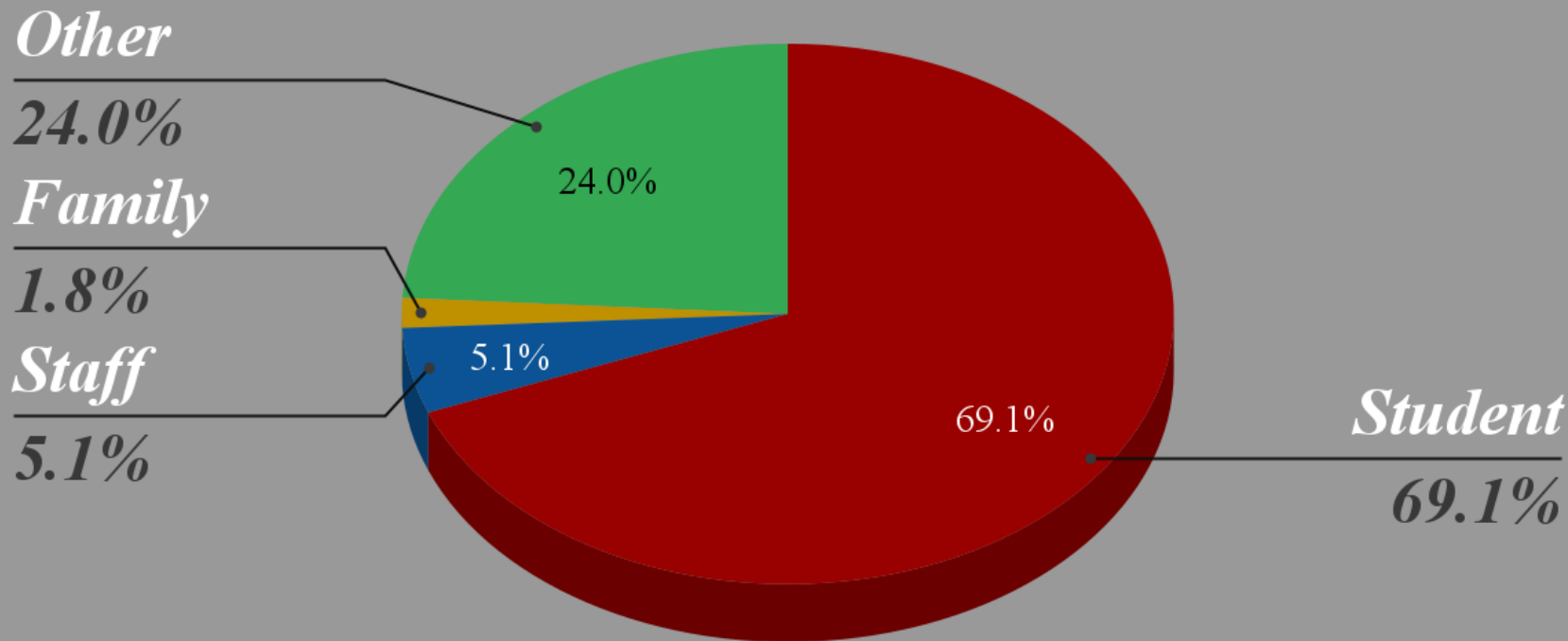
■ *Employee Reported* ■ *Student Reported*
■ *Parent Reported* ■ *Community Member Reported* 1 más



Who are the targets?



District- Target Types



Who are the offenders?



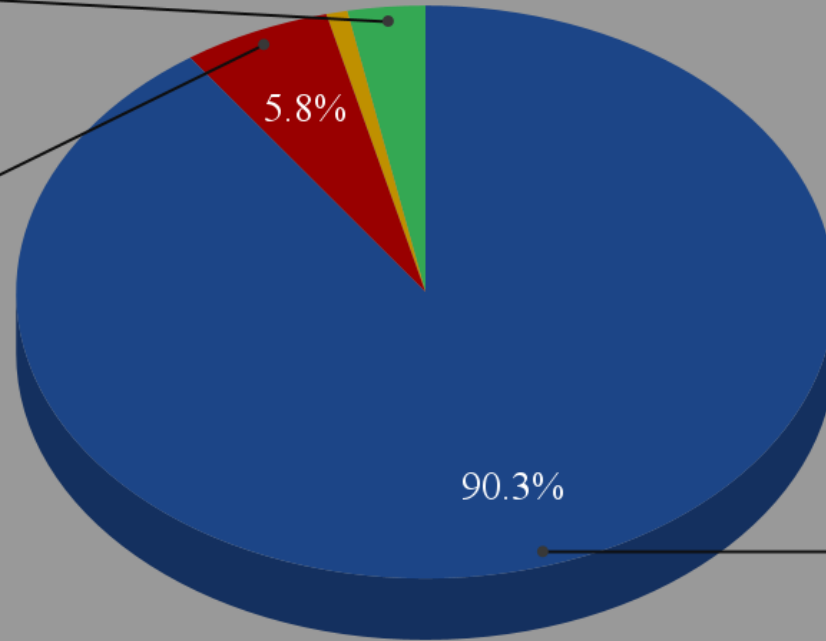
District- Offender Types

Other

3.1%

Staff

5.8%



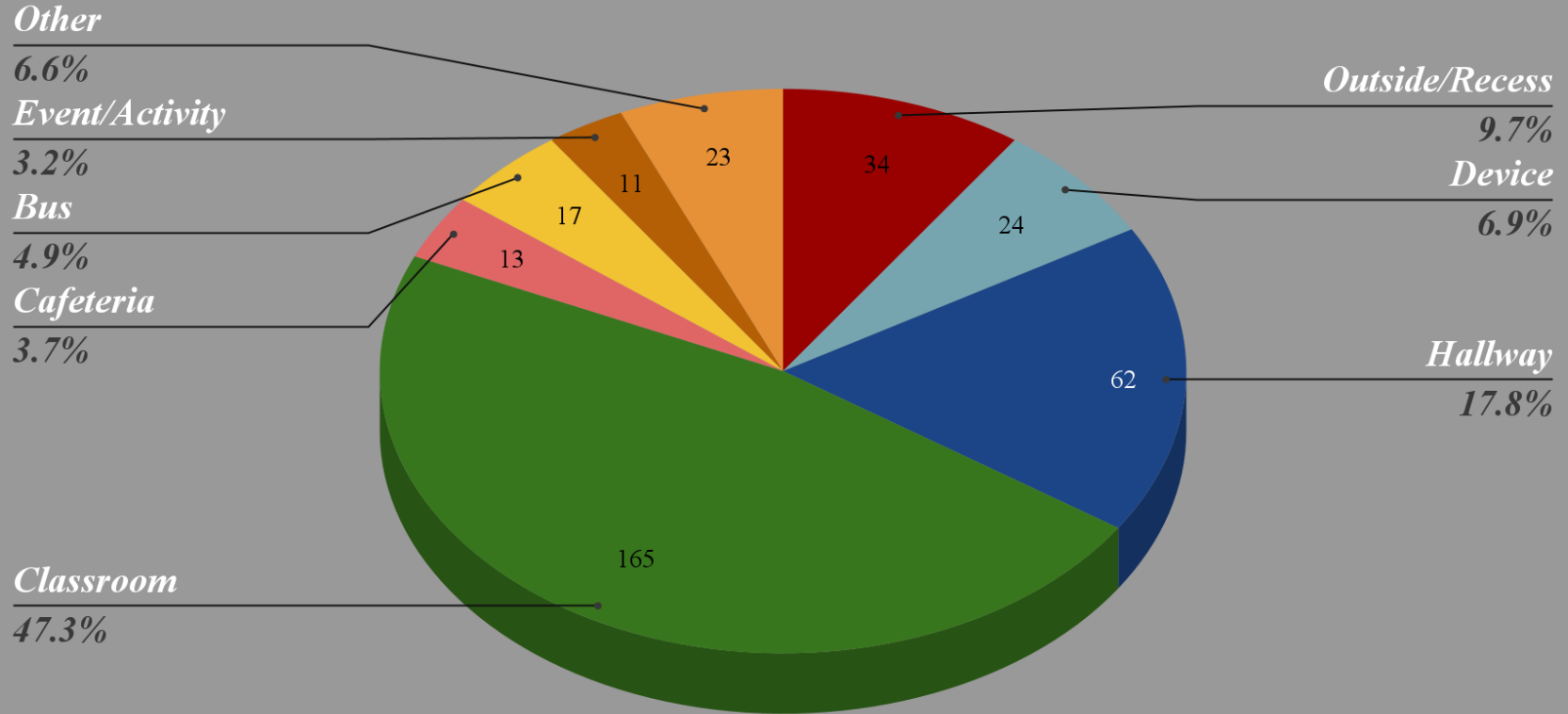
Student

90.3%

**Where are the incidents
occurring?**



District- Bias Locations Reported



What response is taking place?



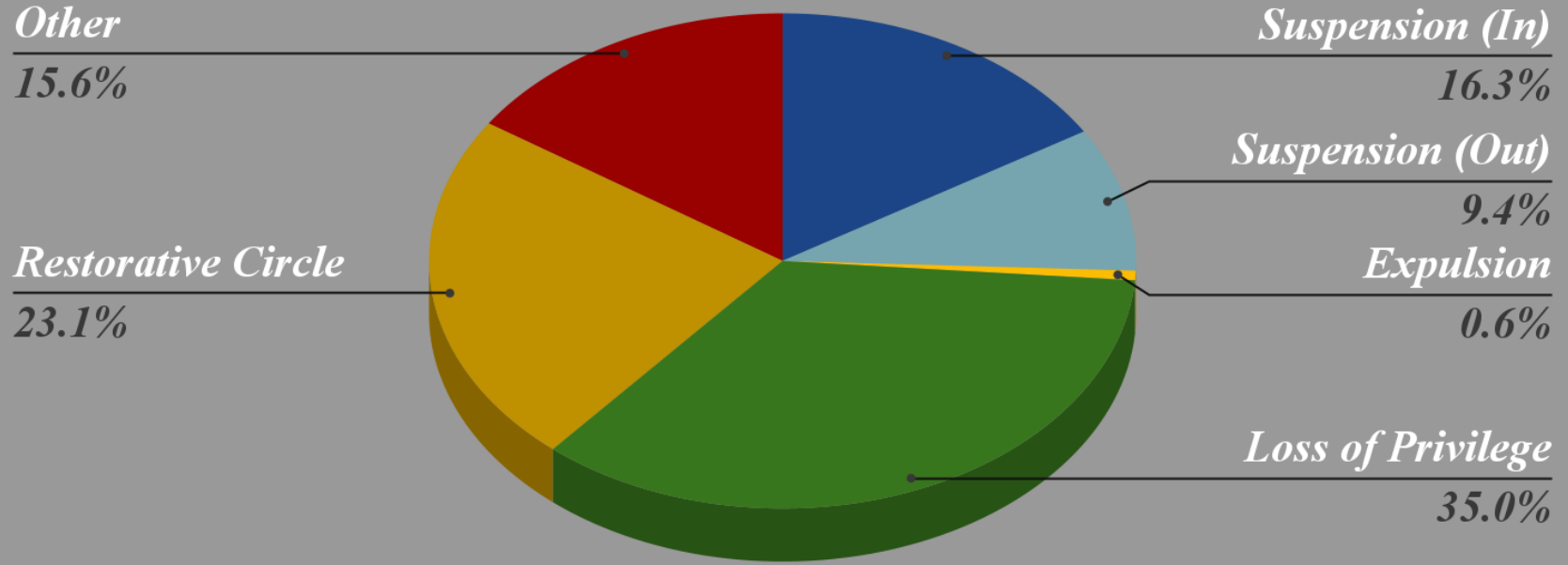
What response is taking place?

- Immediate support for target (relationship-based)
- Compassionate and comprehensive investigation
- Family communication and partnership
- Suspension (in- or out-of-school)
- Loss of privilege (social or extracurricular)
- Education and reflection (offender, bystanders)
- Repair and restorative practices



District- Response Steps Taken

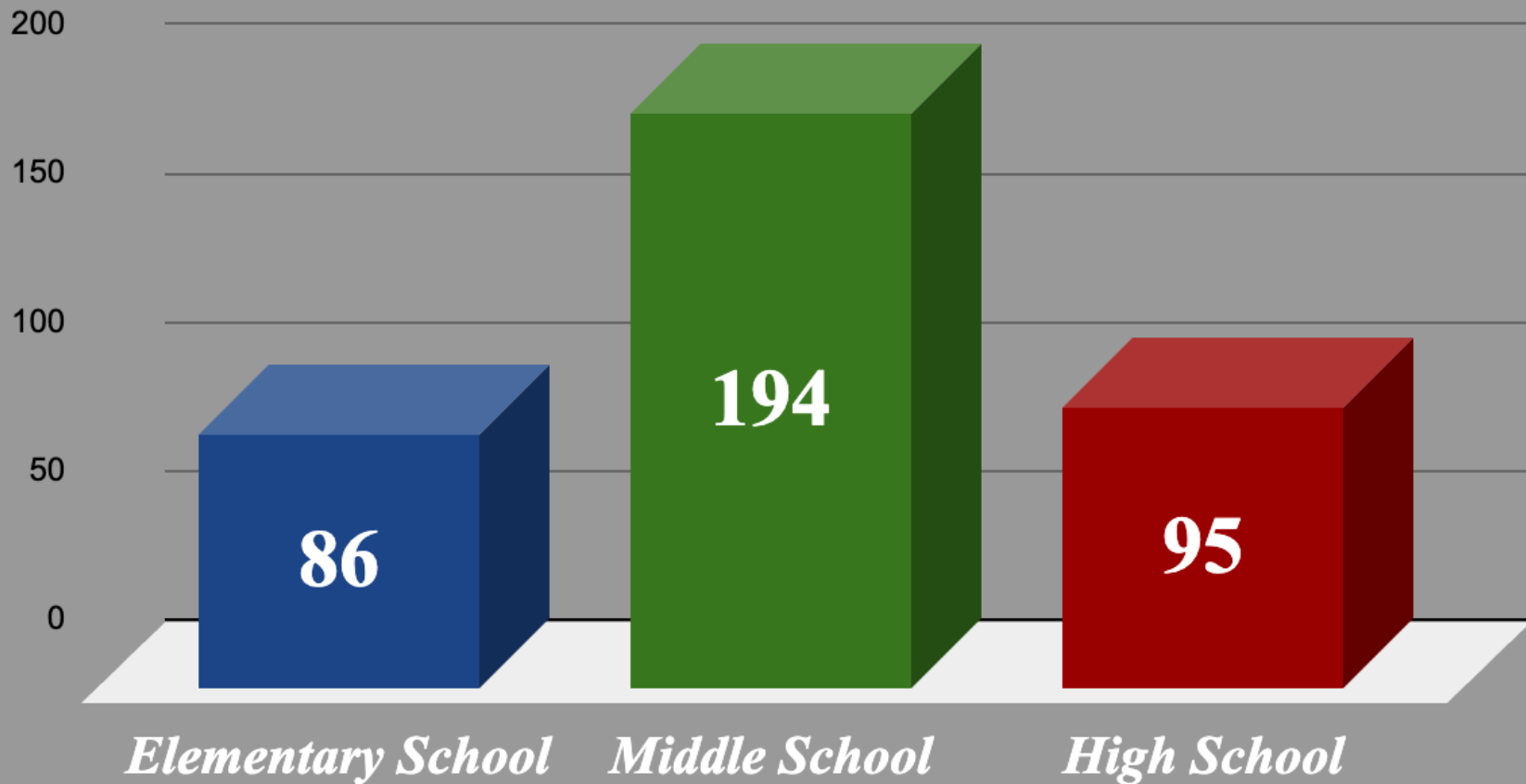
Some Entries Include Multiple Response Steps Taken



**How many bias incidents have
been reported this semester, by
level?**



District- Bias Reports Submitted by...



**What types of incidents have
been reported, by level?**



Elementary- Bias Report Break...

Disability

3.0%

Native Lang...

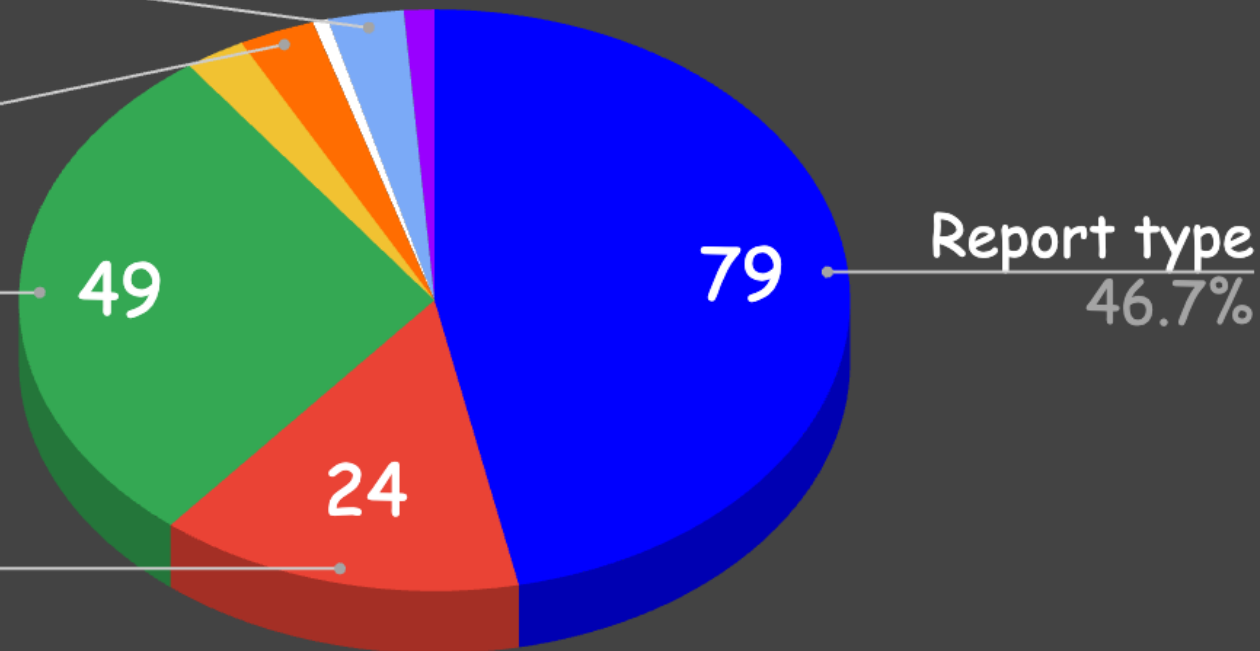
3.0%

Race/Ethnic...

29.0%

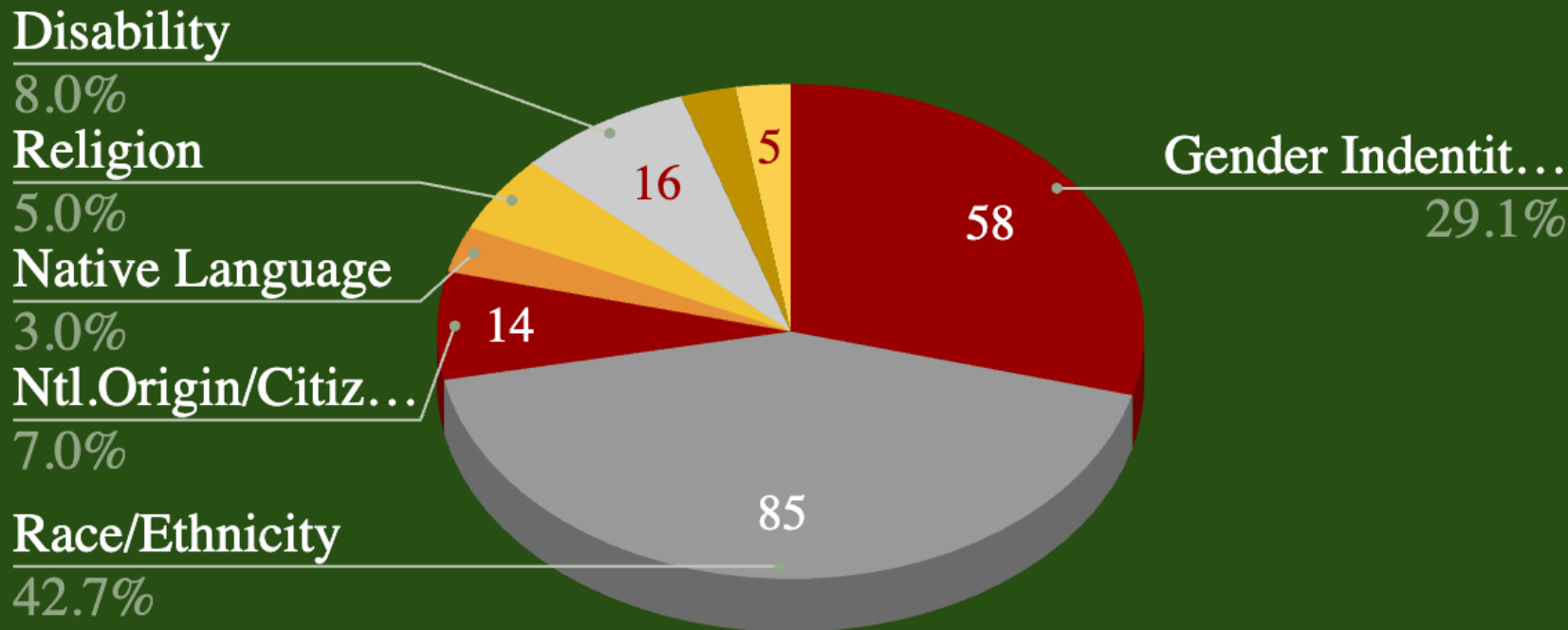
Gender Inde...

14.2%



Middle School- Bias Report Breakd...

Some Forms Reported Multiple Responses



High School- Bias Report Break...

Some Forms Reported Multiple Responses

Sex

3.5%

Age

2.7%

Disability

8.0%

Religion

9.7%

Native Lan...

4.4%

Ntl.Origin...

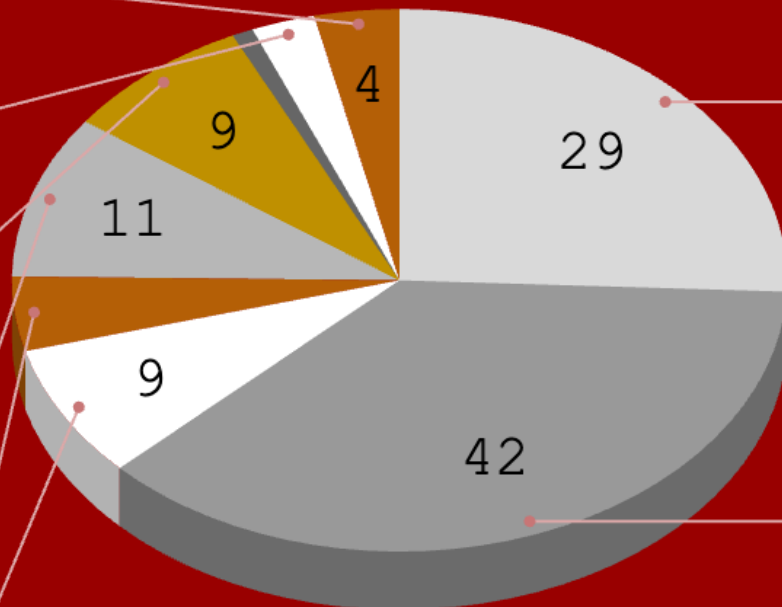
8.0%

Gender Ind...

25.7%

Race/Ethni...

37.2%



Who is making reports, by level?



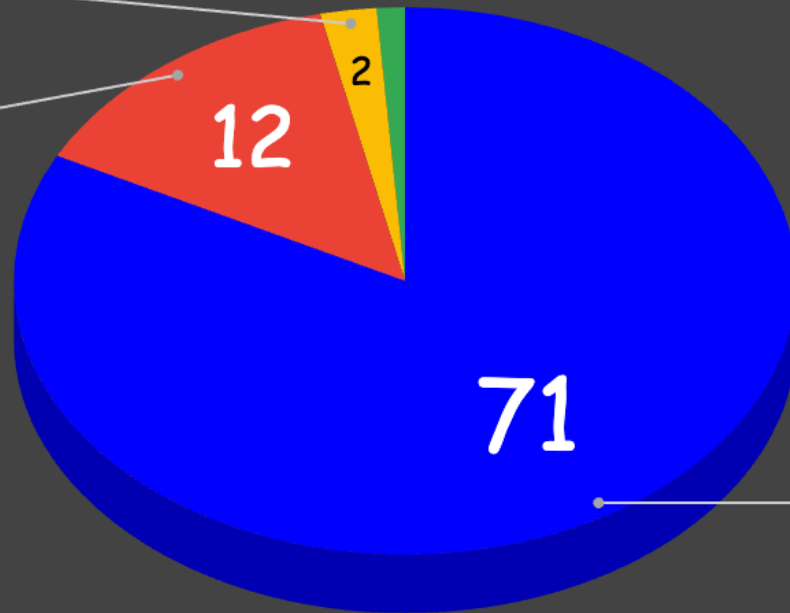
Elementary Reporter Type

Parent Repo...

2.3%

Student

14.0%



Employee
82.6%

Middle School- Reporter Type

Parent

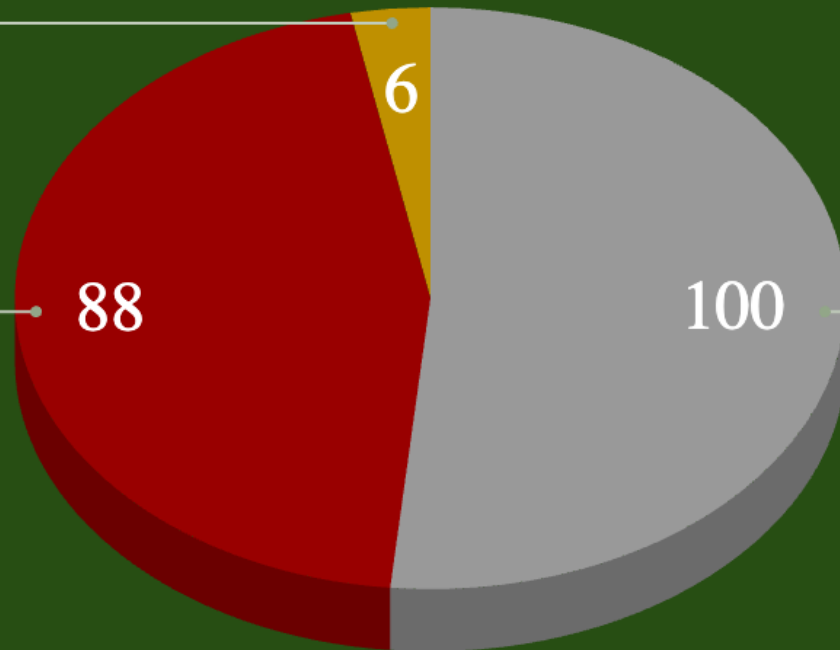
3.1%

Student

45.4%

Employee

51.5%



High School- Reporter Type

Parent

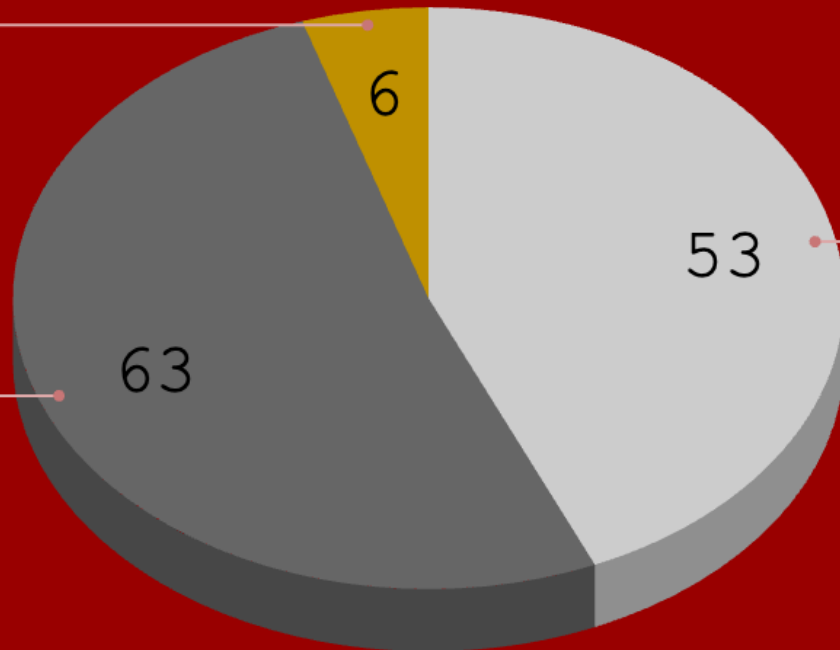
4.9%

Student

51.6%

Employee

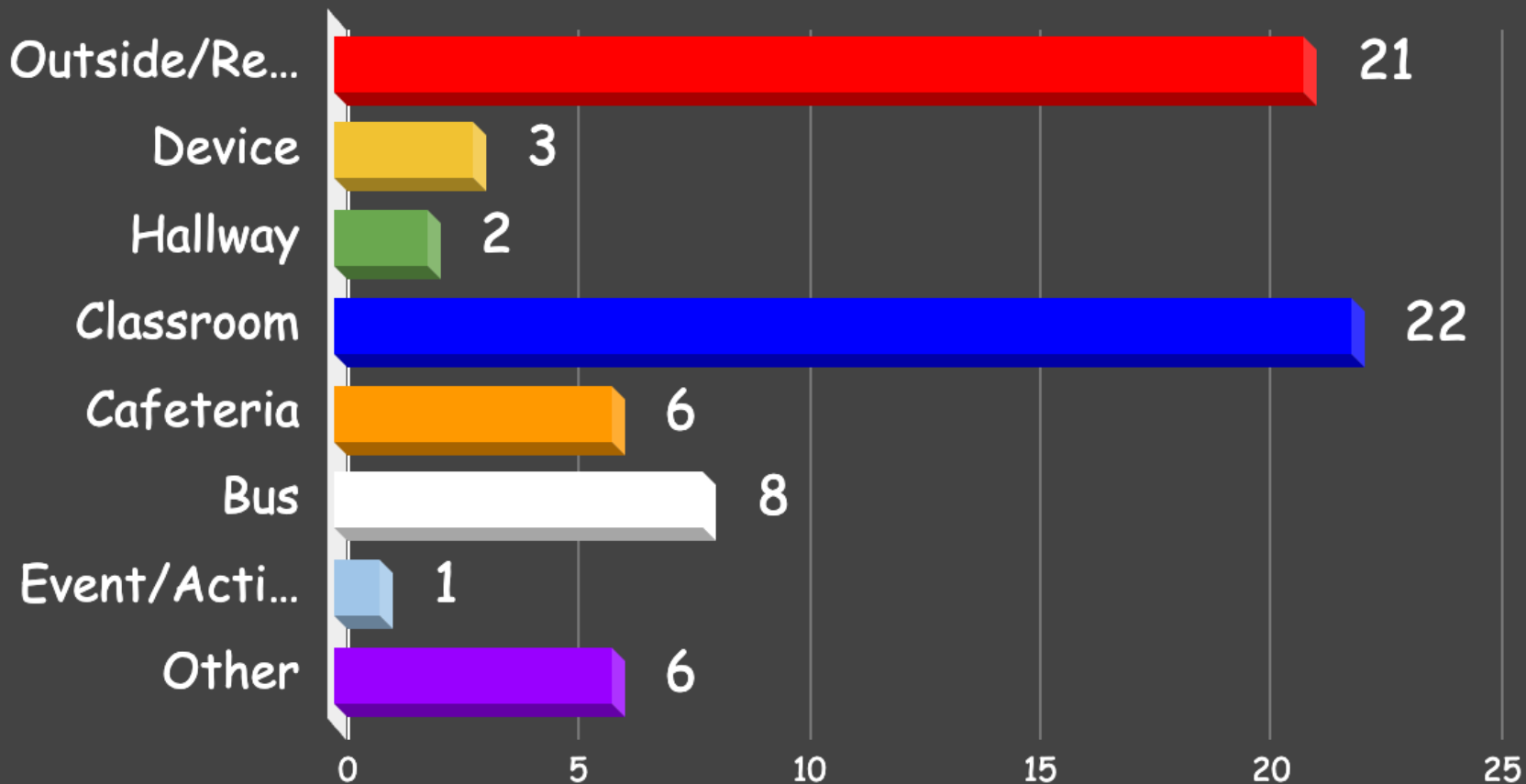
43.4%



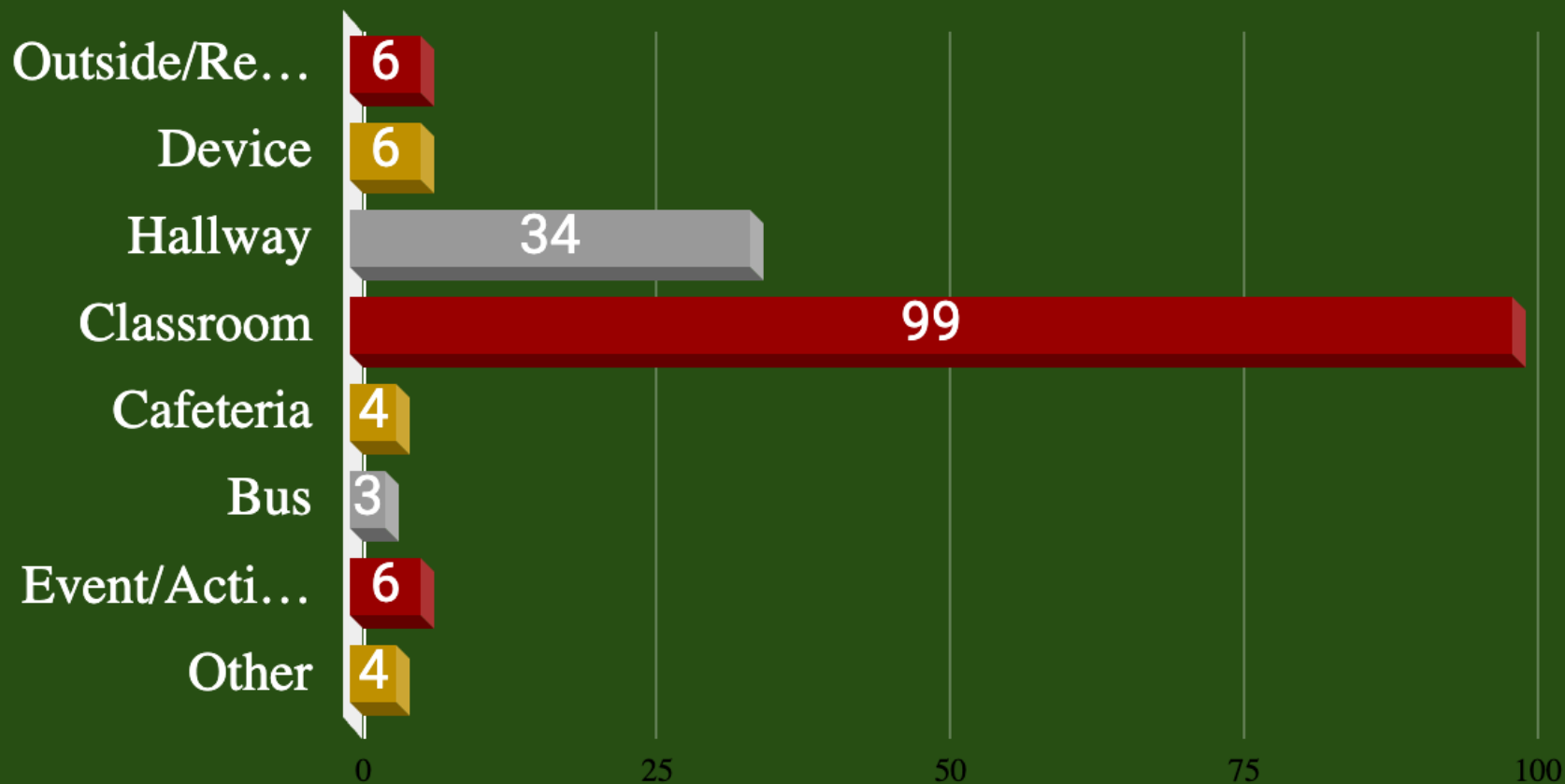
**Where are the locations, by
level?**



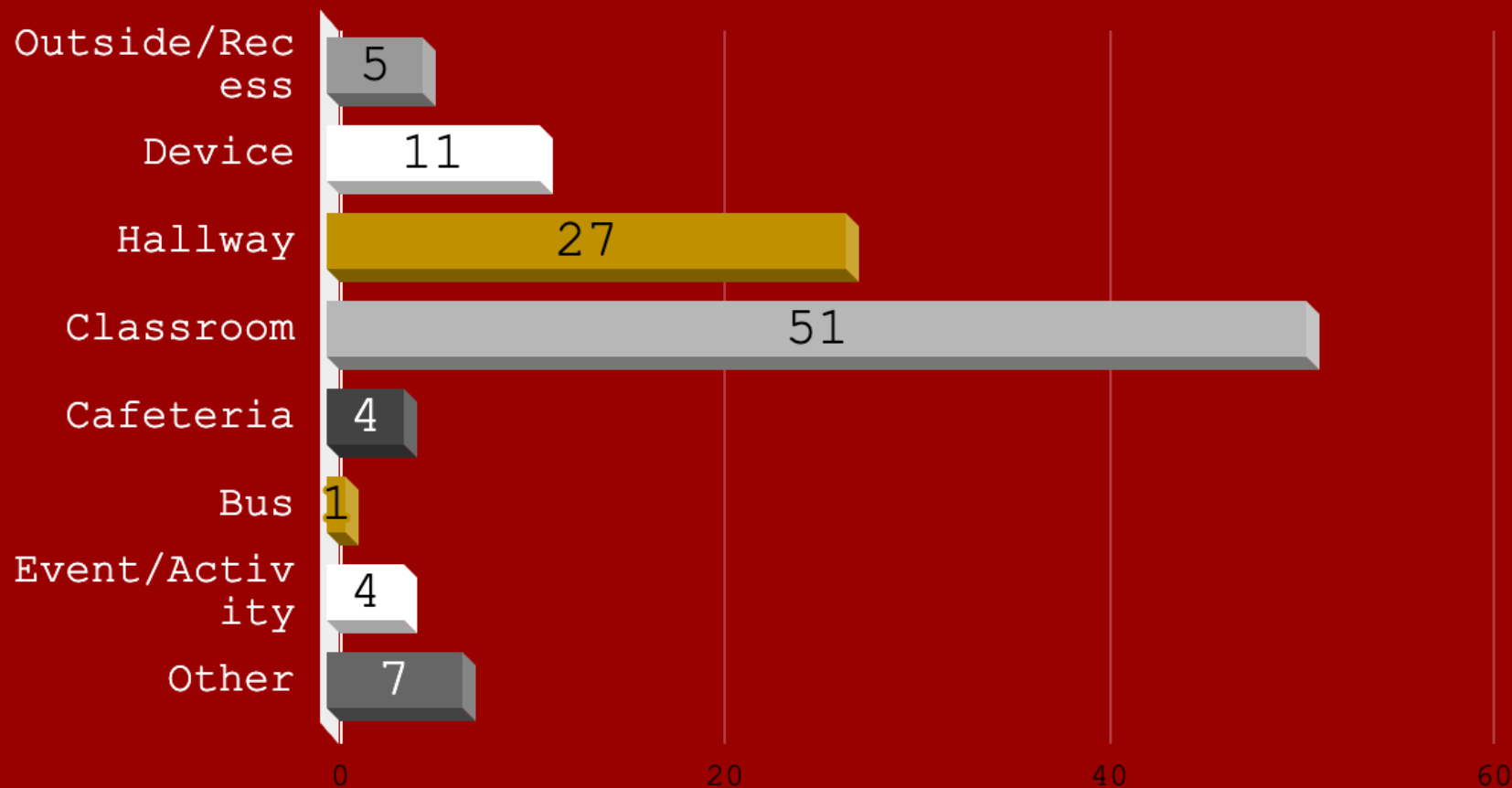
Elementary- Bias Locations Reported



Middle School- Bias Locations Rep...



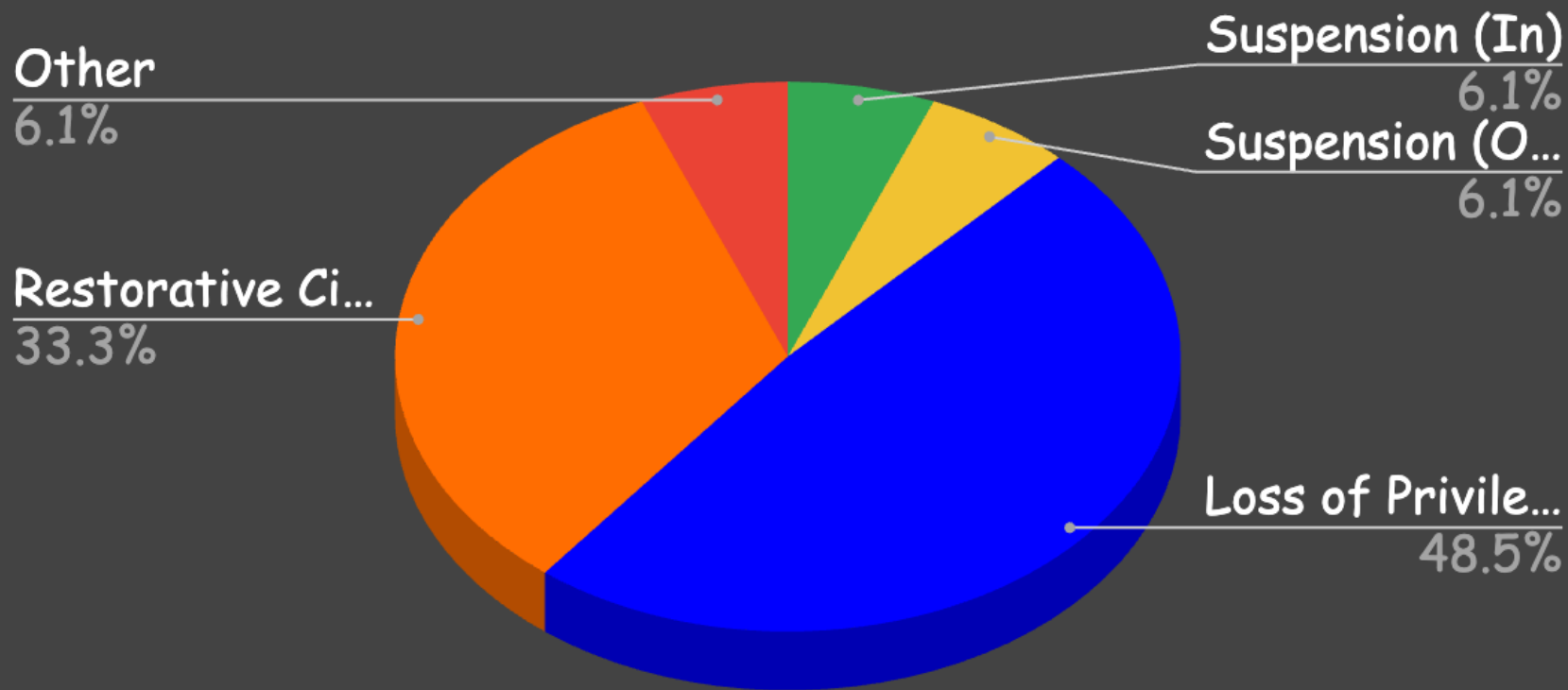
High School- Bias Locations Repo...



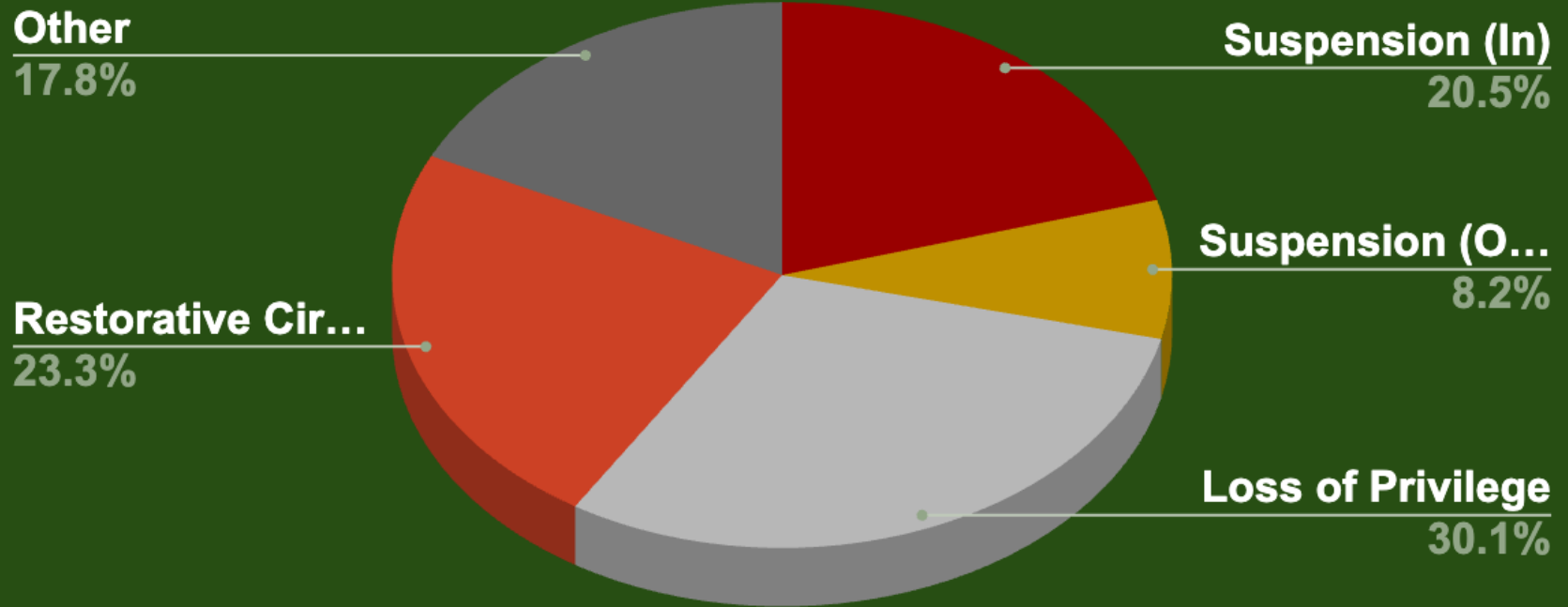
**Where are incidents occurring,
by level?**



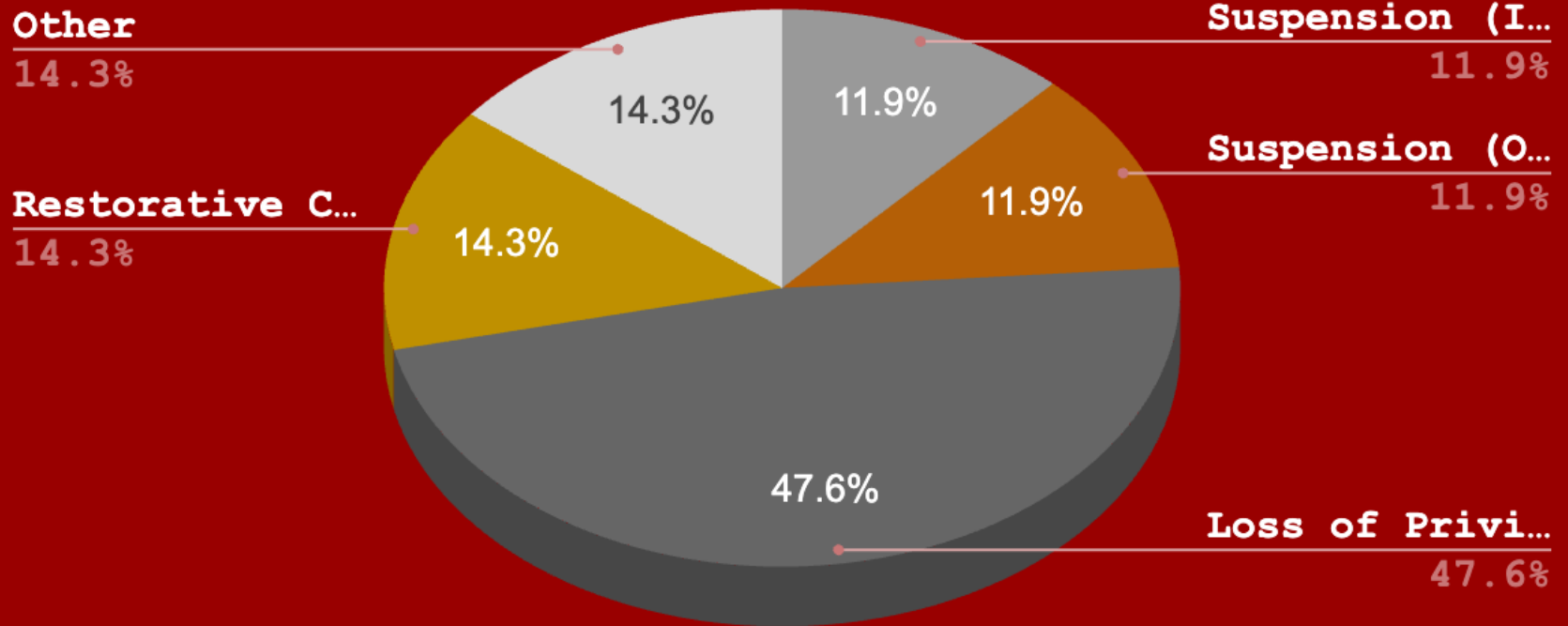
Elementary- Response Steps Ta...



Middle School- Response Steps Taken



High School- Response Steps Ta...



Bend-La Pine Schools



LEAD/EQUITY COACHES



[Bias Incident webpage and reporting tool](#)

[Equity Stance and policies](#)

[Contact us](#)