

DEI DATA

Context Panel

SURVEY PARTICIPATION

- The County workforce consists of approximately 2,900 employees.
- There was a maximum response rate of 12.2% (354 of 2,900).
- **Results reflect the perspectives of respondents and are not statistically representative of the full workforce.**



These results provide valuable insight into employee experiences and perceptions. Continued engagement and broader participation will strengthen future findings and guide County DEI efforts.

DATA PARTICIPATION SNAPSHOT

Race & Ethnicity

A majority of respondents identified as Hispanic and White, with representation across multiple racial and ethnic groups.

Gender Identity

Respondents primarily identified as female (72%) and male (26%), with a small percentage identifying as transgender, nonbinary, or genderfluid.

Age

The largest age group of respondents was 45-54, followed by 35-44 and 25-34, indicating strong participation from mid-career employees.

Disability

14% of respondents reported having a disability. 82% reported no disability, suggesting an opportunity to further examine accessibility and disclosure comfort.

EQUITY & FAIRNESS SIGNALS

43% of respondents reported experiencing at least one microaggression in the last 6 months.

46% do not consistently feel empowered.

Only 44% agree or strongly agree the promotion process is fair.

DEI PERCEPTION

Diversity

60% of respondents agree or strongly agree the County strives to ensure diversity in employment practices.

40% were neutral or disagreed, indicating mixed perceptions.

Equity

Under 60% agree or strongly agree the County strives for equity in service delivery.

Over 40% remain neutral or disagree, signaling room for improvement.

Inclusion

Approximately 60% agree or strongly agree employees feel included. 1 in 4 respondents selected neutral.

Psychological Safety

50% agree or strongly agree the County fosters a psychologically safe work environment.

1 in 4 disagreed or strongly disagreed

TRAINING INTERESTS

Highest interest areas:

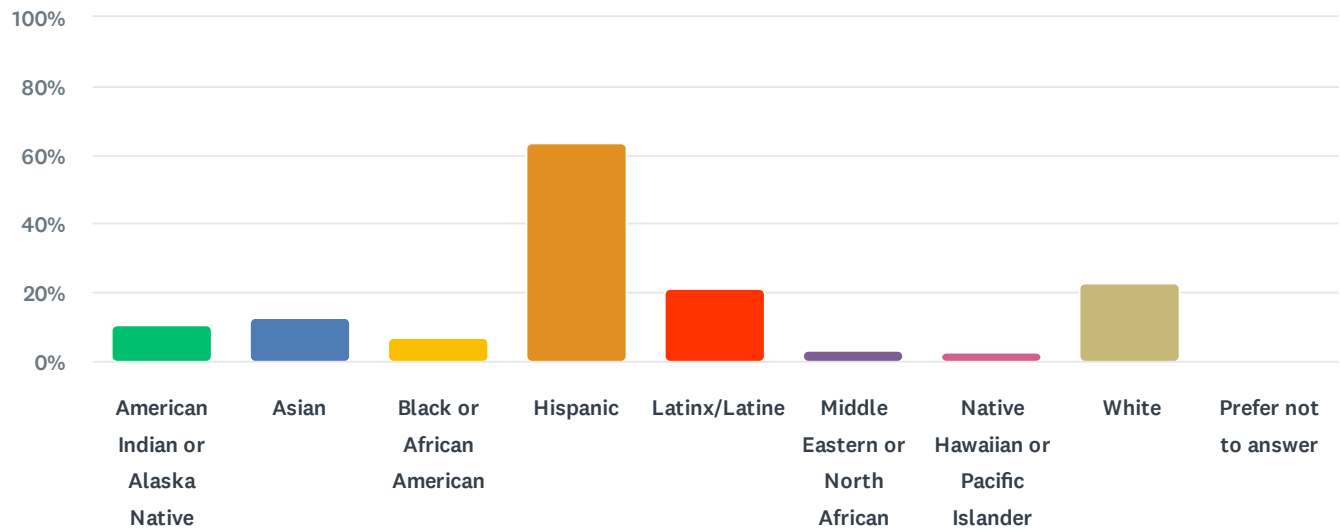
- Psychological safety
- Inclusive language
- Disability awareness
- Microaggressions

Lower relative interest:

- Systemic and structural racism

Q1 Please share your race and/or ethnicity. SELECT ALL THAT APPLY and enter additional details, if desired.

Answered: 354 Skipped: 0



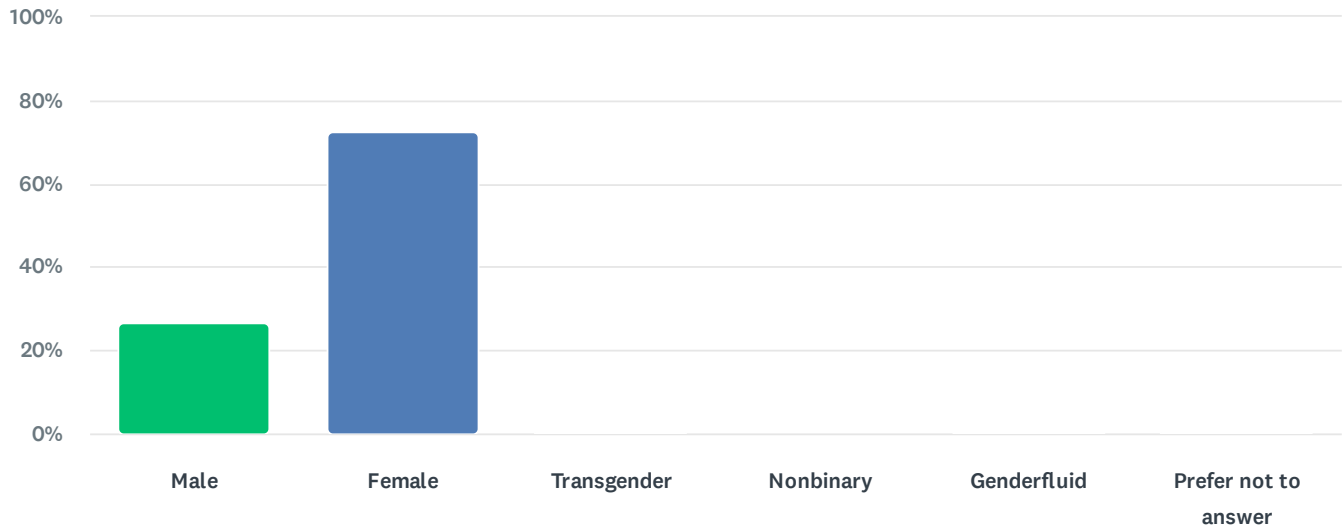
Answer Choices ↓	Percentage ↓	Responses ↓	
● American Indian or Alaska Native	10.45%	37	...
● Asian	12.71%	45	...
● Black or African American	7.06%	25	...
● Hispanic	63.56%	225	...
● Latinx/Latine	21.19%	75	...
● Middle Eastern or North African	3.39%	12	...
● Native Hawaiian or Pacific Islander	2.54%	9	...
● White	22.88%	81	...
● Prefer not to answer	0%	0	...
Total		354	

2024 Diversity, Equity, and Inclusion Employee Survey

Answer Choices ↓	Percentage ↓	Responses ↓	
Total		354	

Q2 Please share your Gender Identity. SELECT ALL THAT APPLY, or describe in your own words, if desired. (Gender identity is defined as one's innermost concept of self as male, female, a blend of both, or neither – how individuals perceive themselves and call themselves. One's gender identity can be the same or different from their sex assigned at birth.)

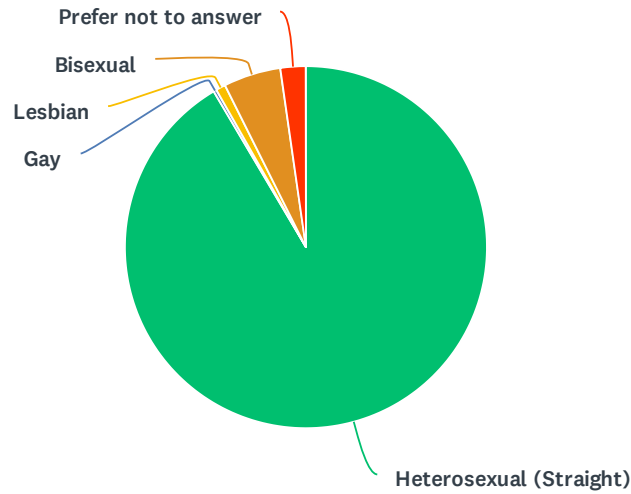
Answered: 352 Skipped: 2



Answer Choices ↓	Percentage ↓	Responses ↓	
Male	26.42%	93	...
Female	72.44%	255	...
Transgender	0.57%	2	...
Nonbinary	0%	0	...
Genderfluid	0.28%	1	...
Prefer not to answer	0.28%	1	...
Total		352	

Q3 Please share your Sexual Orientation. (Sexual orientation is separate from Gender Identity, and is defined as an inherent, enduring emotional, romantic, or sexual attraction to other people.)

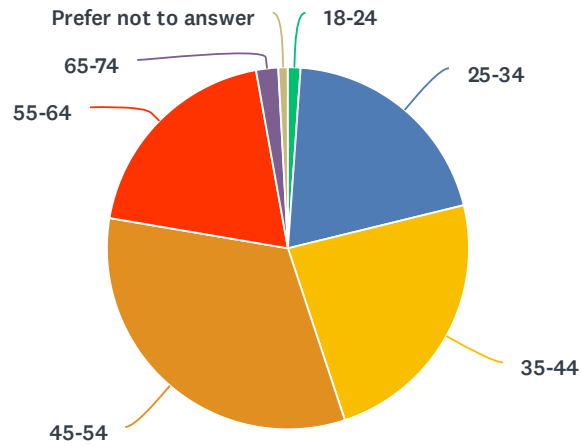
Answered: 352 Skipped: 2



Answer Choices ↓	Percentage ↓	Responses ↓	
 Heterosexual (Straight)	91.48%	322	...
 Gay	0.28%	1	...
 Lesbian	0.85%	3	...
 Bisexual	5.11%	18	...
 Prefer not to answer	2.27%	8	...
Total		352	

Q4 My age is:

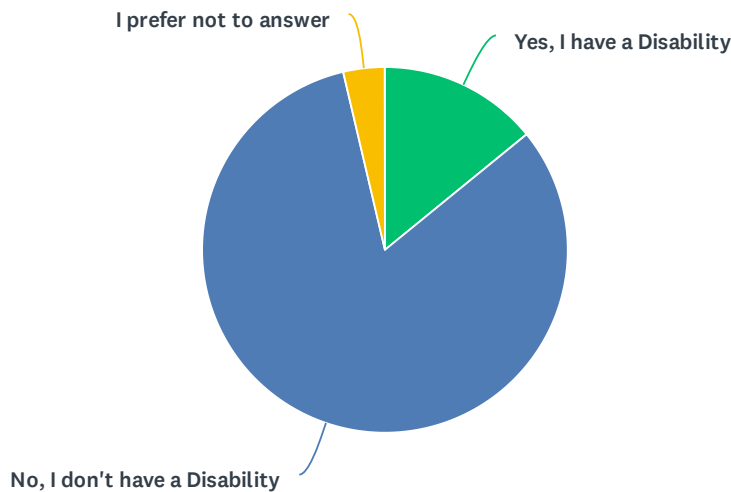
Answered: 354 Skipped: 0



Answer Choices ↓	Percentage ↓	Responses ↓	
18-24	1.13%	4	...
25-34	20.06%	71	...
35-44	23.73%	84	...
45-54	32.77%	116	...
55-64	19.49%	69	...
65-74	1.98%	7	...
75+	0%	0	...
Prefer not to answer	0.85%	3	...
Total		354	

Q5 Please share your Disability status: (Disability is defined as a physical or mental impairment or medical condition, including but not limited to: autism, autoimmune disorder, blind or low vision, cancer, cardiovascular or heart disease, celiac disease, cerebral palsy, deaf or hard of hearing, depression or anxiety, diabetes, epilepsy, gastrointestinal disorder, intellectual disability, neurodivergence, missing or partially missing limbs, nervous system condition, psychiatric condition, or others not listed). Please check one of the boxes below:

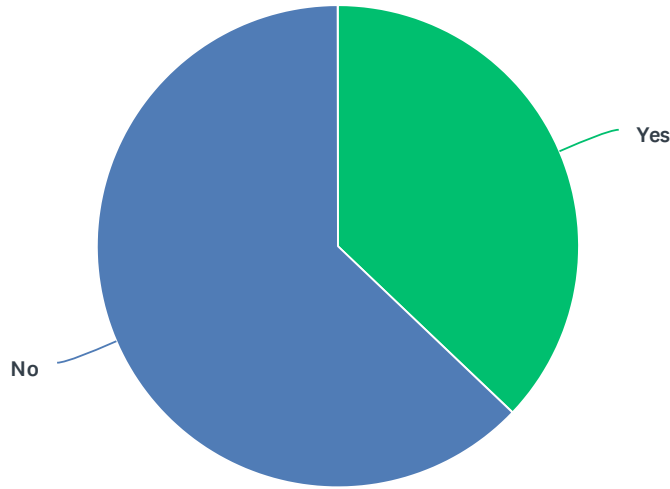
Answered: 354 Skipped: 0



Answer Choices ↓	Percentage ↓	Responses ↓	
● Yes, I have a Disability	14.12%	50	...
● No, I don't have a Disability	82.20%	291	...
● I prefer not to answer	3.67%	13	...
Total		354	

Q6 In my role at the County I manage or supervise others (includes Lead roles).

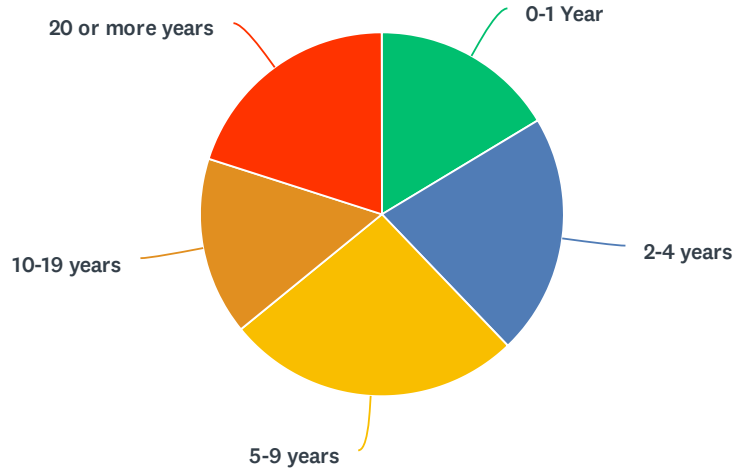
Answered: 353 Skipped: 1



Answer Choices ↓	Percentage ↓	Responses ↓	
● Yes	37.11%	131	...
● No	62.89%	222	...
Total		353	

Q7 I have worked for the County for:

Answered: 354 Skipped: 0



Answer Choices ↓	Percentage ↓	Responses ↓	
0-1 Year	16.38%	58	...
2-4 years	21.47%	76	...
5-9 years	26.27%	93	...
10-19 years	15.82%	56	...
20 or more years	20.06%	71	...
Total		354	

Q8 Please share the zip code that you live in:

Answered: 326 Skipped: 28

Q8 Please share the zip code that you live in:

Answered: 326 Skipped: 28

#	RESPONSES	DATE
1	93907	1/21/2025 2:03 PM
2	95127	1/16/2025 1:32 PM
3	95060	1/15/2025 4:37 PM
4	93611-5923	1/15/2025 11:20 AM
5	95033	1/14/2025 12:44 PM
6	95076	1/11/2025 11:25 AM
7	95118	1/10/2025 3:19 PM
8	95360	1/10/2025 2:47 PM
9	95060	1/10/2025 8:45 AM
10	93907	1/10/2025 8:40 AM
11	95060	1/10/2025 7:35 AM
12	95060	1/9/2025 2:54 PM
13	95062	1/9/2025 11:56 AM
14	95010	1/8/2025 10:02 AM
15	93960	1/8/2025 8:02 AM
16	95010	1/7/2025 5:02 PM
17	95054	1/7/2025 9:48 AM
18	95062	1/6/2025 2:39 PM
19	95066	1/6/2025 2:11 PM
20	95060	1/6/2025 12:07 PM
21	95060	1/6/2025 12:03 PM
22	95062	1/6/2025 11:03 AM
23	95010	1/6/2025 10:11 AM
24	93907	1/6/2025 8:34 AM
25	95076	1/5/2025 10:37 PM
26	95076	1/5/2025 12:16 PM
27	95076	1/3/2025 8:29 AM
28	95062	1/2/2025 3:38 PM
29	95060	1/2/2025 2:37 PM
30	95076	1/2/2025 2:29 PM
31	95076	1/2/2025 2:26 PM
32	95076	1/2/2025 1:47 PM
33	95062	1/2/2025 1:35 PM

2024 Diversity, Equity, and Inclusion Employee Survey

34	95076	1/2/2025 11:55 AM
35	93907	1/2/2025 11:49 AM
36	95039	1/2/2025 11:37 AM
37	95076	1/2/2025 11:28 AM
38	95076	1/2/2025 11:15 AM
39	95060	1/2/2025 11:05 AM
40	95019	1/2/2025 10:54 AM
41	95076	1/2/2025 10:50 AM
42	95003	1/2/2025 10:28 AM
43	95076	1/2/2025 10:26 AM
44	95023	1/2/2025 10:22 AM
45	95076	1/2/2025 10:02 AM
46	93635	1/2/2025 9:53 AM
47	95060	1/2/2025 9:48 AM
48	95076	1/2/2025 9:48 AM
49	95003	1/2/2025 9:43 AM
50	95076	1/2/2025 9:42 AM
51	95076	1/2/2025 9:39 AM
52	95060	1/2/2025 9:39 AM
53	93933	1/2/2025 9:39 AM
54	95076	1/2/2025 9:39 AM
55	95019	1/2/2025 9:39 AM
56	95076	1/2/2025 9:38 AM
57	95076	12/13/2024 1:20 PM
58	95066	12/11/2024 9:39 AM
59	95076	12/10/2024 5:04 PM
60	93901	12/9/2024 12:41 PM
61	95076	12/9/2024 12:35 PM
62	95076	12/9/2024 8:57 AM
63	95076	12/9/2024 6:49 AM
64	95050	12/9/2024 4:48 AM
65	93907	12/8/2024 6:55 PM
66	95076	12/6/2024 4:30 PM
67	95076	12/6/2024 12:25 PM
68	95062	12/6/2024 9:03 AM
69	93901	12/6/2024 7:38 AM
70	95003	12/5/2024 1:12 PM
71	95076	12/5/2024 10:50 AM

2024 Diversity, Equity, and Inclusion Employee Survey

72	95060	12/5/2024 9:55 AM
73	95076	12/5/2024 9:40 AM
74	95019	12/5/2024 9:30 AM
75	95076	12/5/2024 8:44 AM
76	95322	12/5/2024 8:43 AM
77	95076	12/5/2024 8:13 AM
78	93907	12/5/2024 8:10 AM
79	95066	12/5/2024 7:51 AM
80	96076	12/5/2024 7:50 AM
81	93723	12/5/2024 7:39 AM
82	95060	12/5/2024 5:57 AM
83	95062	12/4/2024 9:04 PM
84	95020	12/4/2024 8:39 PM
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86	95060	12/4/2024 5:27 PM
87	95076	12/4/2024 5:04 PM
88	95062	12/4/2024 4:58 PM
89	95065	12/4/2024 4:56 PM
90	95006	12/4/2024 4:30 PM
91	93926	12/4/2024 4:19 PM
92	95005	12/4/2024 4:16 PM
93	95060	12/4/2024 4:15 PM
94	95062	12/4/2024 4:10 PM
95	95076	12/4/2024 4:09 PM
96	95003	12/4/2024 4:04 PM
97	95012	12/4/2024 4:04 PM
98	95076	12/4/2024 4:03 PM
99	95076	12/4/2024 4:03 PM
100	95123	12/4/2024 4:03 PM
101	95076	12/4/2024 4:03 PM
102	95018	12/3/2024 3:05 PM
103	95062	12/3/2024 10:33 AM
104	95062	12/3/2024 9:22 AM
105	95045	12/2/2024 4:53 PM
106	95076	12/2/2024 1:33 PM
107	95060	12/2/2024 12:12 PM
108	95076	12/2/2024 8:04 AM
109	95060	11/25/2024 2:43 PM

2024 Diversity, Equity, and Inclusion Employee Survey

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111	95060	11/25/2024 6:40 AM
112	95006	11/21/2024 8:19 PM
113	95076	11/21/2024 4:42 PM
114	95062	11/21/2024 4:25 PM
115	95076	11/21/2024 3:02 PM
116	95003	11/21/2024 2:21 PM
117	95062	11/21/2024 12:02 PM
118	93905	11/21/2024 11:16 AM
119	93933	11/21/2024 8:26 AM
120	95076	11/21/2024 8:04 AM
121	95076	11/20/2024 7:28 PM
122	95076	11/20/2024 4:25 PM
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126	95076	11/20/2024 2:19 PM
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133	95077	11/20/2024 9:33 AM
134	95014	11/20/2024 9:28 AM
135	95010	11/20/2024 9:24 AM
136	95062	11/20/2024 9:22 AM
137	95076	11/20/2024 9:16 AM
138	95076	11/20/2024 9:16 AM
139	95062	11/20/2024 9:07 AM
140	93722	11/20/2024 9:01 AM
141	95045	11/20/2024 8:57 AM
142	95019	11/20/2024 8:55 AM
143	95076	11/20/2024 8:48 AM
144	95076	11/20/2024 8:46 AM
145	95076	11/20/2024 8:40 AM
146	95076	11/20/2024 8:40 AM
147	95075	11/20/2024 8:34 AM

2024 Diversity, Equity, and Inclusion Employee Survey

148	95060	11/20/2024 8:32 AM
149	95123	11/20/2024 8:31 AM
150	95003	11/20/2024 8:30 AM
151	95065	11/20/2024 8:25 AM
152	95003	11/20/2024 8:24 AM
153	95023	11/20/2024 8:22 AM
154	95003	11/20/2024 8:21 AM
155	95062	11/20/2024 8:15 AM
156	95076	11/20/2024 8:14 AM
157	95060	11/20/2024 8:14 AM
158	95062	11/20/2024 8:13 AM
159	95076	11/20/2024 8:13 AM
160	93960	11/20/2024 8:13 AM
161	95076	11/20/2024 8:13 AM
162	95076	11/20/2024 8:12 AM
163	95010	11/20/2024 8:11 AM
164	95062	11/20/2024 8:09 AM
165	95076	11/20/2024 8:08 AM
166	95076	11/20/2024 8:08 AM
167	95076	11/20/2024 8:06 AM
168	95060	11/20/2024 8:05 AM
169	95003	11/20/2024 8:05 AM
170	95076	11/20/2024 7:35 AM
171	95060	11/18/2024 5:44 PM
172	95005	11/18/2024 8:40 AM
173	95076	11/15/2024 12:52 PM
174	95004	11/15/2024 11:05 AM
175	95003	11/12/2024 2:56 PM
176	95076	11/12/2024 2:53 PM
177	95076	11/12/2024 11:15 AM
178	95076	11/12/2024 10:53 AM
179	95003	11/12/2024 8:30 AM
180	95037	11/12/2024 7:40 AM
181	95023	11/11/2024 9:25 PM
182	95045	11/7/2024 2:50 PM
183	95062	11/7/2024 1:55 PM
184	95003	11/7/2024 10:52 AM
185	95060	11/7/2024 8:00 AM

2024 Diversity, Equity, and Inclusion Employee Survey

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187	95008	11/6/2024 12:52 PM
188	95045	11/6/2024 9:31 AM
189	95076	11/4/2024 4:52 PM
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191	95076	11/4/2024 3:41 PM
192	95010	11/4/2024 2:47 PM
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194	95076	11/4/2024 2:17 PM
195	95076	11/4/2024 9:00 AM
196	93926	11/4/2024 8:15 AM
197	95062	11/4/2024 7:21 AM
198	95066	11/3/2024 8:37 AM
199	95076	11/2/2024 6:20 AM
200	95060	11/1/2024 9:00 PM
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202	95076	11/1/2024 2:06 PM
203	95020	11/1/2024 12:48 PM
204	95076	11/1/2024 11:16 AM
205	95076	11/1/2024 8:51 AM
206	95062	11/1/2024 8:44 AM
207	95076	11/1/2024 8:44 AM
208	95020	11/1/2024 7:55 AM
209	95060	11/1/2024 7:31 AM
210	95065	10/31/2024 5:27 PM
211	94552	10/31/2024 4:57 PM
212	95060	10/31/2024 4:51 PM
213	95065	10/31/2024 4:18 PM
214	95076	10/31/2024 4:15 PM
215	95076	10/31/2024 3:50 PM
216	95076	10/31/2024 3:43 PM
217	95060	10/31/2024 3:33 PM
218	95066	10/31/2024 3:20 PM
219	95065	10/31/2024 2:48 PM
220	95060	10/31/2024 2:44 PM
221	95076	10/31/2024 1:21 PM
222	95076	10/31/2024 1:04 PM
223	95065	10/31/2024 11:36 AM

2024 Diversity, Equity, and Inclusion Employee Survey

224	95060	10/31/2024 11:33 AM
225	95073	10/31/2024 11:01 AM
226	95076	10/31/2024 10:59 AM
227	95076	10/31/2024 10:57 AM
228	95060	10/31/2024 10:44 AM
229	95010	10/31/2024 10:42 AM
230	95060	10/31/2024 10:39 AM
231	94301	10/31/2024 10:13 AM
232	95076	10/31/2024 9:49 AM
233	95023	10/31/2024 9:34 AM
234	95076	10/31/2024 9:31 AM
235	95010	10/31/2024 9:17 AM
236	93905	10/31/2024 9:10 AM
237	93906	10/31/2024 8:59 AM
238	95076	10/31/2024 8:51 AM
239	95118	10/31/2024 8:46 AM
240	93906	10/31/2024 8:36 AM
241	95076	10/31/2024 8:31 AM
242	95132	10/31/2024 8:18 AM
243	95062	10/31/2024 8:10 AM
244	94117	10/31/2024 8:09 AM
245	95023	10/31/2024 8:08 AM
246	95065	10/31/2024 7:48 AM
247	95037	10/31/2024 7:37 AM
248	95062	10/31/2024 7:32 AM
249	95060	10/31/2024 7:22 AM
250	95076	10/31/2024 7:21 AM
251	95023	10/31/2024 6:44 AM
252	95076	10/30/2024 6:24 PM
253	95076	10/30/2024 5:10 PM
254	92807	10/30/2024 5:06 PM
255	95010	10/30/2024 5:05 PM
256	95076	10/30/2024 5:05 PM
257	93933	10/30/2024 5:02 PM
258	95039	10/30/2024 4:54 PM
259	95060	10/30/2024 4:54 PM
260	95076	10/30/2024 4:48 PM
261	95076	10/30/2024 4:47 PM

2024 Diversity, Equity, and Inclusion Employee Survey

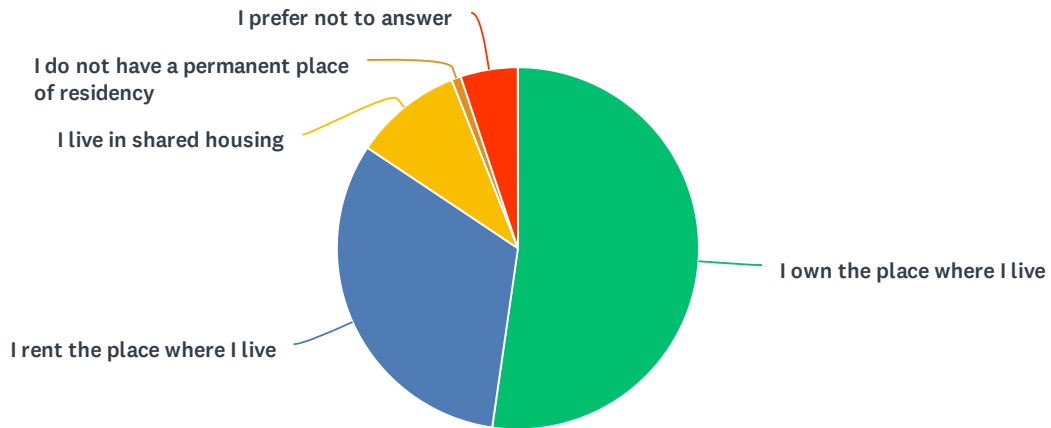
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264	95018	10/30/2024 4:37 PM
265	95062	10/30/2024 4:35 PM
266	95076	10/30/2024 4:27 PM
267	95023	10/30/2024 4:27 PM
268	95076	10/30/2024 4:20 PM
269	95060	10/30/2024 4:18 PM
270	95003	10/30/2024 4:11 PM
271	95003	10/30/2024 4:09 PM
272	95065	10/30/2024 4:08 PM
273	95076	10/30/2024 4:07 PM
274	95066	10/30/2024 4:05 PM
275	95076	10/30/2024 4:05 PM
276	95076	10/30/2024 4:04 PM
277	95054	10/30/2024 4:01 PM
278	95076	10/30/2024 3:52 PM
279	95076	10/30/2024 3:48 PM
280	95076	10/30/2024 3:46 PM
281	95076	10/30/2024 3:45 PM
282	95003	10/30/2024 3:44 PM
283	95018	10/30/2024 3:43 PM
284	95003	10/30/2024 3:41 PM
285	95060	10/30/2024 3:41 PM
286	95062	10/30/2024 3:37 PM
287	95076	10/30/2024 3:35 PM
288	95019	10/30/2024 3:31 PM
289	95136	10/30/2024 3:31 PM
290	95003	10/30/2024 3:31 PM
291	93906	10/30/2024 3:31 PM
292	95066	10/30/2024 3:30 PM
293	95060	10/30/2024 3:29 PM
294	95062	10/30/2024 3:29 PM
295	95066	10/30/2024 3:28 PM
296	95128	10/30/2024 3:27 PM
297	95076	10/30/2024 3:25 PM
298	95076	10/30/2024 3:24 PM
299	95060	10/30/2024 3:23 PM

2024 Diversity, Equity, and Inclusion Employee Survey

300	95062	10/30/2024 3:22 PM
301	95062	10/30/2024 3:22 PM
302	95060	10/30/2024 3:21 PM
303	95062	10/30/2024 3:19 PM
304	95062	10/30/2024 3:18 PM
305	95019	10/30/2024 3:18 PM
306	95076	10/30/2024 3:17 PM
307	95062	10/30/2024 3:16 PM
308	95076	10/30/2024 3:12 PM
309	95076	10/30/2024 3:12 PM
310	95076	10/30/2024 3:11 PM
311	95019	10/30/2024 3:10 PM
312	95062	10/30/2024 3:10 PM
313	95076	10/30/2024 3:08 PM
314	95076	10/30/2024 3:07 PM
315	95062	10/30/2024 3:07 PM
316	95076	10/30/2024 3:07 PM
317	95076	10/30/2024 3:06 PM
318	95076	10/30/2024 3:06 PM
319	95003	10/30/2024 3:06 PM
320	95148	10/30/2024 3:06 PM
321	95076	10/30/2024 3:06 PM
322	95062	10/30/2024 3:06 PM
323	95004	10/30/2024 3:05 PM
324	95010	10/30/2024 3:05 PM
325	95062	10/30/2024 3:04 PM
326	95076	10/30/2024 3:04 PM

Q9 Please share your current living situation:

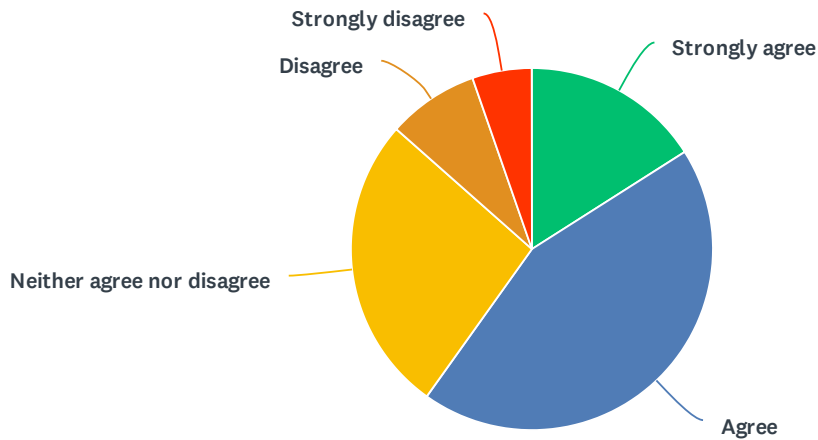
Answered: 352 Skipped: 2



Answer Choices ↓	Percentage ↓	Responses ↓	
● I own the place where I live	52.27%	184	...
● I rent the place where I live	32.10%	113	...
● I live in shared housing	9.66%	34	...
● I do not have a permanent place of residency	0.85%	3	...
● I prefer not to answer	5.11%	18	...
Total		352	

Q10 The County actively strives to ensure diversity in its employment practices including hiring, promotion, transfer. (Diversity is defined as a range of human differences encompassing age, race, ethnicity, gender, gender identity, disability, socio-economic status, religion, sexual orientation, and other characteristics that make individuals unique.

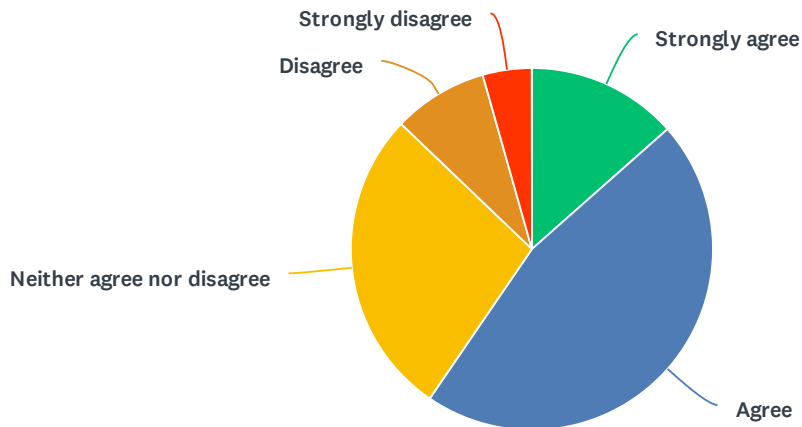
Answered: 319 Skipped: 35



Answer Choices ↓	Percentage ↓	Responses ↓	
● Strongly agree	15.99%	51	...
● Agree	43.89%	140	...
● Neither agree nor disagree	26.65%	85	...
● Disagree	8.15%	26	...
● Strongly disagree	5.33%	17	...
Total		319	

Q11 The County actively strives to ensure equity in service delivery.
 (Equity is defined as adjusting processes and redistributing resources to ensure that people who have been historically disadvantaged and currently experience greater barriers relative to others may enjoy the same opportunities, benefits, and services).

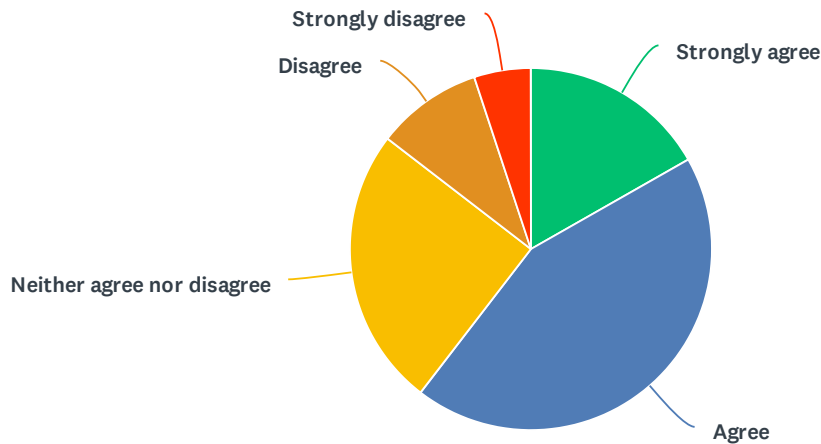
Answered: 319 Skipped: 35



Answer Choices ↓	Percentage ↓	Responses ↓	
● Strongly agree	13.48%	43	...
● Agree	46.08%	147	...
● Neither agree nor disagree	27.59%	88	...
● Disagree	8.46%	27	...
● Strongly disagree	4.39%	14	...
Total		319	

Q12 The County actively strives to ensure inclusion of employees regardless of race, gender, age, disability, ethnicity, gender identity, sexual orientation, religion, or other diverse characteristics. (Inclusion is defined as involvement and empowerment, where the inherent worth and dignity of all people are recognized and valued).

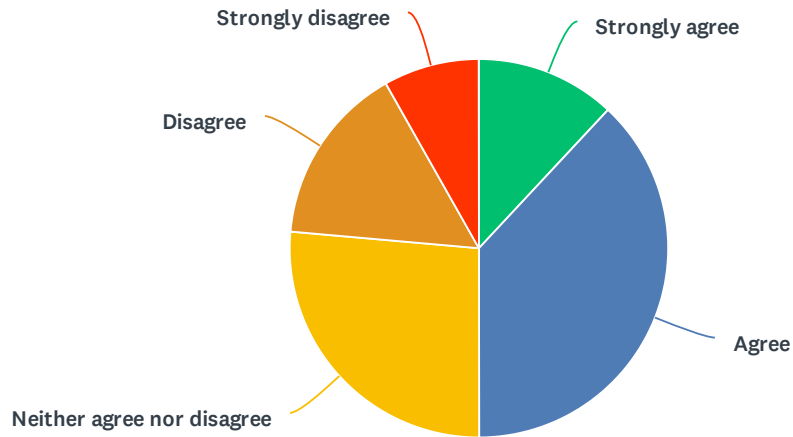
Answered: 316 Skipped: 38



Answer Choices ↓	Percentage ↓	Responses ↓	
● Strongly agree	16.77%	53	...
● Agree	43.67%	138	...
● Neither agree nor disagree	25.00%	79	...
● Disagree	9.49%	30	...
● Strongly disagree	5.06%	16	...
Total		316	

Q13 The County creates and fosters a psychologically safe work environment for all.

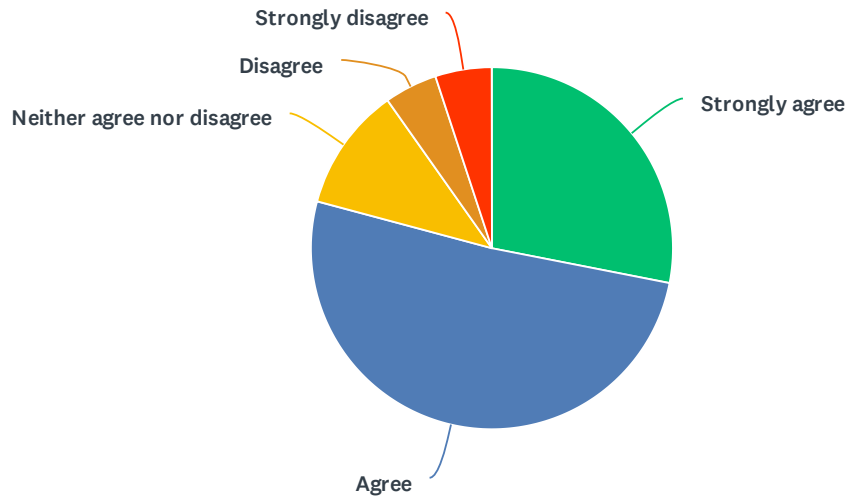
Answered: 318 Skipped: 36



Answer Choices ↓	Percentage ↓	Responses ↓	
Strongly agree	11.95%	38	...
Agree	38.05%	121	...
Neither agree nor disagree	26.42%	84	...
Disagree	15.41%	49	...
Strongly disagree	8.18%	26	...
Total		318	

Q14 If I have a concern about harassment or discrimination I know where and how to report that concern.

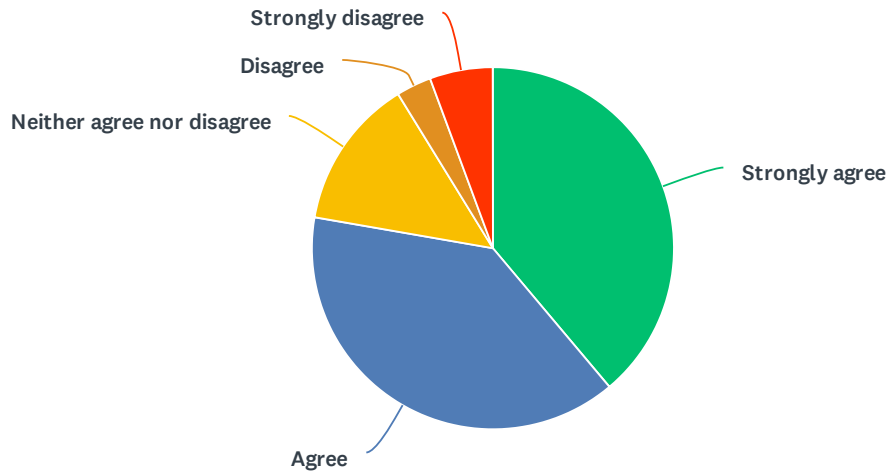
Answered: 317 Skipped: 37



Answer Choices ↓	Percentage ↓	Responses ↓	
Strongly agree	28.08%	89	...
Agree	51.10%	162	...
Neither agree nor disagree	11.04%	35	...
Disagree	4.73%	15	...
Strongly disagree	5.05%	16	...
Total		317	

Q15 My supervisor demonstrates commitment to and support of diversity, equity, and inclusion.

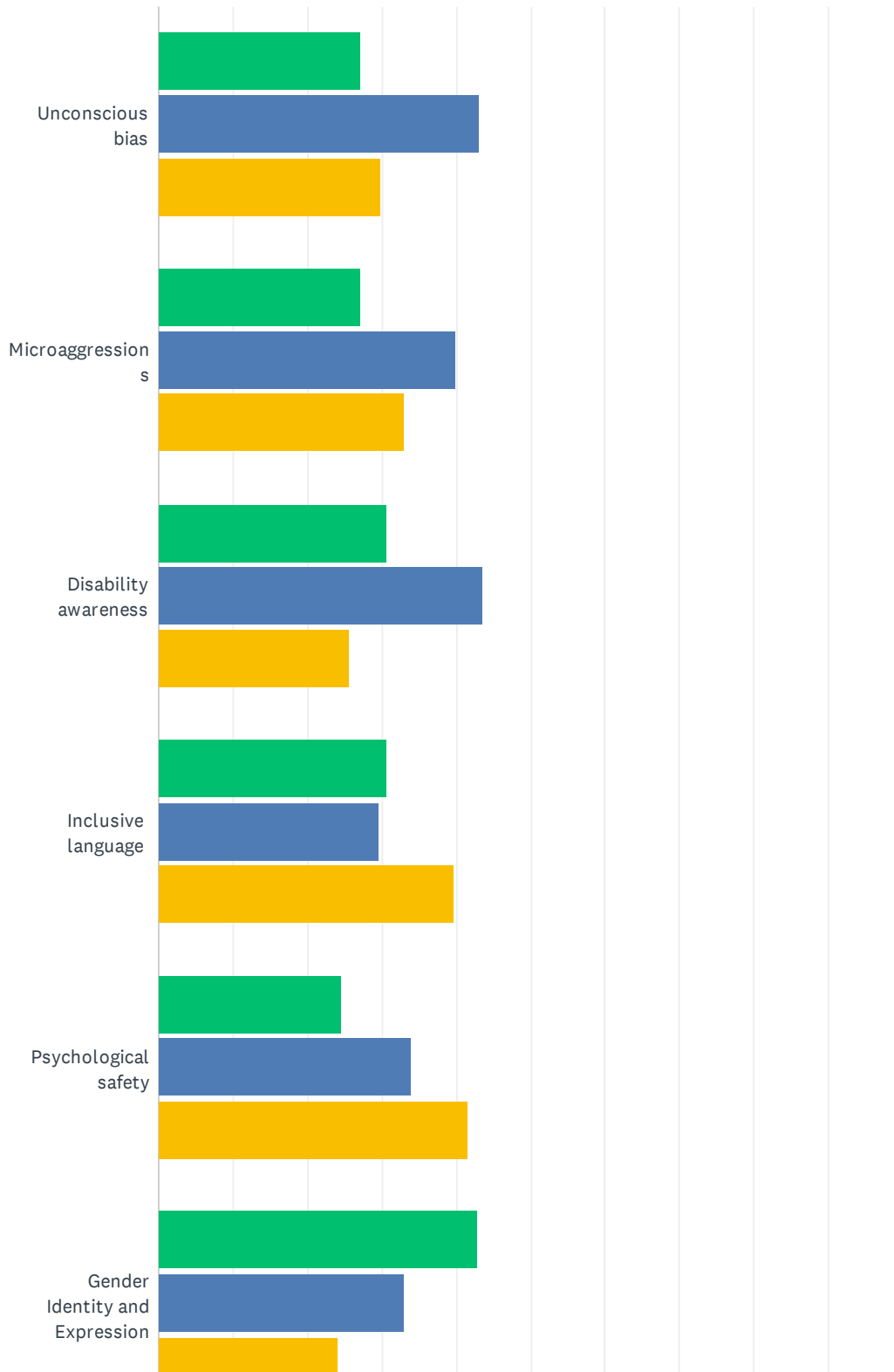
Answered: 319 Skipped: 35



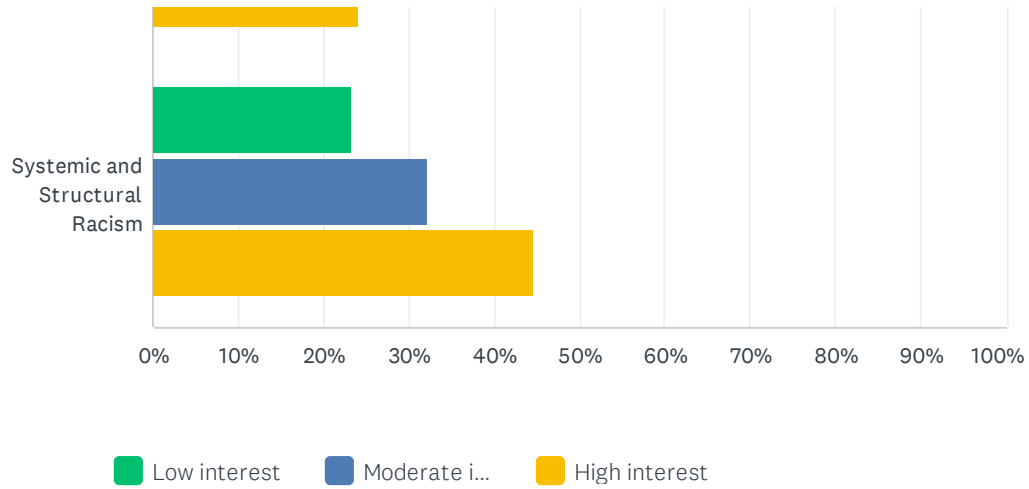
Answer Choices ↓	Percentage ↓	Responses ↓	
Strongly agree	38.87%	124	...
Agree	38.87%	124	...
Neither agree nor disagree	13.48%	43	...
Disagree	3.13%	10	...
Strongly disagree	5.64%	18	...
Total		319	

Q16 I am interested in attending training on these DEI topics (Please indicate your interest level, and add other topics in the comments section, if desired).

Answered: 290 Skipped: 64



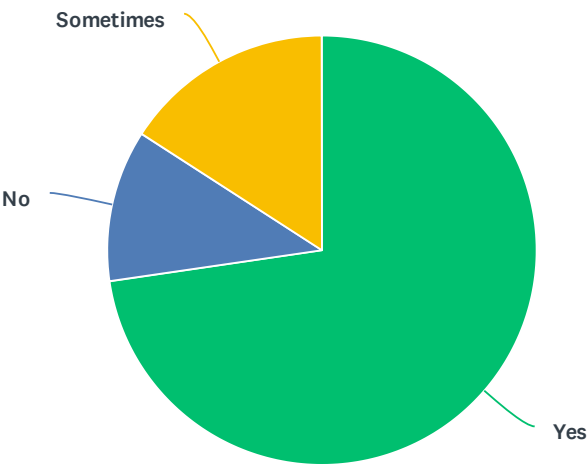
2024 Diversity, Equity, and Inclusion Employee Survey



	LOW INTEREST	MODERATE INTEREST	HIGH INTEREST	TOTAL	WEIGHTED AVERAGE
Unconscious bias	27.05% 76	43.06% 121	29.89% 84	281	2.03
Microaggressions	26.98% 75	39.93% 111	33.09% 92	278	2.06
Disability awareness	30.77% 84	43.59% 119	25.64% 70	273	1.95
Inclusive language	30.69% 85	29.60% 82	39.71% 110	277	2.09
Psychological safety	24.55% 68	33.94% 94	41.52% 115	277	2.17
Gender Identity and Expression	42.86% 117	32.97% 90	24.18% 66	273	1.81
Systemic and Structural Racism	23.16% 66	32.28% 92	44.56% 127	285	2.21

Q17 My supervisor creates an environment where I can voice a contrary opinion without fear of negative consequences.

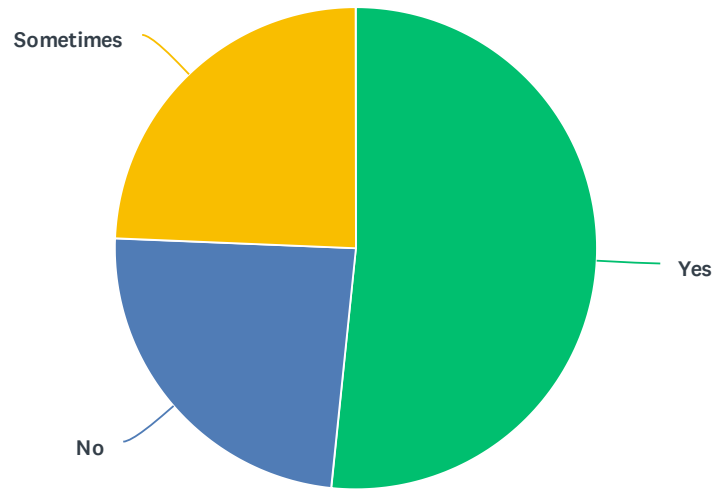
Answered: 315 Skipped: 39



Answer Choices ↓	Percentage ↓	Responses ↓	
<div><div></div> Yes</div>	72.70%	229	...
<div><div></div> No</div>	11.43%	36	...
<div><div></div> Sometimes</div>	15.87%	50	...
Total		315	

Q18 My leadership team provides space for the entire team to discuss issues of racial equity.

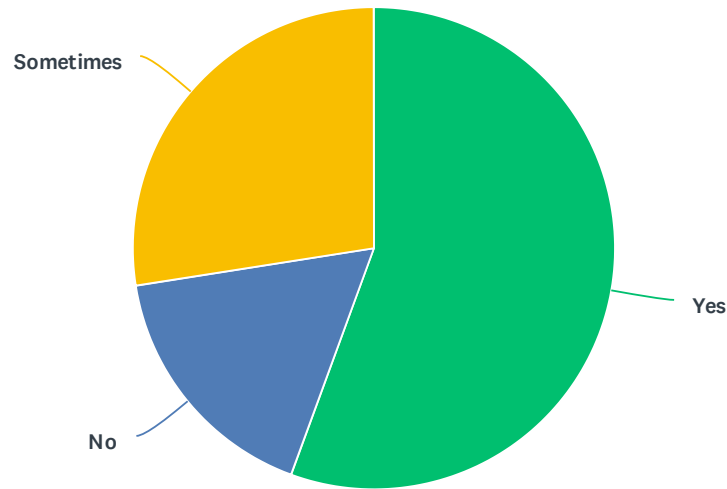
Answered: 304 Skipped: 50



Answer Choices ↓	Percentage ↓	Responses ↓	
Yes Yes	51.64%	157	...
No No	24.01%	73	...
Sometimes Sometimes	24.34%	74	...
Total		304	

Q19 My perspective is considered in decision-making within my division or work unit.

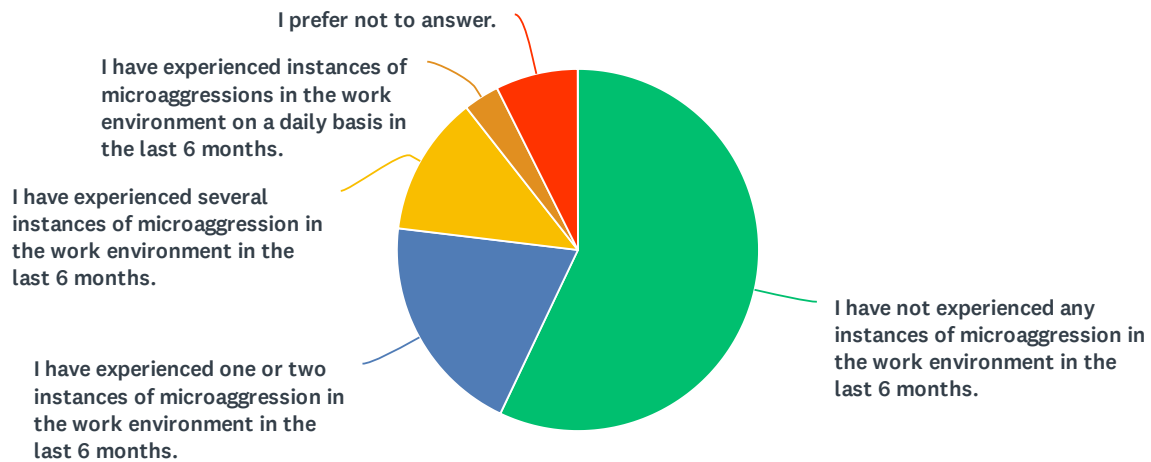
Answered: 313 Skipped: 41



Answer Choices ↓	Percentage ↓	Responses ↓	
Yes Yes	55.59%	174	...
No No	16.93%	53	...
Sometimes Sometimes	27.48%	86	...
Total		313	

Q20 In the last 6 months, have you experienced instances of microaggression toward you in the work environment? (Microaggressions are defined as statements, actions, or incidents in the form of indirect, subtle, or unintentional slights, indignities, insults, or put-downs, even when disguised as "compliments," that demean or discriminate against members of a marginalized group).

Answered: 312 Skipped: 42



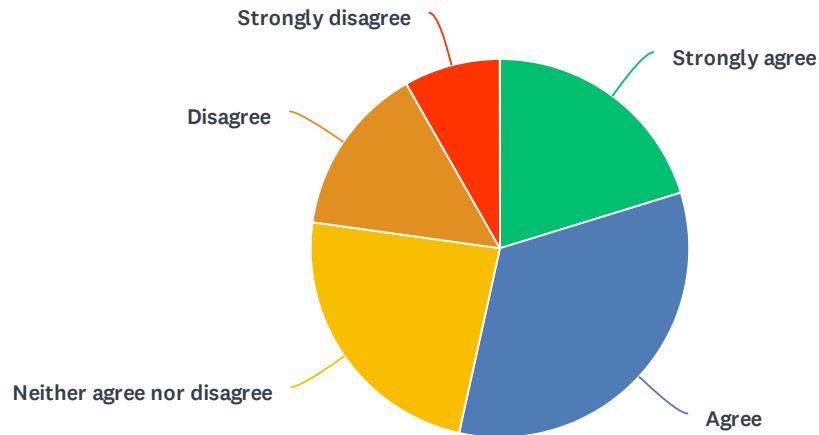
Answer Choices ↓	Percentage ↓	Responses ↓	
<div></div> I have not experienced any instances of microaggression in the work environment in the last 6 months.	57.05%	178	...
<div></div> I have experienced one or two instances of microaggression in the work environment in the last 6 months.	19.87%	62	...
<div></div> I have experienced several instances of microaggression in the work environment in the last 6 months.	12.50%	39	...
<div></div> I have experienced instances of microaggressions in the work environment on a daily basis in the last 6 months.	3.21%	10	...
<div></div> I prefer not to answer.	7.37%	23	...
Total		312	

2024 Diversity, Equity, and Inclusion Employee Survey

Answer Choices ↓	Percentage ↓	Responses ↓	
Total		312	

Q21 I feel empowered to question or challenge something that feels unfair in the workplace.

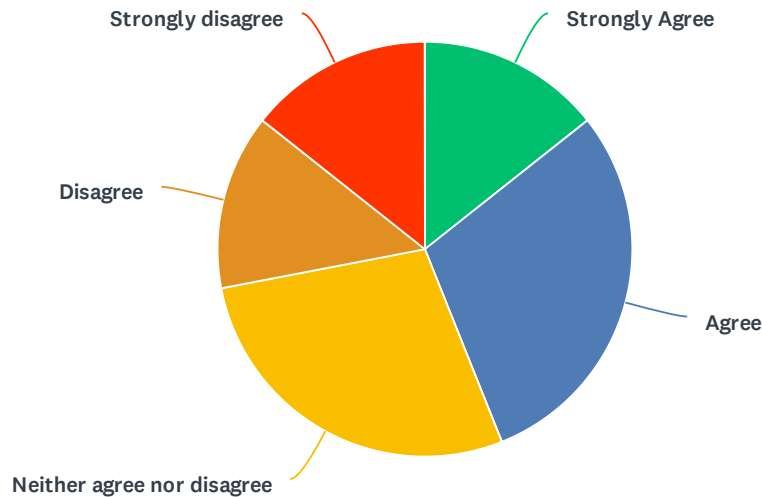
Answered: 316 Skipped: 38



Answer Choices ↓	Percentage ↓	Responses ↓	
Strongly agree	20.25%	64	...
Agree	33.23%	105	...
Neither agree nor disagree	23.73%	75	...
Disagree	14.56%	46	...
Strongly disagree	8.23%	26	...
Total		316	

Q22 The internal promotion process at the County is fair for all applicants, regardless of race, gender, age, disability, ethnicity, gender identity, sexual orientation, religion, or other diverse characteristics.

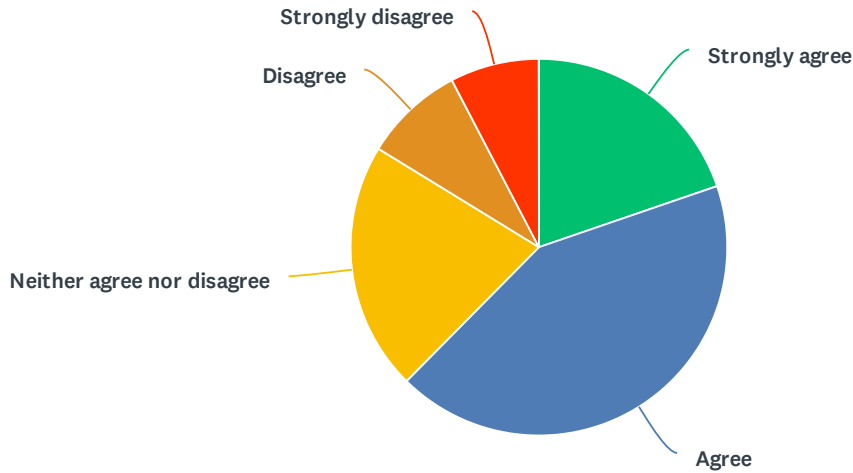
Answered: 314 Skipped: 40



Answer Choices ↓	Percentage ↓	Responses ↓	
● Strongly Agree	14.33%	45	...
● Agree	29.62%	93	...
● Neither agree nor disagree	28.03%	88	...
● Disagree	13.69%	43	...
● Strongly disagree	14.33%	45	...
Total		314	

Q23 I believe the County will take seriously any alleged incidents of discrimination or harassment in the workplace and respond timely to investigate the allegations.

Answered: 314 Skipped: 40



Answer Choices ↓	Percentage ↓	Responses ↓	
Strongly agree	19.75%	62	...
Agree	42.68%	134	...
Neither agree nor disagree	21.34%	67	...
Disagree	8.60%	27	...
Strongly disagree	7.64%	24	...
Total		314	