



Nevada Department of Health and Human Services

Diversity, Equity, and Inclusion Project

2022 Climate Survey Data Brief

Table of Contents

Introduction and Background	2
Structure and Purpose of this Brief	3
Methodology and Considerations	3
Survey Distribution and Analysis	4
Summary Results of the 2021 Climate Survey	6
2021 Leadership Commitment Questions and Summary	6
2021 Equitable and Inclusive Culture Questions and Summary	7
2021 Hiring Process Questions and Summary	7
2021 Inclusive Performance Management and Promotion Questions and Summary	8
2021 Discrimination and Harassment Questions and Summary	8
2021 Marketplace and Community Impact Questions and Summary	10
2022 Climate Survey Summary and Key Findings	12
2022 Leadership Commitment Questions and Summary	12
2022 Equitable and Inclusive Culture Questions and Summary	13
2022 Hiring Process Questions and Summary	13
2022 Inclusive Performance Management and Promotion Questions and Summary	14
2022 Discrimination and Harassment Questions and Summary	15
2022 Marketplace and Community Impact Questions and Summary	17
2022 Awareness of DHHS DEI Work Questions and Summary	18
Summary and Conclusions	19
Appendix A. 2022 Climate Survey Results by Question and Race/Ethnicity	20
Demographics of Survey Respondents	20
Climate Questions	24
Appendix B. 2022 Climate Survey Narrative and Questions	72

Introduction and Background

In July 2020, the Department of Health and Human Services (DHHS) Director requested a Proclamation aligning the State of Nevada with the American Public Health Association to recognize that racism is an ongoing public health crisis. In August 2020, the Governor of Nevada, Steve Sisolak, issued a Proclamation acknowledging systemic racism and identified race as a social determinant of health.

From these declarations, the DHHS Diversity, Equity, and Inclusion (DEI) Steering Committee was established in October 2020. The DEI Steering Committee is comprised of staff from each Division and the Director's Office, across all levels of staffing. Members of the DEI Steering Committee operate as key champions in the effort to:

- Elevate and give voice to the experiences of Black, Indigenous, and People of Color (BIPOC) working in DHHS.
- Guide the direction and process DHHS will take to become an anti-racist organization, utilizing the seven pillars from the Governor's Proclamation as a framework.
- Address structural racism within DHHS first by using the Governor's Proclamation framework to identify opportunities for change that will translate into programs, systems, policies, and institutions operated by DHHS.
- Engage in this work in a safe and appropriate way, while working in a climate that supports diversity, equity, and inclusion.

One of the initial activities undertaken by the DEI Steering Committee, with support from Social Entrepreneurs, Inc. (SEI), was development of the *2021 DHHS DEI Situational Analysis*. The *Situational Analysis*, published in spring 2021, was the first of what is intended to be a three-phase process to implementing a department-wide DEI Strategy for DHHS and provided an overall picture of the demographic makeup of DHHS, as well as an assessment of the current organizational climate as it relates to DEI. Phase Two began in late 2021 and will result in the development of an Action Plan that addresses key findings and recommendations from the *Situational Analysis* and includes concrete objectives, strategies, and resources to strengthen DEI and dismantle structural racism within DHHS. Upon finalization of the plan, anticipated to occur in spring 2023, phase three will begin as the Plan is put into action.

A variety of data sources were utilized to inform the *2021 DHHS DEI Situational Analysis*, including surveying DHHS staff directly via a Climate Survey. This survey was distributed to all DHHS employees and designed to gather feedback about the climate and culture within the Department, particularly as it pertains to DEI topics. A total of 2,186 responses were recorded and data on each question were disaggregated to better understand how the experiences of BIPOC individuals might differ from their White peers. Results of the survey were used as a key data point in developing the findings and recommendations in the *Situational Analysis*.

The DEI Steering Committee has been cognizant of the need to progress development and implementation of the Action Plan while continuing to engage with DHHS staff to better understand their evolving experiences in the divisions and the HHS department as a whole. To this end, the Committee has elected to make distribution and analysis of the Climate Survey an annual activity.

Structure and Purpose of this Brief

This data brief provides a summary of the results of the 2022 Climate Survey. It includes a description of the methodology utilized to develop and analyze the 2022 survey, including how the 2022 and future iterations differ from the initial 2021 survey; a summary of the key findings from the 2021 Climate Survey; and a high-level synopsis of the 2022 survey results. Additionally, the responses to each of the questions, rolled-up and disaggregated by race and ethnicity, are graphically represented in [Appendix A](#) and the full survey utilized in 2022 is provided in [Appendix B](#).

Methodology and Considerations

The Steering Committee and its consulting team used the Brighter Strategies Diverse and Inclusive Workplace Framework, illustrated in the graphic below, to develop the 2021 Climate Survey and better understand the state of the climate across DHHS at that time. A full list of the questions included in the 2021 survey is available in the [Summary Results of the 2021 Climate Survey](#) section; it is important to note that some 2021 questions asked respondents to consider their responses via the frame of “throughout [their] tenure with DHHS”.



The 2022 Climate Survey utilized the same Diverse and Inclusive Workplace framework and retained the same general question pool utilized in 2021, with a few notable exceptions described below.

- Unlike in 2021 when respondents were asked to consider responses throughout their tenure at DHHS, in 2022 respondents were asked to answer the questions based on their current perceptions or their experiences since June 1, 2021. This date corresponds to the end of Phase One as defined by the dissemination of the *Situational Analysis* and completion of the subsequent Town Hall¹ webinars with each Division. It is anticipated that this same approach (i.e., asking respondents to reflect on their experiences since the completion of the prior year's Climate Survey rather than their full tenure) will be used annually with each new iteration of the Climate Survey, to better allow for a year over year comparison of trends within DHHS. Due to this change in the timeframe covered by the surveys, it is not recommended that the results from the two surveys be directly compared, as the results from the 2021 survey could cover years or even decades of respondents' experiences and the results from the 2022 survey cover only the prior ~14 months.
- The 2022 Climate Survey included the addition of six new questions specifically designed to gauge respondent awareness and perception of DEI work that DHHS had engaged in over the approximately 18 months preceding the survey. This timeframe was selected to include the period within which the Phase One Town Halls took place, as those were a primary mechanism for information dissemination.

Survey Distribution and Analysis

The 2022 Climate Survey was developed in SurveyMonkey and distributed electronically to all Divisional staff by the Nevada Department of Health and Human Services Office of Minority Health and Equity on August 25, 2022. The survey remained open until September 16, 2022.

A total of 948 responses were submitted to the survey. Not all respondents answered every question, and response totals for each question presented in [Appendix A](#) will vary. Respondents who answered only the demographic, and none of the climate, questions were removed from the analysis presented in this report; responses were retained if they included a minimum of one climate question response.² A total of 885 responses were retained after removal of the 63 responses that included only demographic data. The survey was anonymous, and as such, responses could not be deduplicated. The anonymous nature of the survey also makes it impossible to compare year over year data, and as such, change within any of the domains explored cannot be determined at the individual level.

The body of this report includes a high-level summary of each domain explored through the survey. [Appendix A](#) includes response rates for each question, presented for DHHS as a whole and disaggregated by self-reported race and ethnicity categories. Responses from individuals that did not share their race or ethnicity, or

¹ Note that beginning in January 2023, DEI Town Halls were renamed DEI Forums

² "Demographic" questions comprise the eight questions under this header in Appendix B, and "climate" questions comprise all other questions within the survey.

who marked “other” as their response and could not be recoded,³ are included in the All-Respondents figures; these individuals are not included in any figures which show response rates by race/ethnicity. The figures which indicate they include “BIPOC” respondents include the responses of individuals who self-identified as American Indian/Alaska Native, Asian, Black/African American, Hispanic or Latino, Native Hawaiian/Other Pacific Islander, or Two or More Races.⁴

Some questions included follow-up queries that asked respondents to elaborate on the disposition of their experiences (e.g., “if you experienced harassment, did you report what you experienced”). Although logic was applied to these questions within the survey tool, some individuals that responded to follow-up questions may not have provided a matching answer to the parent question. Therefore, the number of responses to follow-up questions may not align with the number of “yes” responses to the preceding question.

³ Two individuals who marked “Other” and then wrote in that their racial or ethnic identity was “mix of several races” and “Native American Indian and African American” were recoded as “two or more races”.

⁴ The race and ethnicity categories used in the survey align with those used by DHHS to collect demographic data on employees, which group race and ethnicity categories together. As such, Hispanic or Latino identity is not determined via a separate ethnicity question.

Summary Results of the 2021 Climate Survey

As described in more detail in the [Methodology and Considerations](#) section, it is not appropriate to conduct a direct comparison between the 2021 and 2022 Climate Surveys due to the change in the timeframe covered by each survey. However, a summary of the 2021 Climate Survey, as originally presented in the *Situational Analysis*, is provided for ease of reference below.

Common themes across all questions and topic areas in the 2021 survey include:

- On average, survey respondents were representative of the agency demographics.
- BIPOC individuals routinely responded with less agreement to positive statements and more agreement to negative statements about the climate at DHHS. This trend was most evident among Black/African American respondents. The data indicate that the experiences of BIPOC individuals, particularly Black/African Americans, are more difficult and less positive than any other racial/ethnic group surveyed. This was common across the majority of questions; it is not reiterated or explored in the topic area summary analysis below.

2021 Leadership Commitment Questions and Summary

Questions

Please rate your level of agreement with the following statements.

Matrix Scale: • *Strongly Disagree* • *Disagree* • *Neutral* • *Agree* • *Strongly Agree*

1. DHHS provides an environment for the free and open expression of ideas, opinions, and beliefs.
2. Leadership at DHHS is committed to fostering a diverse, equitable and inclusive workplace.
3. I am confident the leadership of my Division/agency is fair and equitable in managing me.
4. The leader/s of my Division/agency use their voices to advance diversity and inclusion in the workplace.

Summary

Over half of respondents overall agreed or strongly agreed with statements two (59%) and three (62%), indicating that they believe that leadership is committed to fostering a diverse, equitable, and inclusive workplace and that leadership is fair and equitable when managing staff. The least agreement was seen with statement four (51%), indicating that almost half of respondents do not agree that leaders use their voice to advance diversity and inclusion.

2021 Equitable and Inclusive Culture Questions and Summary

Questions

Please rate your level of agreement with the following statements.

Matrix Scale: • *Strongly Disagree* • *Disagree* • *Neutral* • *Agree* • *Strongly Agree*

1. I have been intentionally excluded from work or social events because of my background (race, ethnicity, gender, sexual orientation, religion, physical/mental abilities, etc.).
2. I feel included and respected within my Division/agency/DHHS.
3. I am encouraged to offer my perspective when discussing work related decisions.
4. Employees of different backgrounds interact well within my Division/agency.
5. I think and behave differently within my Division/agency than I do when I am not at work.
6. I believe my peers are committed to fostering a diverse, equitable and inclusive workplace.
7. I would recommend my Division/agency to someone like myself as a good place to work.

Summary

Respondents overall indicated a positive culture at DHHS, where they have not been excluded from work or social events due to their background (82%) and where employees of different backgrounds interact well (72%); all other statements, save statement five, had agreement rates in the 60%-range. Only 29% of respondents agreed with statement five, indicating that some staff may feel the need to act differently or assimilate to the dominant culture while at work.

2021 Hiring Process Questions and Summary

Questions

Please rate your agreement with the following statements about the DHHS hiring process.

Matrix Scale: • *Strongly Disagree* • *Disagree* • *Neutral* • *Agree* • *Strongly Agree* • *I Don't Know*

1. The hiring process is easy to navigate as a job candidate.
2. There is "diversity" among the people a job candidate will meet/see during the hiring process.
3. Everyone in my Division/agency has an equal opportunity to participate as an interviewer during the hiring process.
4. Employees of different backgrounds are encouraged to apply for higher positions.

Summary

Respondents overall indicated some ambivalence around these statements, with agreement to statements one, two, and four falling in the 50% range. The least agreement was seen with statement three, with only 40% of respondents indicating that everyone has an equal opportunity to participate as an interviewer during the hiring process.

2021 Inclusive Performance Management and Promotion Questions and Summary

Questions

Please rate your agreement with the following statements.

Matrix Scale: • *Strongly Disagree* • *Disagree* • *Neutral* • *Agree* • *Strongly Agree*

1. Promotion decisions are based on ability and performance rather than other factors (for example, favoritism, quotas, “connections”).
2. My job performance is evaluated fairly - without regard to race, gender/gender identity, sexual orientation, religion, or age.
3. Meaningful career planning and guidance is made available to people like me.
4. My immediate supervisor/manager demonstrates commitment to and support of my professional development.
5. I feel there is a promising future for me in my Division.
6. I feel that my compensation is fair, relative to similar roles in my Division.

Summary

Most respondents agreed or strongly agreed with statements two (78%) and four (71%), indicating that their job performance is evaluated fairly, and their supervisors demonstrate support of their professional development. The least agreement was seen with statements one (40%) and three (43%), indicating a lack of positivity around career progression and promotion opportunities.

2021 Discrimination and Harassment Questions and Summary

Questions

Please rate your level of agreement to the following discrimination and harassment questions.

Matrix Scale (unless specified below): • *Strongly Disagree* • *Disagree* • *Neutral* • *Agree* • *Strongly Agree*

1. I feel safe reporting incidents of discrimination.
 - Matrix scale
2. I have personally witnessed discrimination within my Division/agency.
 - Yes
 - No
 - Prefer not to say

2a. If yes, did you report what you witnessed?

 - Yes
 - No
 - Prefer not to say
3. I have been the victim of discrimination within my Division/agency.
 - Yes
 - No
 - Prefer not to say

3a. If yes, did you report what you experienced?

 - Yes
 - No

- Prefer not to say
- 3b. Was the issue resolved to your satisfaction?
- Yes
 - No
 - Prefer not to say
4. I feel safe reporting incidents of harassment.
- Matrix scale
5. I have personally witnessed harassment within my Division/agency.
- Yes
 - No
 - Prefer not to say
- 5a. If yes, did you report what you witnessed?
- Yes
 - No
 - Prefer not to say
6. I have been the victim of harassment within my Division/agency.
- Yes
 - No
 - Prefer not to say
- 6a. If yes, did you report what you experienced?
- Yes
 - No
 - Prefer not to say
- 6b. Was the issue resolved to your satisfaction?
- Yes
 - No
 - Prefer not to say
7. My Division/agency does a good job of preventing harassment and discrimination from taking place.

Microaggression-Specific Questions

Matrix Scale: • To no extent • To a small extent • To a moderate extent • To a great extent • To a very great extent • Does not apply to me

8. To what extent are you ignored, overlooked, or not acknowledged due to your status in a minority group?
9. To what extent have you been treated as if you were "stupid," were "talked down to," or felt others expected your work to be inferior due to your status in a minority group?
10. To what extent have you been treated rudely or disrespectfully due to your status in a minority group?
11. To what extent have your colleagues made assumptions about your ability, character or behavior based on stereotypes of race, ethnicity, gender, sexual orientation, religion, physical/mental abilities, etc.

Summary

Many of the questions within this topic area asked staff whether they have witnessed, experienced, and/or reported incidents of discrimination or harassment at DHHS. Key findings around these topics include:

- **Half of respondents do not believe that their agency does a good job of preventing harassment and discrimination**, as only 50% of respondents indicated agreement with statement 7.
- **Some staff responses indicate greater comfort with reporting harassment than discrimination.** The same percentage of respondents (22%) indicated they had witnessed discrimination as indicated they had witnessed harassment. However, on a follow-up question for those who indicated they have witnessed discrimination or harassment, 33% (149/454) indicated that they had reported the witnessed discrimination while 42% (192/455) indicated they had reported the witnessed harassment. However, similar percentages agreed or strongly agreed that they feel safe reporting incidents of harassment (1,242/1,989, or 62%) as they do discrimination (1,217/1,995 or 61%).
- **BIPOC individuals indicated being the victim of discrimination more than their White colleagues.** 17% (131/789) of BIPOC respondents reported being the victim of discrimination within their Division or agency compared to 9% (99/1,150) of White respondents. Black/African American individuals and those who identify as being of Two or More Races reported having been the victim of discrimination at the highest rates, 24% and 21%, respectively.
- **Discrimination and harassment issues were rarely noted as having been resolved to the reporter's satisfaction.** Only 16 of 247 respondents noted that issues related to being the victim of discrimination were resolved to their satisfaction, and 46 of 270 respondents noted that issues related to being the victim of harassment were resolved to their satisfaction.⁵

2021 Marketplace and Community Impact Questions and Summary

Questions

Please rate your level of agreement to the following marketplace and community impact questions.

Matrix Scale: • *Strongly Disagree* • *Disagree* • *Neutral* • *Agree* • *Strongly Agree*

1. Service recipients are treated with respect.
2. People within DHHS keep service recipients in mind when they design and implement programs and work processes that meet the needs of a diverse population.
3. Outreach to service recipients is culturally and linguistically appropriate.
4. Services are provided in a manner that is free of bias, discrimination, or racism.

Summary

More than two-thirds of respondents agreed or strongly agreed with statements one (73%) and four (68%), indicating service recipients are treated with respect and services are provided free of bias. The least

⁵ Due to the nested structure of questions two, three, five, and six, some individuals that responded to follow-up questions (noted as "a" and "b") may not have provided a matching answer to the parent question. Therefore, the number of responses to follow-up questions may not align with the number of "yes" responses to the preceding question.

agreement was seen with statements two (64%) and three (60%), indicating an opportunity to provide outreach and design services that are more aligned with a diverse service population.

2022 Climate Survey Summary and Key Findings

The 36 climate questions, six follow-up questions, and six DEI work awareness questions included in the 2022 Climate Survey were analyzed by overarching topic area. Key findings within each of these topic areas are provided below. A more detailed snapshot of each question, including response rates for all respondents to the question as well as disaggregated by respondent race and ethnicity, is provided in [Appendix A](#).

The data presented in this section utilizes the rates for all, rather than disaggregated, respondents. However, it is important to note that similar to the findings in the 2021 Climate Survey, BIPOC individuals routinely responded with less agreement to positive statements and more agreement to negative statements about the climate at DHHS, indicating that the experiences of BIPOC individuals within DHHS have continued, on average, to be more difficult and less positive than their White colleagues. This trend can be explored in more detail by the reader in [Appendix A](#) through a review of the response rates for each individual question.

As stated above, while a direct comparison to 2021 survey responses is not appropriate, it is worth noting that responses rates for many questions were relatively consistent between these first two survey iterations. A more direct comparison beginning with the 2023 survey, when the time periods covered by the survey are more comparable, will help to identify if responses are trending in the positive or negative direction.

2022 Leadership Commitment Questions and Summary

Questions

Please rate your level of agreement with the following statements.

Matrix Scale: • *Strongly Disagree* • *Disagree* • *Neutral* • *Agree* • *Strongly Agree*

1. DHHS provides an environment for the free and open expression of ideas, opinions, and beliefs.
2. Leadership at DHHS is committed to fostering a diverse, equitable and inclusive workplace.
3. I am confident the leadership of my Division/agency is fair and equitable in managing me.
4. The leader/s of my Division/agency use their voices to advance diversity and inclusion in the workplace.

Summary

Approximately half of all respondents agreed or strongly agreed with each of the questions included in this domain, varying from 49% for question four and to 56% for question three, and with percentages for the other two questions falling in between. Between 22% and 31% of respondents were neutral on each question within this domain, and between 19% and 22% of respondents disagreed or strongly disagreed with the questions. Overall, responses to these questions indicate that about half of respondents, based on a combination of neutral, disagree, and strongly disagree responses, did not agree or strongly agree that DHHS provides an environment for free and open expression, and/or that leadership is committed to fostering a DEI workplace, is equitable and fair in management, or uses their voices to advance diversity and inclusion.

2022 Equitable and Inclusive Culture Questions and Summary

Questions

Please rate your level of agreement with the following statements.

Matrix Scale: • *Strongly Disagree* • *Disagree* • *Neutral* • *Agree* • *Strongly Agree*

1. I have been intentionally excluded from work or social events because of my background (race, ethnicity, gender, sexual orientation, religion, physical/mental abilities, etc.).
2. I feel included and respected within my Division/agency/DHHS.
3. I am encouraged to offer my perspective when discussing work related decisions.
4. Employees of different backgrounds interact well within my Division/agency.
5. I think and behave differently within my Division/agency than I do when I am not at work.
6. I believe my peers are committed to fostering a diverse, equitable and inclusive workplace.
7. I would recommend my Division/agency to someone like myself as a good place to work.

Summary

Respondents overall expressed disagreement with statement one and agreement with statement four, indicating that they have not been excluded from work or social events due to their background (78%) and that employees of different backgrounds interact well (70%).

Approximately 60% of respondents agreed or strongly agreed with statements two (62%), three (64%), six (64%), and seven (58%). For each of these statements, 17% to 23% of respondents indicated a neutral response, and 11% to 19% indicated a negative response (i.e., disagreed or strongly disagreed).

Of particular note is that statement five had the least positive response rate, with only 43% of respondents indicating that they do not think or behave differently within their Division or the agency and 33% indicating that they do. This may mean that employees feel the need to assimilate to the dominant culture at the Department and do not feel comfortable being their authentic selves in the workplace.

2022 Hiring Process Questions and Summary

Questions

Please rate your agreement with the following statements about the DHHS hiring process.

Matrix Scale: • *Strongly Disagree* • *Disagree* • *Neutral* • *Agree* • *Strongly Agree*

1. The hiring process is easy to navigate as a job candidate.
2. There is diversity among the people a job candidate will meet/see during the hiring process.
3. Everyone in my Division/agency has an equal opportunity to participate as an interviewer during the hiring process.
4. Employees of different backgrounds are encouraged to apply for higher positions.

Summary

This domain included some of the lowest rates of positive responses within the survey, with 37% of respondents indicating that the hiring process is easy (statement one) and 40% indicating that everyone has

an equal opportunity to participate as an interviewer (statement three). This indicates an opportunity for the Department to evaluate its hiring practices to be more inclusive and navigable to applicants and current employees. More positive responses were provided to statements two and four, with 52% of respondents to each indicating that there is diversity among the people a candidate will interact with and that employees of different backgrounds are encouraged to apply for higher positions. However, at best, slightly more than half of the respondents agreed with these questions.

2022 Inclusive Performance Management and Promotion Questions and Summary

Questions

Please rate your agreement with the following statements.

Matrix Scale: • *Strongly Disagree* • *Disagree* • *Neutral* • *Agree* • *Strongly Agree*

1. Promotion decisions are based on ability and performance rather than other factors (for example, favoritism, quotas, “connections”).
2. My job performance is evaluated fairly - without regard to race, gender/gender identity, sexual orientation, religion, or age.
3. Meaningful career planning and guidance is made available to people like me.
4. My immediate supervisor/manager demonstrates commitment to and support of my professional development.
5. I feel there is a promising future for me in my Division.
6. I feel that my compensation is fair, relative to similar roles in my Division.

Summary

Most respondents agreed or strongly agreed with statements two (74%) and four (71%), indicating that their job performance is evaluated fairly without regard to personal characteristics of the respondent, and their supervisors demonstrate support of their professional development. However, many respondents indicated that they feel less positive that promotion decisions are based on ability rather than other factors, that meaningful career planning is made available to people like them, or that their compensation is equitable to similar roles, with 38%, 31%, and 38% disagreeing with statements one, three, and six, respectively. Approximately half (49%) of respondents indicated they feel there is a promising future for them in their division, while 26% disagreed and 25% were neutral. Taken together, these responses indicate an opportunity to evaluate promotion, career ladder, and compensation practices through an equity lens.

2022 Discrimination and Harassment Questions and Summary

Questions

Please rate your level of agreement to the following discrimination and harassment questions.

Matrix Scale (unless specified below): • Strongly Disagree • Disagree • Neutral • Agree • Strongly Agree

1. I feel safe reporting incidents of discrimination.
 - Matrix scale
2. I have personally witnessed discrimination within my Division/agency.
 - Yes
 - No
 - Prefer not to say

2a. If yes, did you report what you witnessed?

 - Yes
 - No
 - Prefer not to say
3. I have been the victim of discrimination within my Division/agency.
 - Yes
 - No
 - Prefer not to say

3a. If yes, did you report what you experienced?

 - Yes
 - No
 - Prefer not to say

3b. Was the issue resolved to your satisfaction?

 - Yes
 - No
 - Prefer not to say
4. I feel safe reporting incidents of harassment.
 - Matrix scale
5. I have personally witnessed harassment within my Division/agency.
 - Yes
 - No
 - Prefer not to say

5a. If yes, did you report what you witnessed?

 - Yes
 - No
 - Prefer not to say
6. I have been the victim of harassment within my Division/agency.

- Yes
- No
- Prefer not to say

6a. If yes, did you report what you experienced?

- Yes
- No
- Prefer not to say

6b. Was the issue resolved to your satisfaction?

- Yes
- No
- Prefer not to say

7. My Division/agency does a good job of preventing harassment and discrimination from taking place.

- Matrix scale

Microaggression-Specific Questions

Matrix Scale: • *To no extent* • *To a small extent* • *To a moderate extent* • *To a great extent* • *To a very great extent* • *Does not apply to me*

8. To what extent are you ignored, overlooked, or not acknowledged due to your status in a minority group?
9. To what extent have you been treated as if you were "stupid," were "talked down to," or felt others expected your work to be inferior due to your status in a minority group?
10. To what extent have you been treated rudely or disrespectfully due to your status in a minority group?
11. To what extent have your colleagues made assumptions about your ability, character or behavior based on stereotypes of race, ethnicity, gender, sexual orientation, religion, physical/mental abilities, etc.

Summary

Many of the questions within this topic area asked staff whether they have witnessed, experienced, and/or reported incidents of discrimination, harassment, or microaggressions at DHHS, and summary results are explored within each of these areas:⁶

- **Witnessing:** 28% of respondents (226) indicated they have witnessed discrimination while 23% (189) indicated they have witnessed harassment. With an estimated 5,355 DHHS employees⁷, and considering the time period covered by this survey, this would indicate that approximately 4% of DHHS employees indicated that they witnessed discrimination over the previous ~14 month period.
- **Experiencing:** 16% of respondents (126) indicated they have been the victim of discrimination, while 13% (103) indicated they have been the victim of harassment.

⁶ Due to the nested structure of some questions within this domain, the number of responses to follow-up questions may not align with the number of "yes" responses to the preceding question.

⁷ The estimated number of DHHS employees at the end of 2022 was provided by the DHHS Director's Office.

- **Reporting:** Approximately half (56%) of respondents indicated they feel safe reporting incidents of discrimination and 61% indicated they feel safe reporting incidents of harassment, indicating slightly more comfort with reporting harassment than discrimination.
 - For individuals who witnessed discrimination or harassment, 34% and 39%, respectively, indicated they reported what they witnessed.
 - For individuals who experienced discrimination or harassment, 44% and 57%, respectively, indicated they reported what they experienced.
 - **Very few individuals who experienced and reported discrimination or harassment indicated the matter was resolved to their satisfaction.**
- **Microaggressions:** Note that the totals below remove individuals who indicated that the question does not apply to them (e.g., because they are not part of a minority group).
 - 124 respondents indicated they have been ignored, overlooked, or not acknowledged due to their status in a minority group to a moderate, great, or very great extent.
 - 123 respondents indicated they have been treated as if they were stupid or talked down to due to their status in a minority group to a moderate, great, or very great extent.
 - 121 respondents indicated they have been treated rudely or disrespectfully due to their status in a minority group to a moderate, great, or very great extent.
 - 162 respondents indicated that colleagues have made assumptions about them based on stereotypes to a moderate, great, or very great extent.

Almost half (47%) of respondents indicated that their division or agency does a good job of preventing harassment or discrimination from taking place; this, combined with the responses to other questions in this domain, indicates an opportunity for DHHS to evaluate and improve practices aimed at preventing and resolving instances of harassment and discrimination.

2022 Marketplace and Community Impact Questions and Summary

Questions

Please rate your level of agreement to the following marketplace and community impact questions.

Matrix Scale: • *Strongly Disagree* • *Disagree* • *Neutral* • *Agree* • *Strongly Agree*

1. Service recipients are treated with respect.
2. People within DHHS keep service recipients in mind when they design and implement programs and work processes that meet the needs of a diverse population.
3. Outreach to service recipients is culturally and linguistically appropriate.
4. Services are provided in a manner that is free of bias, discrimination, or racism.

Summary

The most agreement within this domain was with statement one, with 72% of respondents indicating that service recipients are, and only 7% indicating that they are not, treated with respect. Between 52% and 58% of respondents agreed or strongly agreed with statements two through four, indicating an opportunity for the department to improve the ways in which services are designed and provided, and how outreach is conducted, within a bias-free and culturally appropriate framework.

2022 Awareness of DHHS DEI Work Questions and Summary

Questions

Please rate your level of agreement to the following questions related to your awareness and perception of the DEI work DHHS has engaged in over the past ~18 months.

Matrix Scale: • *Strongly Disagree* • *Disagree* • *Neutral* • *Agree* • *Strongly Agree*

1. I am aware that DHHS has begun work to improve diversity, equity, and inclusion for all employees.
2. I have a good understanding of work completed since spring 2021 to improve DEI for DHHS employees.
3. I have seen an issue of the DHHS DEI newsletter (for context, the inaugural issue was released April 2022).
4. The content of the newsletter is relevant to me.
5. I am aware that DHHS is hosting quarterly Town Halls to provide updates on DEI work.
6. I feel optimistic that DHHS will be able to improve the culture for all employees by implementing DEI efforts.

Summary

Respondents overall indicated a general awareness of the DEI work DHHS has engaged in, with 75% agreeing or strongly agreeing with statement one and 69% agreeing or strongly agreeing with statement five.

Respondents indicated less awareness of the specific activities that DHHS has engaged in (with the exception of Town Halls), with 40% agreeing or strongly agreeing that they have a good understanding of the DEI work completed since spring 2021 and 46% indicating that they have seen a DEI newsletter, indicating the need for DHHS to continue to communicate about the specific DEI activities the department is engaging in and completing. Approximately half (52%) of respondents indicated they were optimistic that DHHS will be able to improve the culture at the Division by implementing DEI efforts, while 31% were neutral and 17% indicated they were not optimistic.

It is worth noting that the trend seen within many questions in the other six sections, wherein BIPOC individuals provided responses that indicated that their experiences have been, on average, different from and often more negative than their White colleagues, was not as evident in this DEI Awareness section. Instead, BIPOC individuals expressed levels of awareness similar to, and in some cases higher than, their White colleagues on statements within this section.

Summary and Conclusions

The following bullets outline key takeaways from the 2022 Climate Survey data. When applicable, recommendations for how to strengthen data collection and align future iterations of the Climate Survey with other DHHS DEI activities are also provided.

- **Substantially fewer staff engaged with the 2022 Climate Survey compared to the 2021 Climate Survey**, with 2,186 total responses (or ~36% of the DHHS workforce) provided in spring 2021 and 948 total responses (or ~18% of the DHHS workforce) provided in fall 2022. This may indicate survey or other fatigue on the part of DHHS staff, and/or could indicate that the different timing of the survey (i.e., in fall vs. spring) might be a limit on participation. It may be of value for the distributors of future iterations of the survey to explore why the rate decreased, consider other data collection efforts taking place, and any seasonal trends around increased demands on staff time or PTO requests, and adjust the timing and methodology of survey distribution accordingly. Additionally, there were large percentages of “neutral” responses provided to many questions. Exploring why respondents are providing neutral responses, and incorporating more voices into future survey results by increasing response rates, will help DHHS better understand both general changes to the organizational culture as well as the impact of DEI initiatives.
- **Results from the 2022 Climate Survey align with key findings of the 2021 Climate Survey that informed recommendations within the 2021 *Situational Analysis*.** Specifically, these include:
 - BIPOC individuals routinely responded with less agreement to positive statements and more agreement to negative statements about the climate at DHHS, indicating that the experiences of BIPOC individuals within DHHS are more difficult and less positive than their White colleagues.
 - Only half of respondents indicated agreement with key questions within the Leadership Commitment section, indicating there is an opportunity for DHHS leadership to continue to communicate and demonstrate their commitment to fostering a DEI workplace, support equitable and fair management practices, and use their voices to advance diversity and inclusion.
 - Discrimination and harassment issues were rarely noted as having been resolved to respondents’ satisfaction.

The inclusion of these trends in the 2022 Climate Survey indicates the continued importance of addressing these areas of concern through DEI activities.

- **The revised structure of the survey allows DHHS to take annual snapshots and incorporate Climate Survey results into other DEI activities.** These may include identifying which Climate Survey questions could be used as key performance indicators for DHHS DEI Action Plan objectives and strategies, or using the Climate Survey and Core Values Assessment completed in 2022 by the Nevada Office of Minority Health and Equity (NOMHE) data in tandem to support the application of a DEI framework to DHHS service provisioning and delivery.

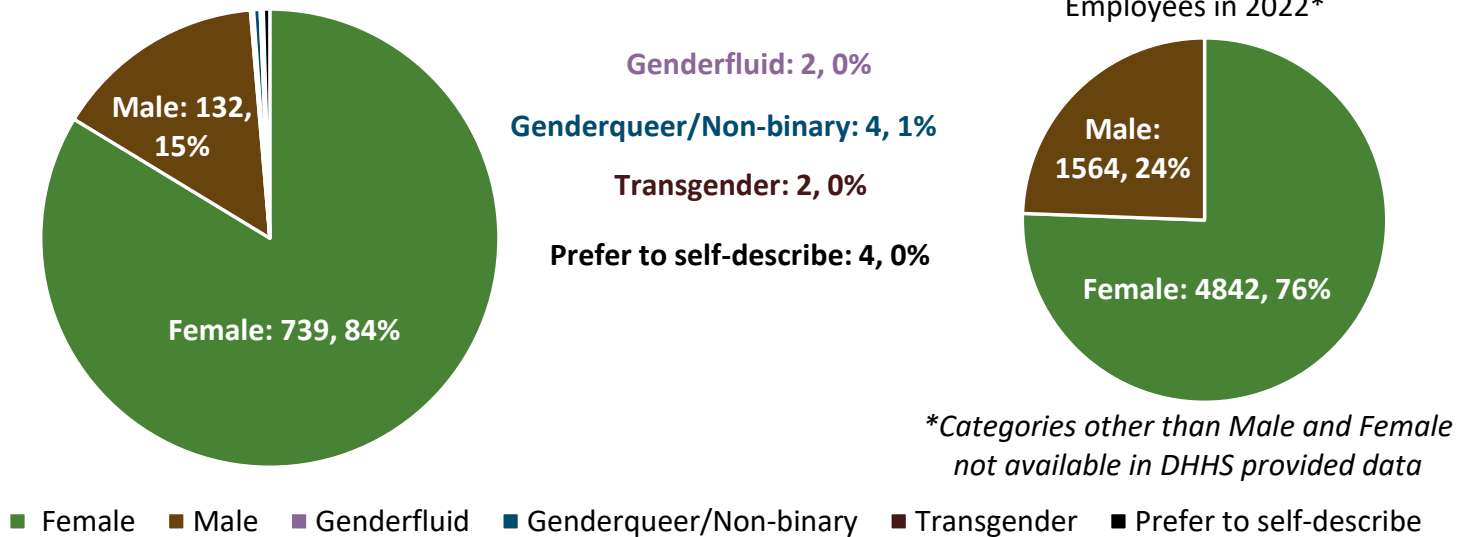
Appendix A. 2022 Climate Survey Results by Question and Race/Ethnicity

This appendix provides the responses to each question included in the 2022 Climate Survey. All non-demographic questions are disaggregated by race and ethnicity. When available, information provided by survey respondents is compared to information available on the staffing make-up of DHHS to illustrate how representative the pool of survey respondents is of the general make-up of DHHS. Comparison data (provided in smaller pie charts in sections for which data was available) was provided by the DHHS Director's Office .

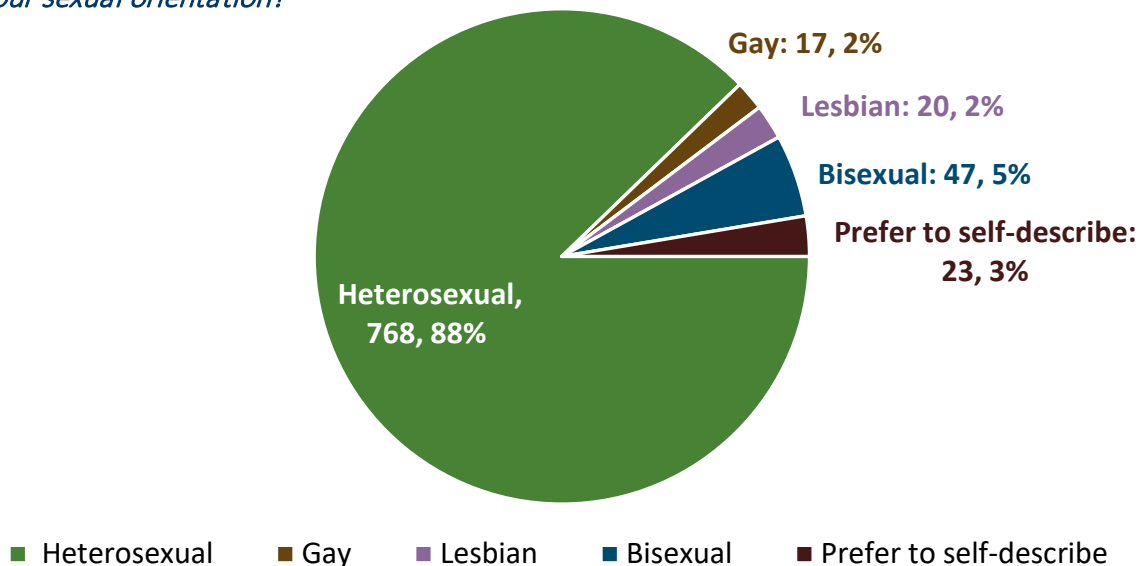
Demographics of Survey Respondents

Demographic and position information on survey respondents is presented in the following figures. The 2021 Climate Survey compared these data, when possible, to the demographic make-up of DHHS for the prior calendar year. Those data were not yet available for the 2022 calendar year at the time this brief was generated and are thus not included in this appendix.

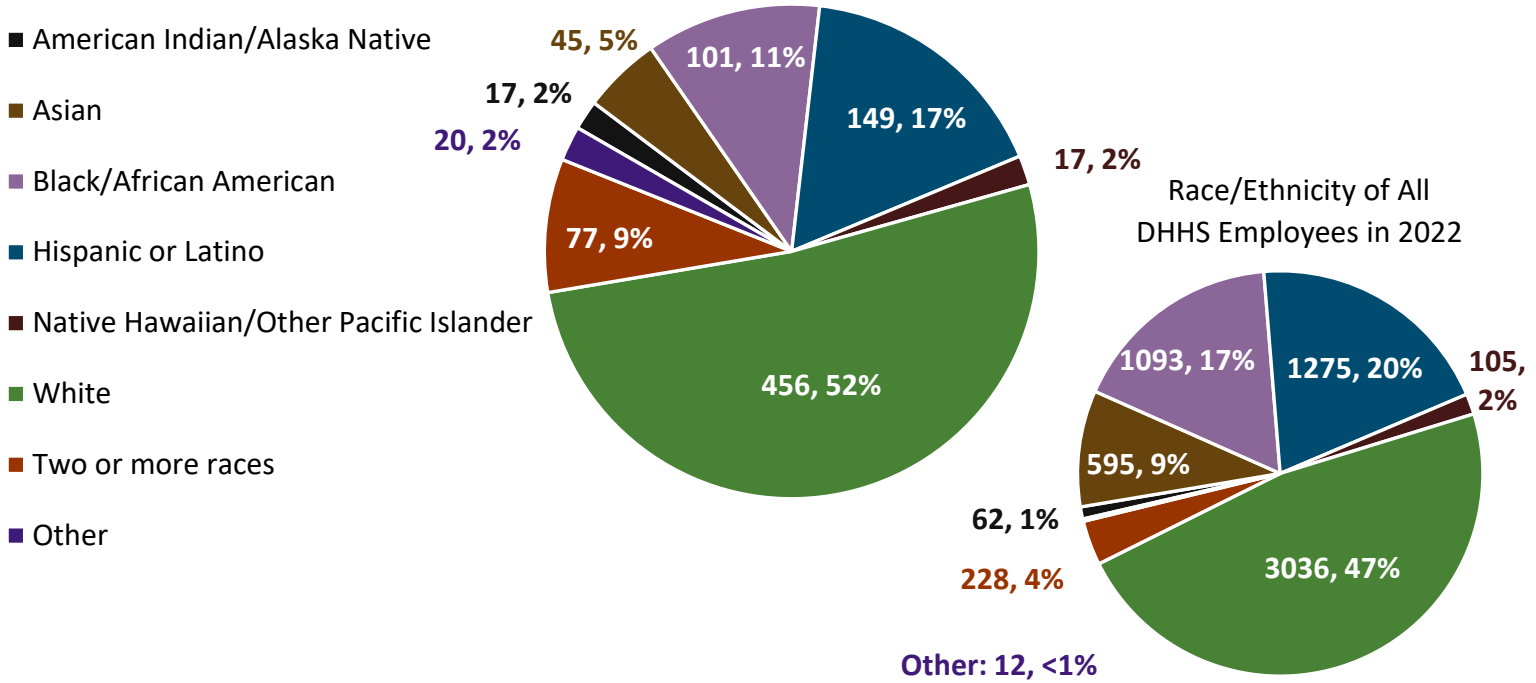
What is your gender identity?



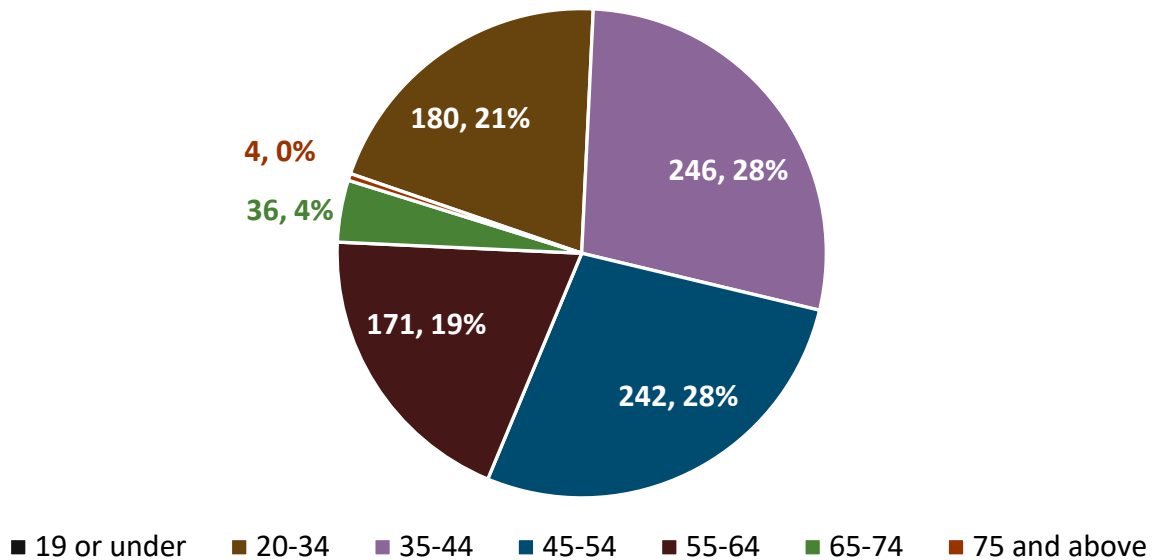
What is your sexual orientation?



What is your racial or ethnic identity?

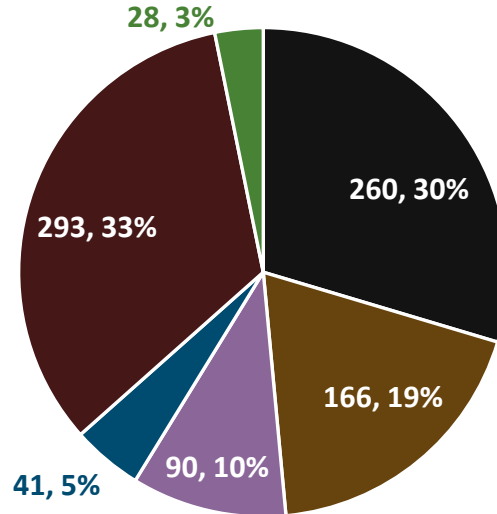


To what age group do you belong?

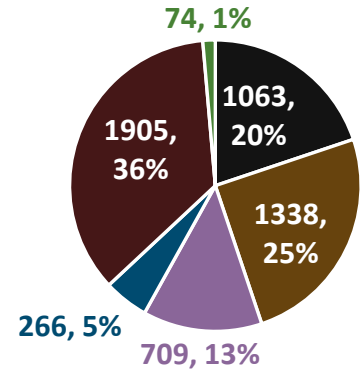


What Division do you currently work in?

- Aging and Disability Services Division
- Division of Public and Behavioral Health
- Division of Child and Family Services
- Division of Health Care Financing and Policy
- Division of Welfare and Supportive Services
- Department of Health and Human Services Director's Office

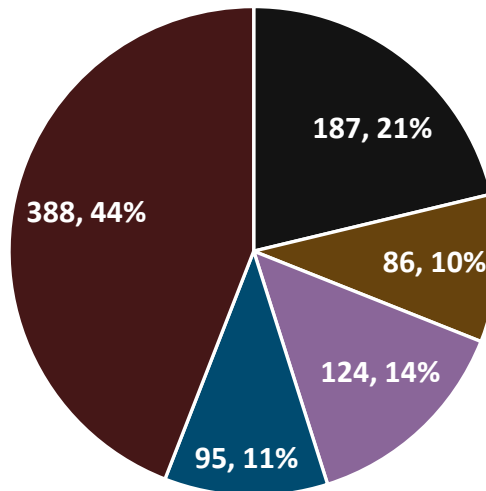


Filled Positions by Division as of 12/31/2022

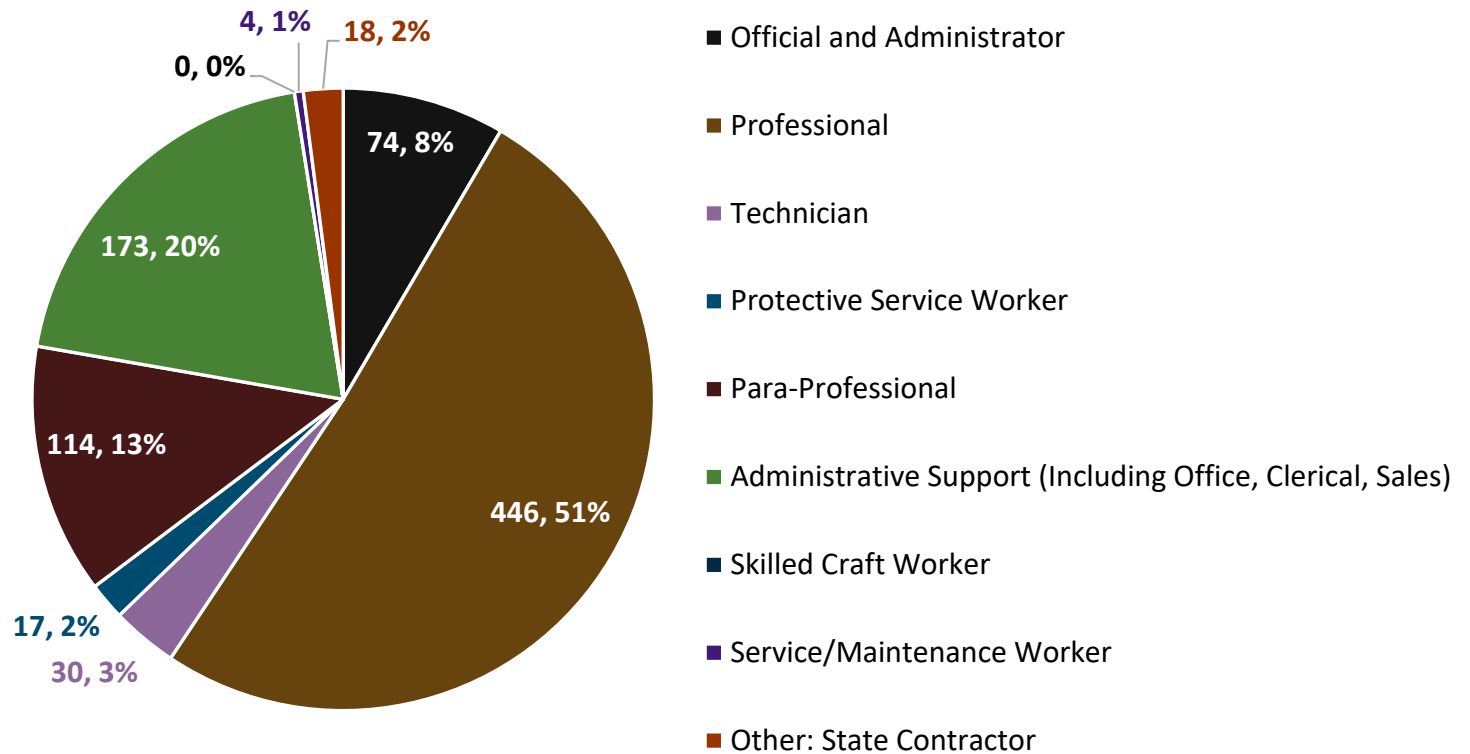


How long have you worked in your current Division?

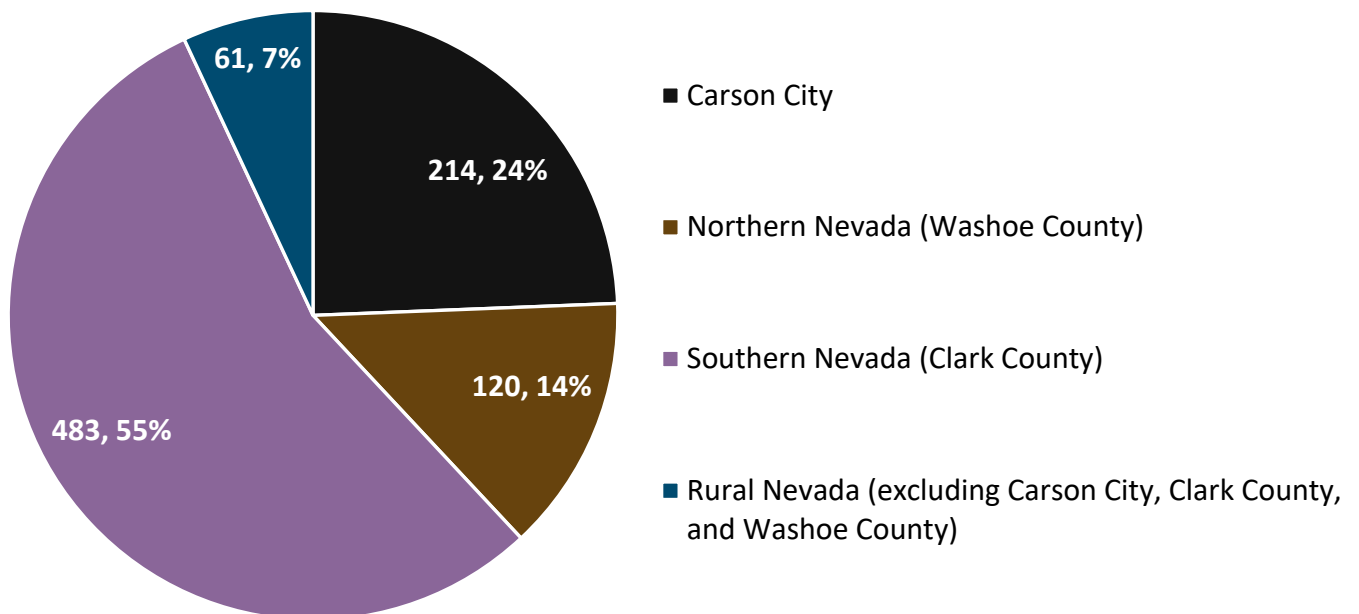
- Less than one year
- 1-2 years
- 3-4 years
- 5-6 years
- More than six years



Choose the position/level that most closely aligns to your current role in your division

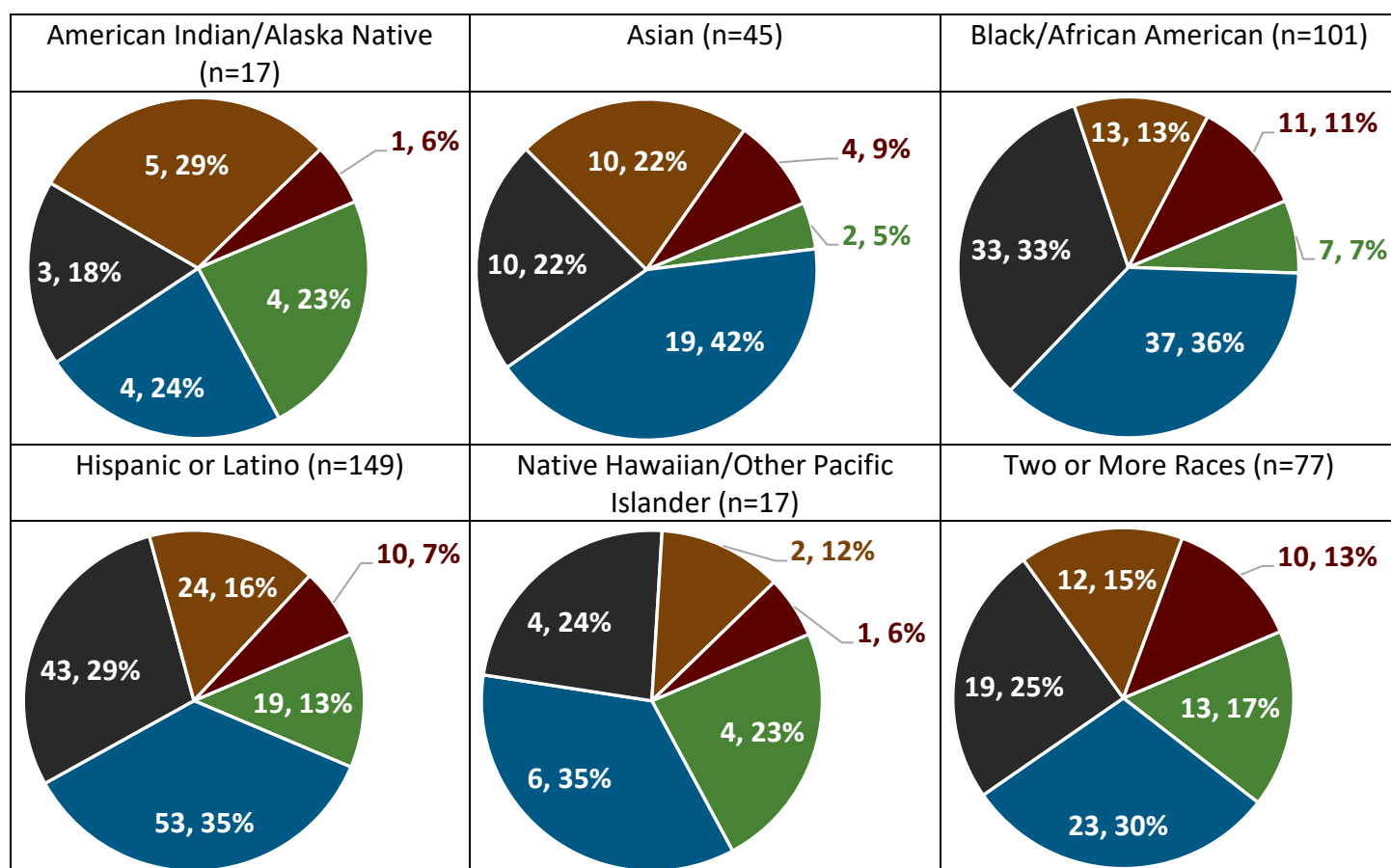
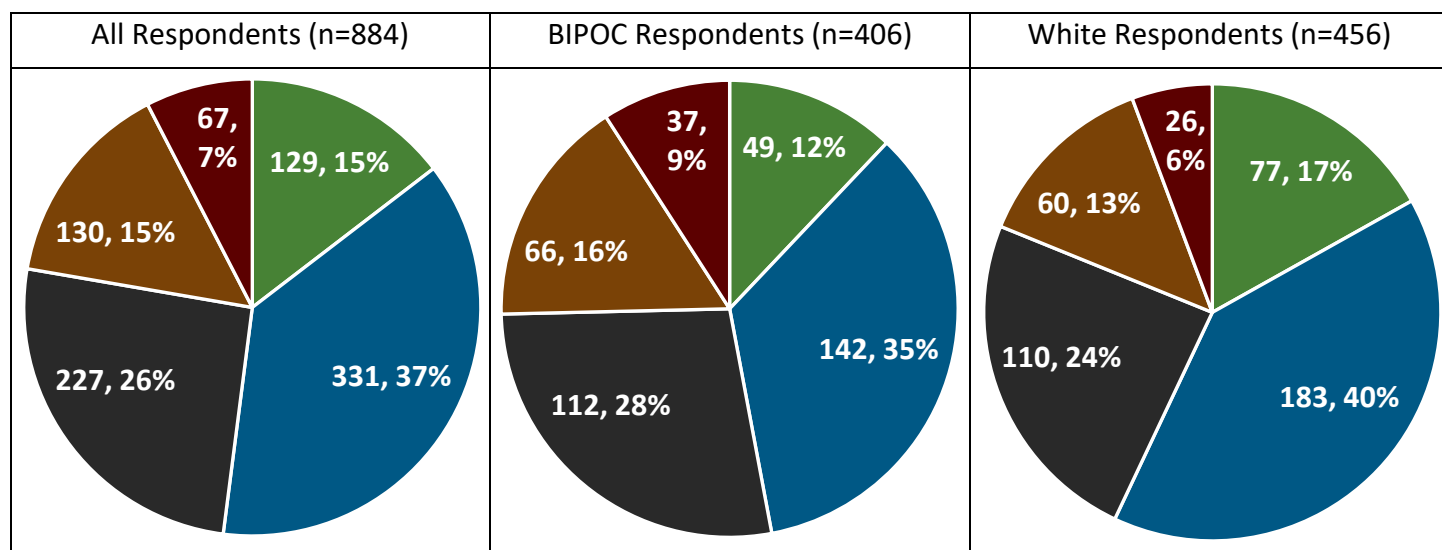


In what part of the state is your position located?

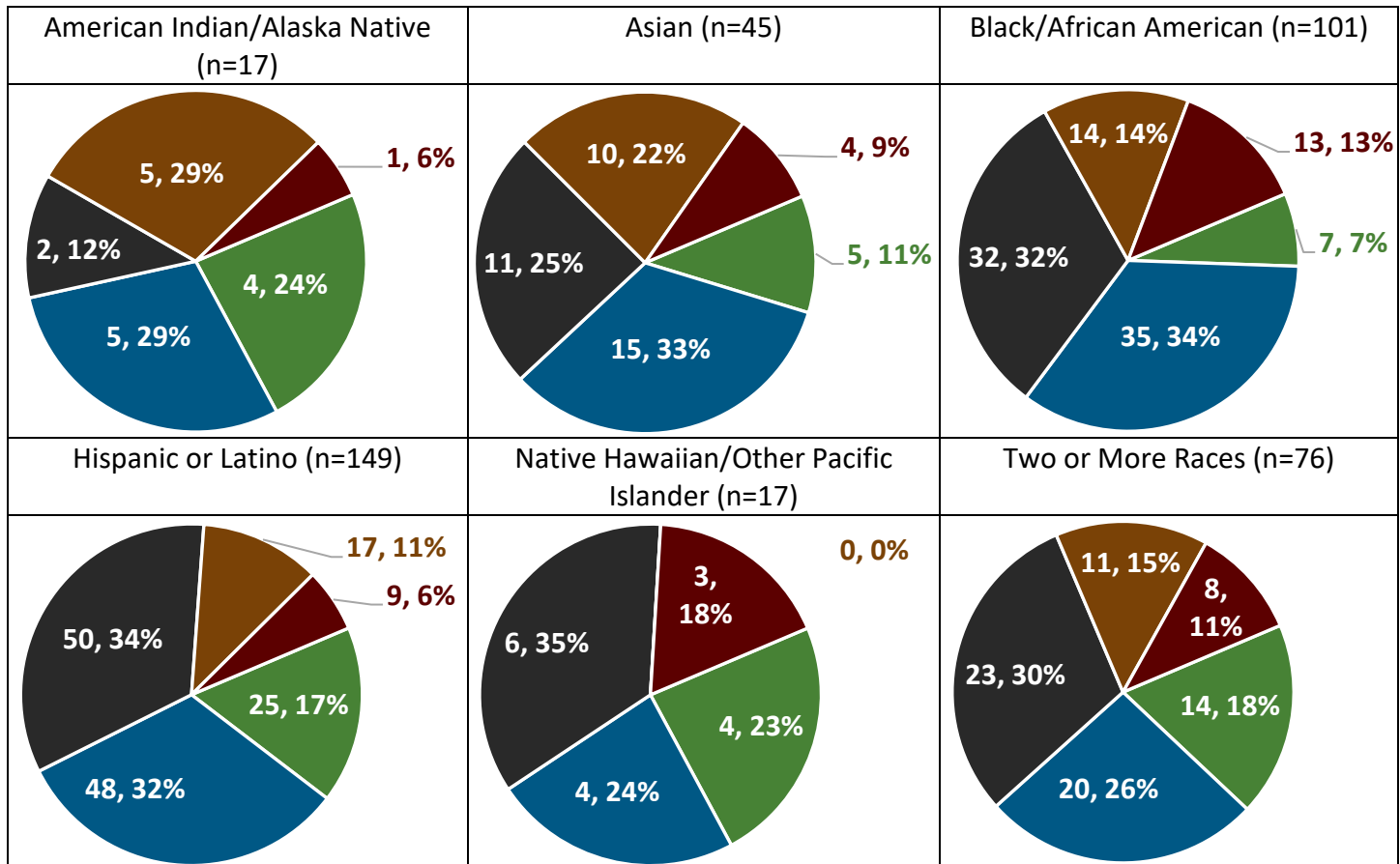
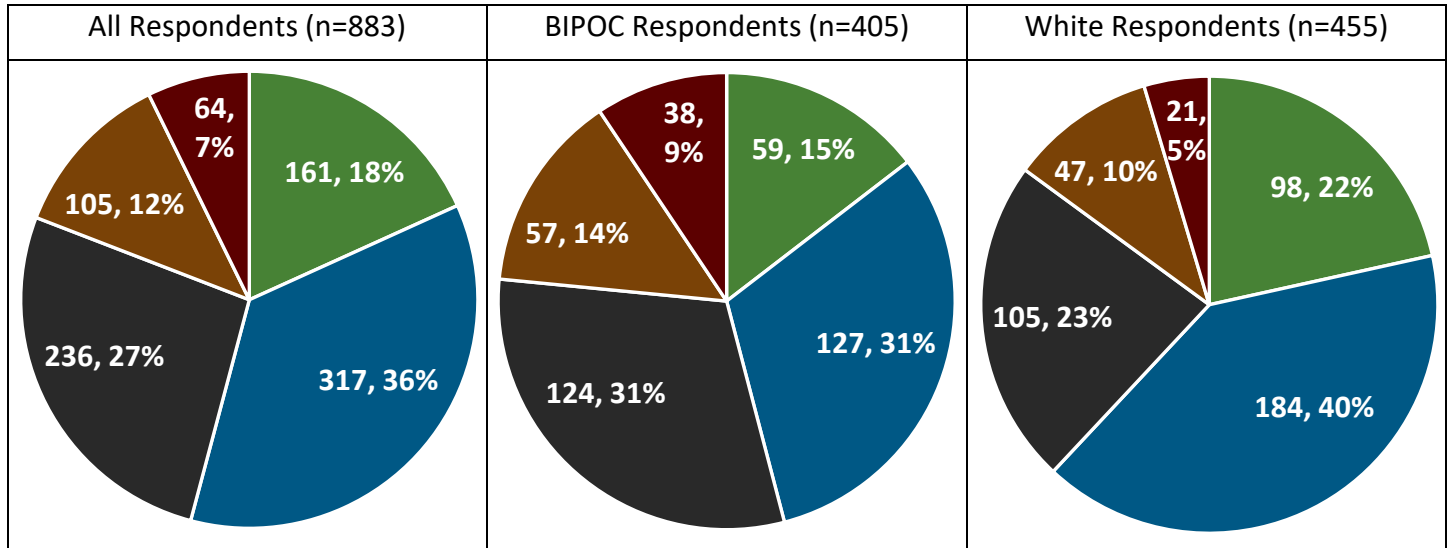


Climate Questions

Leadership: Please rate your level of agreement with the following statement: *DHHS provides an environment for the free and open expression of ideas, opinions, and beliefs.*

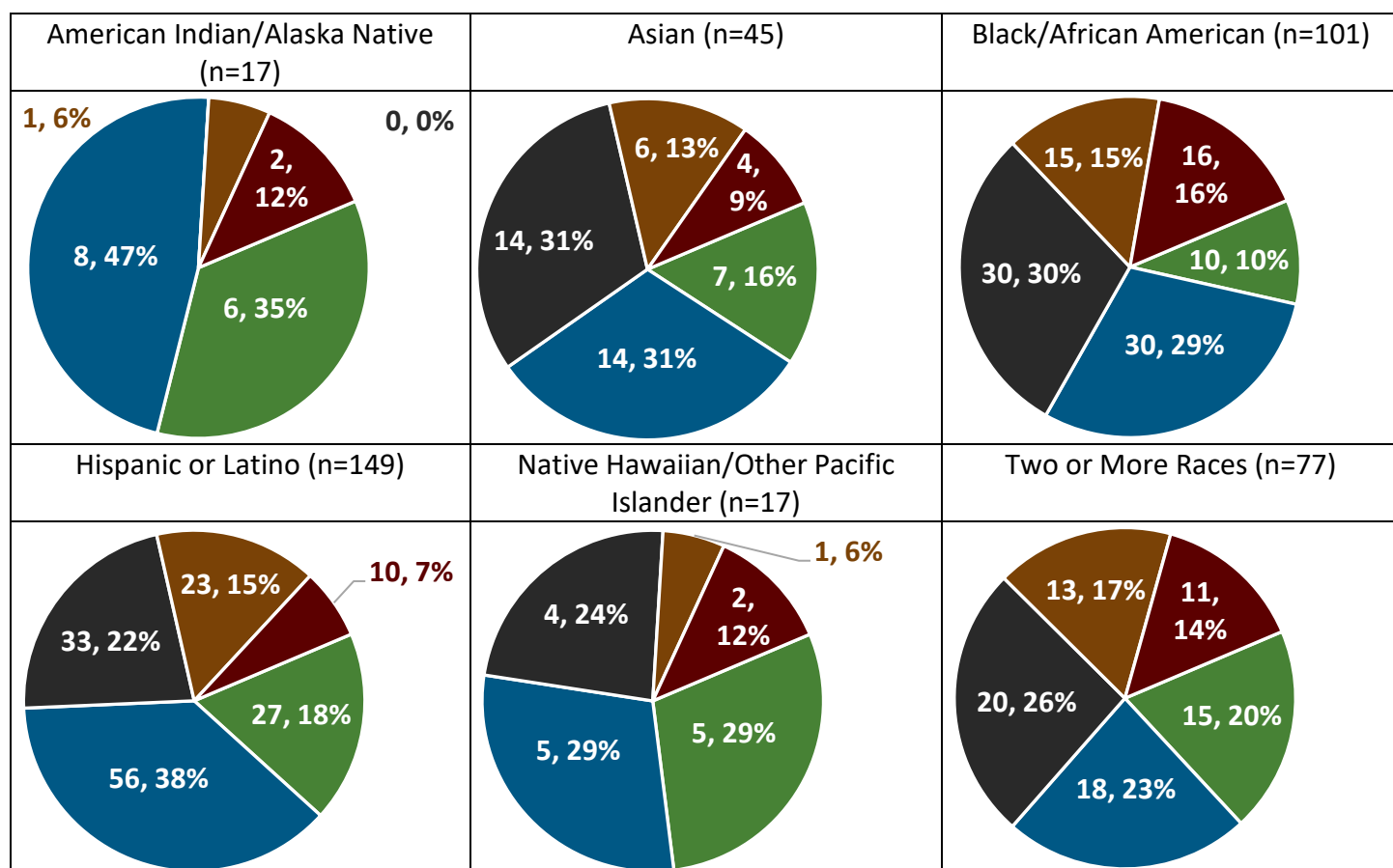
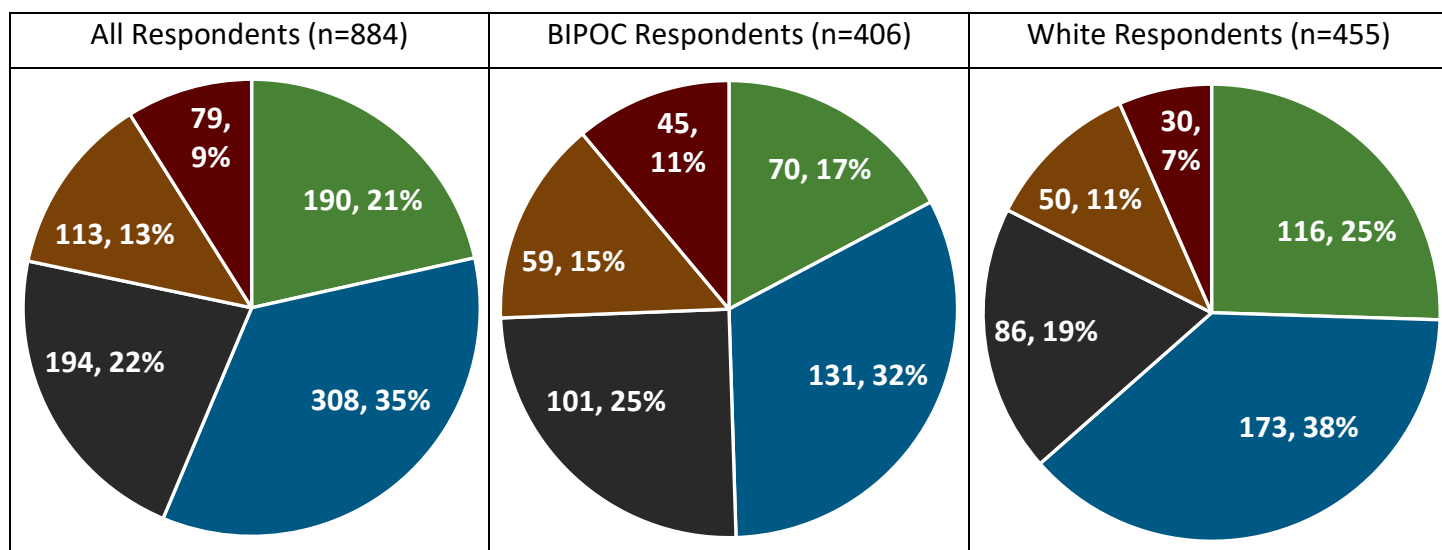


Leadership: Please rate your level of agreement with the following statement: *Leadership at DHHS is committed to fostering a diverse, equitable and inclusive workplace.*



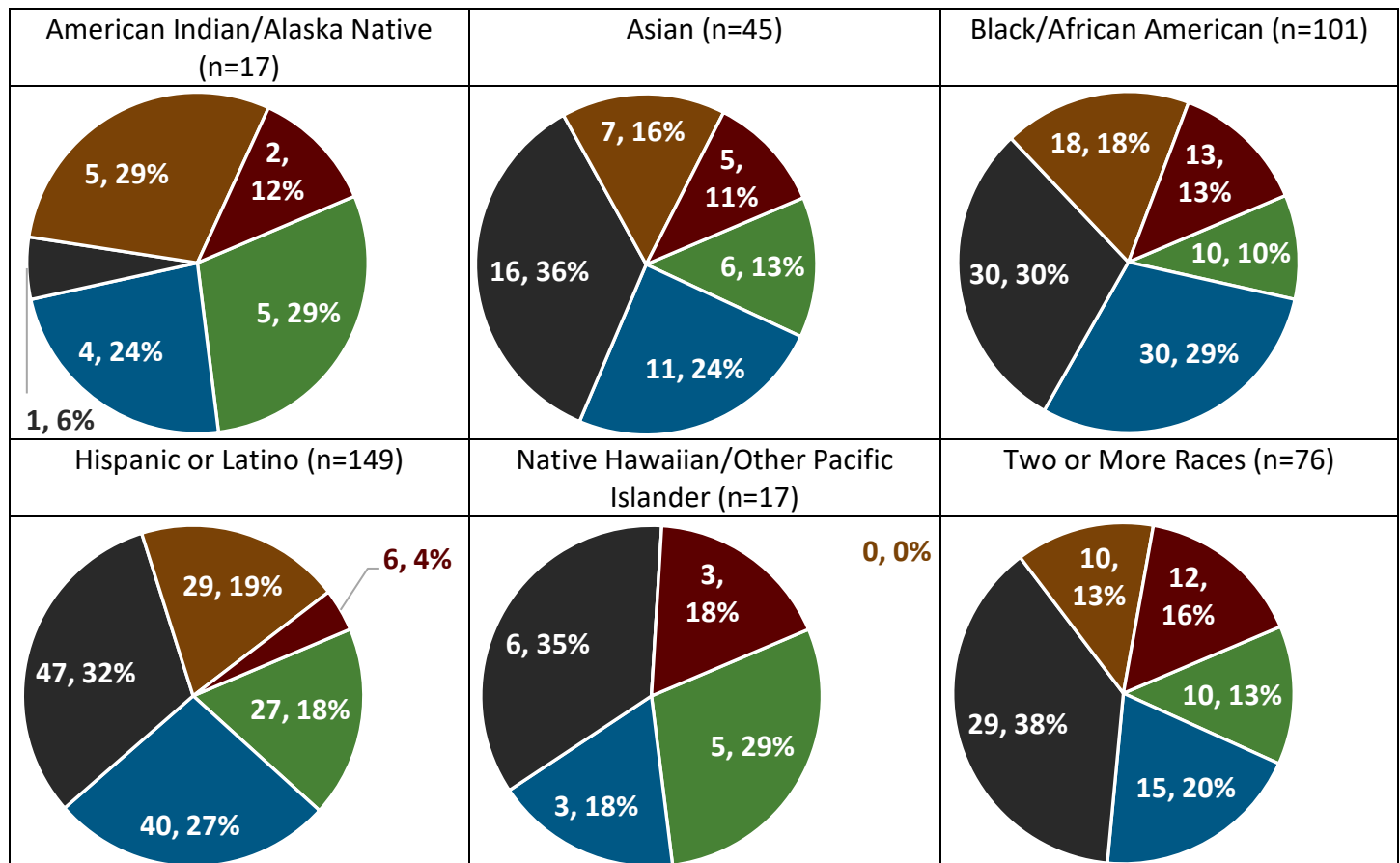
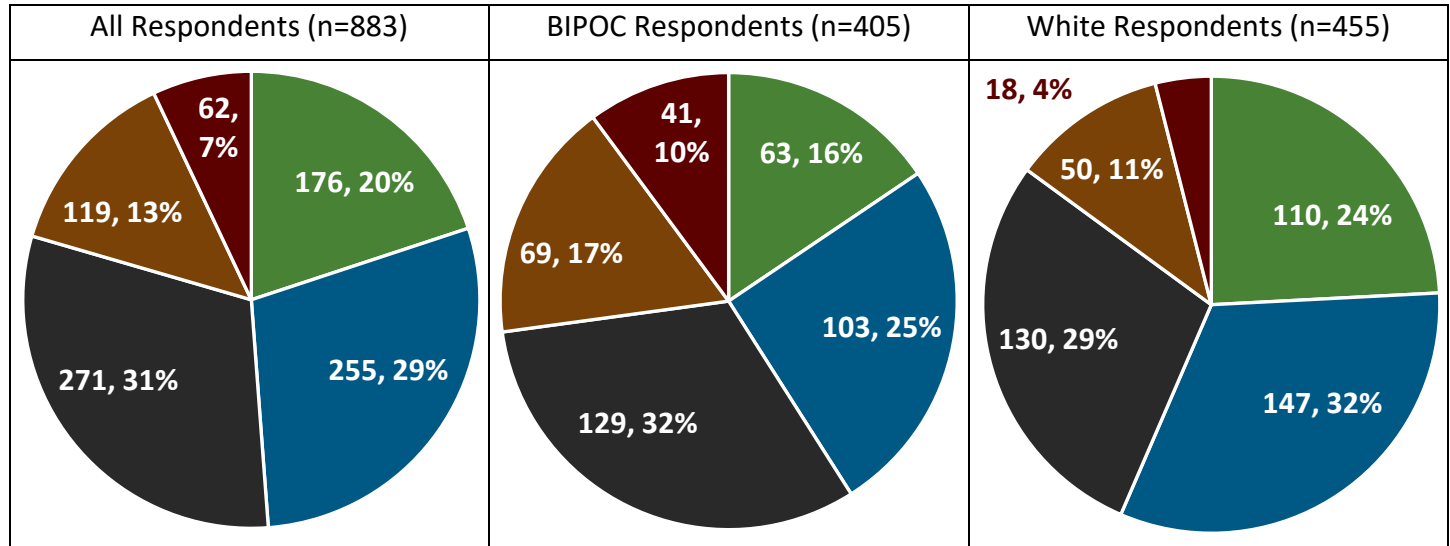
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Leadership: Please rate your level of agreement with the following statement: *I am confident the leadership of my division/agency is fair and equitable in managing me.*



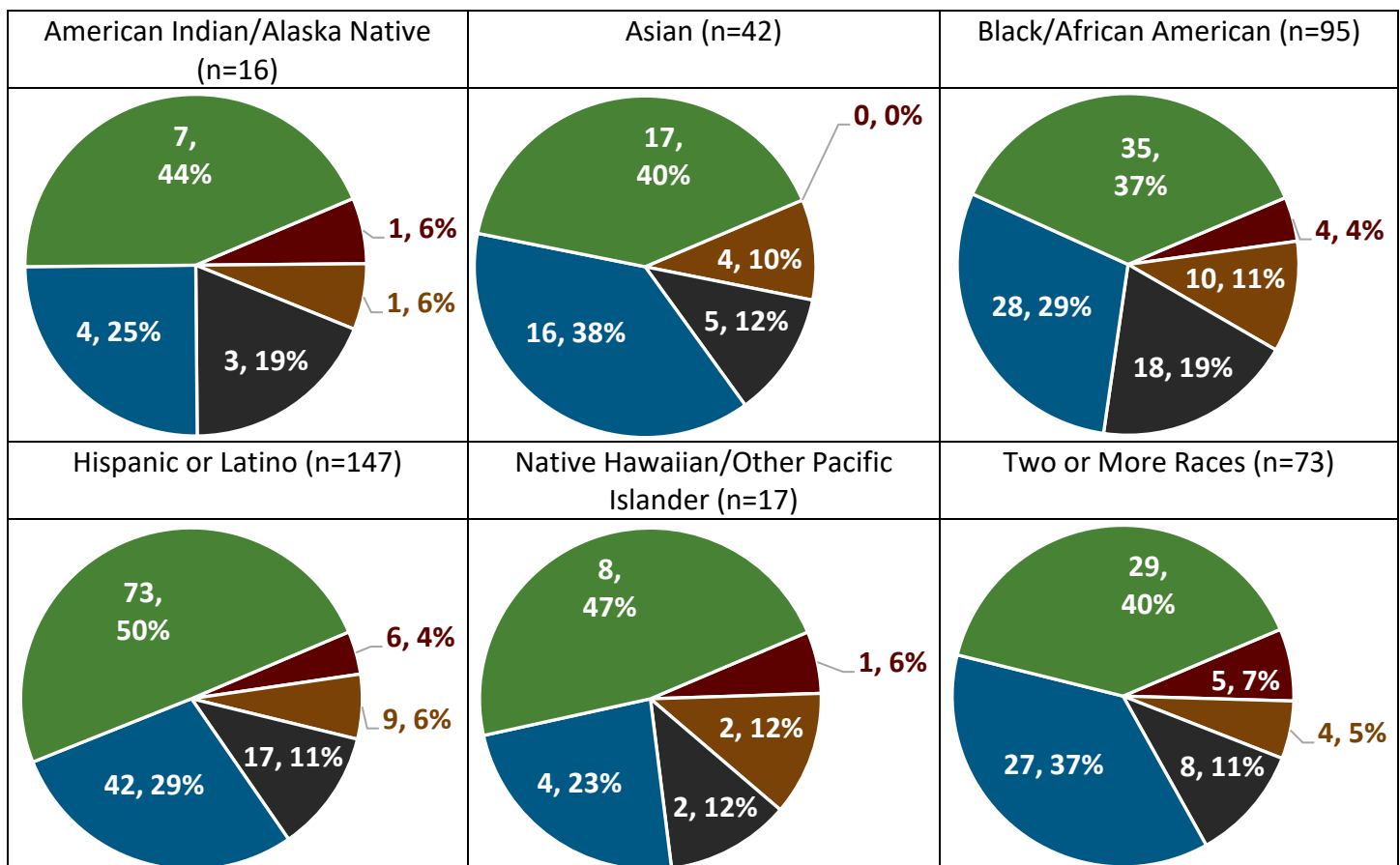
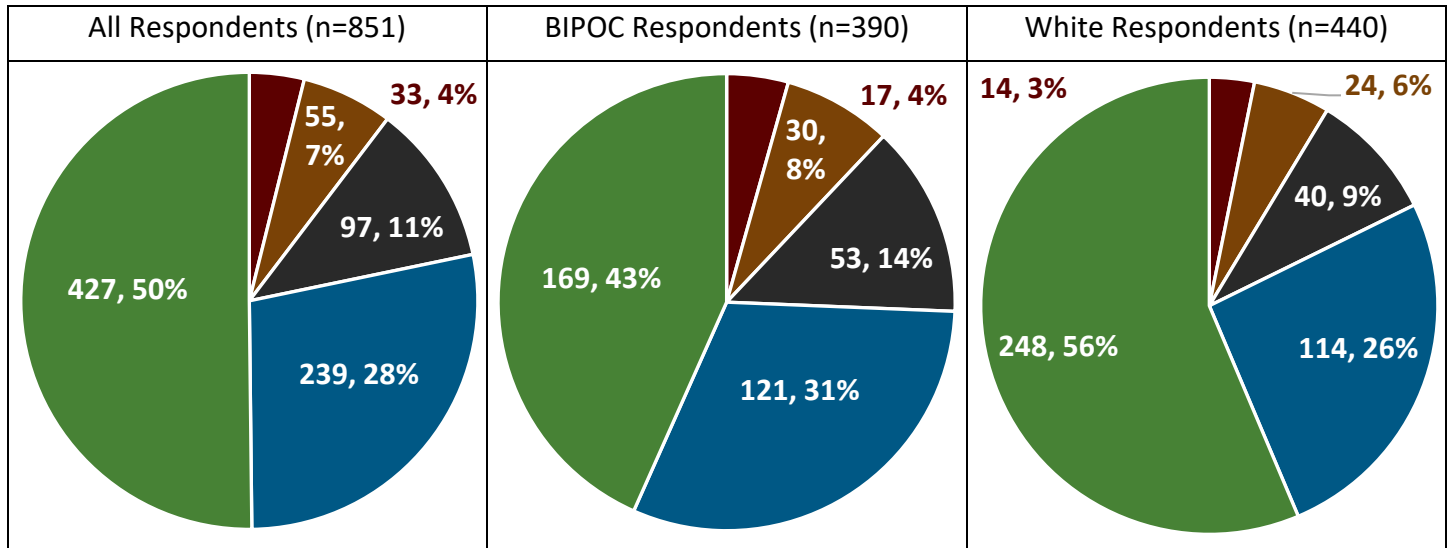
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Leadership: Please rate your level of agreement with the following statement: *The leader(s) of my division/agency use their voices to advance diversity and inclusion in the workplace.*

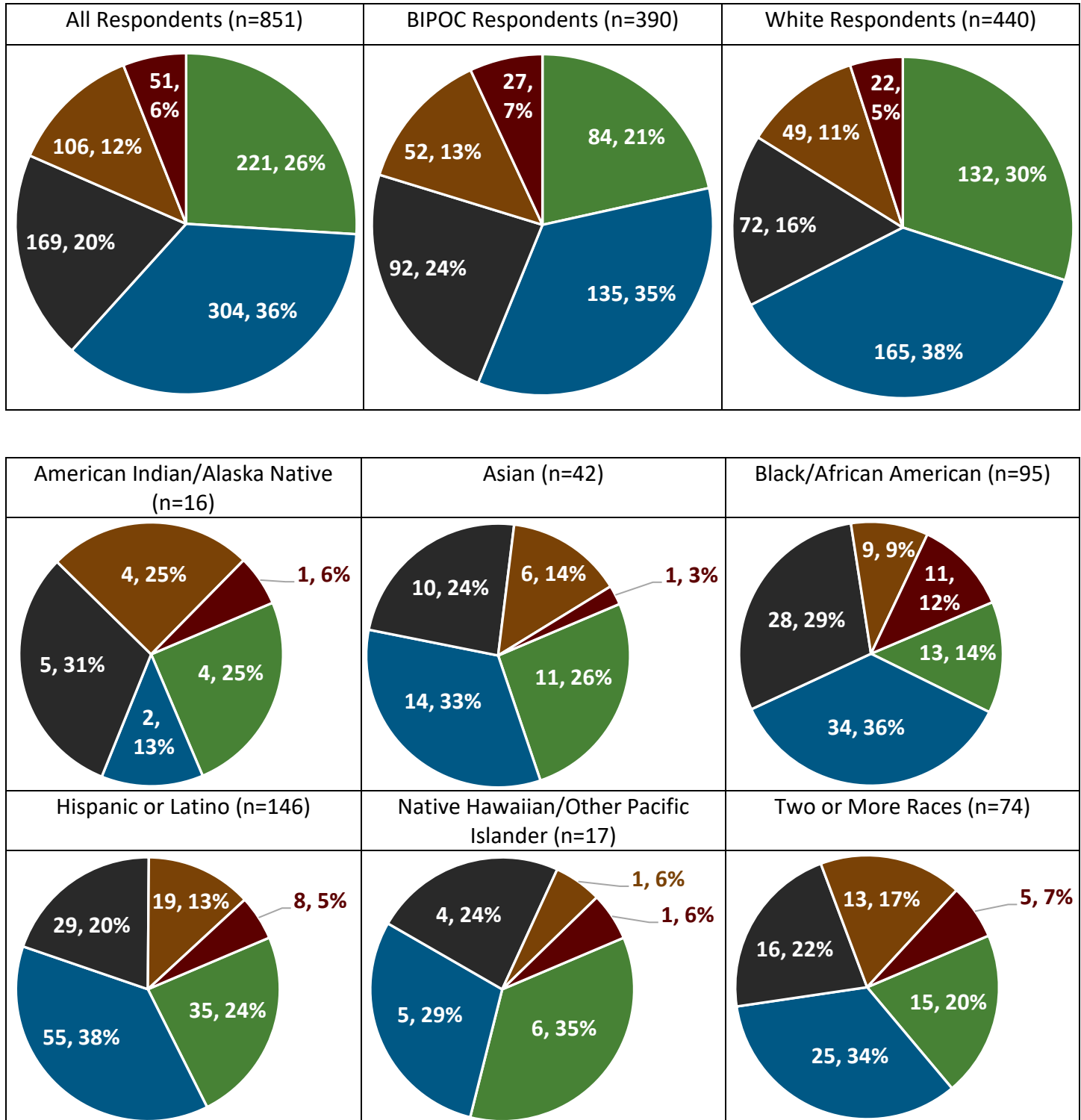


● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Equitable and Inclusive Culture: Please rate your level of agreement with the following statement: *I have been intentionally excluded from work or social events because of my background (race, ethnicity, gender, sexual orientation, religion, physical/mental abilities, etc.).*

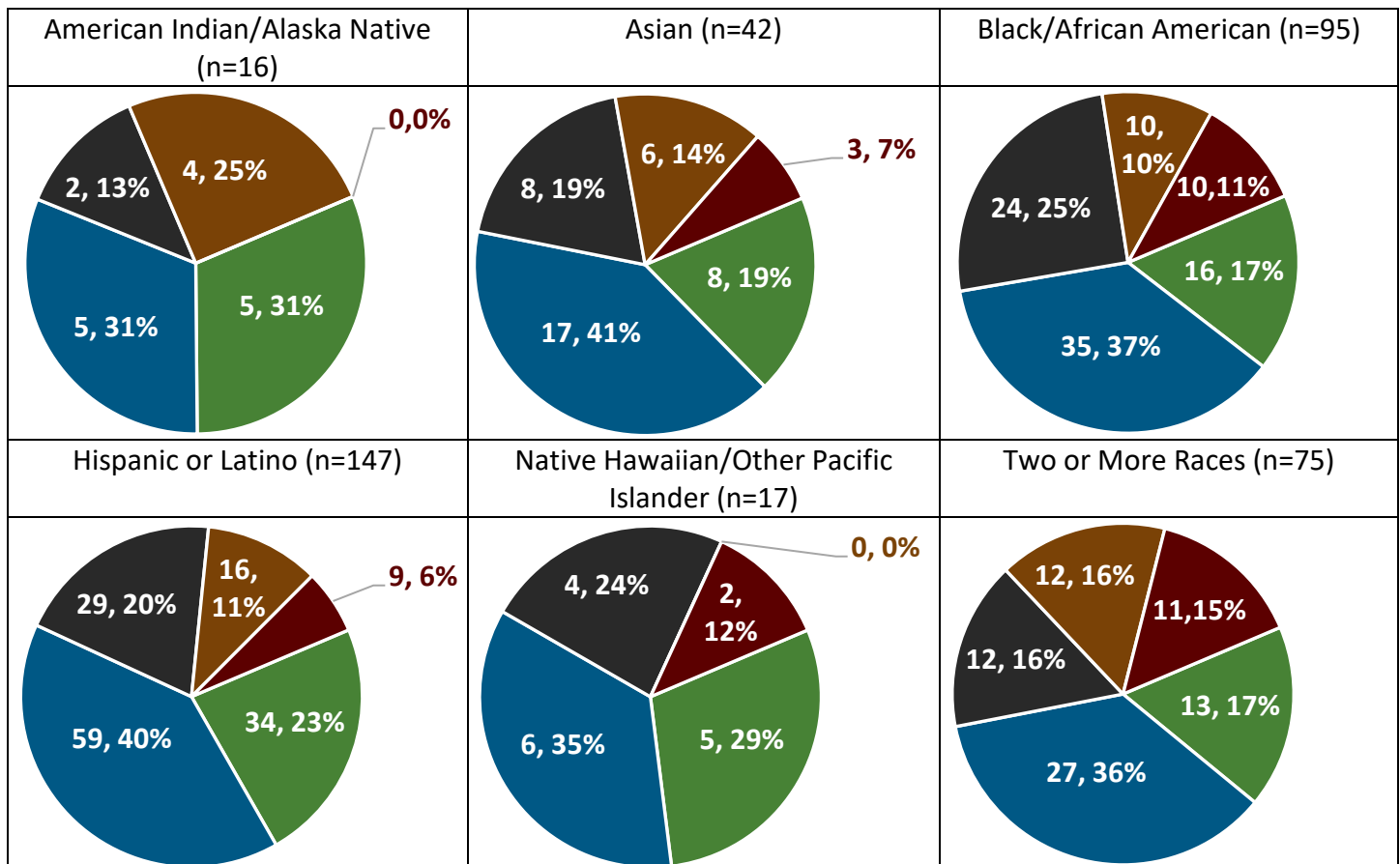
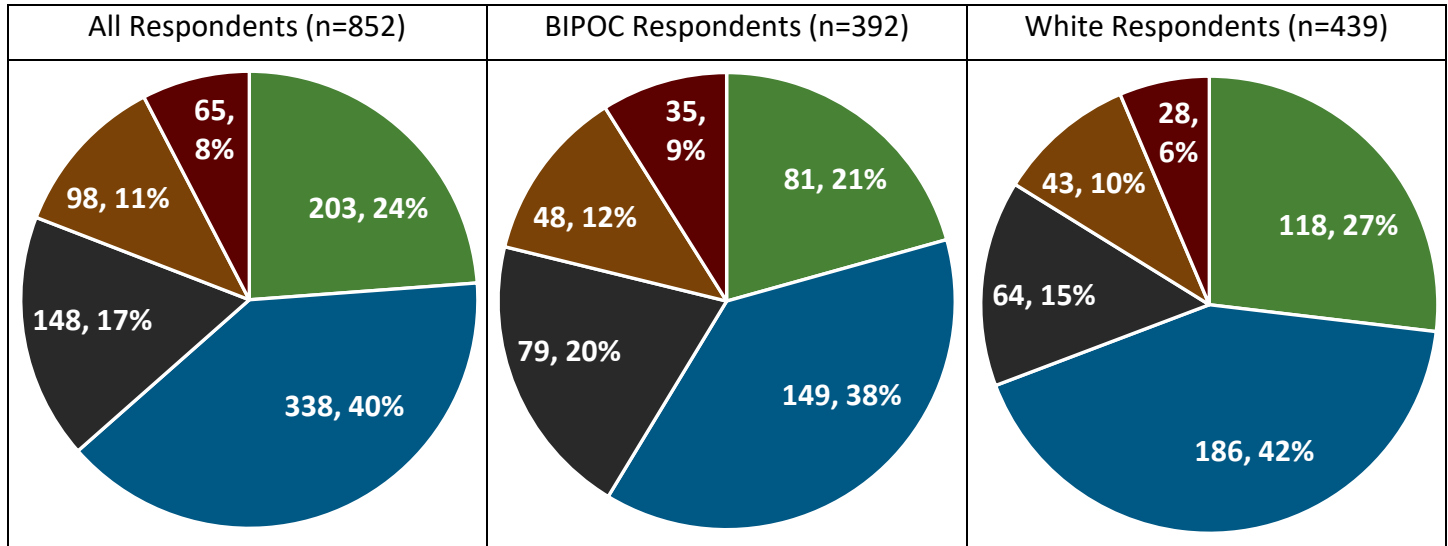


Equitable and Inclusive Culture: Please rate your level of agreement with the following statement: *I feel included and respected within my division/agency/DHHS.*



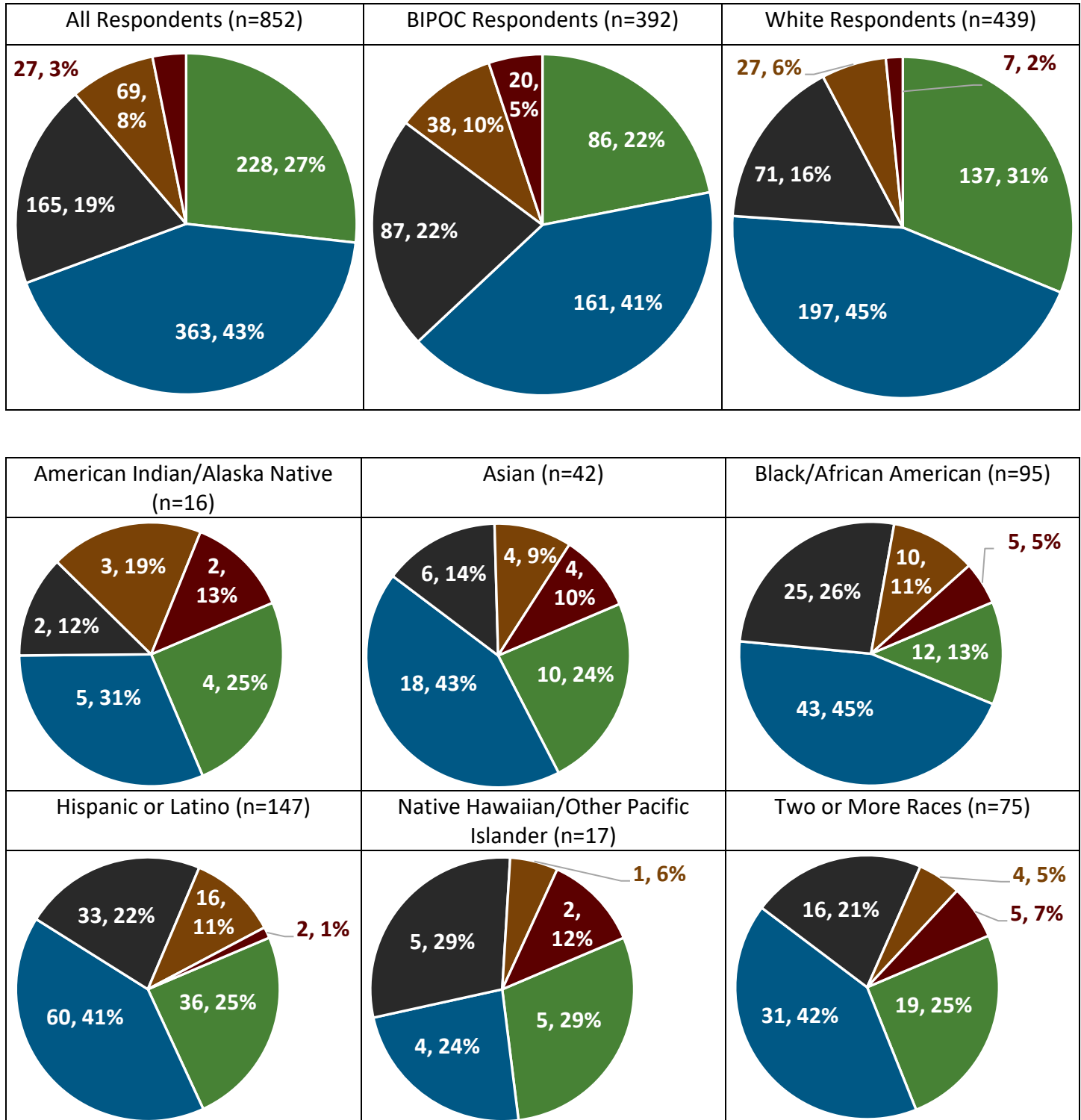
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Equitable and Inclusive Culture: Please rate your level of agreement with the following statement: *I am encouraged to offer my perspective when discussing work related decisions.*



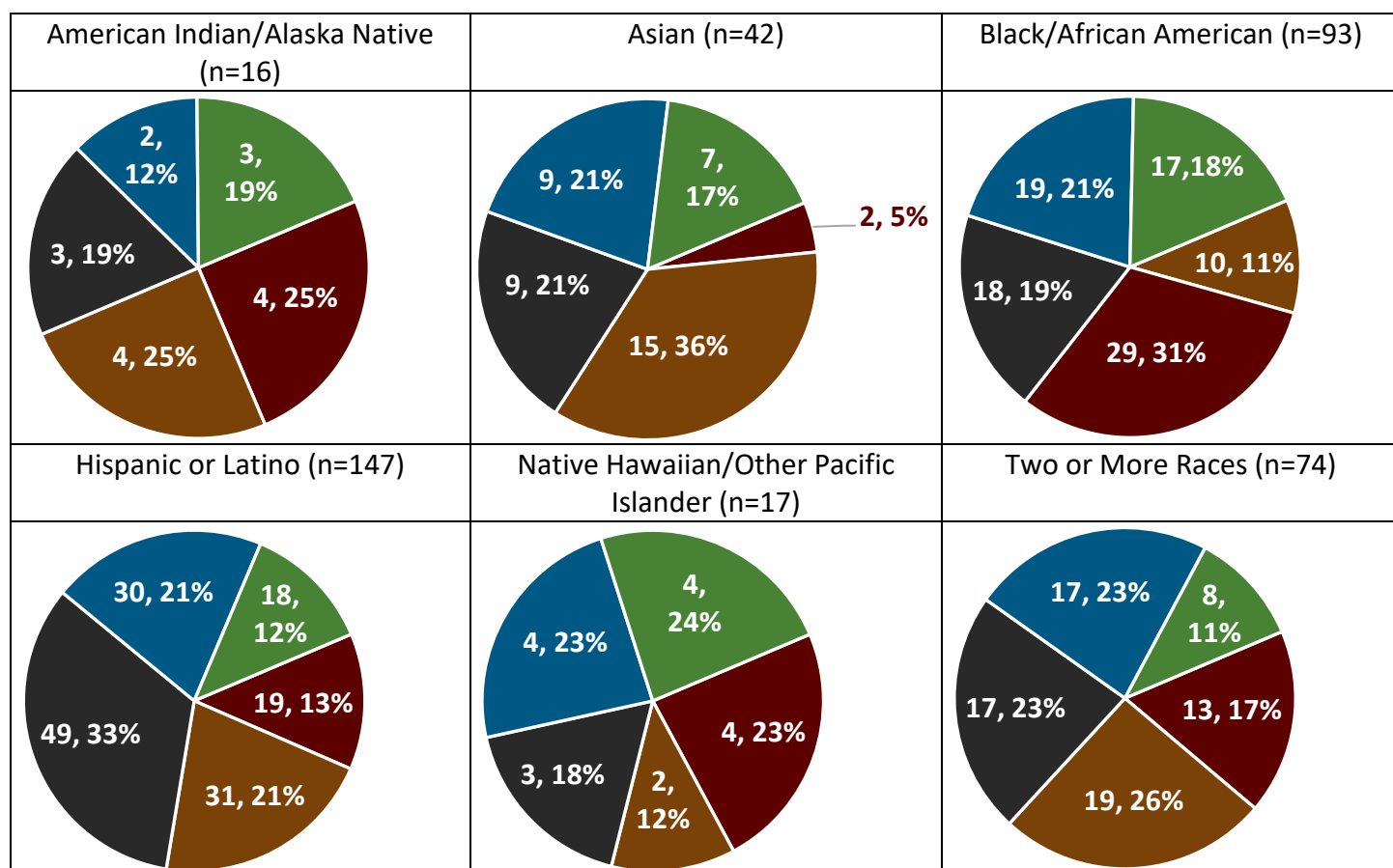
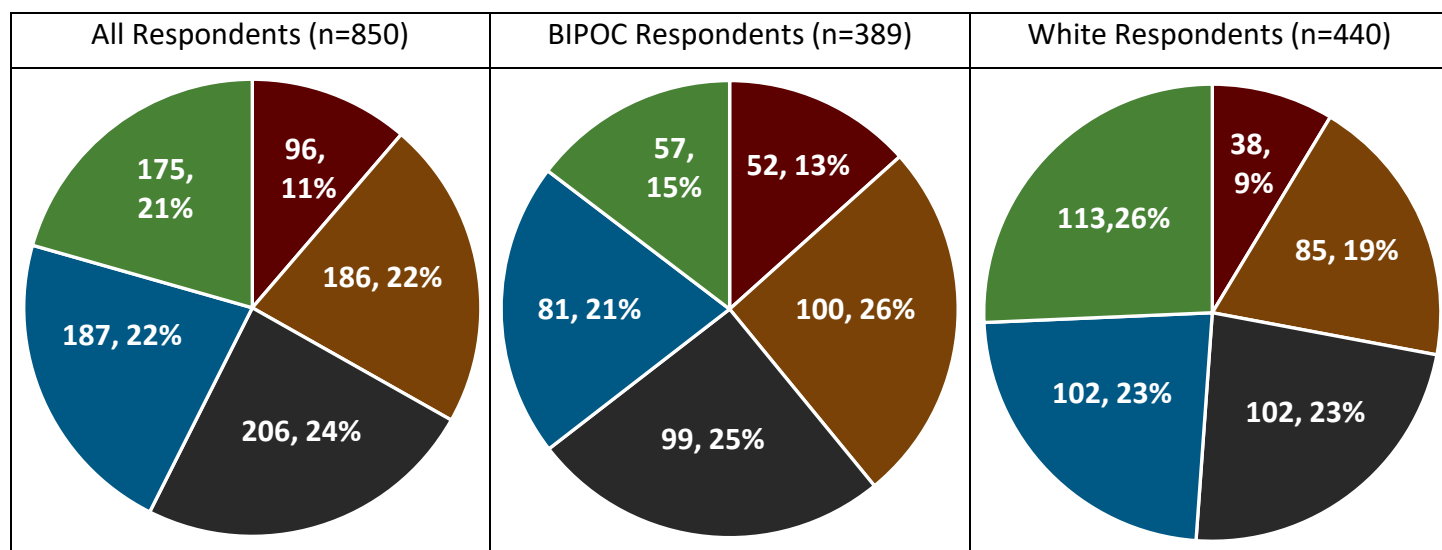
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Equitable and Inclusive Culture: Please rate your level of agreement with the following statement:
Employees of different backgrounds interact well within my division/agency.



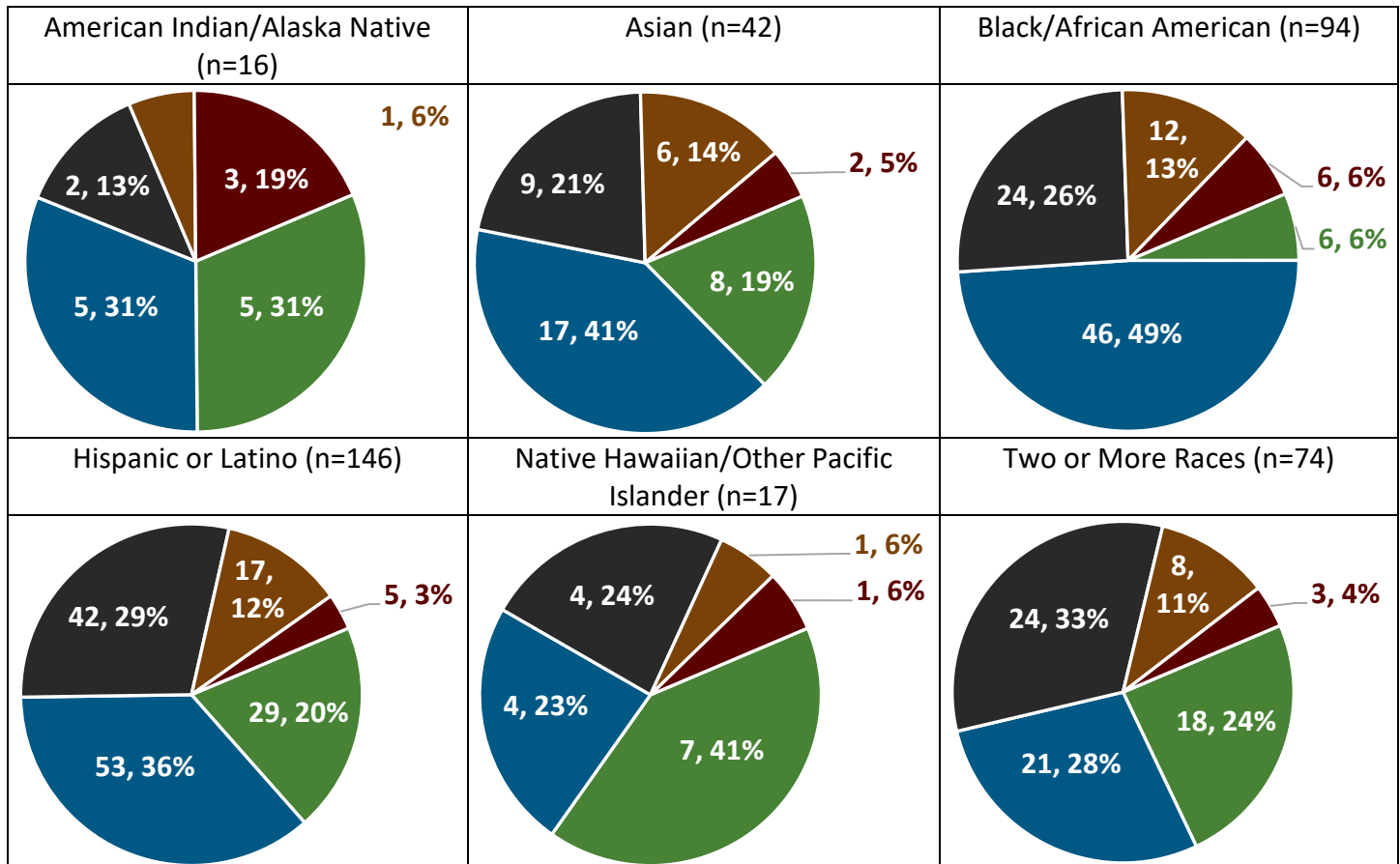
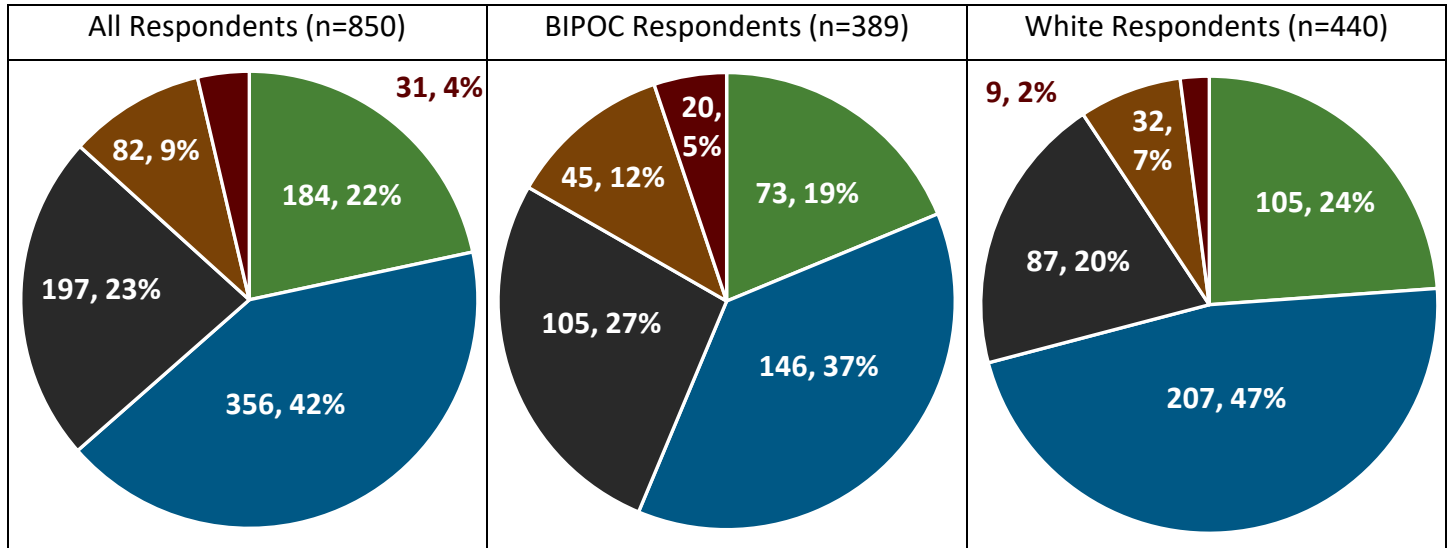
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Equitable and Inclusive Culture: Please rate your level of agreement with the following statement: *I think and behave differently within my division/agency than I do when I am not at work.*



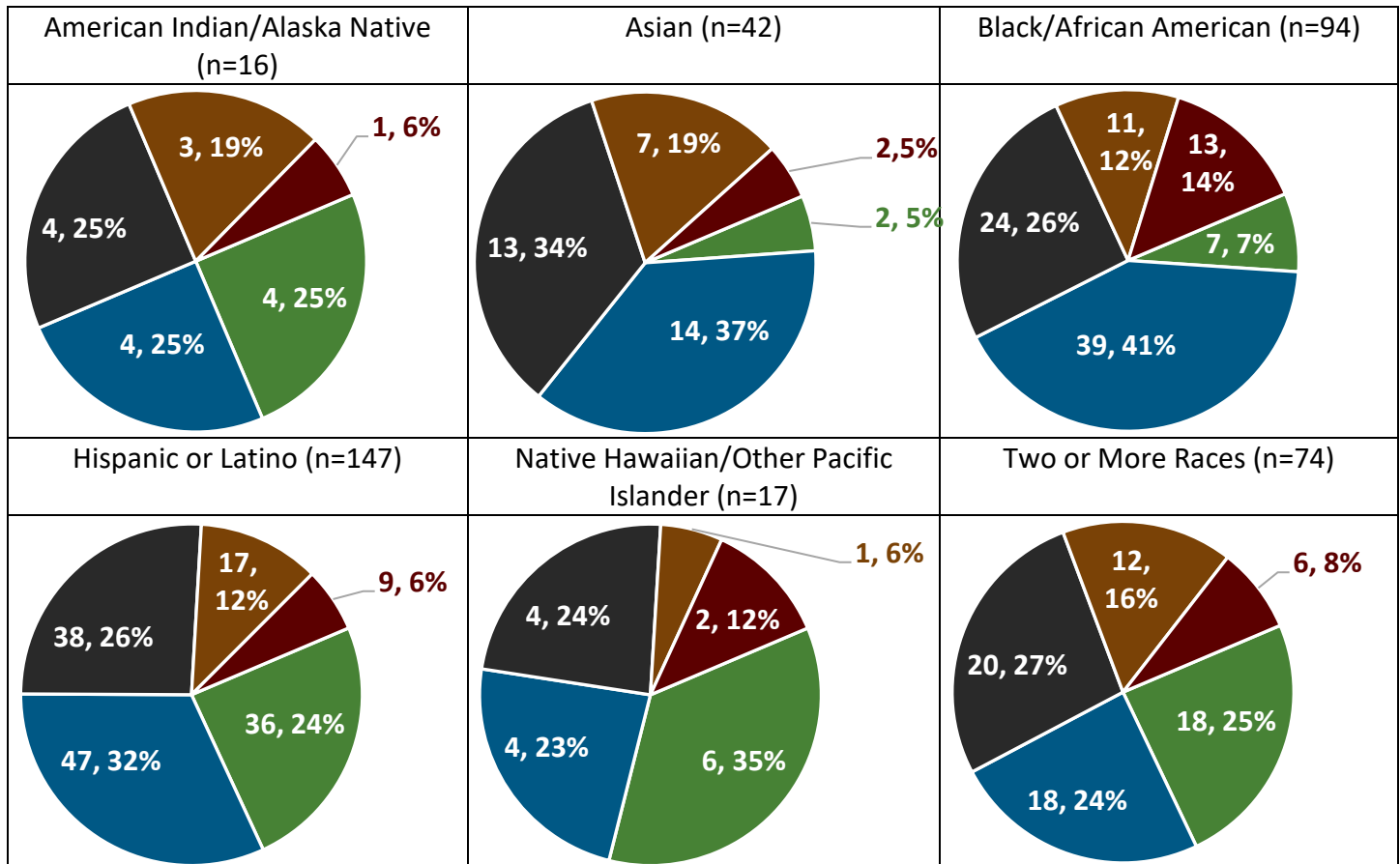
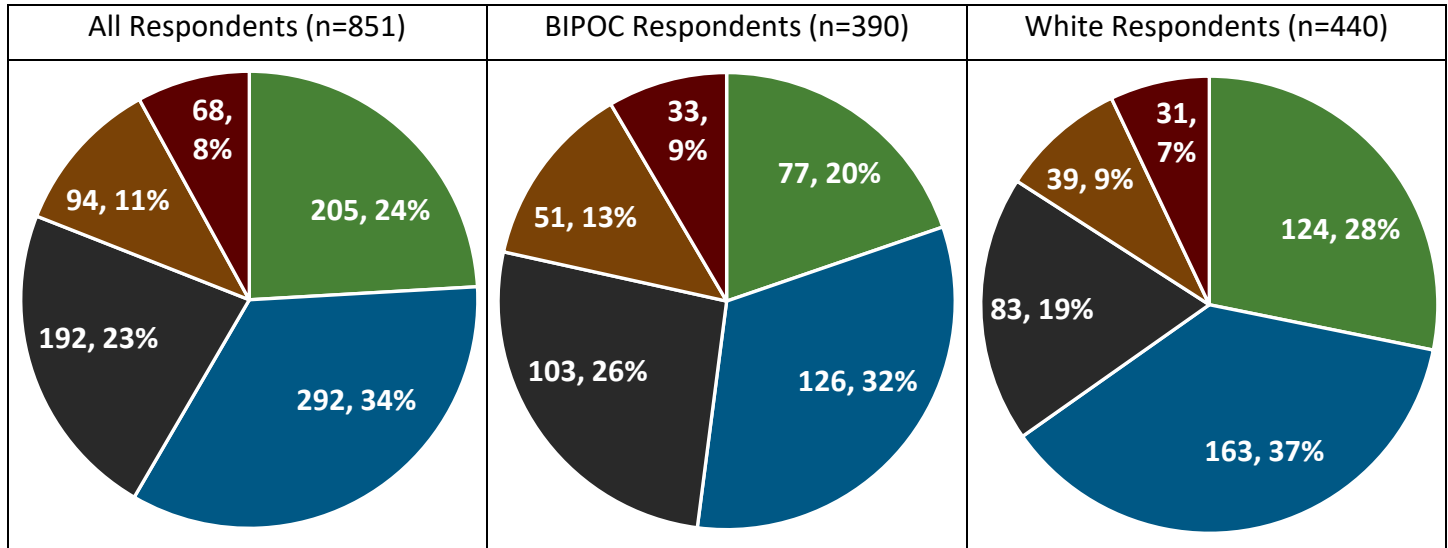
● Strongly Disagree
 ● Disagree
 ● Neutral
 ● Agree
 ● Strongly Agree

Equitable and Inclusive Culture: Please rate your level of agreement with the following statement: *I believe my peers are committed to fostering a diverse, equitable and inclusive workplace.*



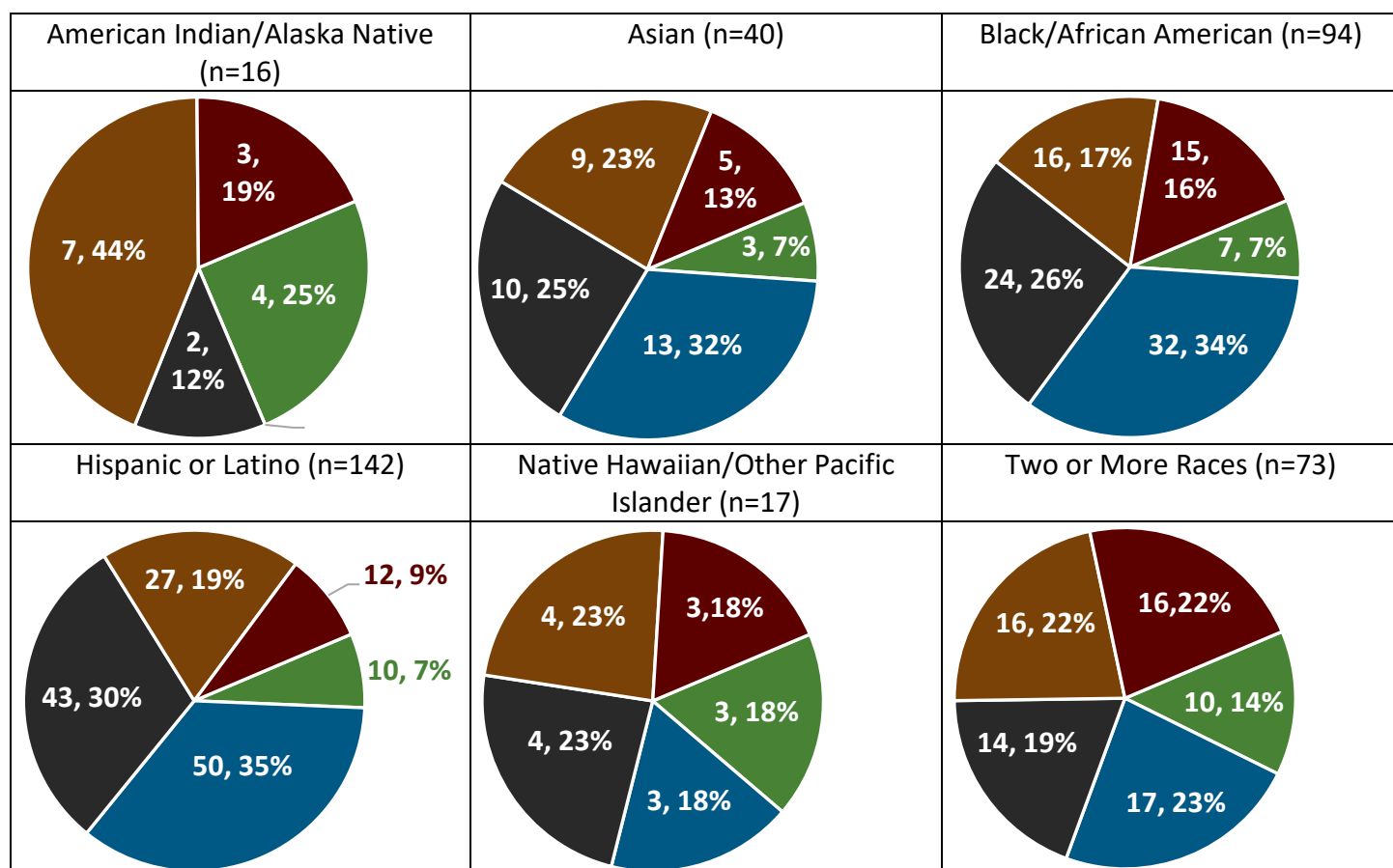
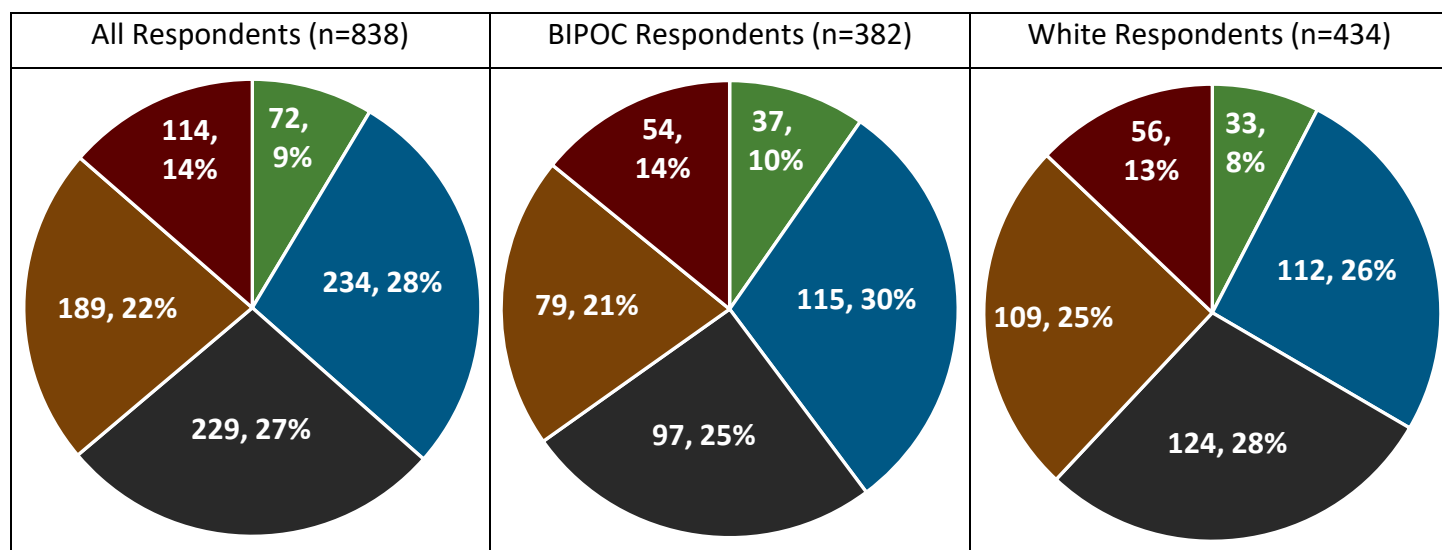
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Equitable and Inclusive Culture: Please rate your level of agreement with the following statement: *I would recommend my division/agency to someone like myself as a good place to work.*



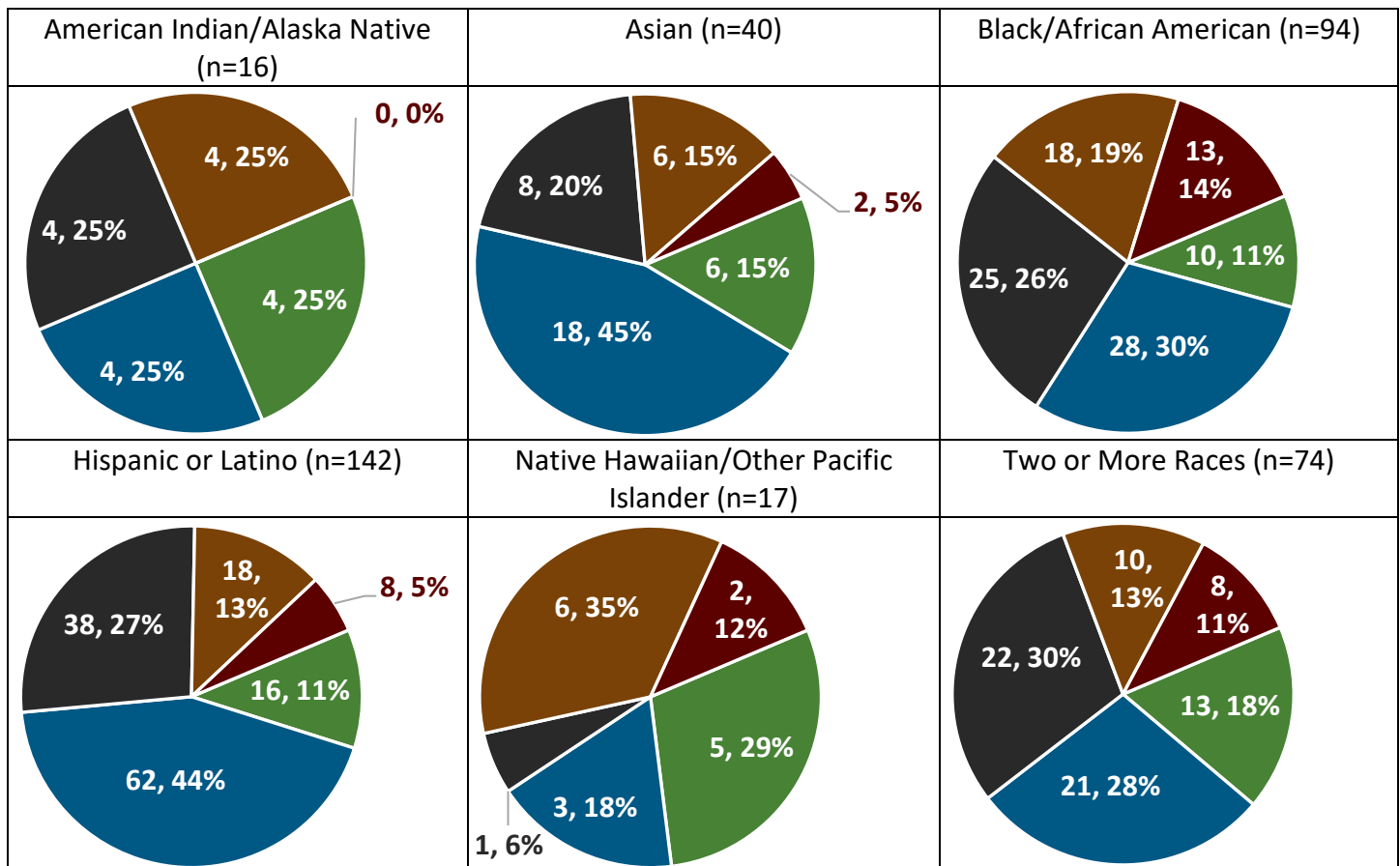
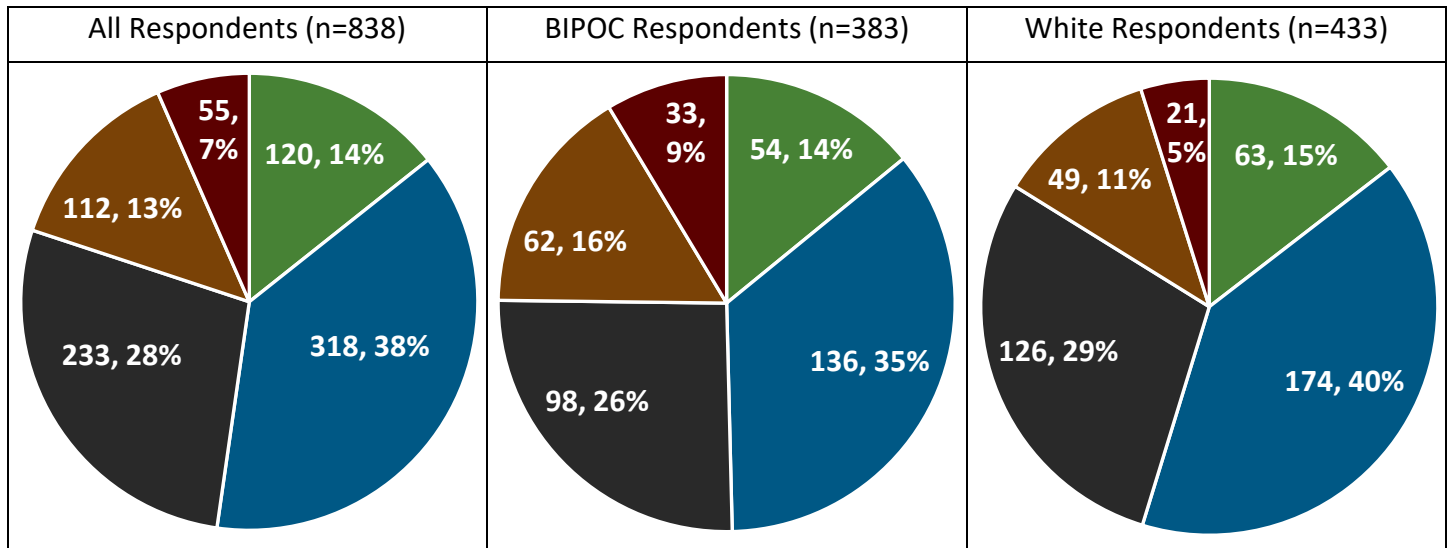
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Hiring Process: Please rate your level of agreement with the following statement: *The hiring process is easy to navigate as a job candidate.*



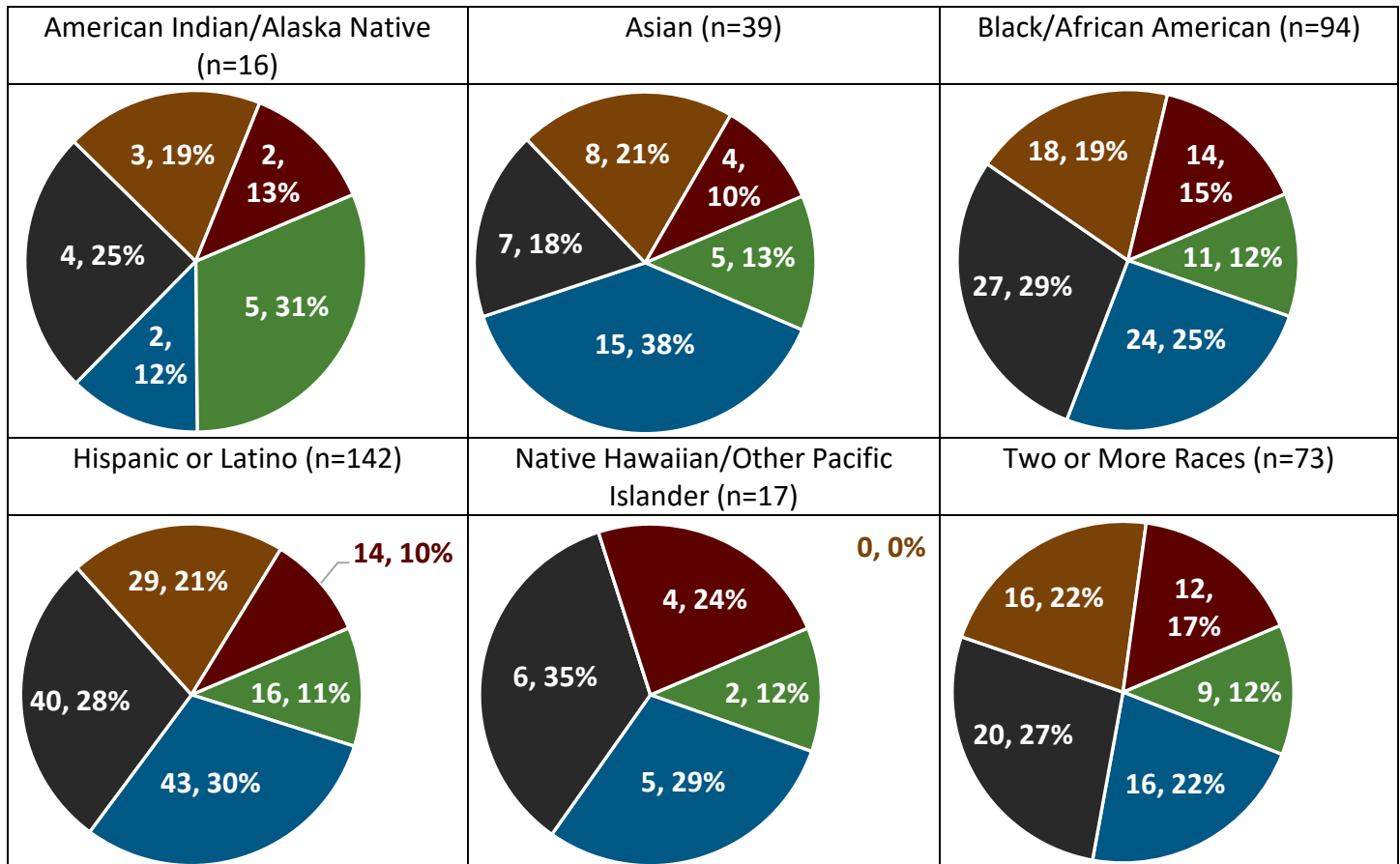
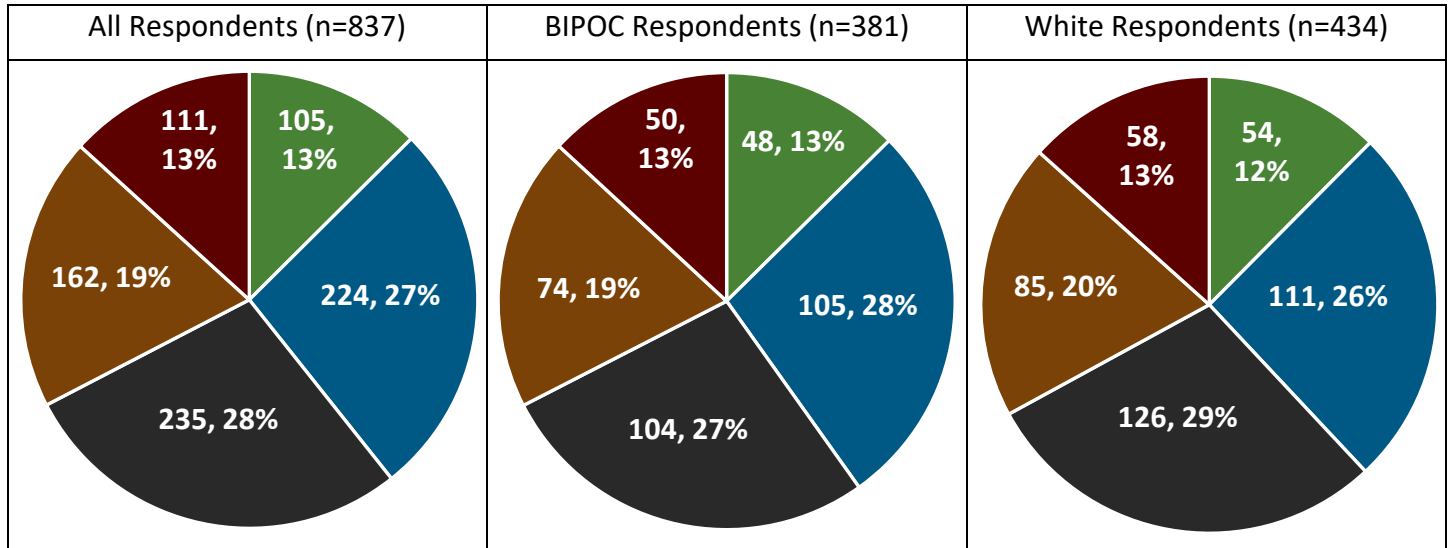
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Hiring Process: Please rate your level of agreement with the following statement: *There is diversity among the people a job candidate will meet/see during the hiring process.*



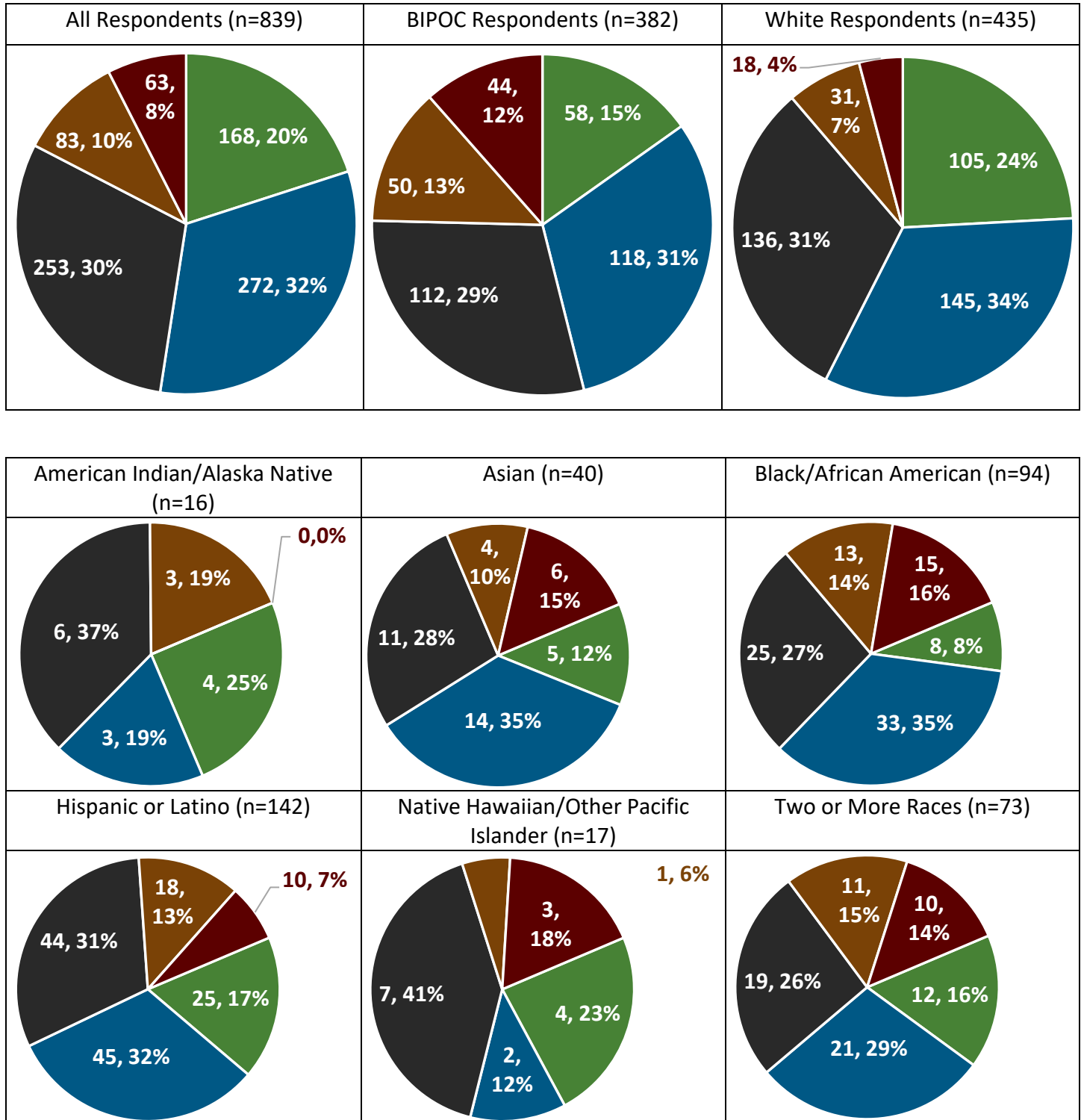
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Hiring Process: Please rate your level of agreement with the following statement: *Everyone in my Division/agency has an equal opportunity to participate as an interviewer during the hiring process.*



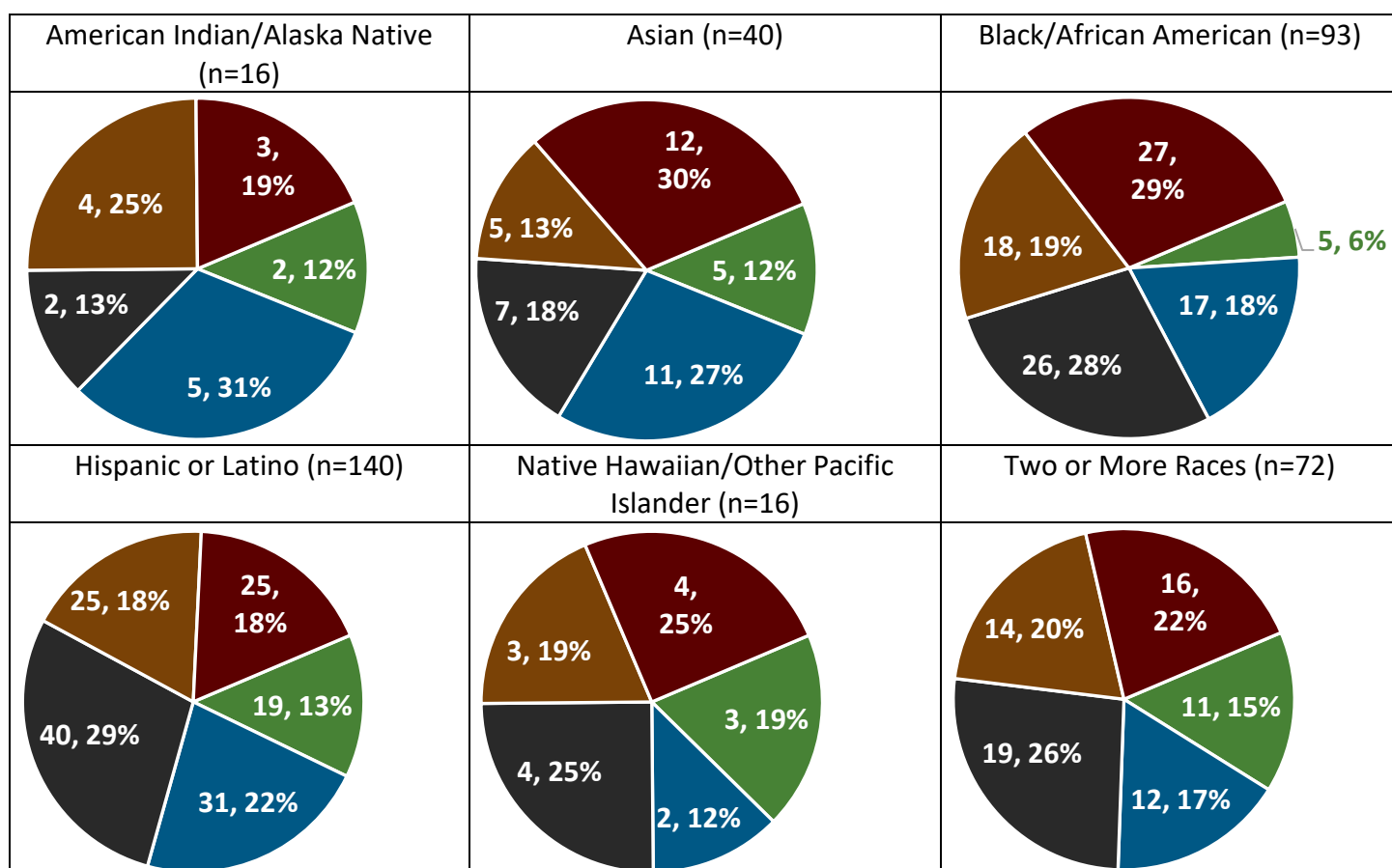
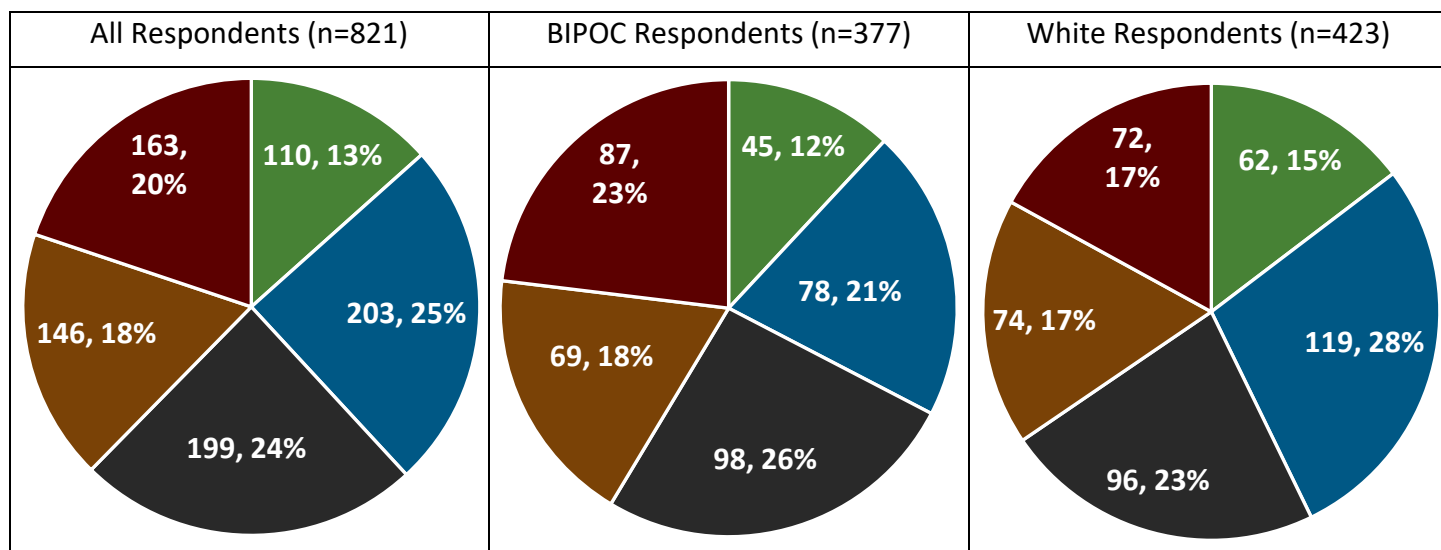
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Hiring Process: Please rate your level of agreement with the following statement: *Employees of different backgrounds are encouraged to apply for higher positions.*

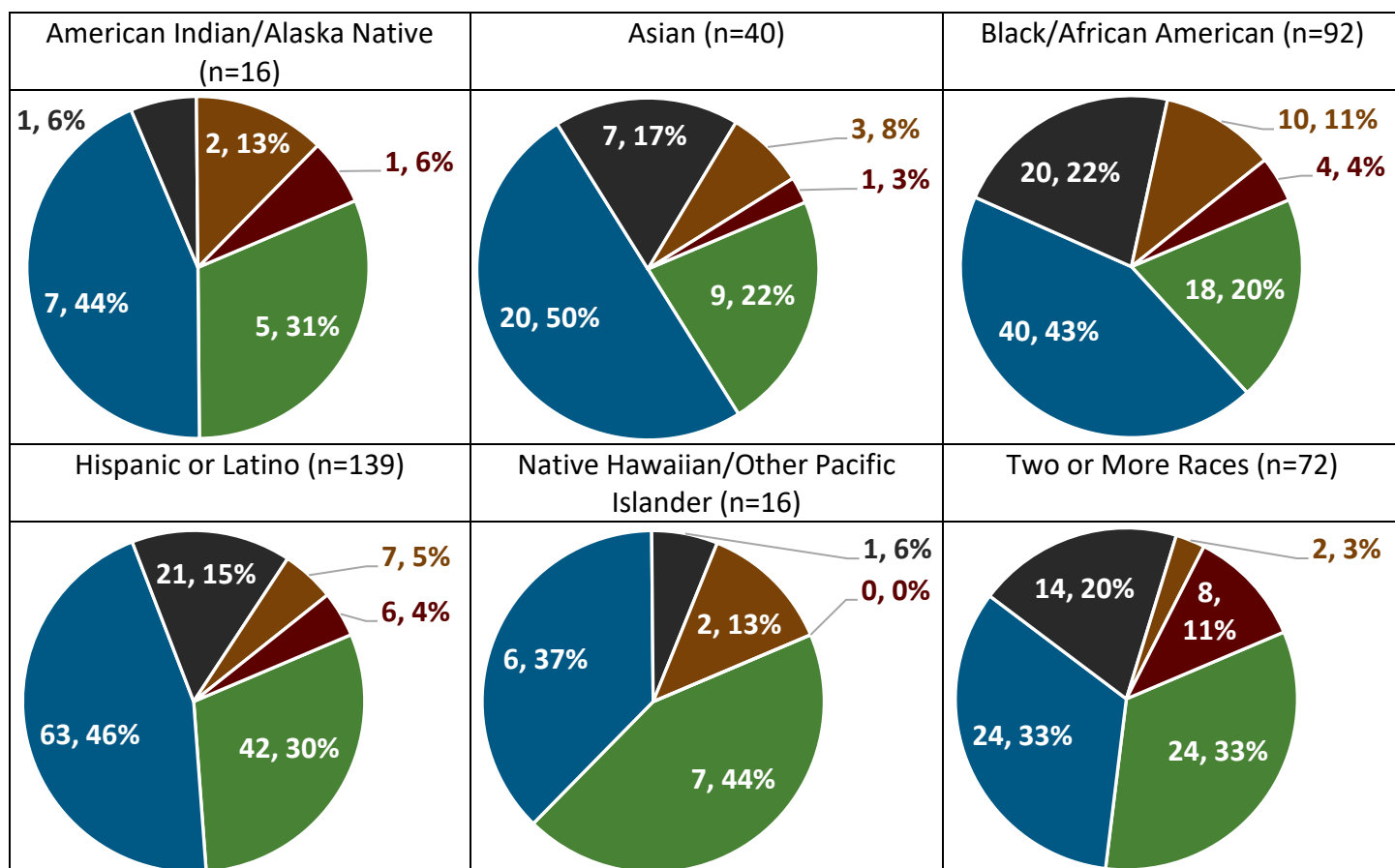
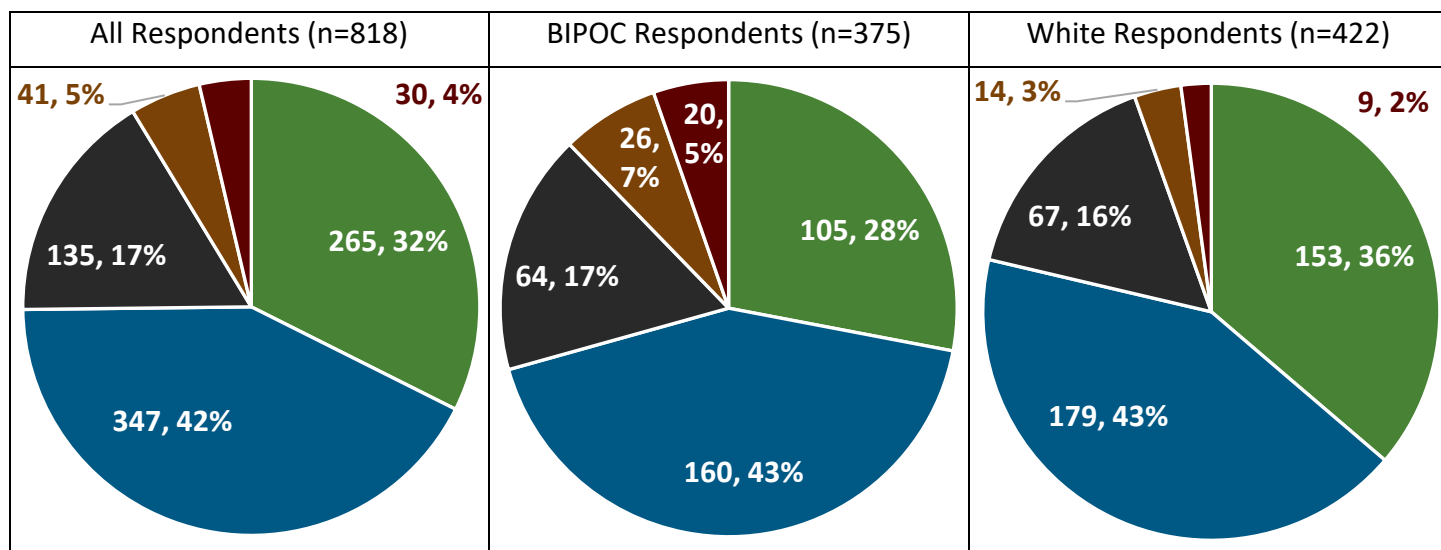


● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

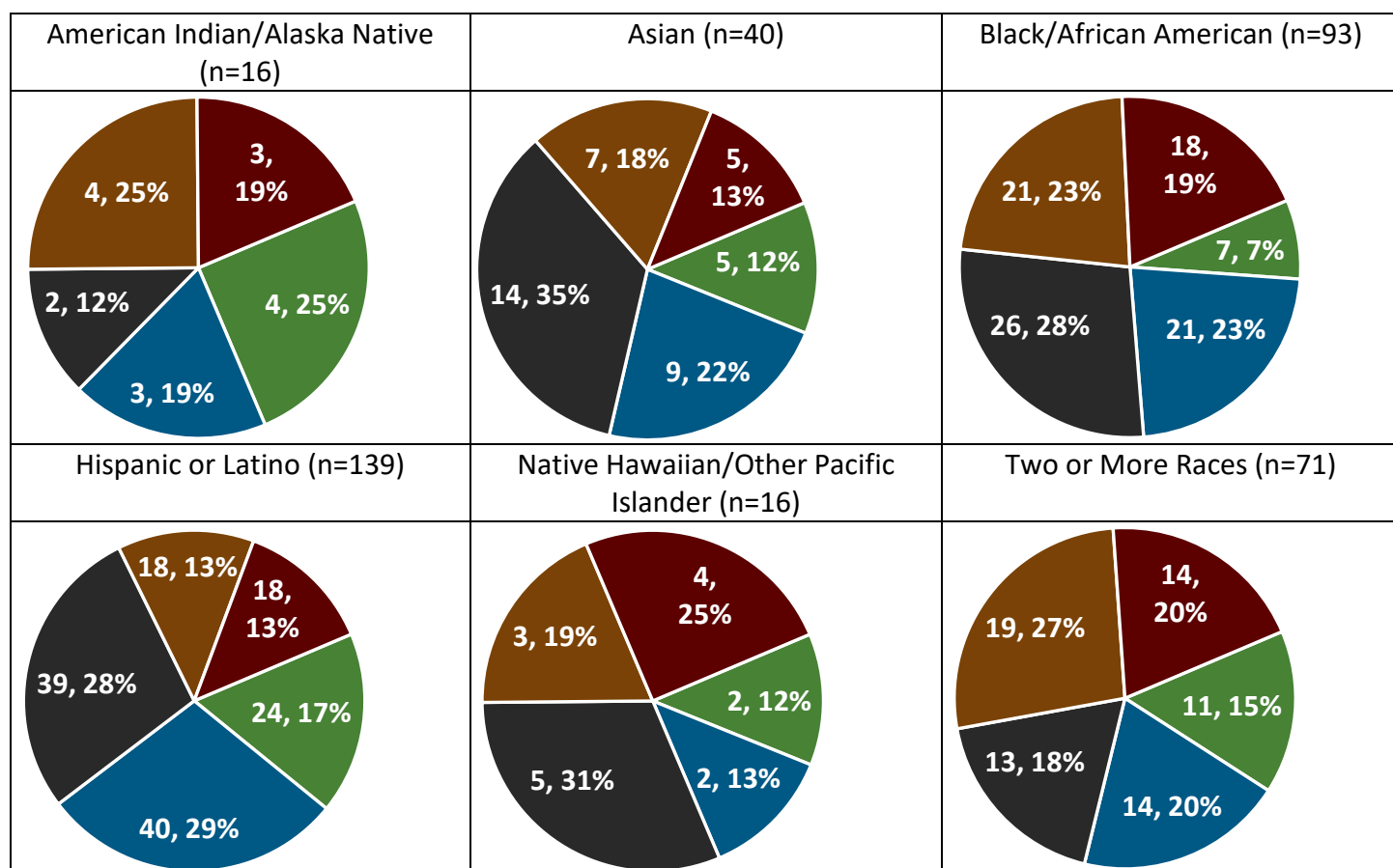
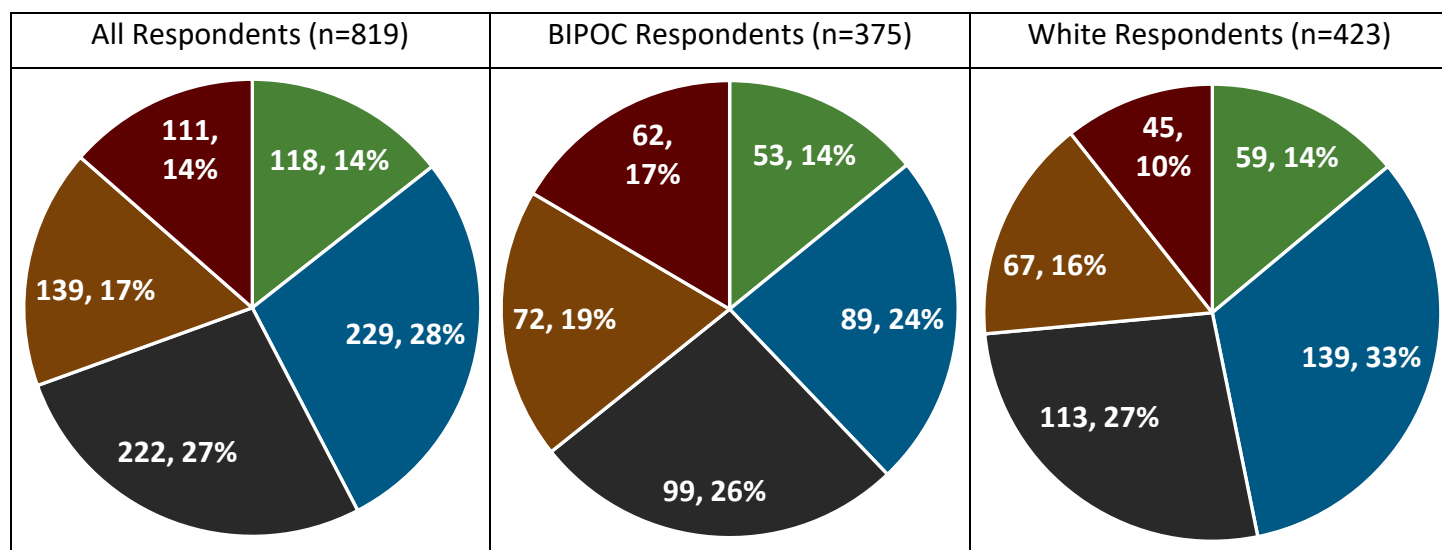
Inclusive Performance Management: Please rate your level of agreement with the following statement:
Promotion decisions are based on ability and performance rather than other factors (for example, favoritism, quotas, “connections”).



Inclusive Performance Management: Please rate your level of agreement with the following statement: *My job performance is evaluated fairly - without regard to race, gender/gender identity, sexual orientation, religion, or age.*

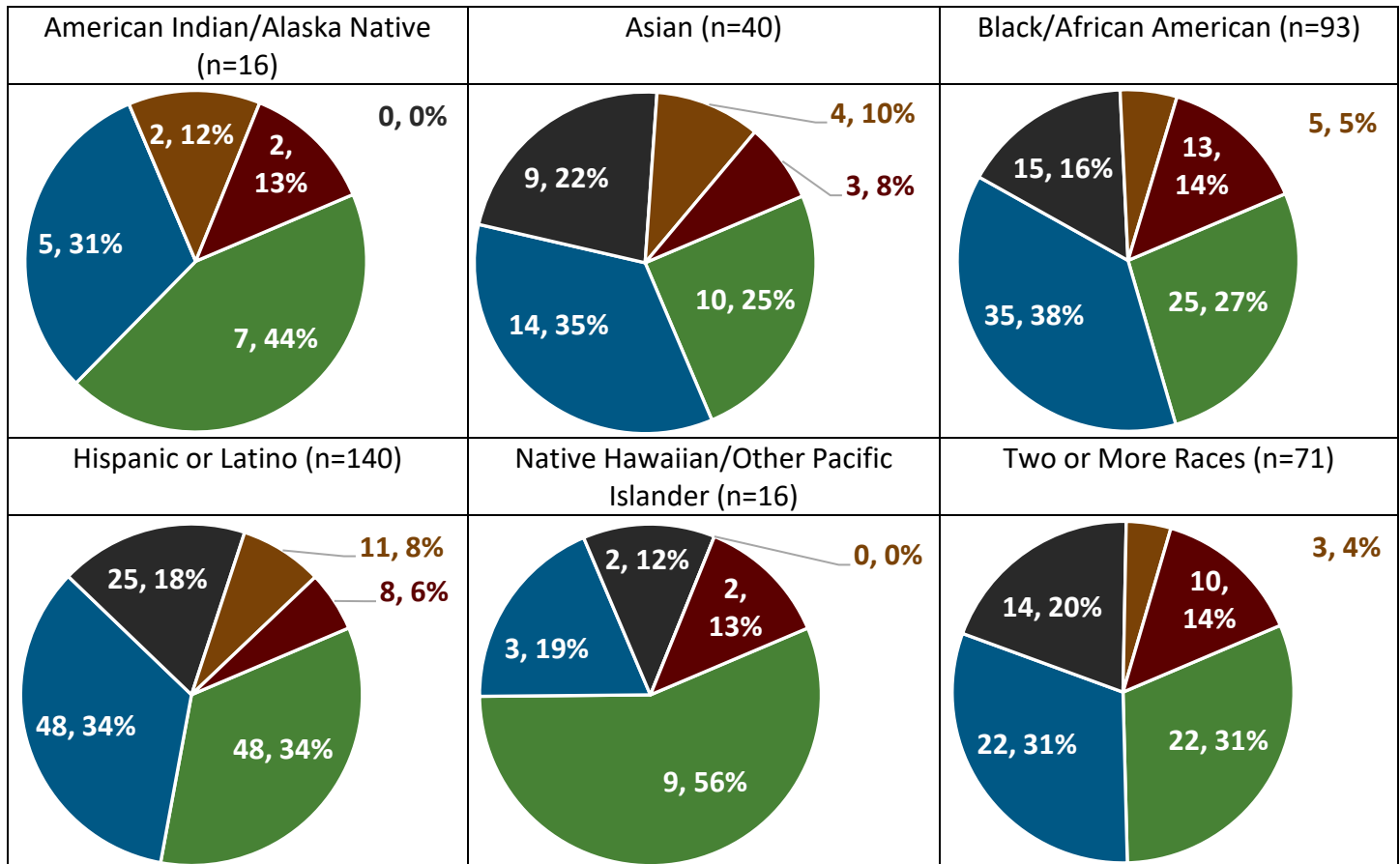
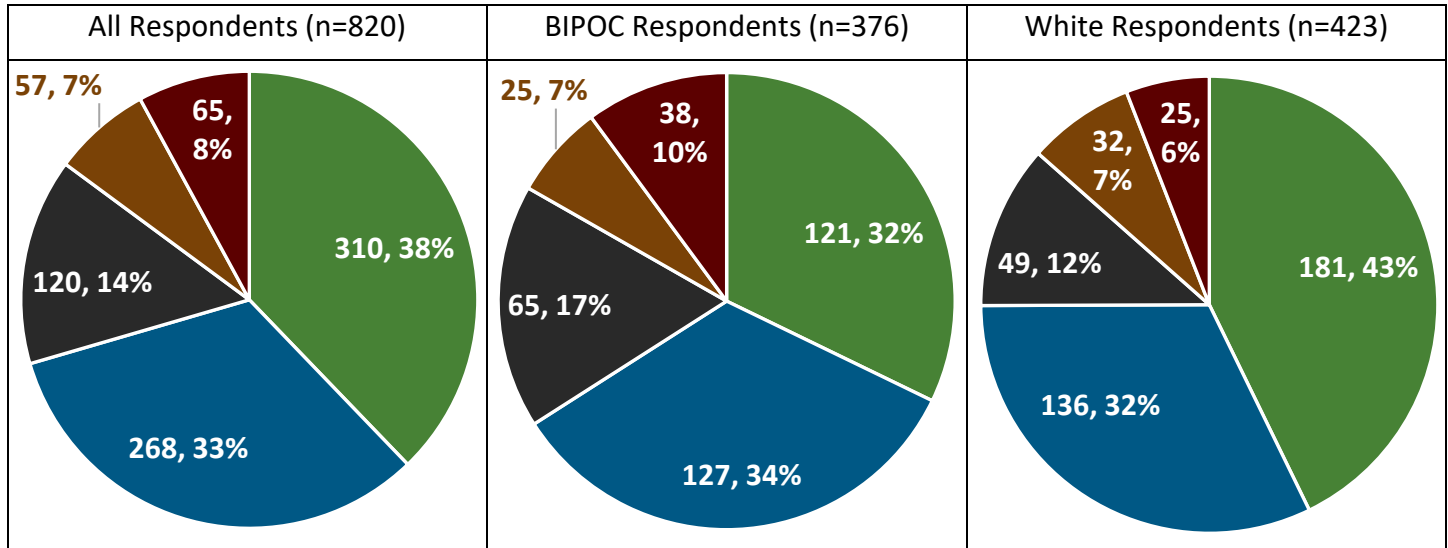


Inclusive Performance Management: Please rate your level of agreement with the following statement:
Meaningful career planning and guidance is made available to people like me.



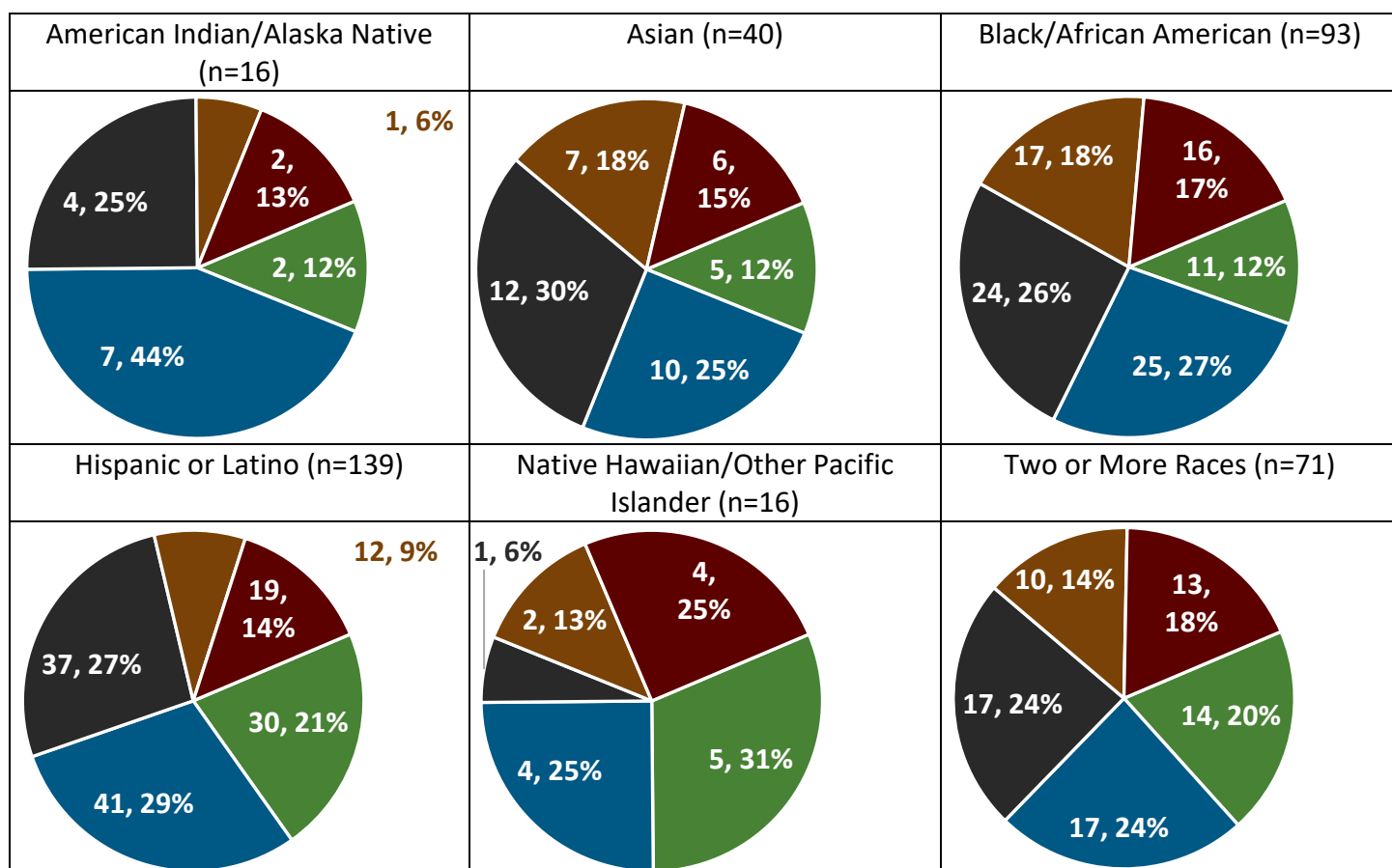
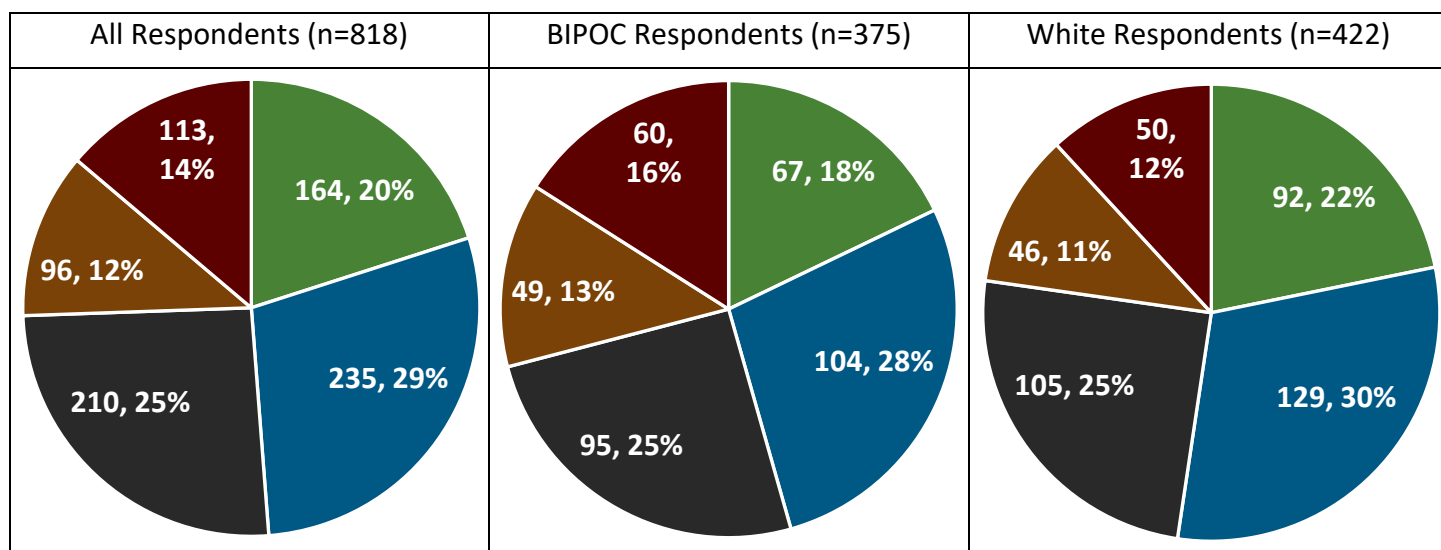
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Inclusive Performance Management: Please rate your level of agreement with the following statement: *My immediate supervisor/manager demonstrates commitment to and support of my professional development.*



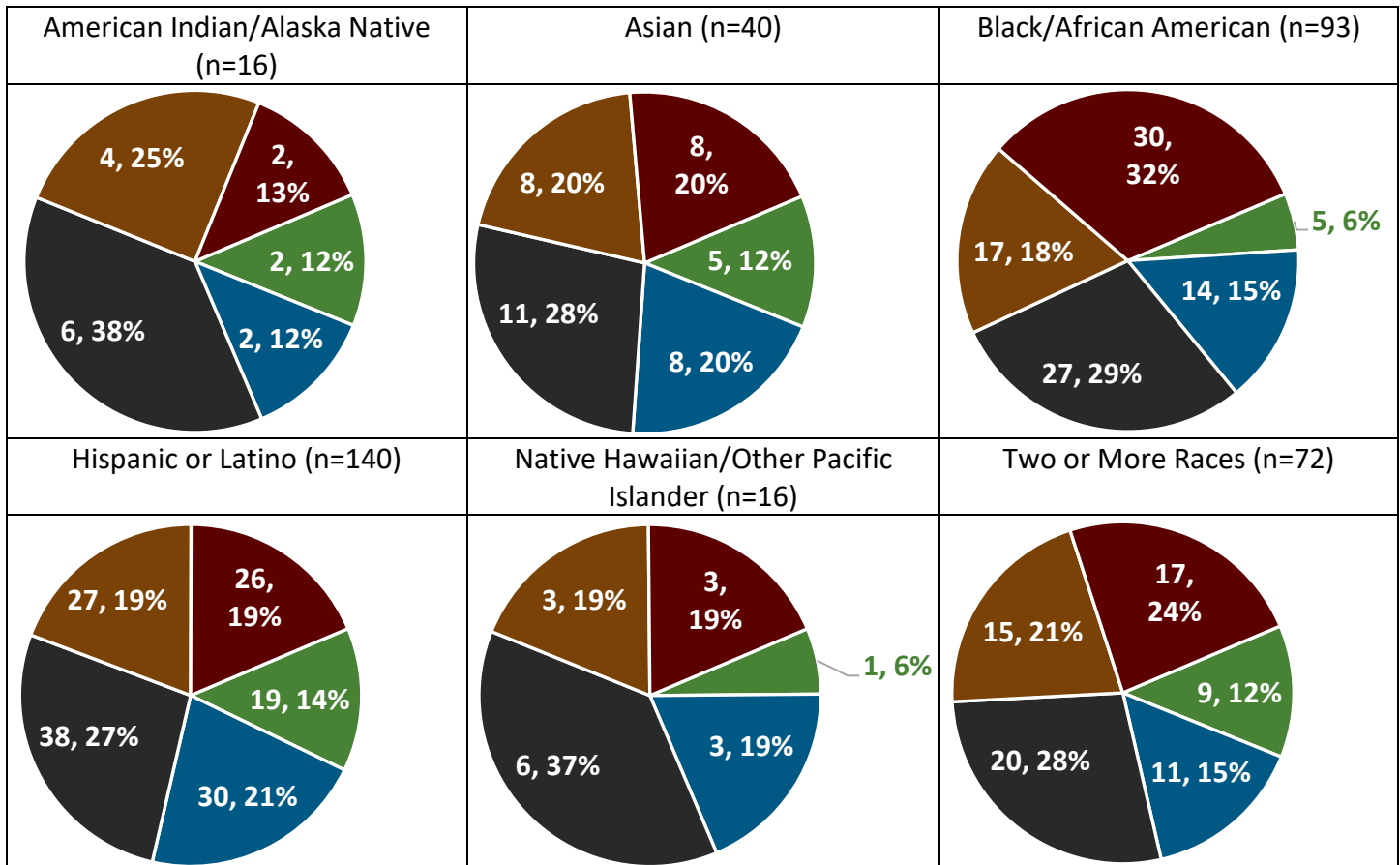
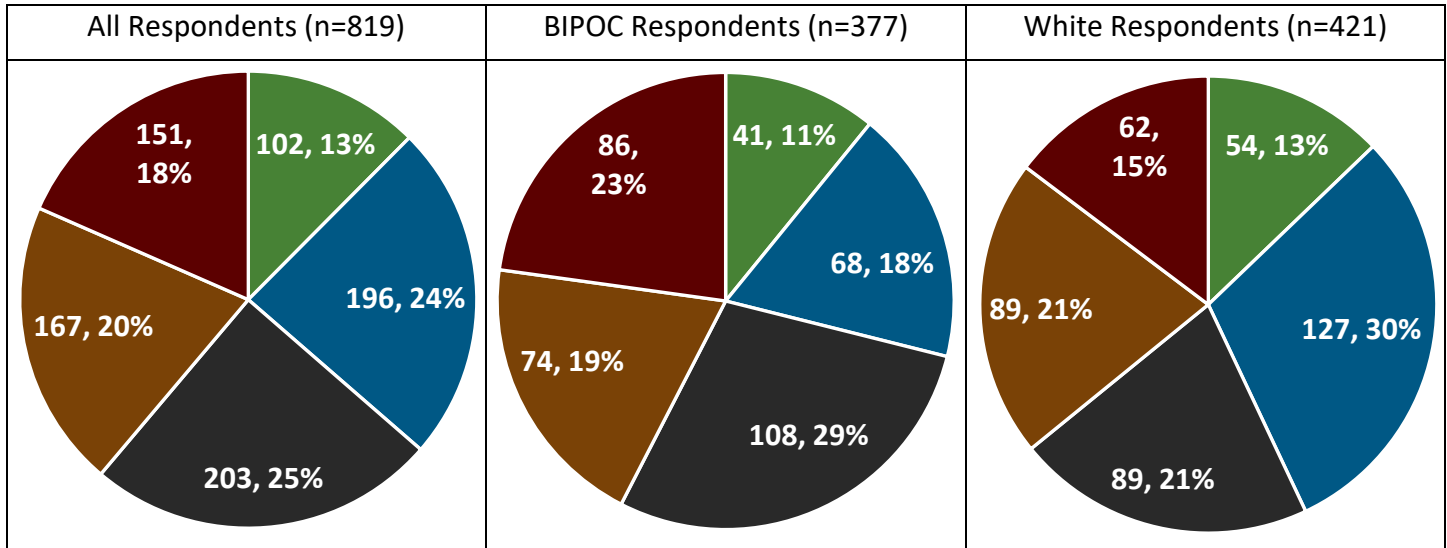
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Inclusive Performance Management: Please rate your level of agreement with the following statement: / feel there is a promising future for me in my division.



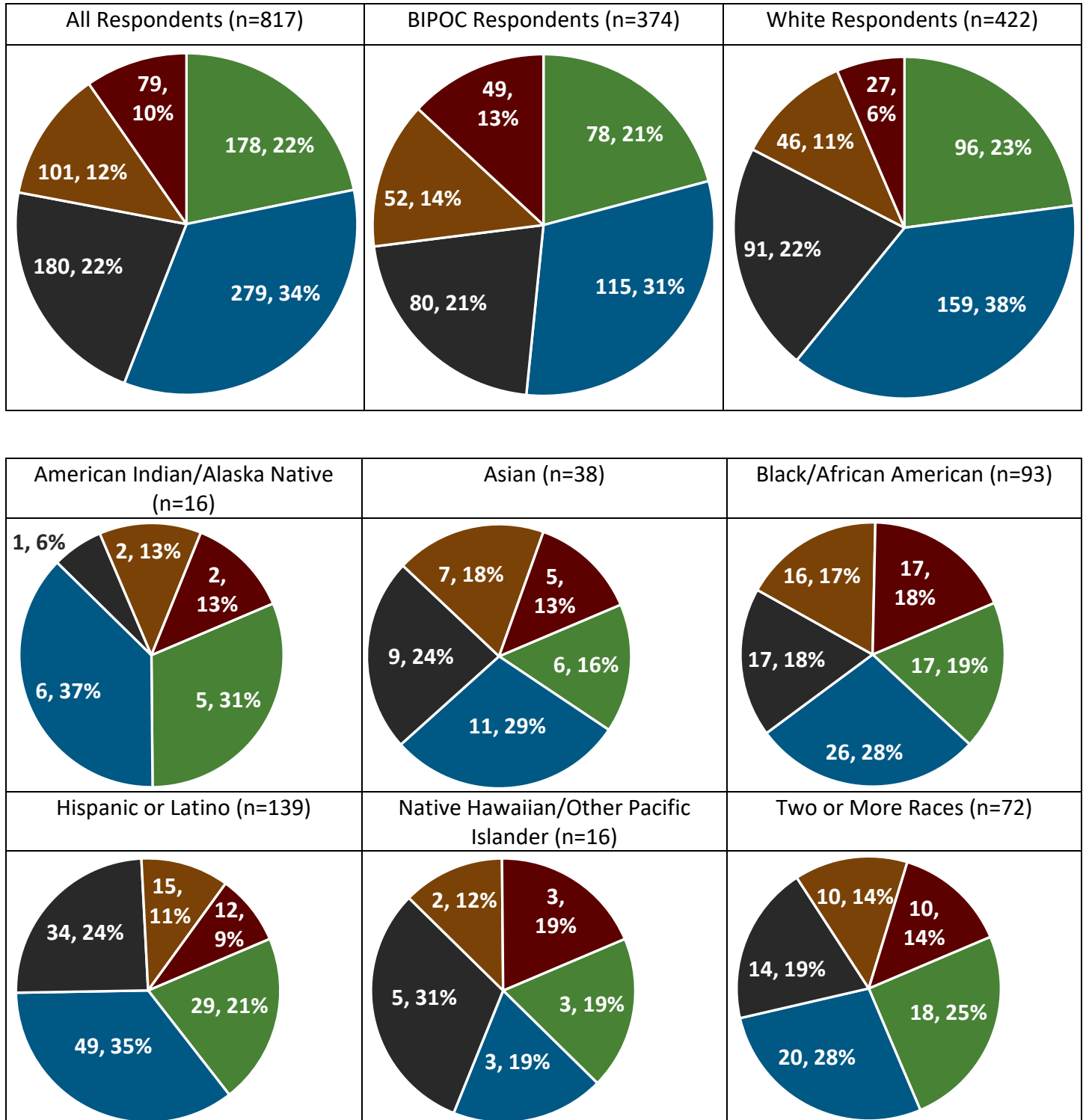
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Inclusive Performance Management: Please rate your level of agreement with the following statement: / feel that my compensation is fair, relative to similar roles in my division.



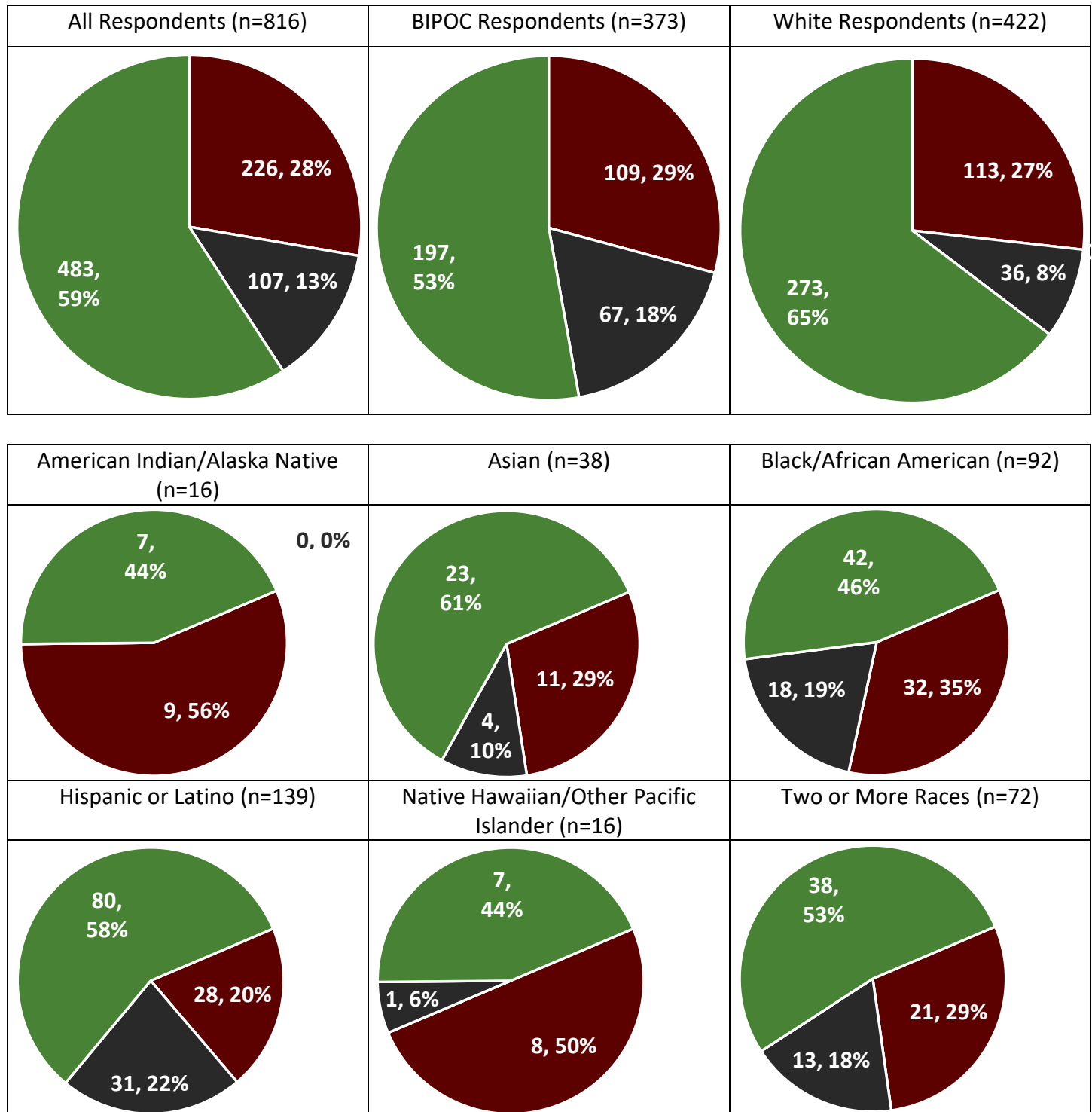
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Discrimination and Harassment: Please rate your level of agreement with the following statement: *I feel safe reporting incidents of discrimination.*



● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Discrimination and Harassment: Please rate your level of agreement with the following statement: *I have personally witnessed discrimination within my division/agency.*

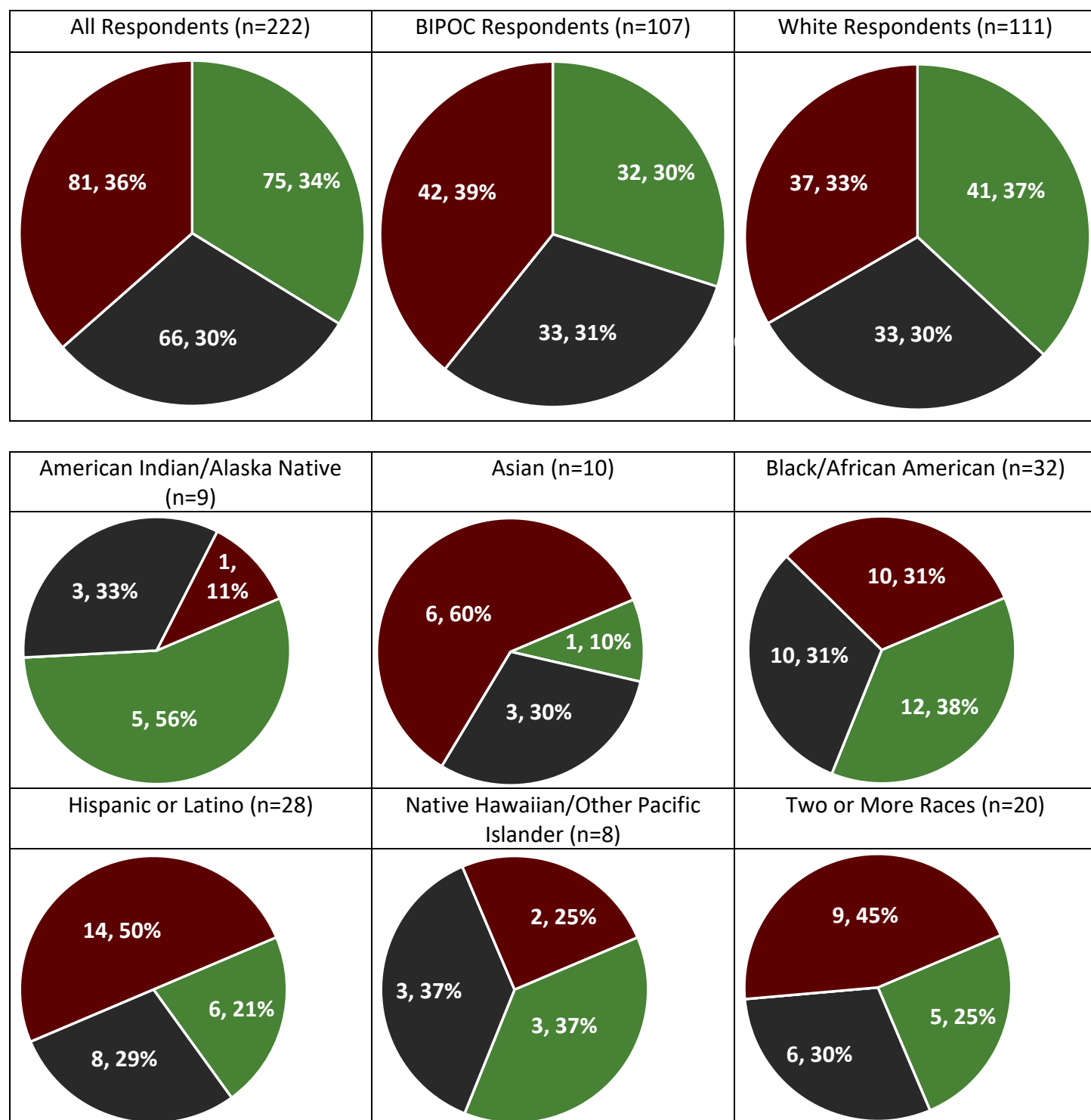


● No

● Prefer Not to Say

● Yes

Follow Up: If yes, did you report what you witnessed?

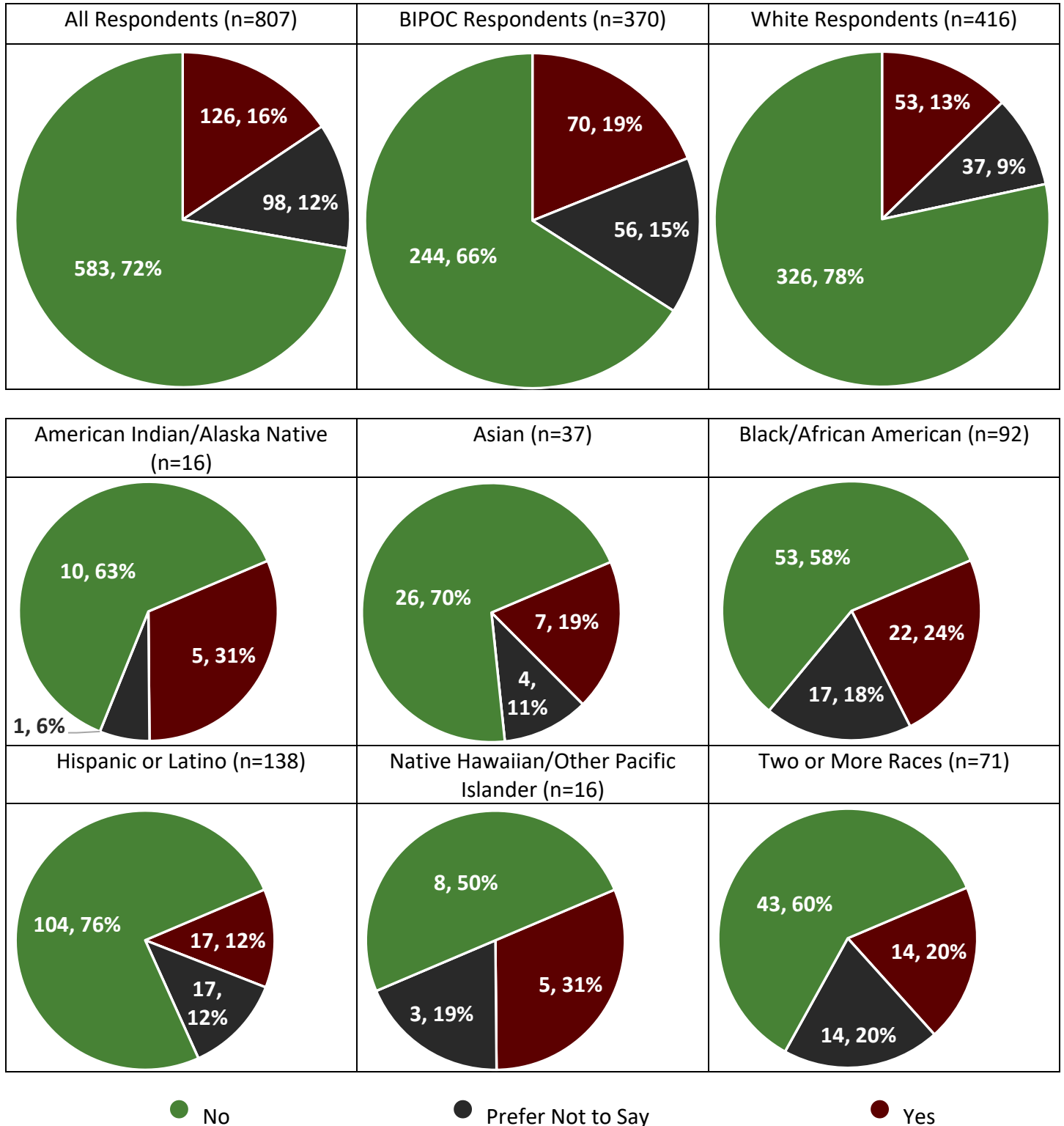


● Yes

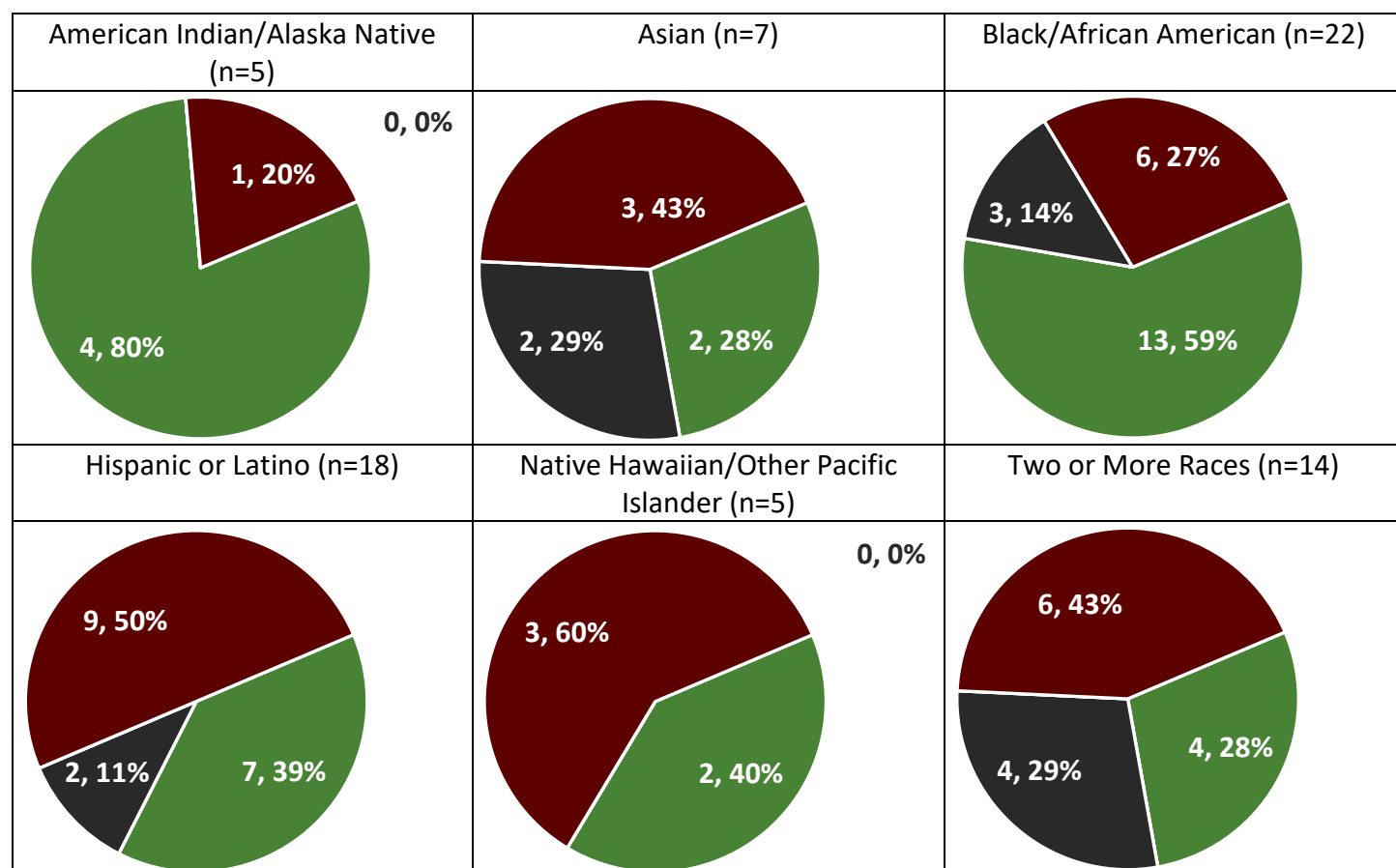
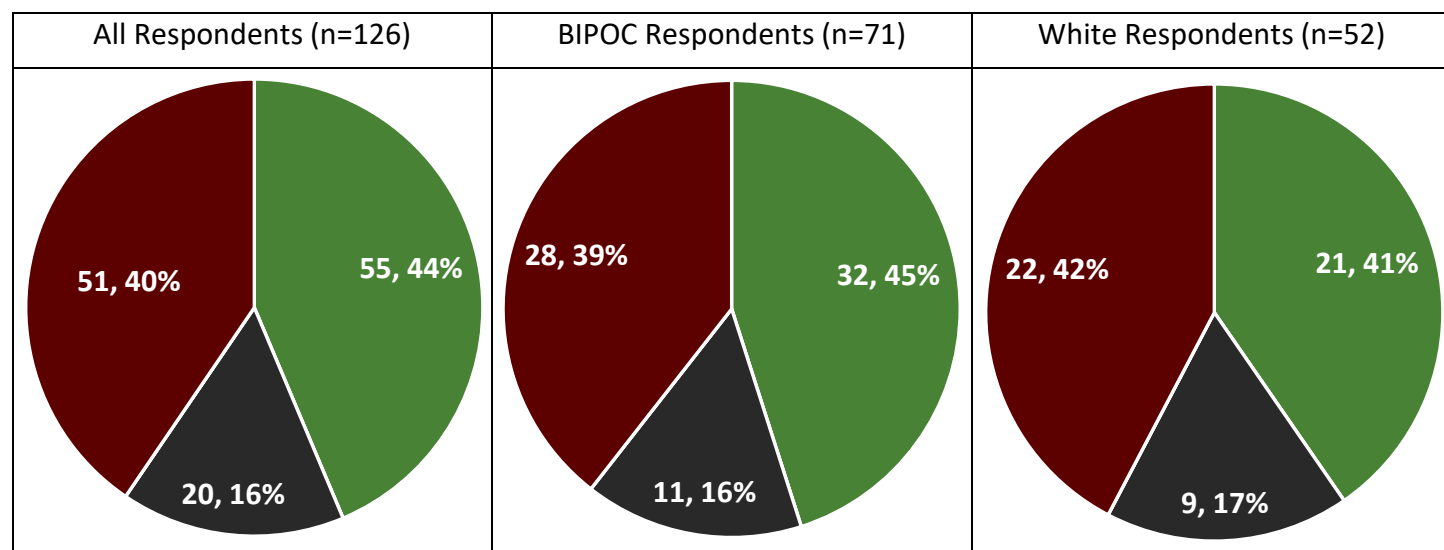
● Prefer Not to Say

● No

Discrimination and Harassment: Please rate your level of agreement with the following statement: *I have been the victim of discrimination within my division/agency.*



Follow Up: If yes, did you report what you experienced?

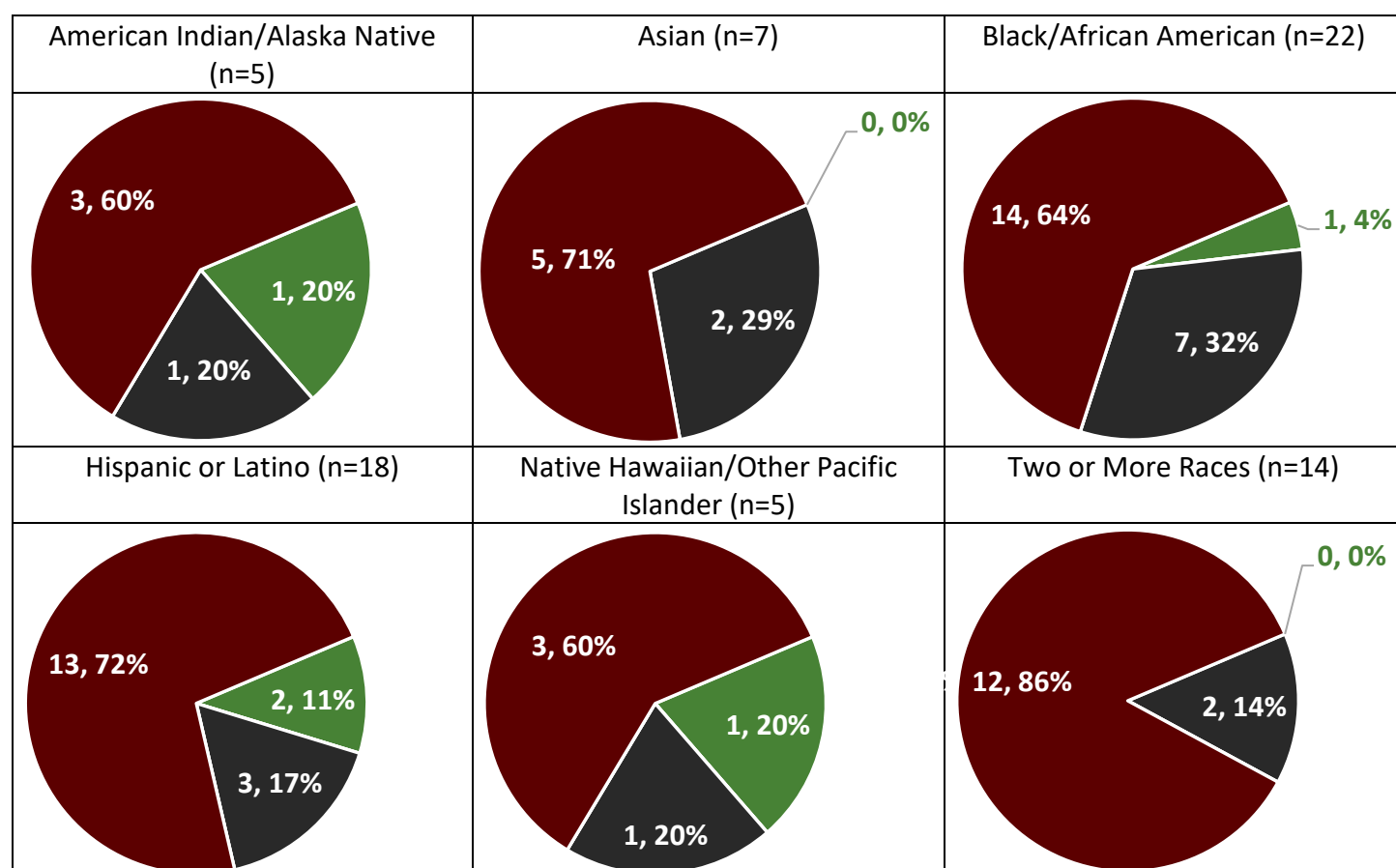
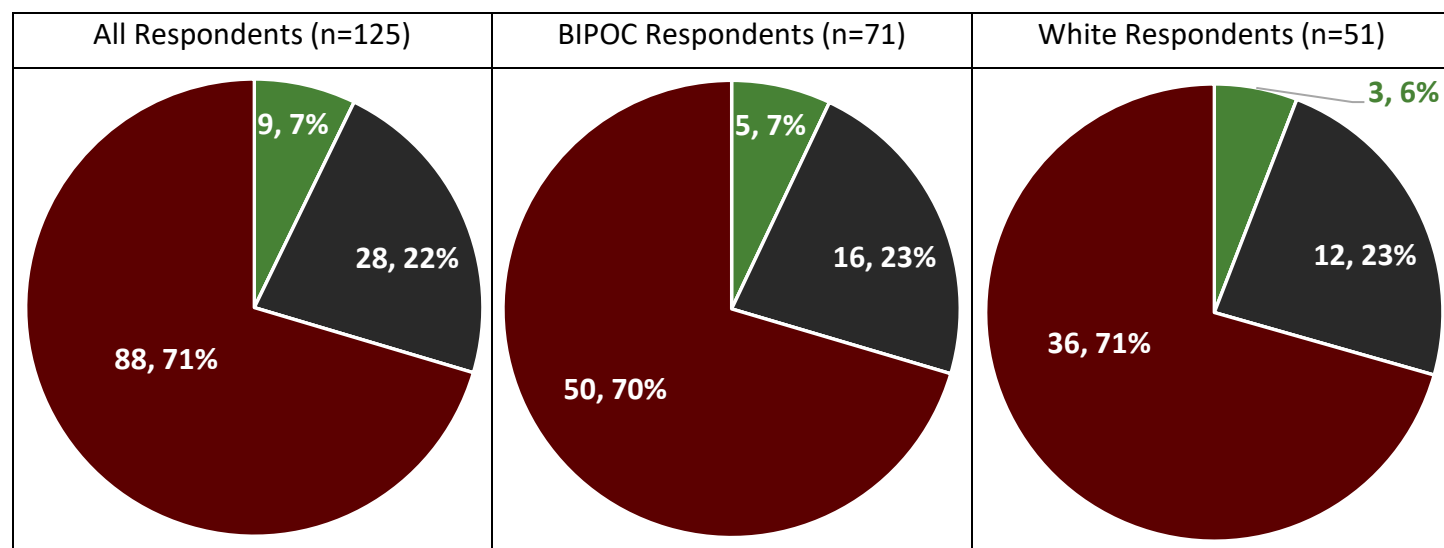


● Yes

● Prefer Not to Say

● No

Follow Up: Was the issue resolved to your satisfaction?

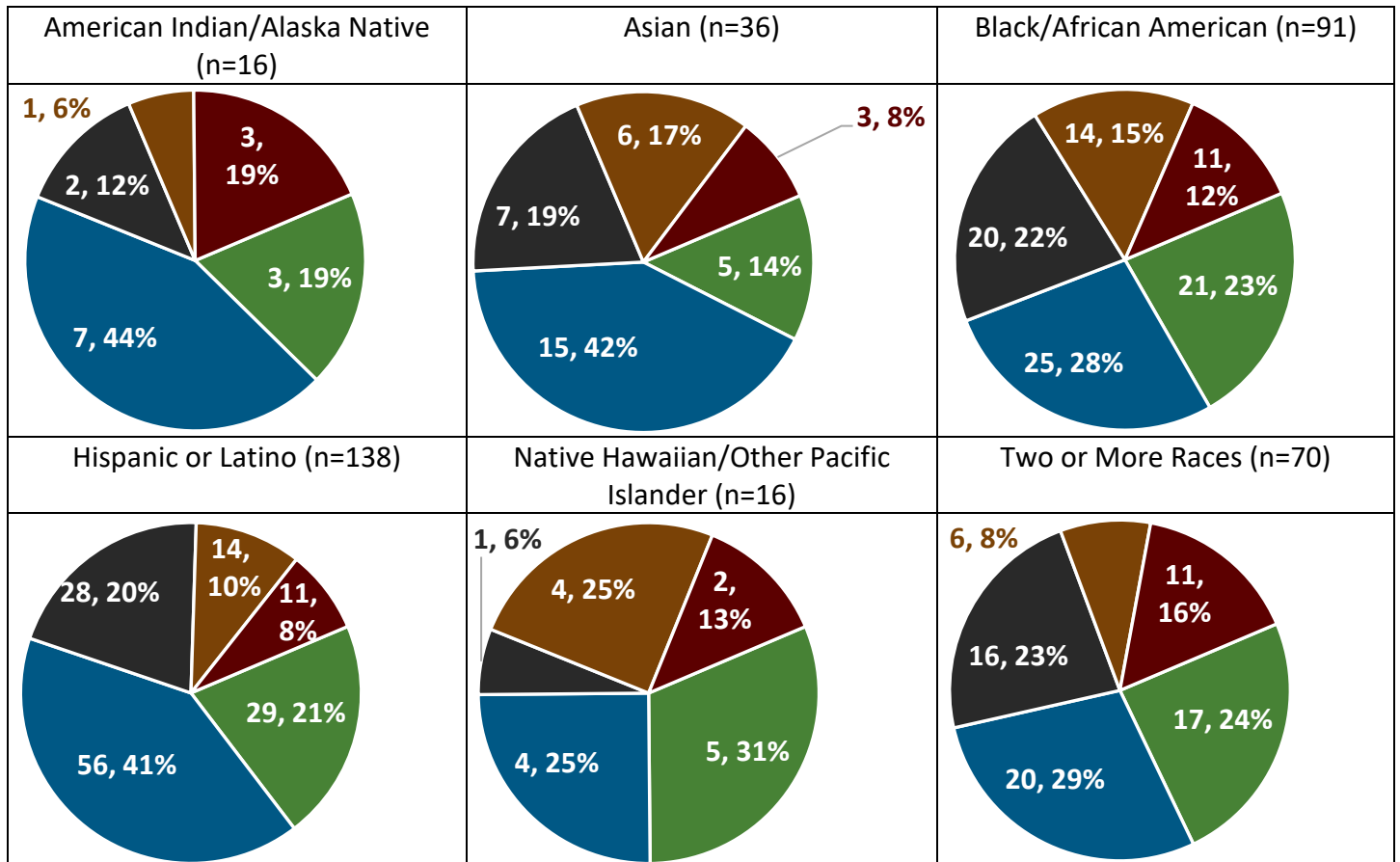
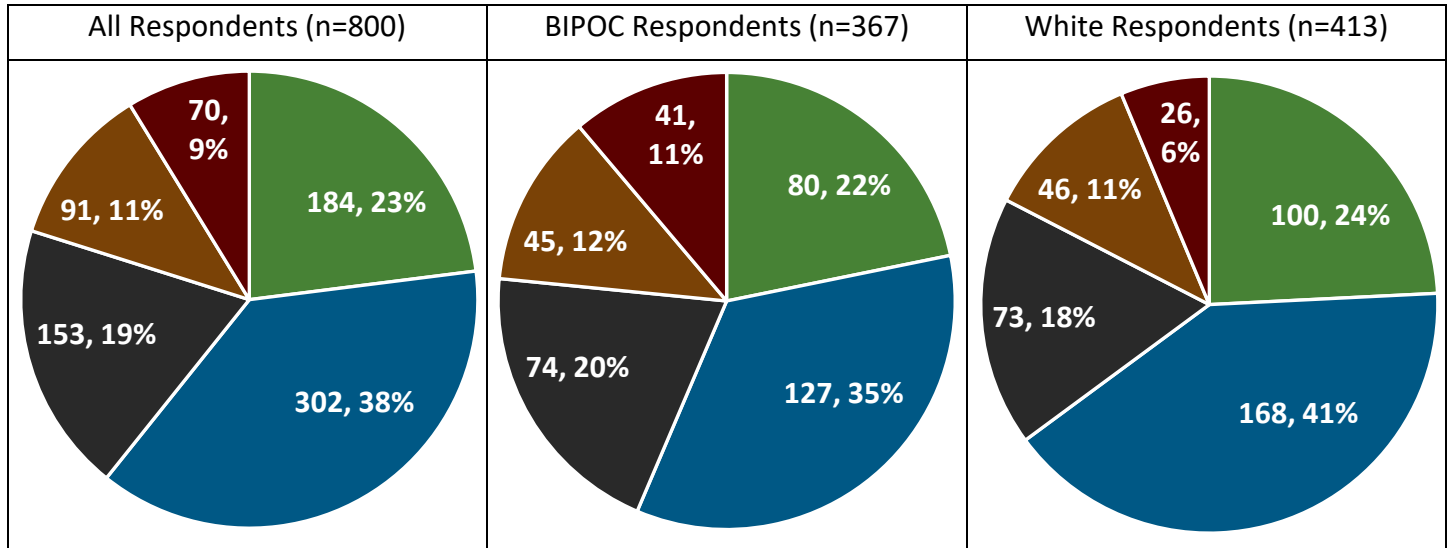


● Yes

● Prefer Not to Say

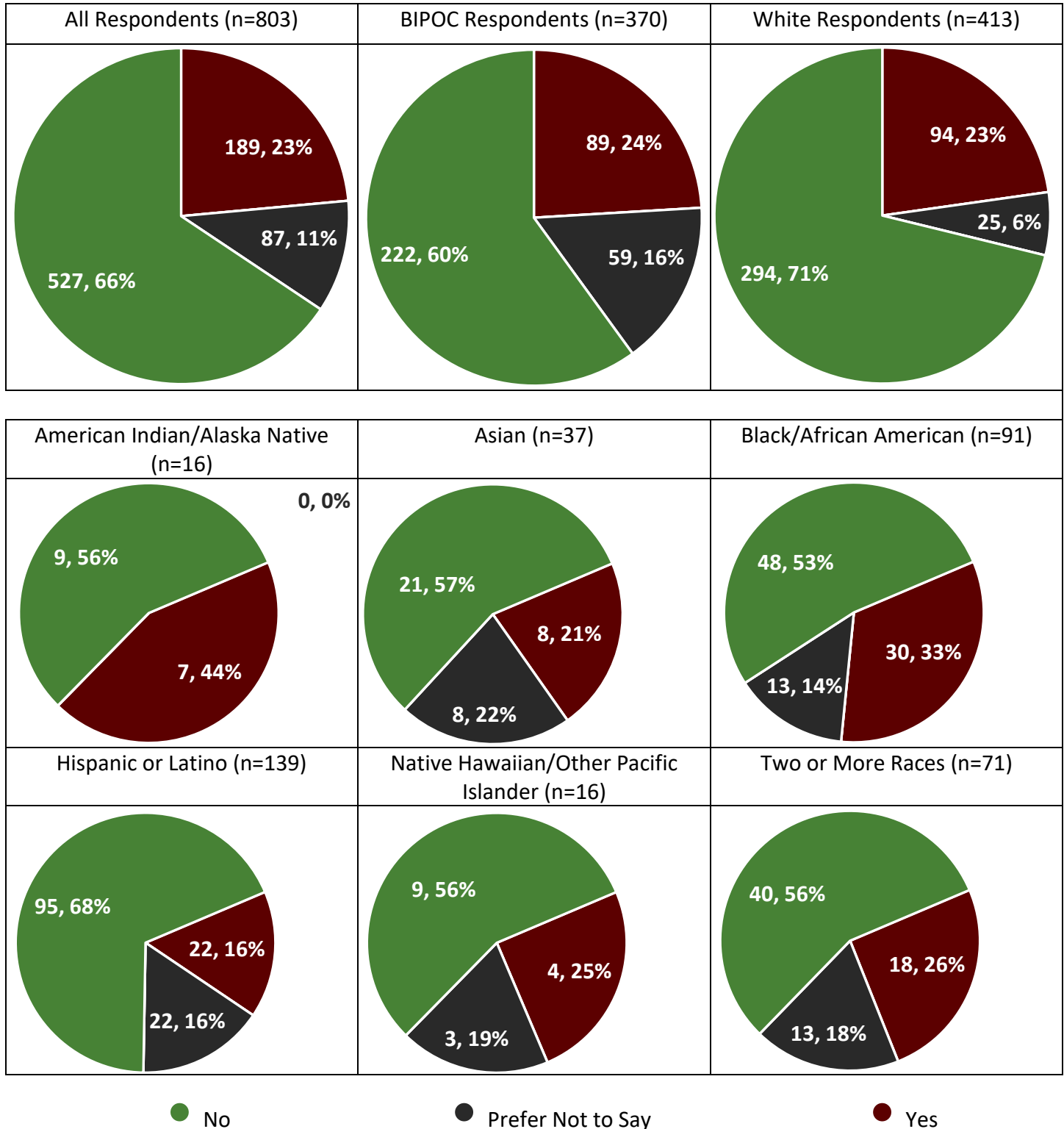
● No

Discrimination and Harassment: Please rate your level of agreement with the following statement: *I feel safe reporting incidents of harassment.*

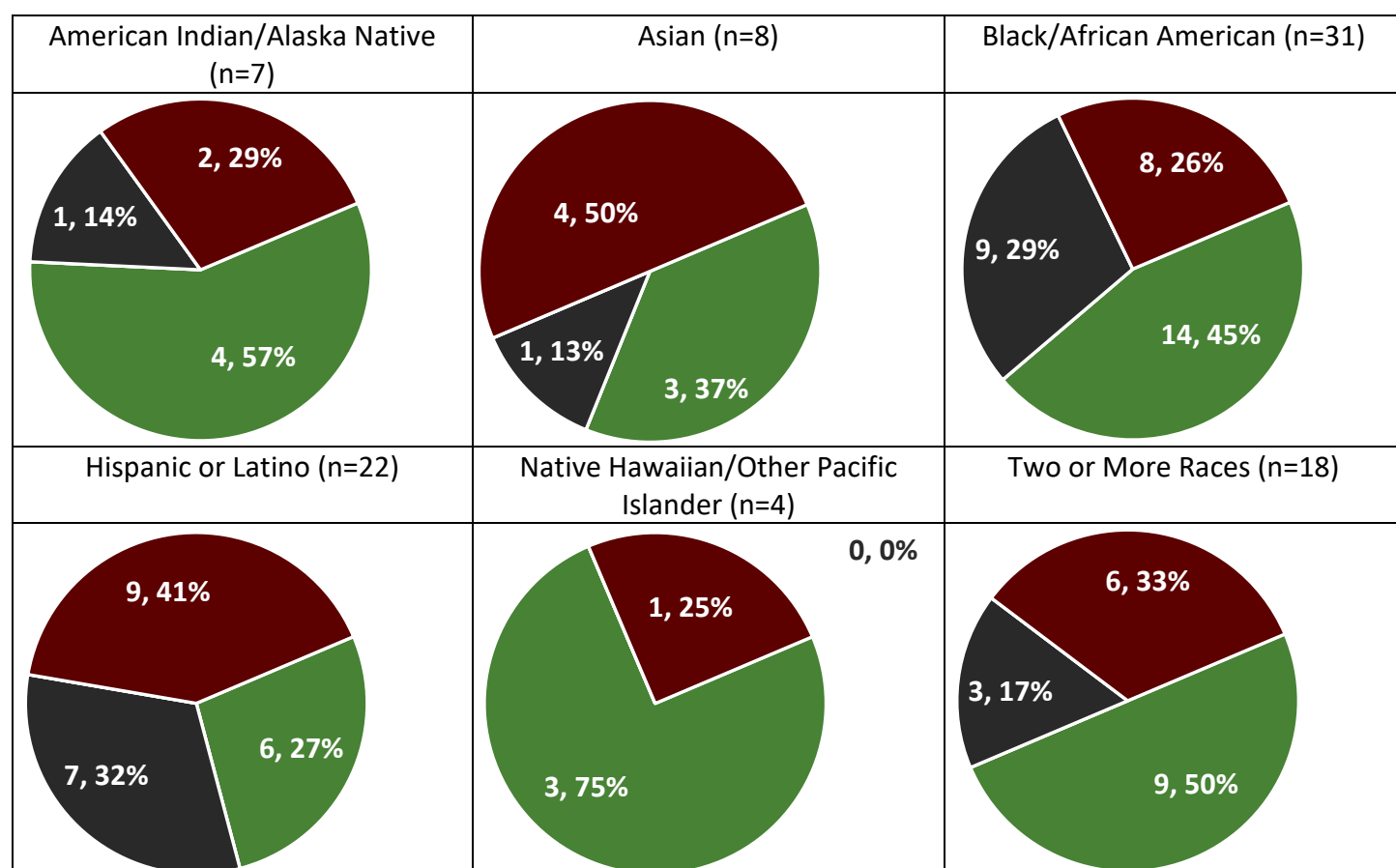
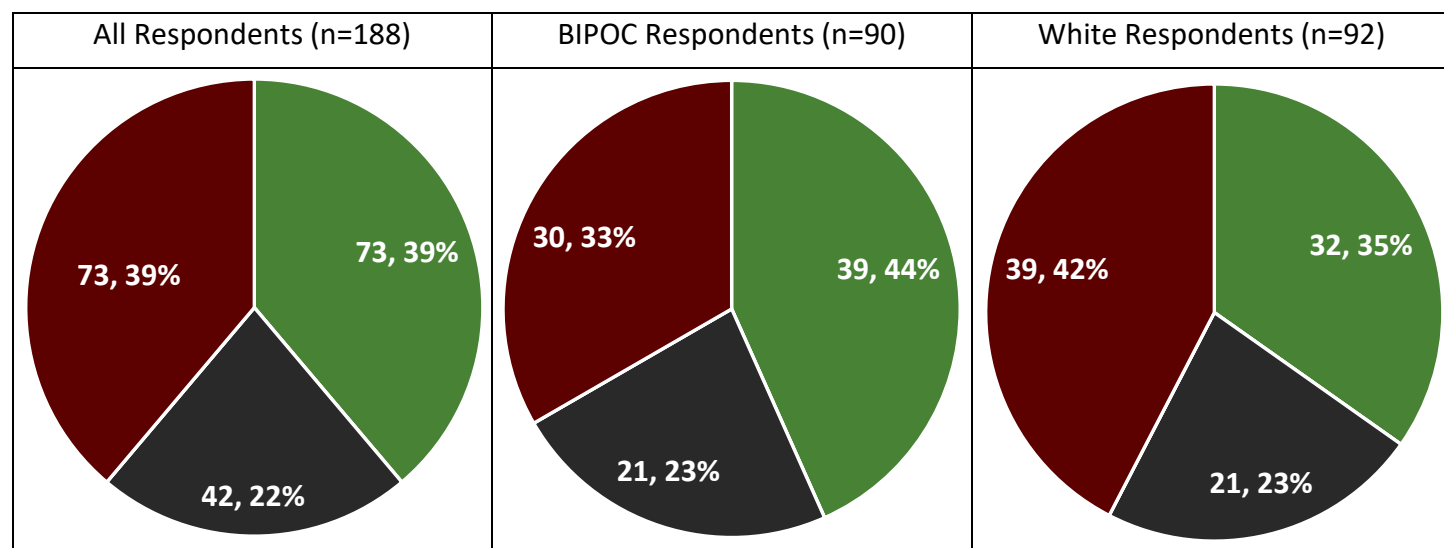


● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Discrimination and Harassment: Please rate your level of agreement with the following statement: *I have personally witnessed harassment within my division/agency.*



Follow Up: If yes, did you report what you witnessed?

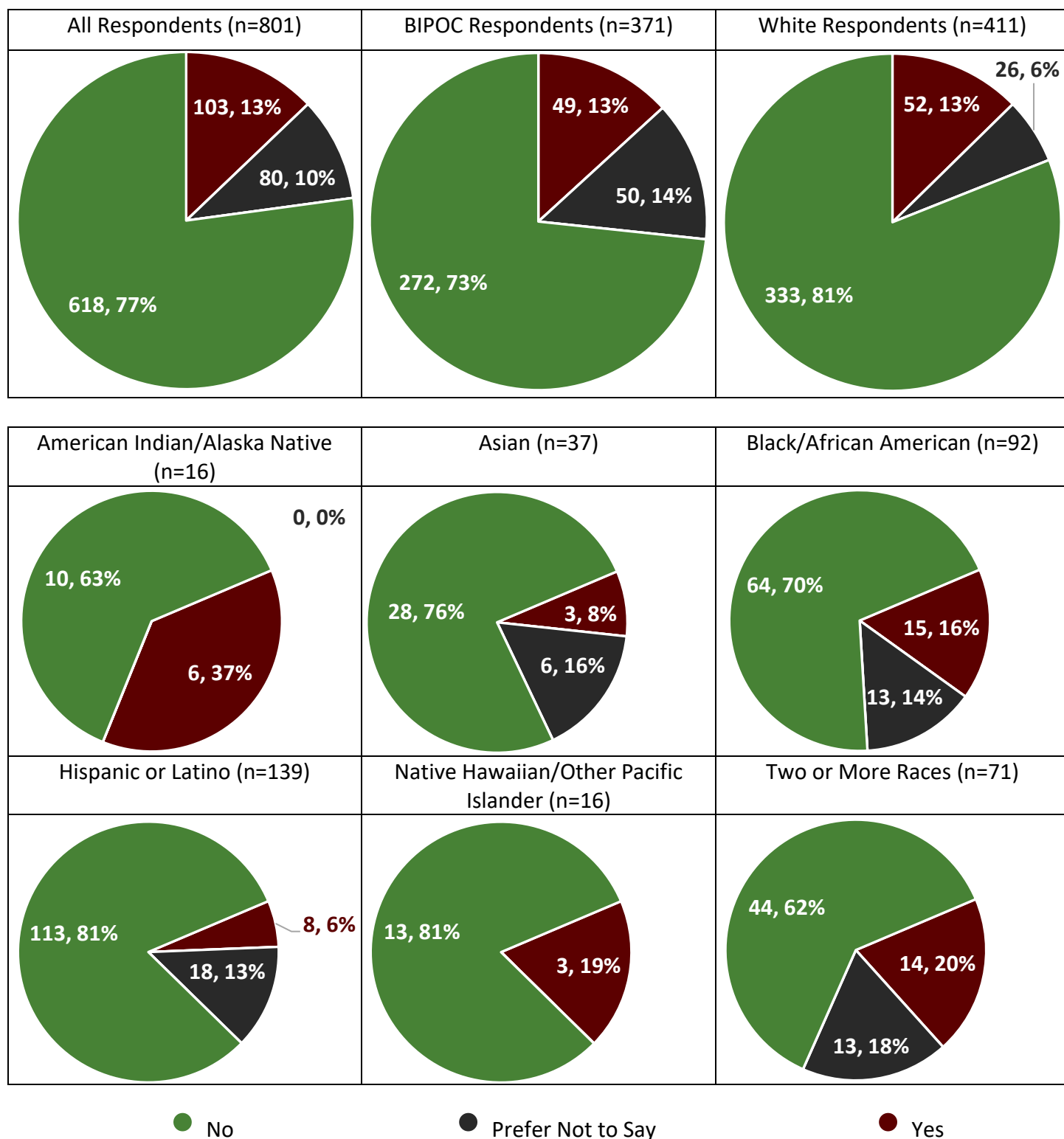


● Yes

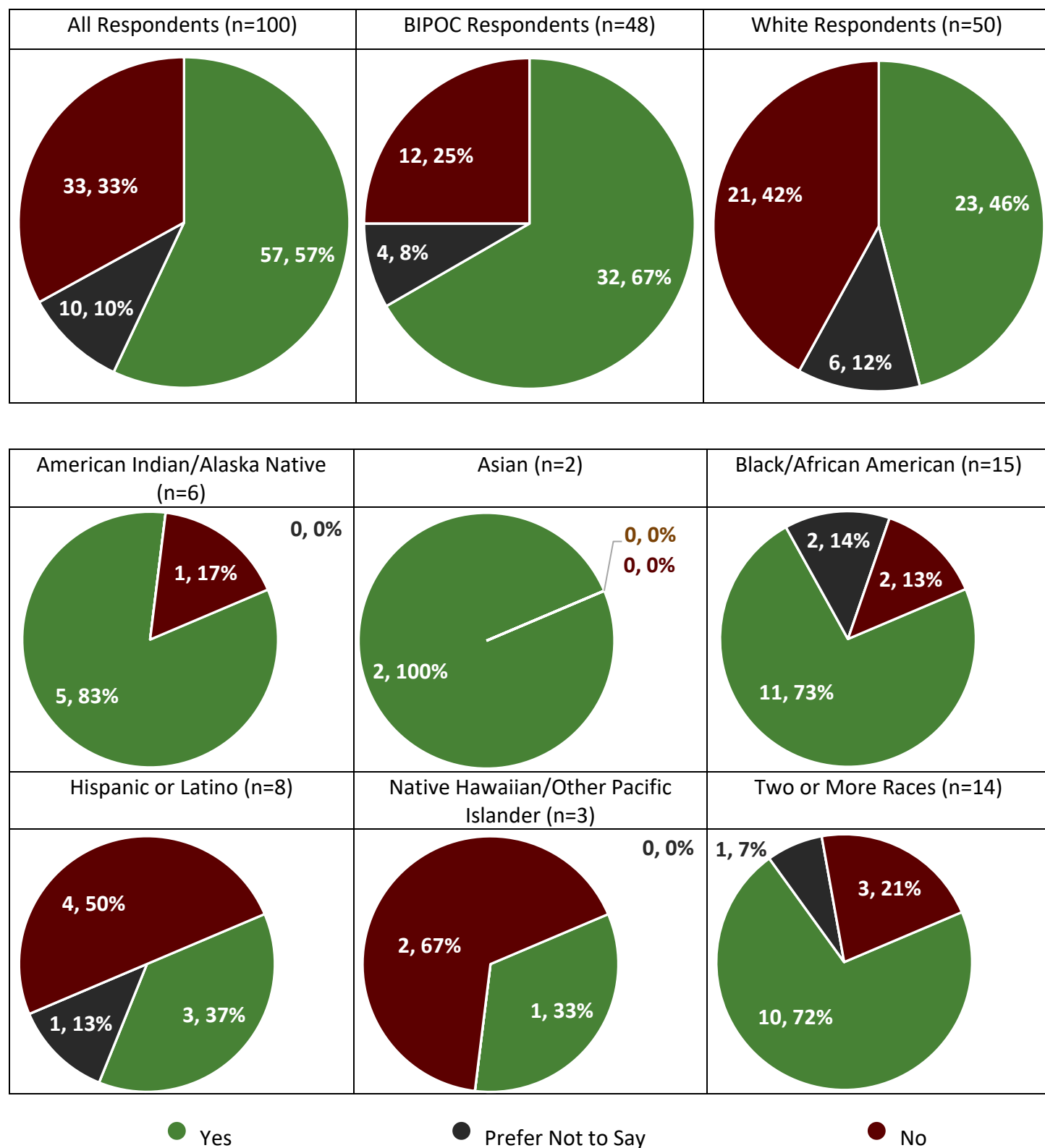
● Prefer Not to Say

● No

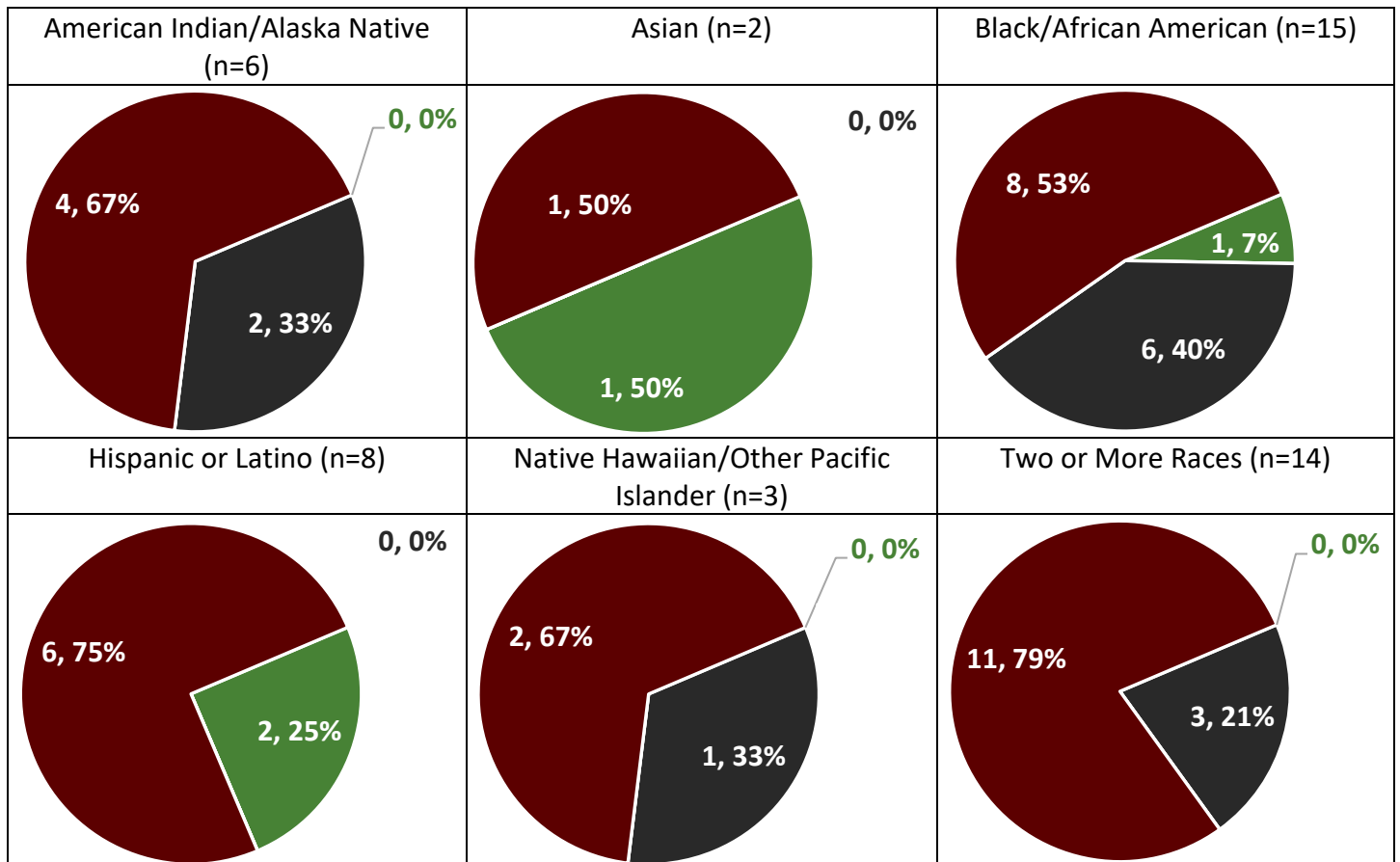
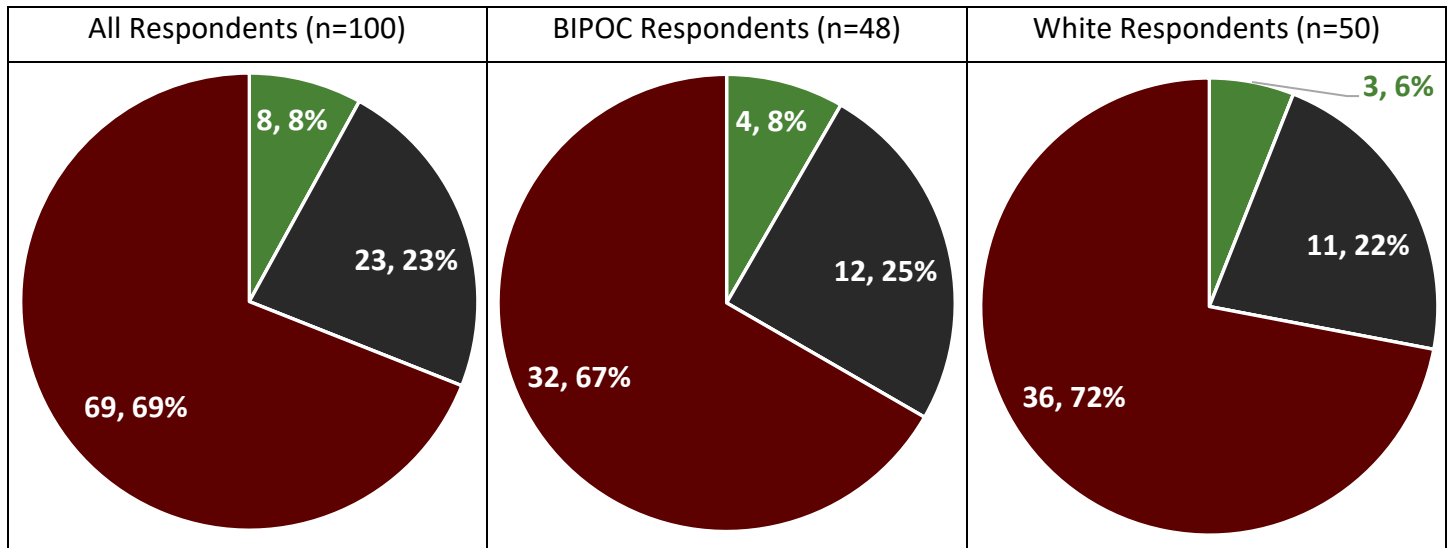
Discrimination and Harassment: Please rate your level of agreement with the following statement: *I have been the victim of harassment within my division/agency.*



Follow Up: If yes, did you report what you experienced?



Follow Up: Was the issue resolved to your satisfaction?

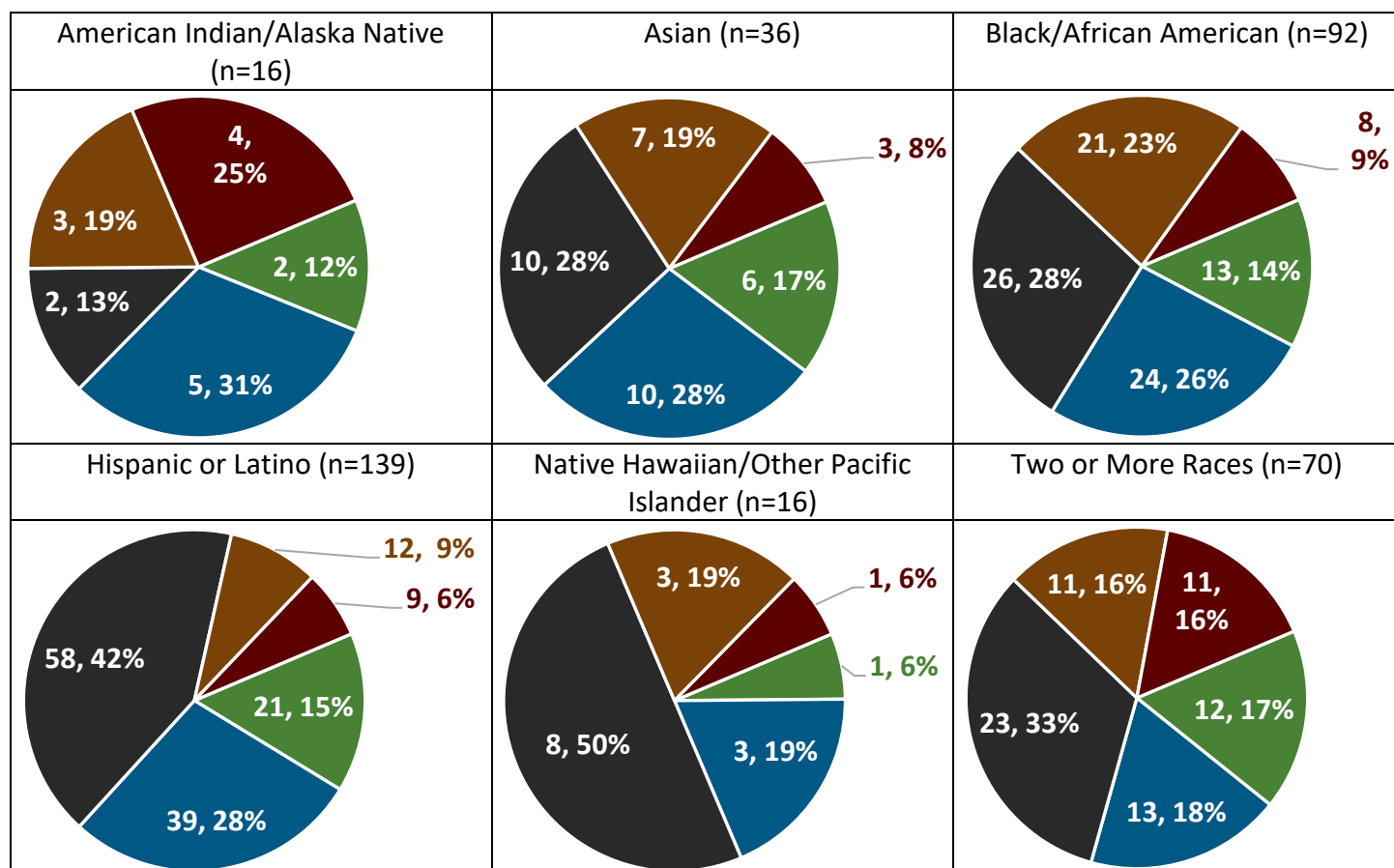
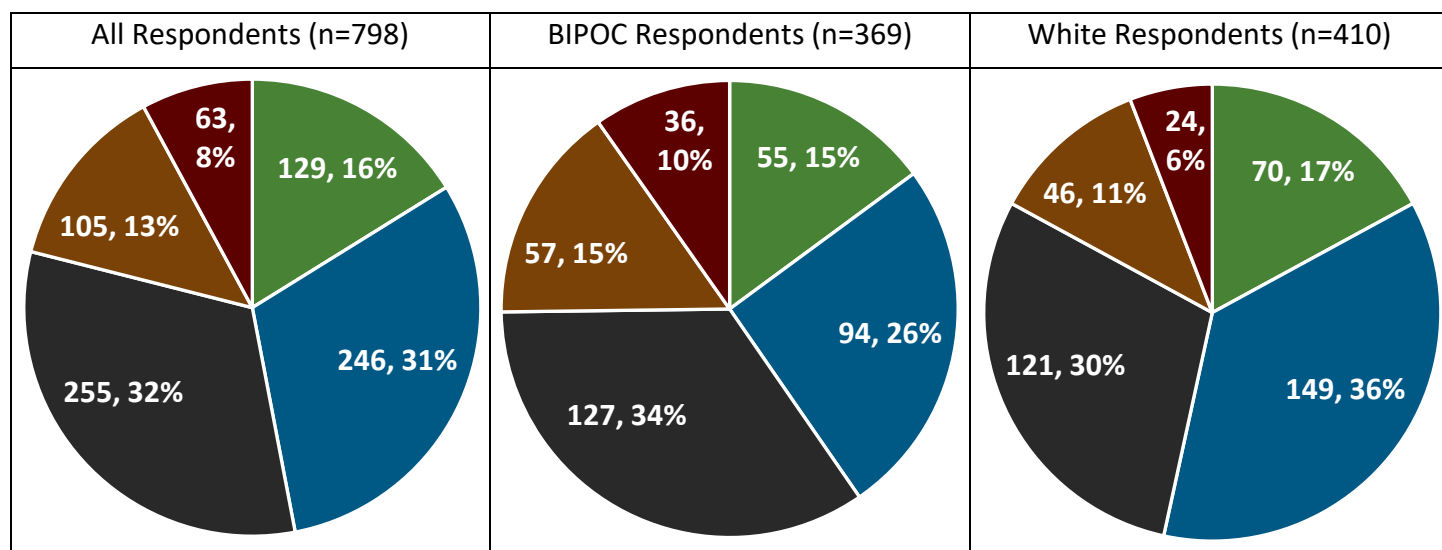


● Yes

● Prefer Not to Say

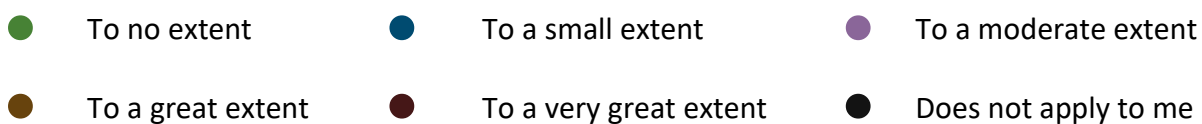
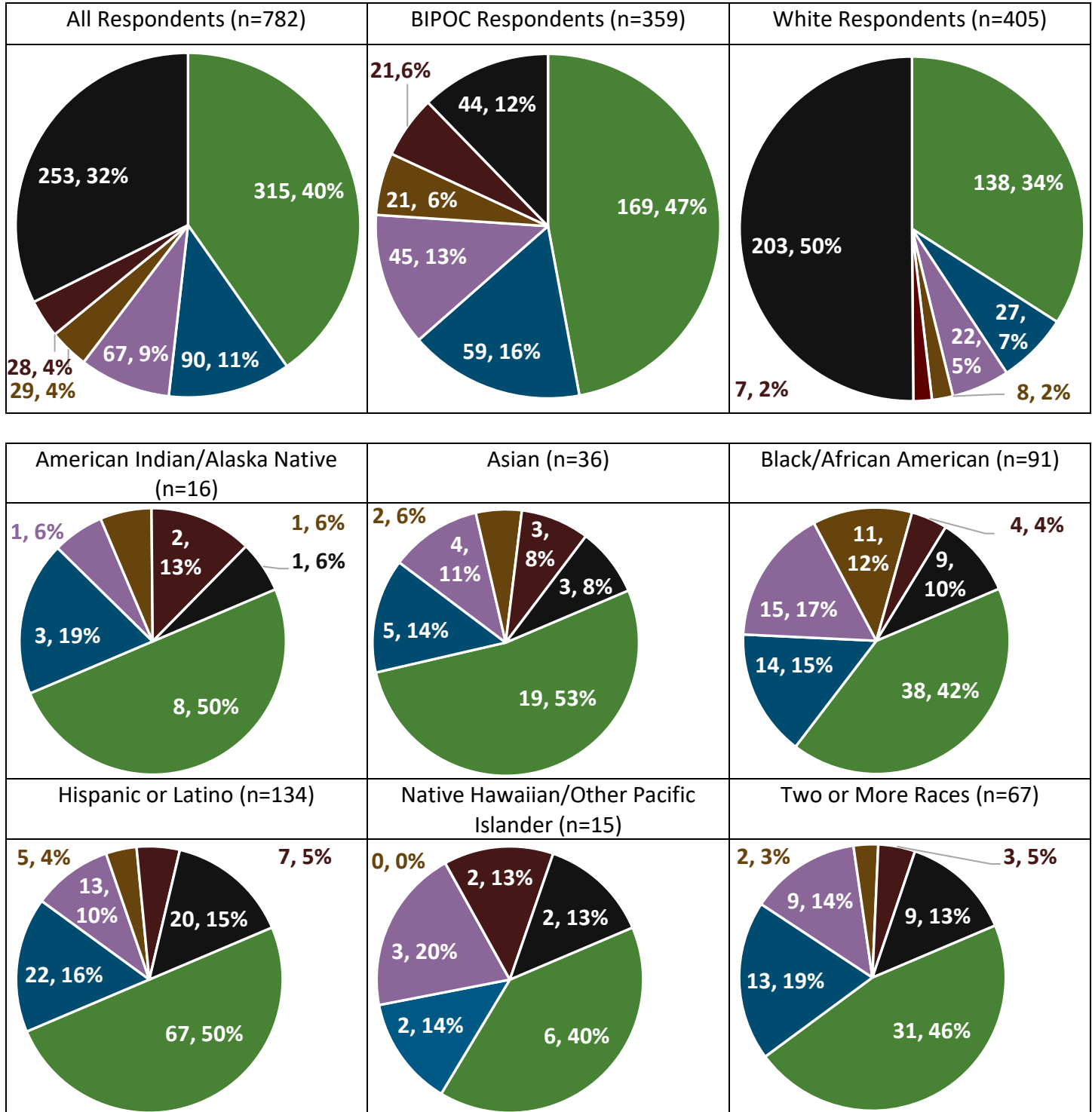
● No

Discrimination and Harassment: Please rate your level of agreement with the following statement: *My division/agency does a good job of preventing harassment and discrimination from taking place.*

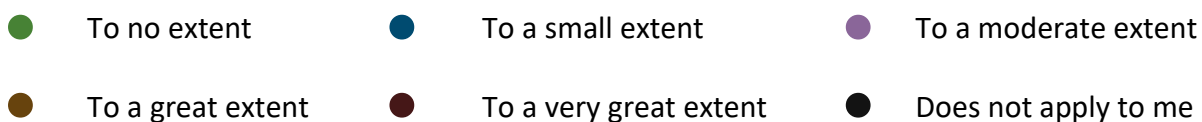
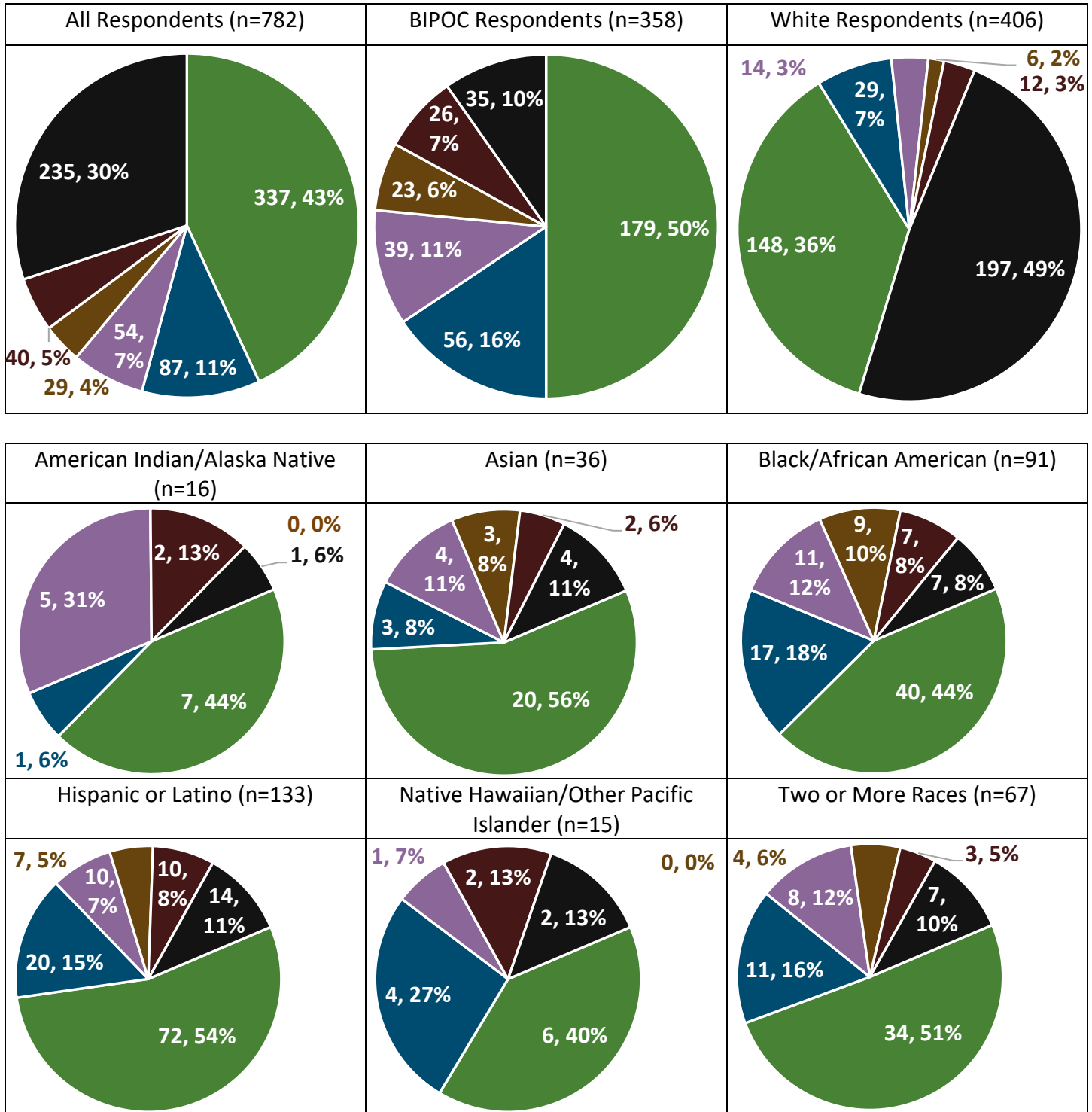


● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

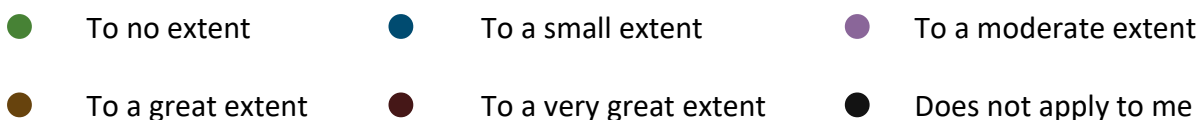
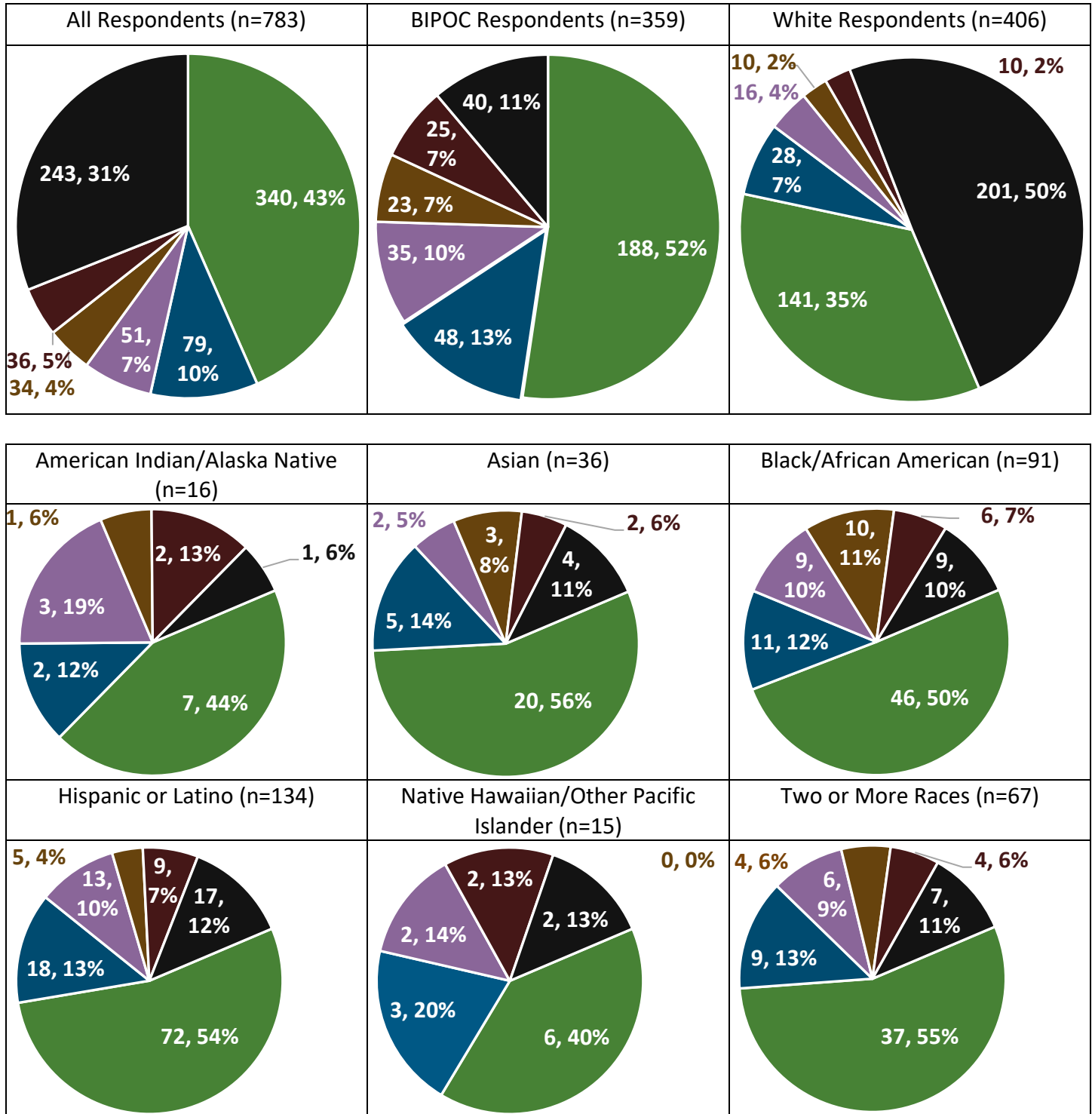
Microaggressions: To what extent are you ignored, overlooked, or not acknowledged due to your status in a minority group?



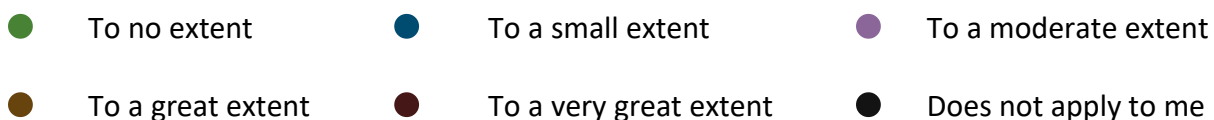
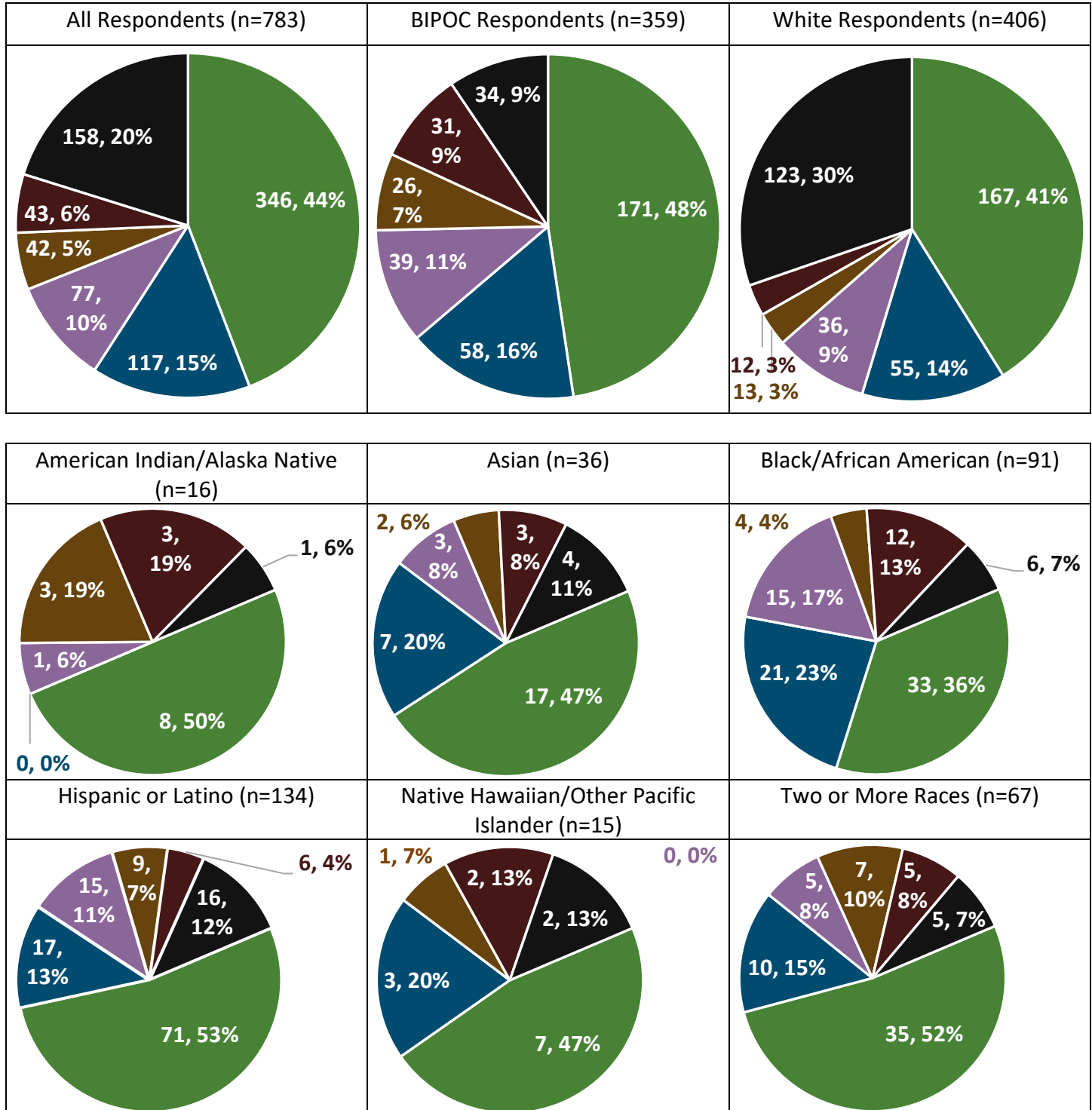
Microaggressions: *To what extent have you been treated as if you were "stupid," were "talked down to," or felt others expected your work to be inferior due to your status in a minority group?*



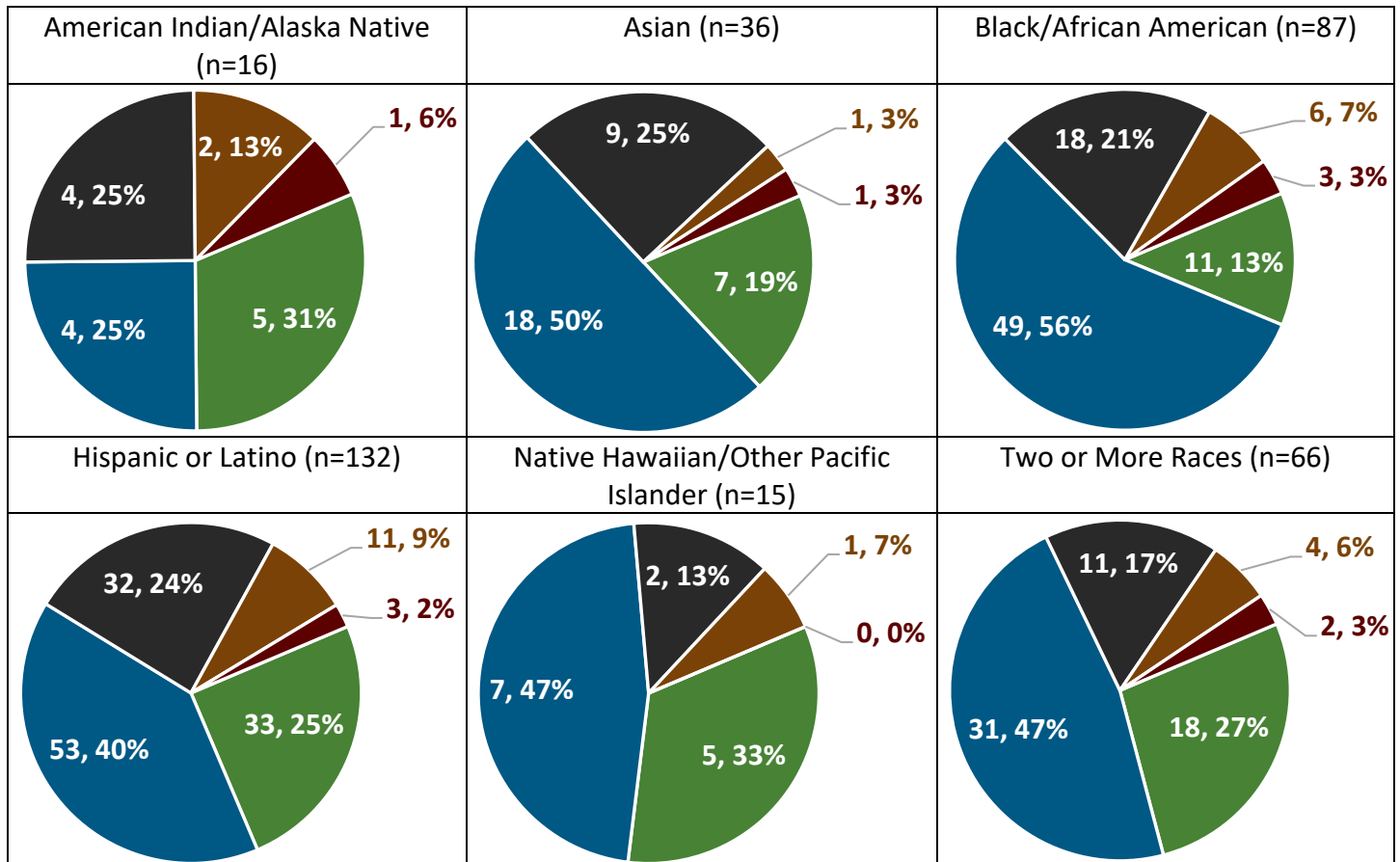
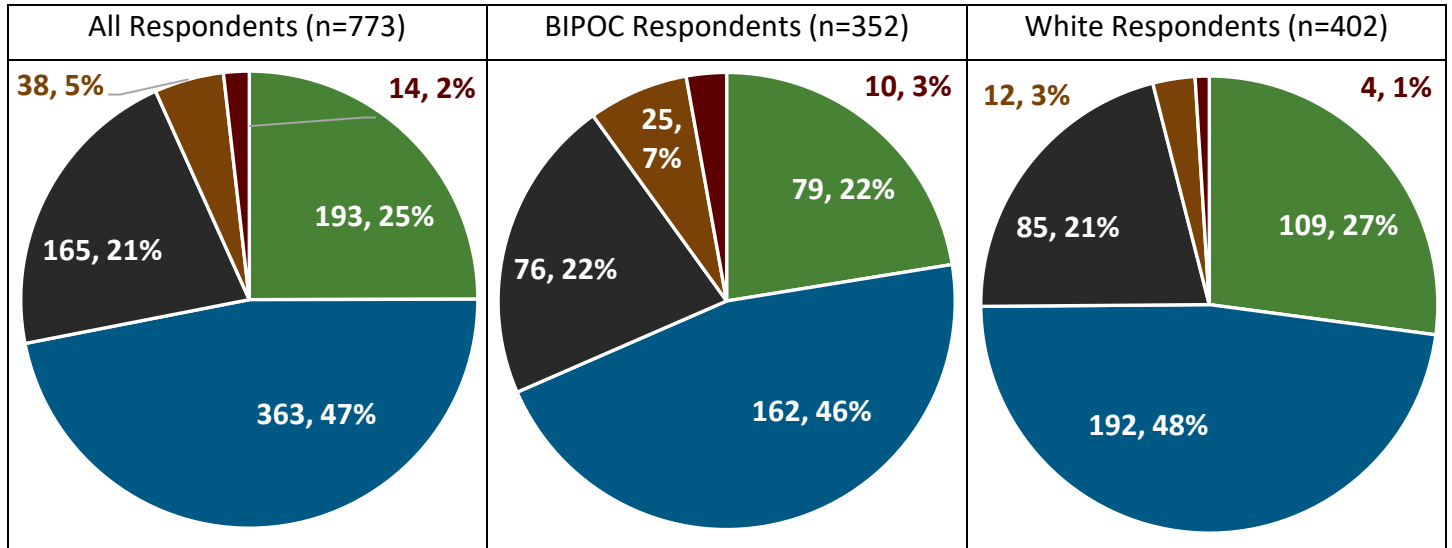
Microaggressions: To what extent have you been treated rudely or disrespectfully due to your status in a minority group?



Microaggressions: To what extent have your colleagues' made assumptions about your ability, character or behavior based on stereotypes of race, ethnicity, gender, sexual orientation, religion, physical/mental abilities, etc.?

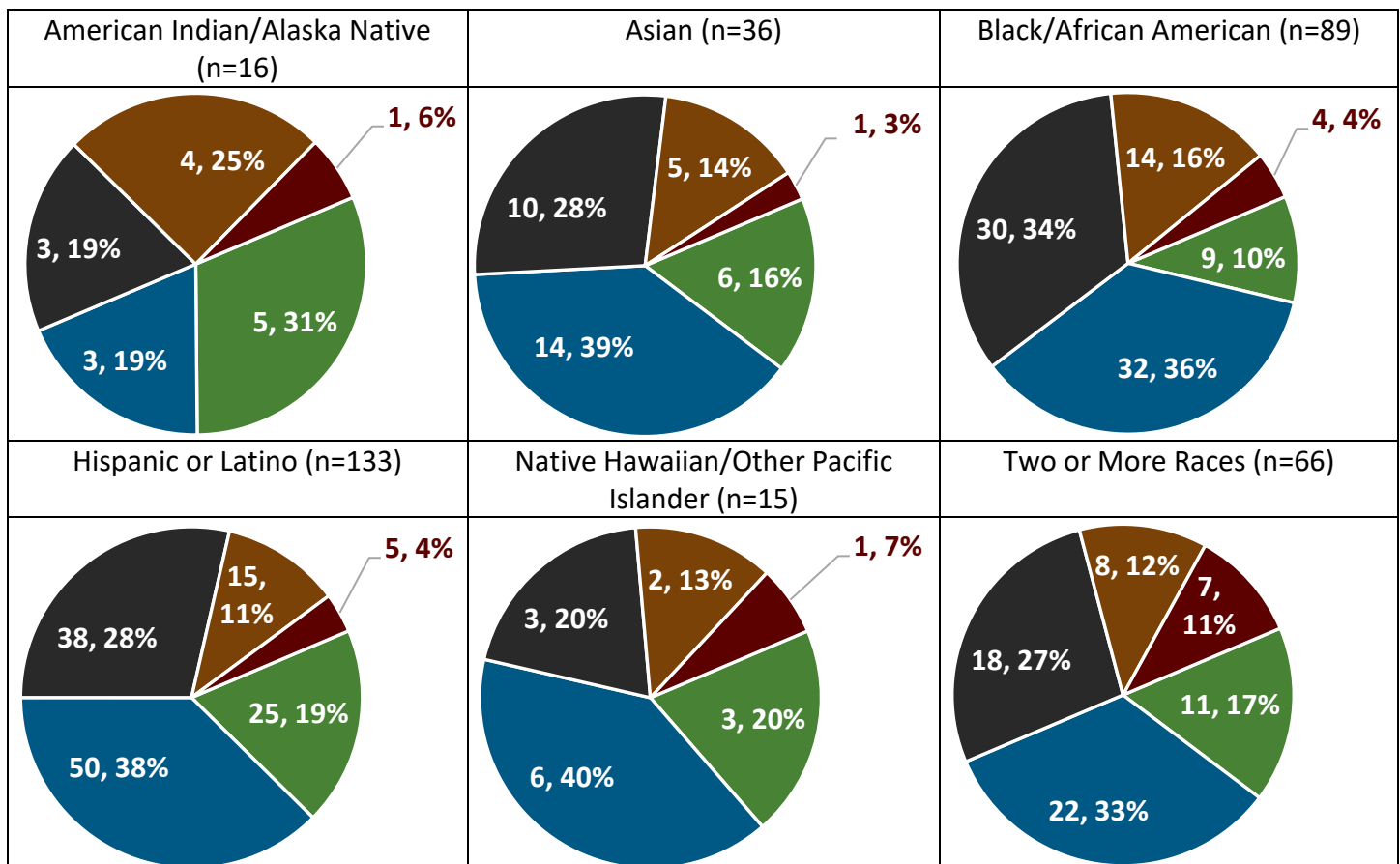
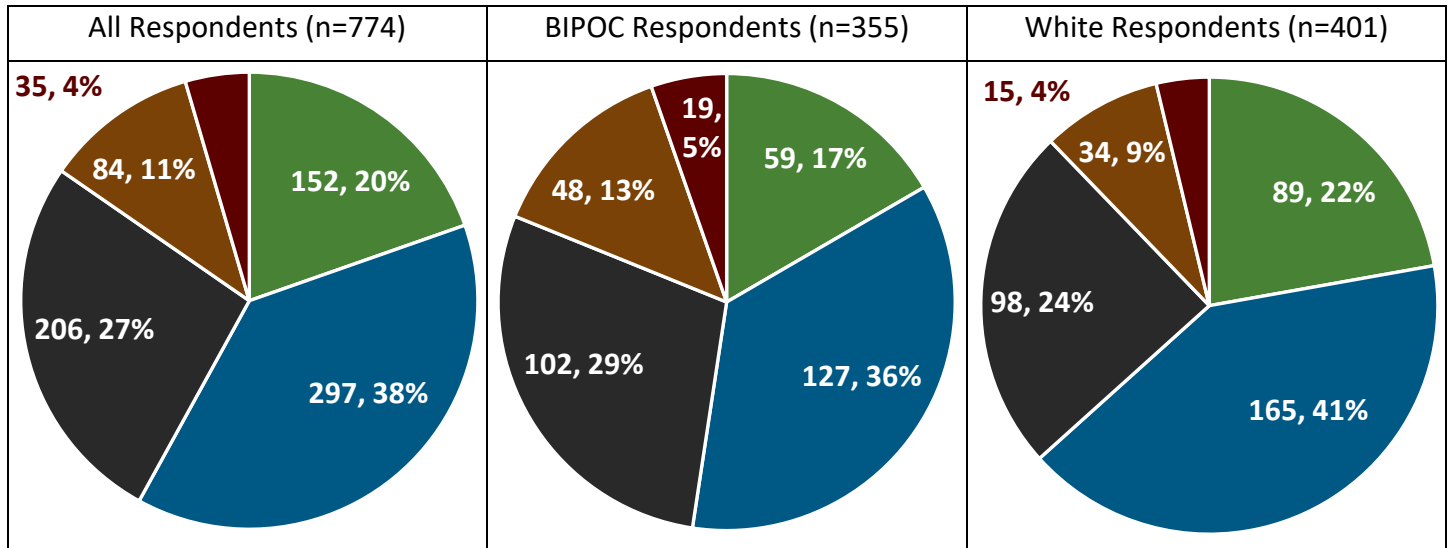


Marketplace and Community Impact: Please rate your level of agreement with the following statement:
Service recipients are treated with respect.

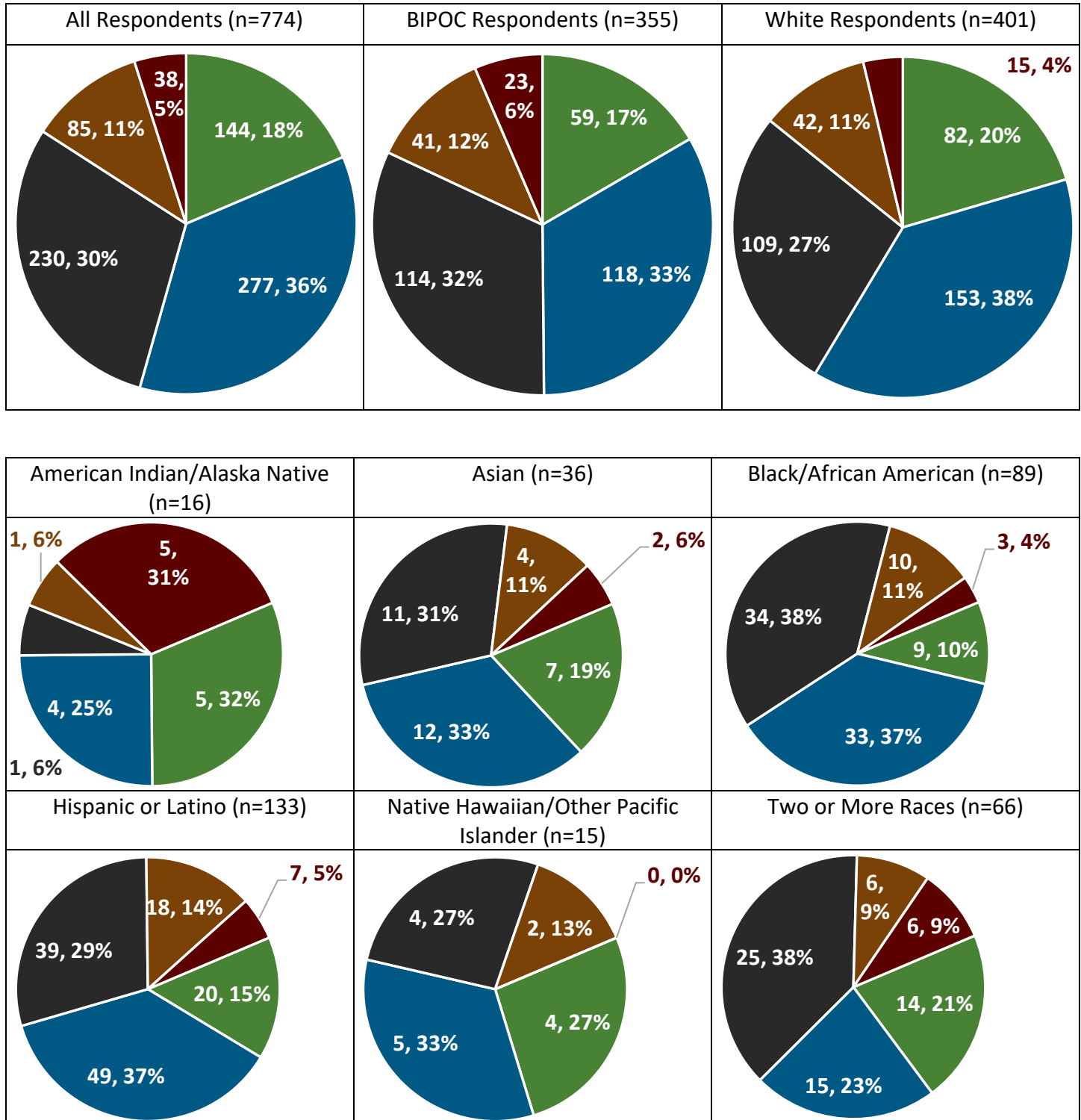


● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Marketplace and Community Impact: Please rate your level of agreement with the following statement:
People within DHHS keep service recipients in mind when they design and implement programs and work processes that meet the needs of a diverse population.

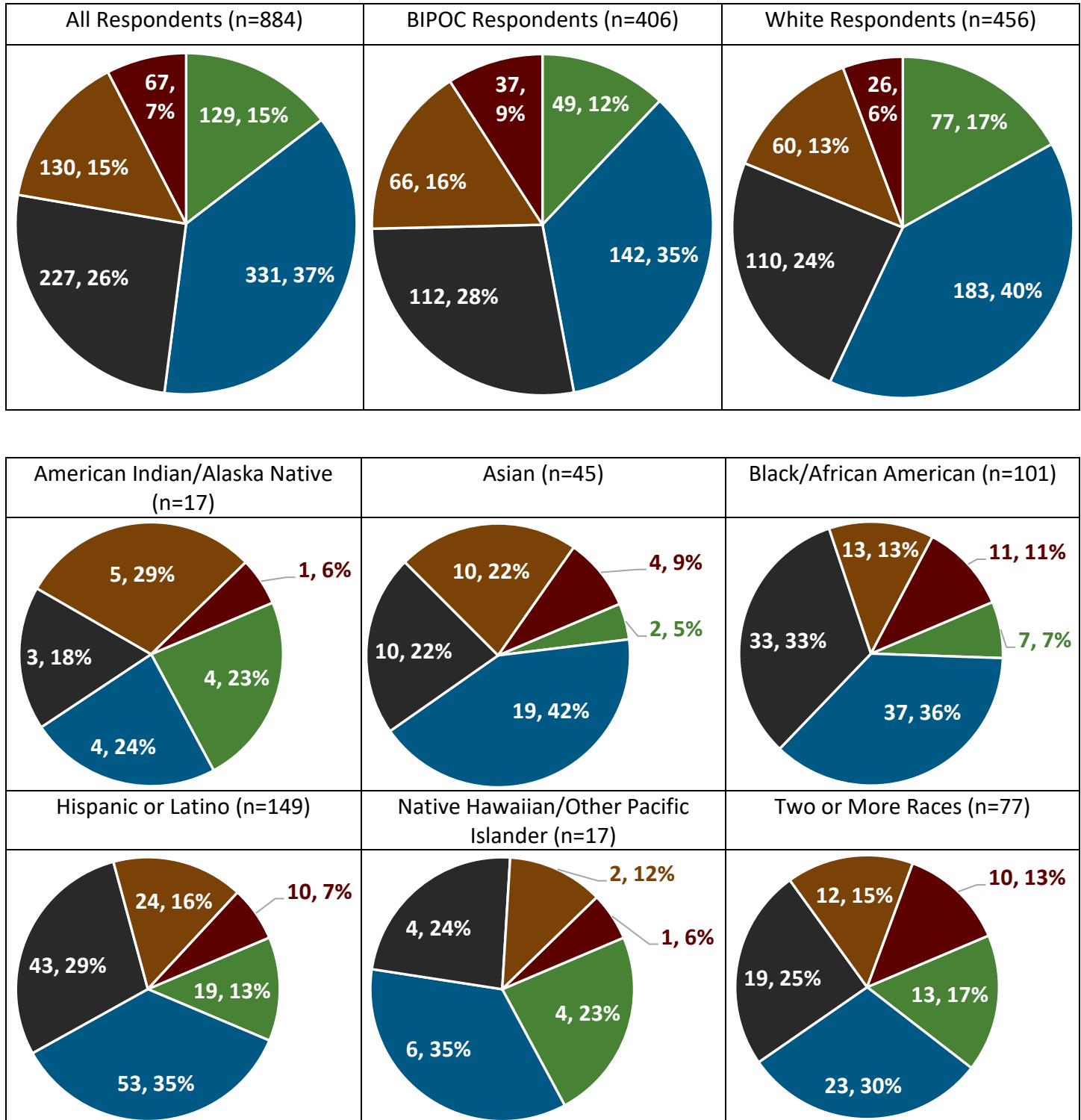


Marketplace and Community Impact: Please rate your level of agreement with the following statement:
Outreach to service recipients is culturally and linguistically appropriate.



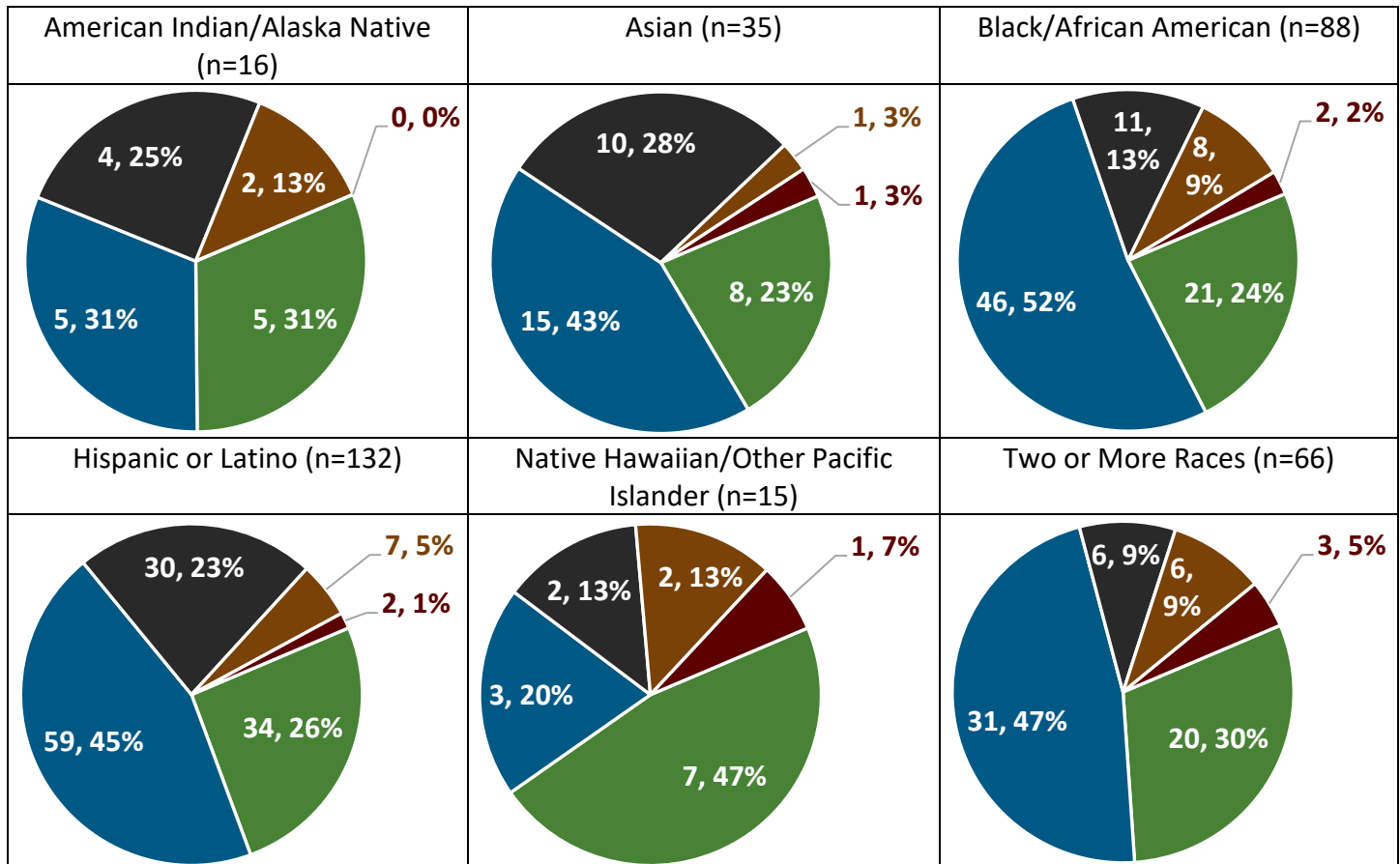
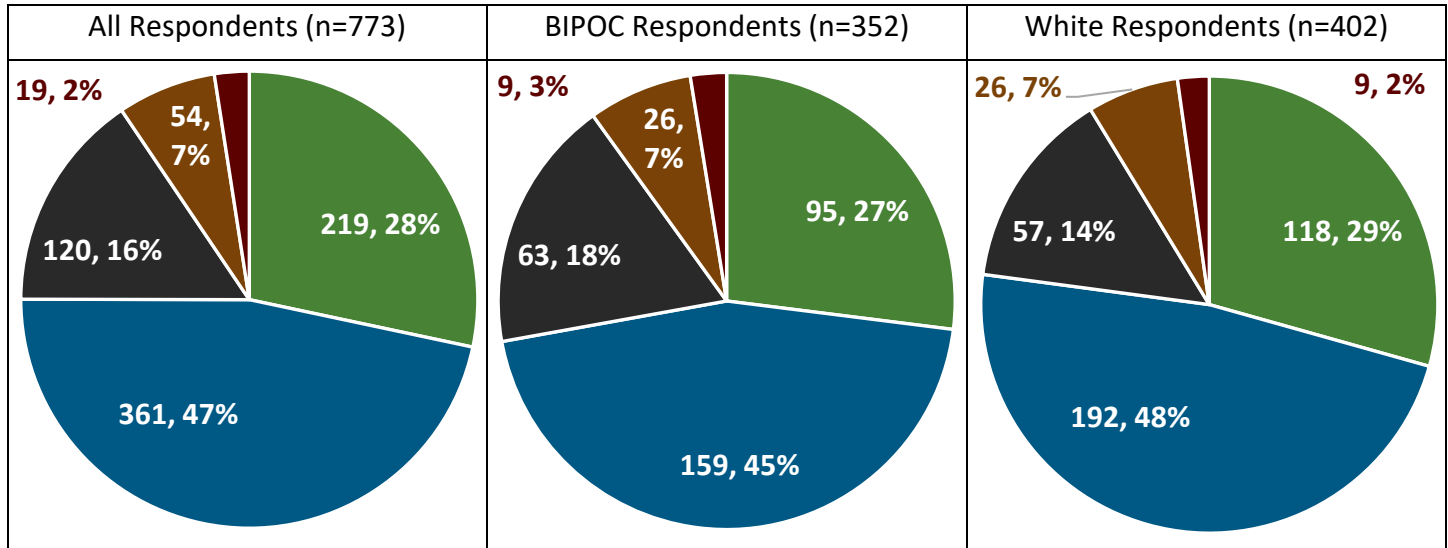
● Strongly Agree
● Agree
● Neutral
● Disagree
● Strongly Disagree

Marketplace and Community Impact: Please rate your level of agreement with the following statement:
Services are provided in a manner that is free of bias, discrimination, or racism.



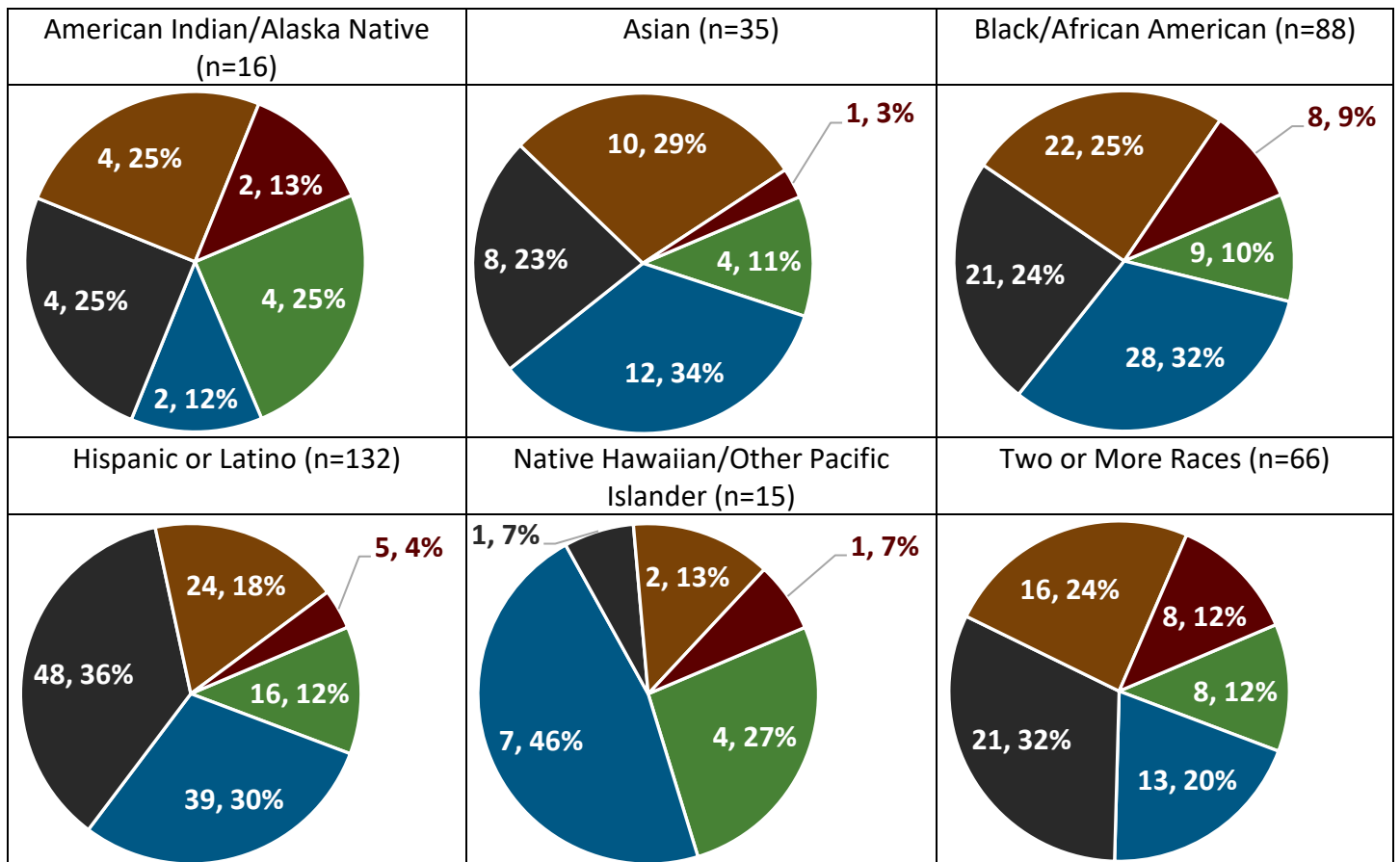
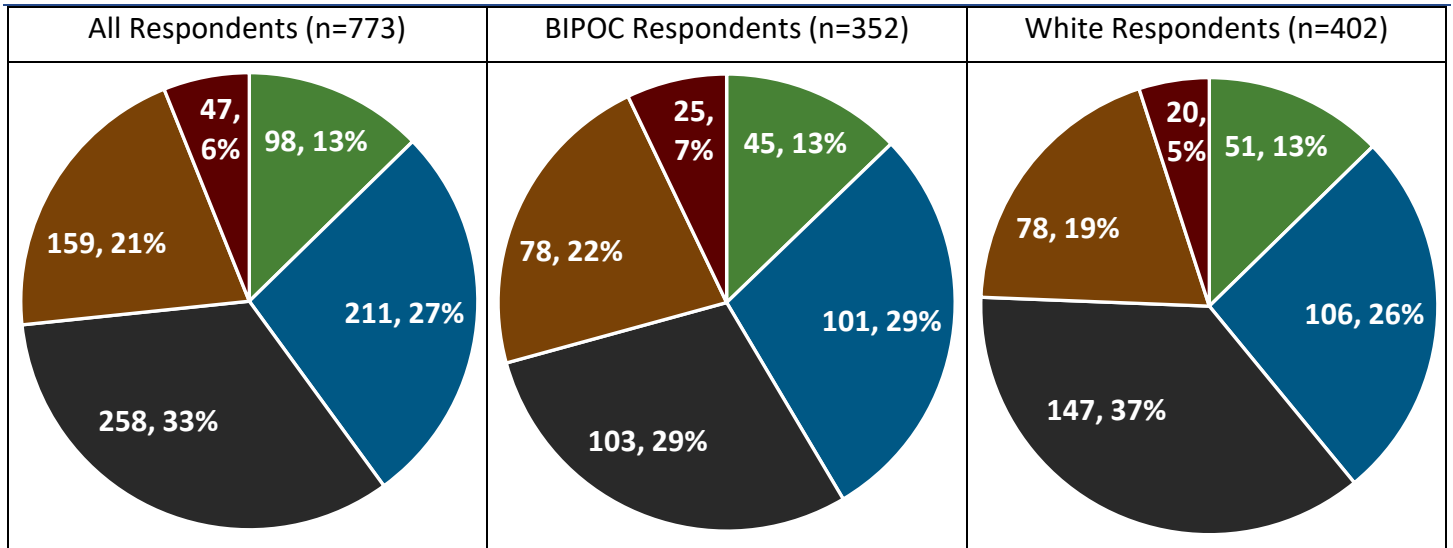
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

DEI Awareness: Please rate your level of agreement with the following statement: *I am aware that DHHS has begun work to improve diversity, equity, and inclusion for all employees.*



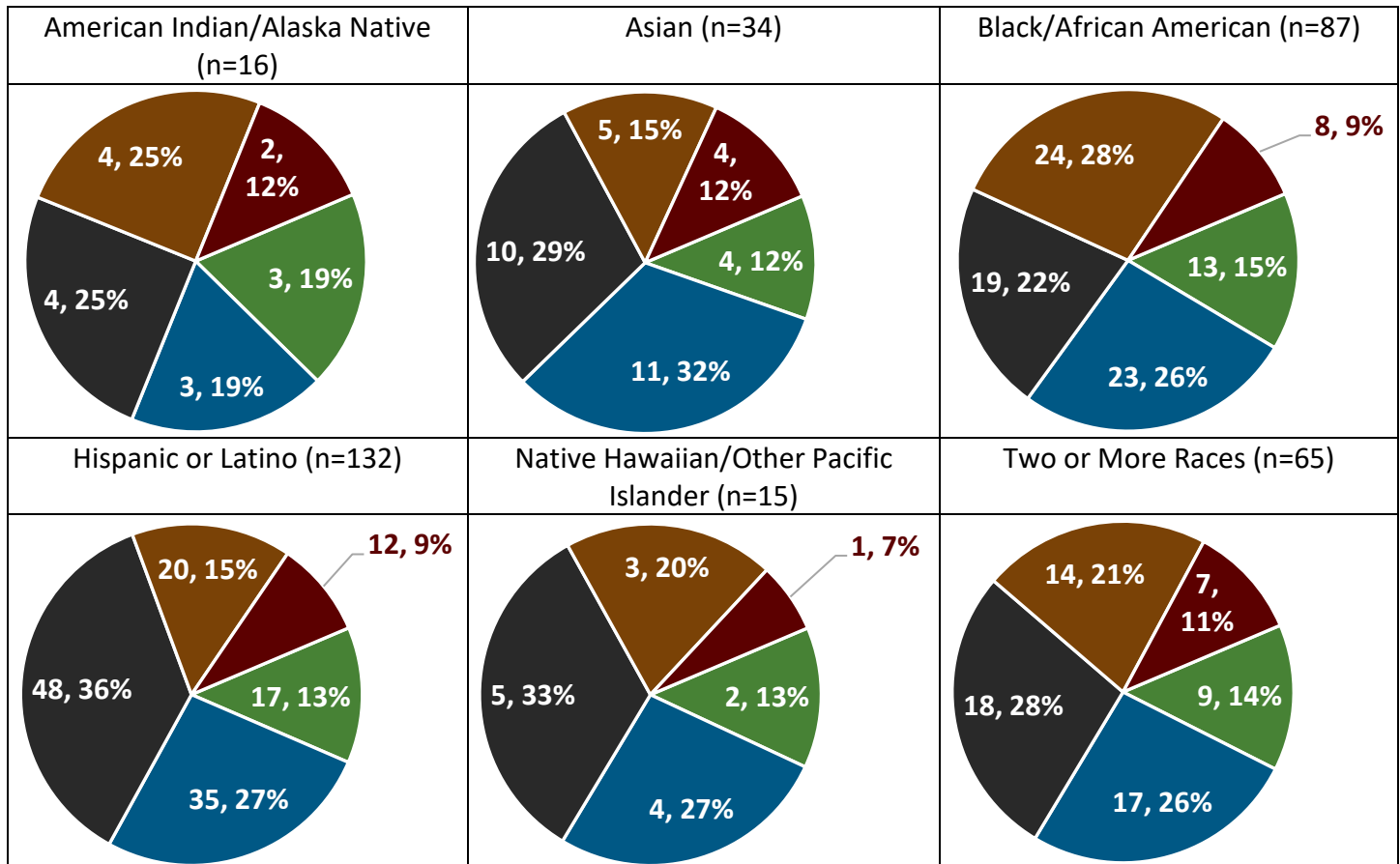
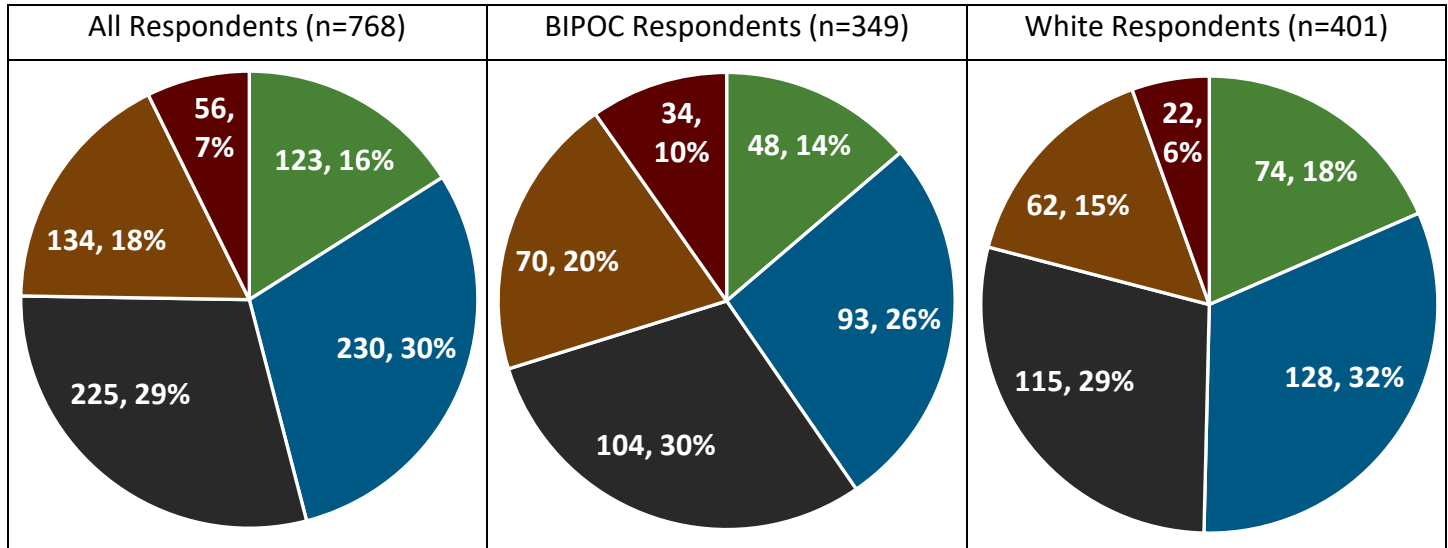
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

DEI Awareness: Please rate your level of agreement with the following statement: *I have a good understanding of work completed since spring 2021 to improve DEI for DHHS employees.*



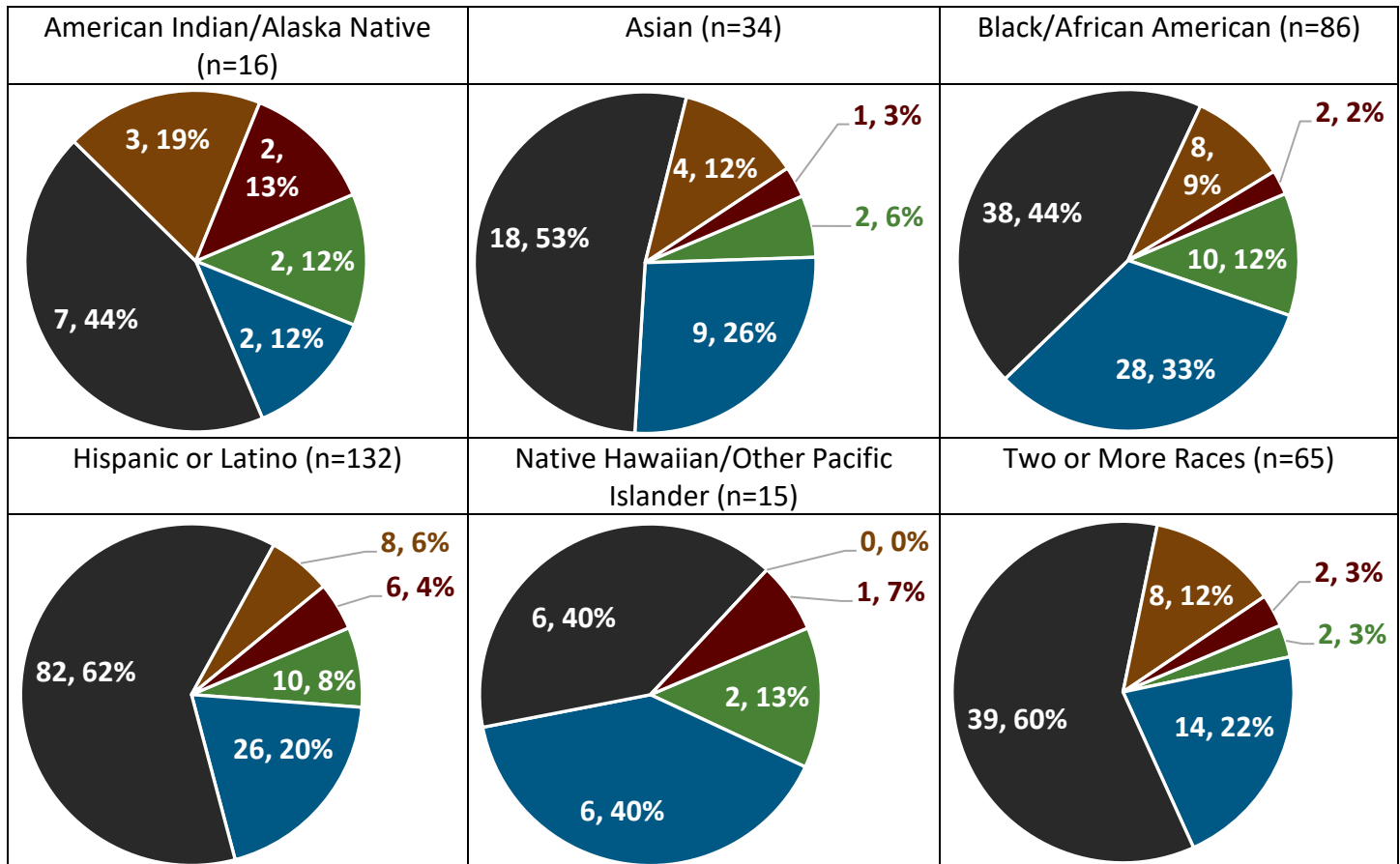
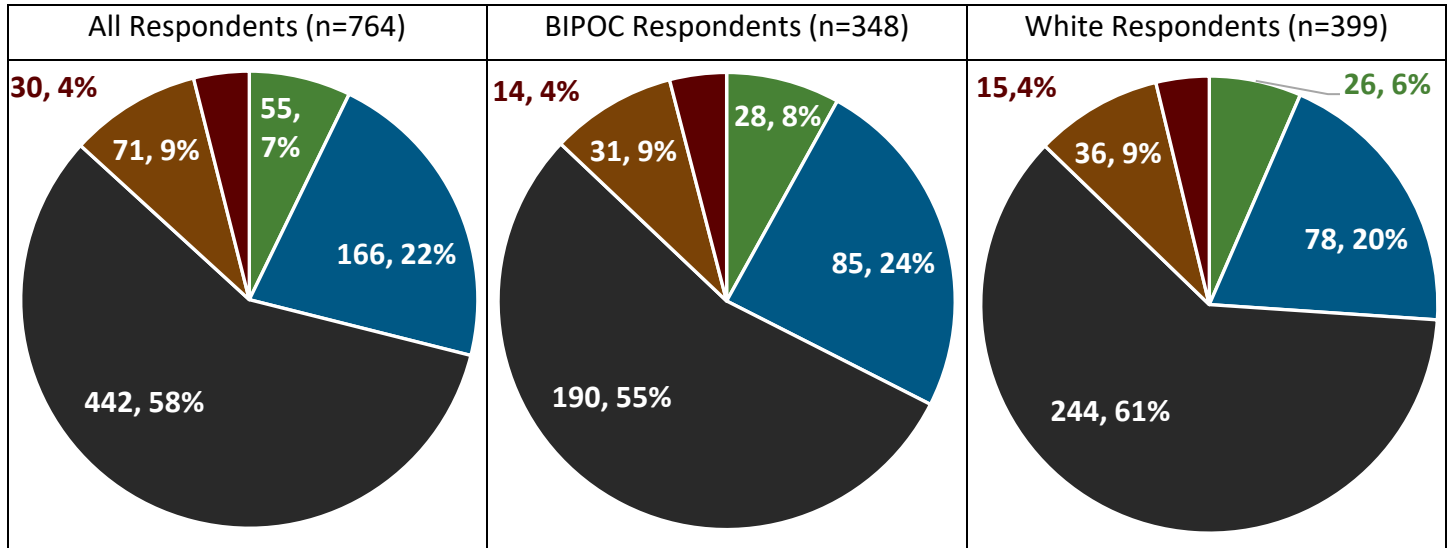
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

DEI Awareness: Please rate your level of agreement with the following statement: *I have seen an issue of the DHHS DEI newsletter (for context, the inaugural issue was released April 2022).*



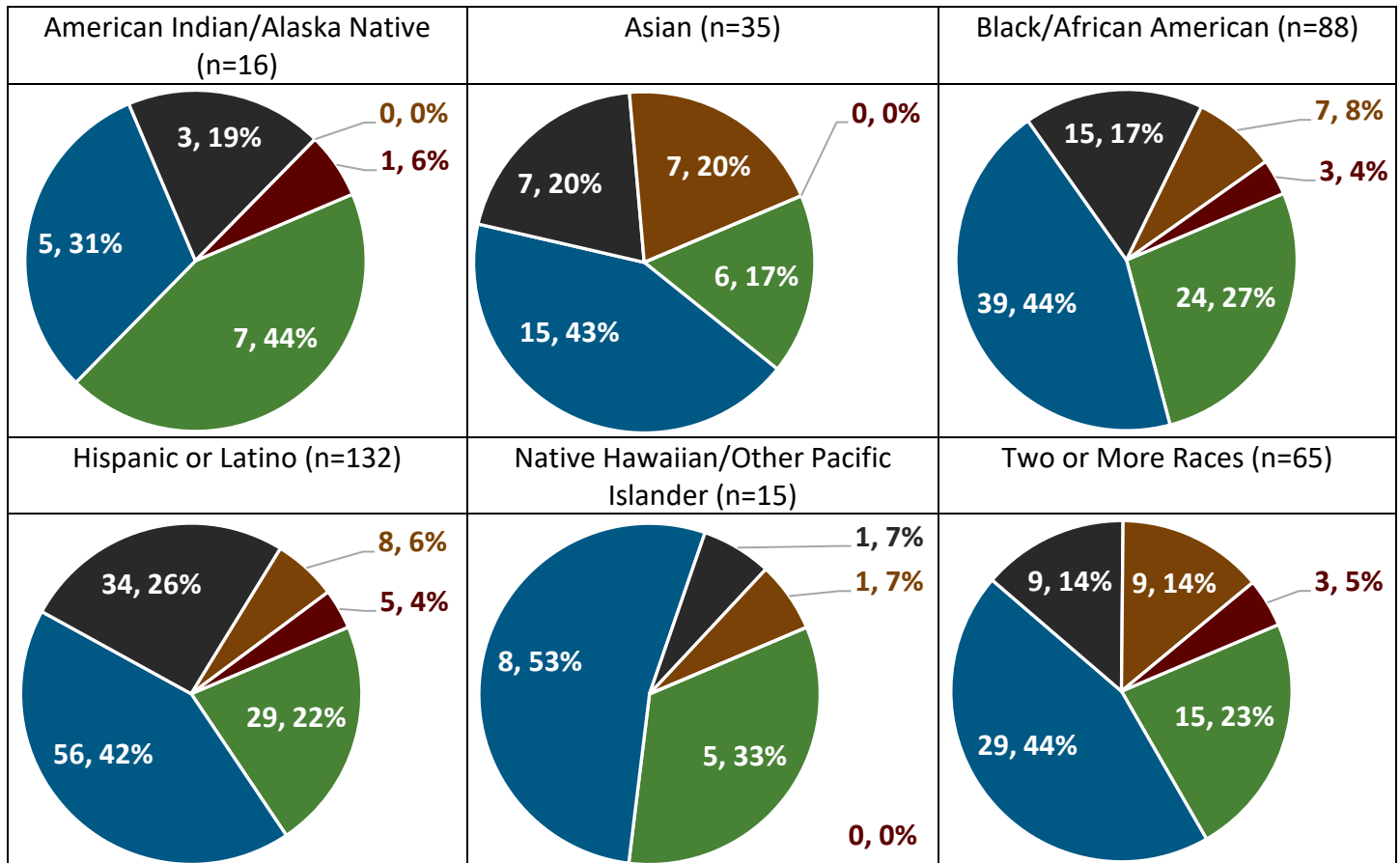
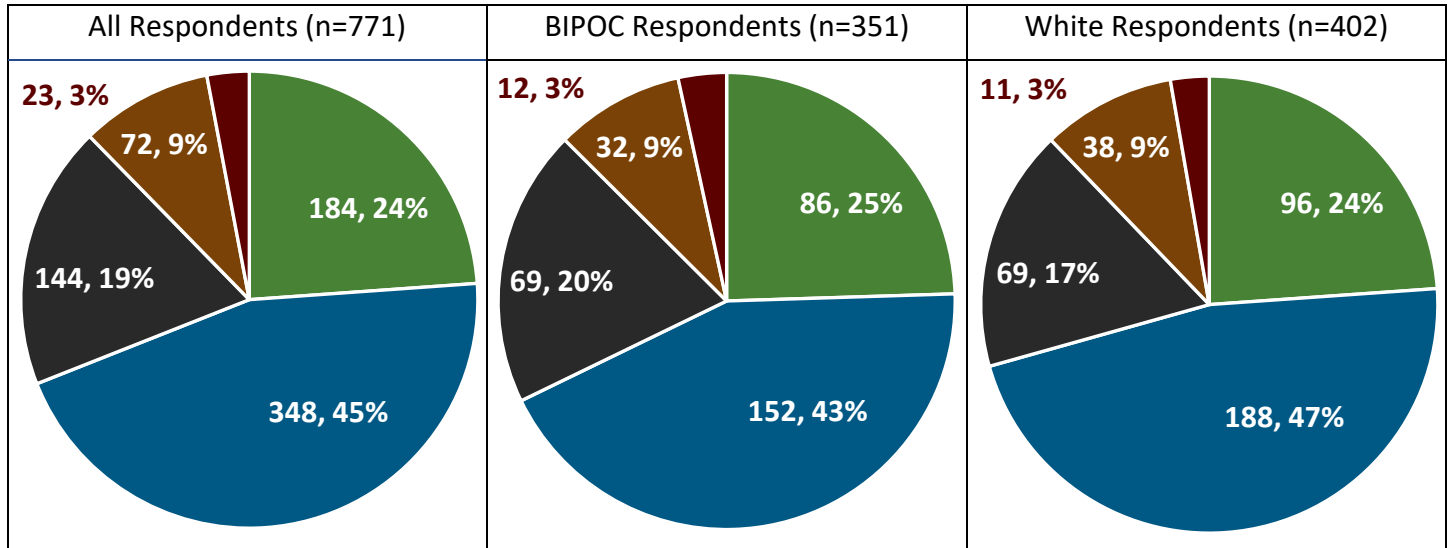
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

DEI Awareness: Please rate your level of agreement with the following statement: *The content of the newsletter is relevant to me.*



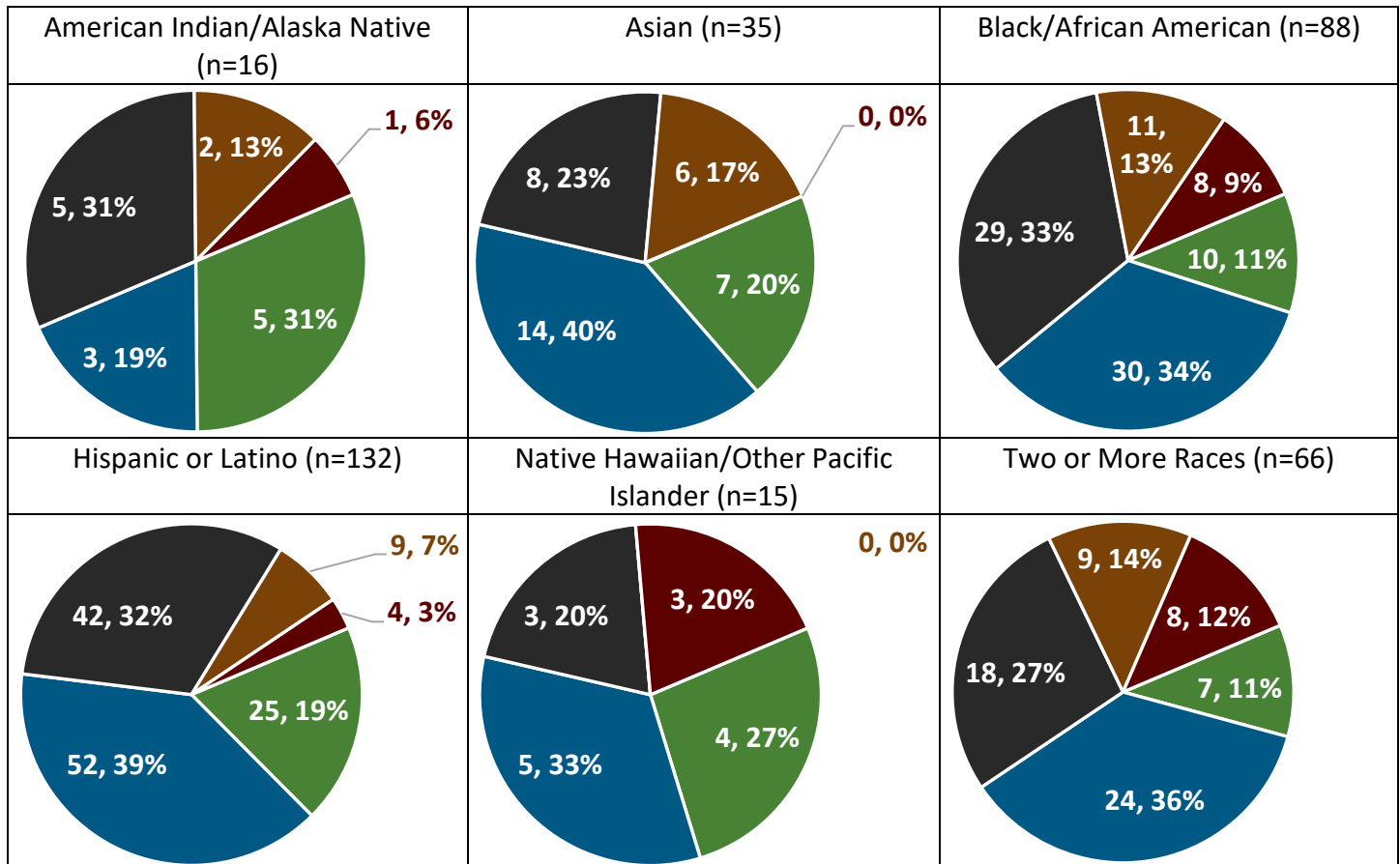
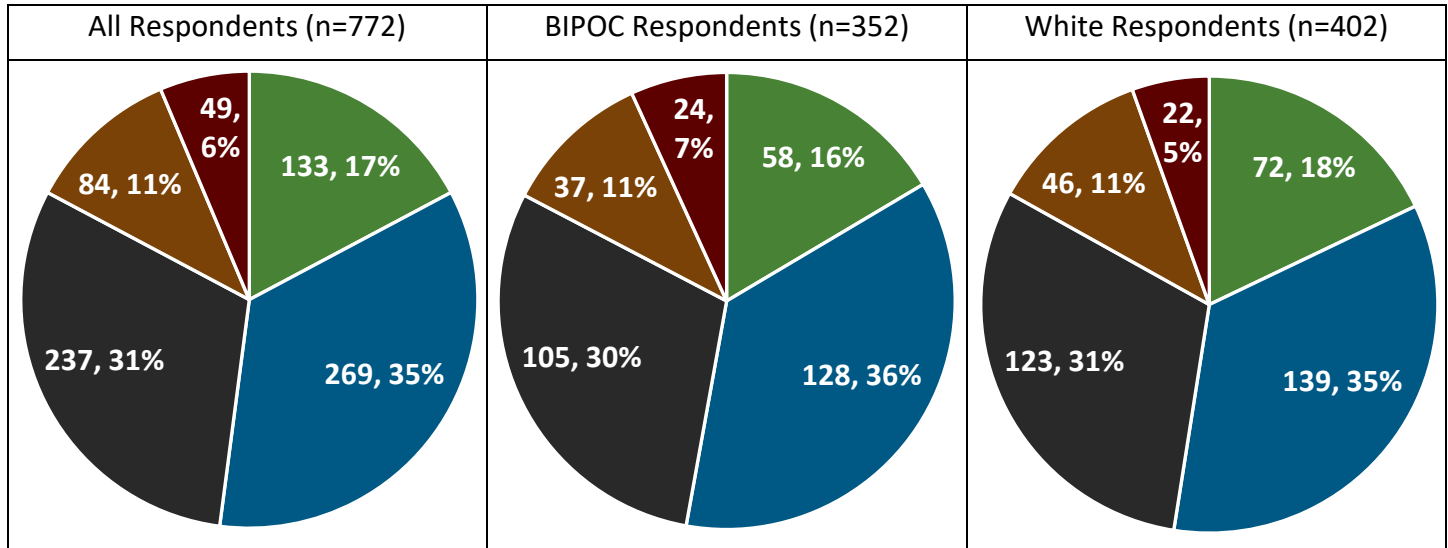
● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

DEI Awareness: Please rate your level of agreement with the following statement: *I am aware that DHHS is hosting quarterly Town Halls to provide updates on DEI work.*



● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

DEI Awareness: Please rate your level of agreement with the following statement: *I feel optimistic that DHHS will be able to improve the culture for all employees by implementing DEI efforts.*



● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree

Appendix B. 2022 Climate Survey Narrative and Questions

The following includes all narrative and questions included in the 2022 Climate Survey, which was issued via a SurveyMonkey link to all DHHS employees in fall 2022.

Survey Introduction

Thank you for completing the DHHS Diversity, Equity, and Inclusion (DEI) Climate Survey.

This survey is designed to gather feedback from DHHS employees about the climate and culture within the Department, particularly as it pertains to DEI topics.

This short survey should take you about 15 minutes to complete. **Individual responses are anonymous**, and data will only be shared or displayed in aggregate at either the department or division levels.

This is the second time this survey has been issued to all DHHS employees. The prior survey asked you to answer questions based on your full tenure at DHHS, **but we are now asking that you answer the questions based on your current perception(s) or your experiences since June 1, 2021.**

Please make time to complete the survey on or before **September 16, 2022**. Should you have any questions or run into technical difficulties, please contact **Megan Jones** at mjones@socialent.com.

We thank you in advance for taking the time to complete this survey and provide continued feedback on the Department's efforts to improve the culture at DHHS for all employees.

The questions in this climate survey are centered around constructs of diversity, equity, and inclusion, such as fairness, belonging, and voice. We fully recognize that the terms diversity, equity, and inclusion are impacted by individual experiences. However, for the sake of this survey we will use the following definitions.

Diversity refers to the characteristics that make individuals or groups different (i.e., social identities, race/ethnicity, gender, etc.) from another.

Equity is an approach that ensures everyone has access to the same opportunities. Equity recognizes that we don't all start from the same place because advantages and barriers exist.

Inclusion is when people with different identities feel valued, leveraged, and welcomed within a given setting.

Demographic Questions

1. What is your gender identity?

- Female
- Male
- Genderfluid
- Genderqueer/Non-binary
- Transgender
- Prefer to self-describe:

2. What is your sexual orientation?

- Heterosexual
- Gay
- Lesbian
- Bisexual
- Prefer to self-describe:

3. What is your racial or ethnic identity?

- American Indian/Alaska Native
- Asian
- Black/African American
- Hispanic or Latino
- Native Hawaiian/Other Pacific Islander
- White
- Two or more races
- Other (please specify)

4. To what age group do you belong?

- 19 or under
- 20-34
- 35-44
- 45-54
- 55-64
- 65-74
- 75 and above

5. What Division do you currently work in?

- Aging and Disability Services Division
- Division of Public and Behavioral Health
- Division of Child and Family Services
- Division of Health Care Financing and Policy
- Division of Welfare and Supportive Services
- Department of Health and Human Services Director's Office

6. How long have you worked in your current Division?

- Less than one year
- 1-2 years
- 3-4 years
- 5-6 years
- More than six years

7. Choose the position/level that most closely aligns to your current role in your Division (see below for examples of each position category):

Officials and Administrators: Includes department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing, motor vehicle, warehouse), inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

Professionals: Includes personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

Technicians: Includes computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), police and fire sergeants, inspectors (production or processing inspectors, testers and weighers), and kindred workers.

Protective Service Workers: Includes police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

Para-Professionals: Includes research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

Administrative Support (Including Office & Clerical and Sales): Includes bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

Skilled Craft Workers: Includes mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

Service/Maintenance Workers: Includes chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

- Official and Administrator
- Professional
- Technician
- Protective Service Worker
- Para-Professional
- Administrative Support (Including Office & Clerical and Sales)
- Skilled Craft Worker
- Service/Maintenance Worker
- Other: State Contractor

8. In what part of the state is your position located?

- Carson City
- Northern Nevada (Washoe County)
- Southern Nevada (Clark County)
- Rural Nevada (excluding Carson City, Clark County, and Washoe County)

Leadership Commitment

Leadership is a process where an individual influences a group of individuals to achieve a common goal.

The questions in this segment of the survey have been designed to ascertain your perception of the capacity and capability of DHHS, your Division, and your program's leadership to effect positive change for DHHS and its workforce in the area of DEI.

Please answer the questions based on your current perception(s) or specific experiences since June 1, 2021.

Questions

Please rate your level of agreement with the following statements.

Matrix Scale: • *Strongly Disagree* • *Disagree* • *Neutral* • *Agree* • *Strongly Agree*

1. DHHS provides an environment for the free and open expression of ideas, opinions, and beliefs.
2. Leadership at DHHS is committed to fostering a diverse, equitable and inclusive workplace.
3. I am confident the leadership of my Division/agency is fair and equitable in managing me.
4. The leader/s of my Division/agency use their voices to advance diversity and inclusion in the workplace.

Equitable and Inclusive Culture

Organizational Culture encompasses values and behaviors that contribute to the unique social environment of DHHS. The organizational culture influences the way people interact, the context within which knowledge is created, the resistance people experience around change, and ultimately the way they share knowledge.

The questions in this segment of the survey have been designed to ascertain your perception of the organizational culture of DHHS and your Division/agency as it relates to DEI.

Please answer the questions based on your current perception(s) or specific experiences since June 1, 2021.

Questions

Please rate your level of agreement with the following statements.

Matrix Scale: • *Strongly Disagree* • *Disagree* • *Neutral* • *Agree* • *Strongly Agree*

1. I have been intentionally excluded from work or social events because of my background (race, ethnicity, gender, sexual orientation, religion, physical/mental abilities, etc.).
2. I feel included and respected within my Division/agency/DHHS.
3. I am encouraged to offer my perspective when discussing work related decisions.
4. Employees of different backgrounds interact well within my Division/agency.
5. I think and behave differently within my Division/agency than I do when I am not at work.
6. I believe my peers are committed to fostering a diverse, equitable and inclusive workplace.
7. I would recommend my Division/agency to someone like myself as a good place to work.

Hiring Process

Recruitment and Hiring is the process of finding and selecting the best and most qualified candidate for a job opening, in a timely and cost-effective manner. The questions in this section aim to gather your perceptions of the DHHS hiring process.

Diversity refers to the characteristics that make individuals or groups different (i.e., social identities, race/ethnicity, gender, etc.) from another.

Please answer the questions based on your current perception(s) or specific experiences since June 1, 2021.

Questions

Please rate your agreement with the following statements about the DHHS hiring process.

Matrix Scale: • *Strongly Disagree* • *Disagree* • *Neutral* • *Agree* • *Strongly Agree* • *I Don't Know*

1. The hiring process is easy to navigate as a job candidate.
2. There is diversity among the people a job candidate will meet/see during the hiring process.
3. Everyone in my Division/agency has an equal opportunity to participate as an interviewer during the hiring process.
4. Employees of different backgrounds are encouraged to apply for higher positions.

Inclusive Performance Management and Promotion

Performance Management is the systematic approach to measure the performance of employees that manifests as an ongoing process of communication between a supervisor and an employee that occurs throughout the year, in support of accomplishing the strategic objectives of the organization.

The questions in this section aim to gather your perceptions of your Division's performance management process.

Please answer the questions based on your current perception(s) or specific experiences since June 1, 2021.

Questions

Please rate your agreement with the following statements.

Matrix Scale: • *Strongly Disagree* • *Disagree* • *Neutral* • *Agree* • *Strongly Agree*

1. Promotion decisions are based on ability and performance rather than other factors (for example, favoritism, quotas, "connections").
2. My job performance is evaluated fairly - without regard to race, gender/gender identity, sexual orientation, religion, or age.
3. Meaningful career planning and guidance is made available to people like me.
4. My immediate supervisor/manager demonstrates commitment to and support of my professional development.
5. I feel there is a promising future for me in my Division.
6. I feel that my compensation is fair, relative to similar roles in my Division.

Discrimination and Harassment

Discrimination is the act of distinguishing differences between human beings or treating someone as inferior based on their race, sex, national origin, age, sexual orientation, gender identity, physical/mental abilities or other characteristics.

Harassment is behavior that demeans, humiliates, or embarrasses a person.

We acknowledge circumstances that involve discrimination and harassment are stressful and traumatic for the victims and witnesses. To the extent that you have experienced discrimination or harassment since June 1, 2021 at DHHS disclose only what you are comfortable sharing at this time.

Please answer the questions based on your current perception(s) or specific experiences since June 1, 2021.

Questions

Please rate your level of agreement to the following discrimination and harassment questions.

Matrix Scale (unless specified below): • Strongly Disagree • Disagree • Neutral • Agree • Strongly Agree

1. I feel safe reporting incidents of discrimination.
 - Matrix scale
2. I have personally witnessed discrimination within my Division/agency.
 - Yes
 - No
 - Prefer not to say

2a. If yes, did you report what you witnessed?

 - Yes
 - No
 - Prefer not to say
3. I have been the victim of discrimination within my Division/agency.
 - Yes
 - No
 - Prefer not to say

3a. If yes, did you report what you experienced?

 - Yes
 - No
 - Prefer not to say

3b. Was the issue resolved to your satisfaction?

 - Yes
 - No
 - Prefer not to say
4. I feel safe reporting incidents of harassment.

- Matrix scale
5. I have personally witnessed harassment within my Division/agency.
- Yes
 - No
 - Prefer not to say
- 5a. If yes, did you report what you witnessed?
- Yes
 - No
 - Prefer not to say
6. I have been the victim of harassment within my Division/agency.
- Yes
 - No
 - Prefer not to say
- 6a. If yes, did you report what you experienced?
- Yes
 - No
 - Prefer not to say
- 6b. Was the issue resolved to your satisfaction?
- Yes
 - No
 - Prefer not to say
7. My Division/agency does a good job of preventing harassment and discrimination from taking place.
- Matrix scale

Microaggressions

Microaggressions are commonplace verbal or behavioral indignities, whether intentional or unintentional, which communicate hostile, derogatory, or negative slights and insults based on membership in historically marginalized or oppressed social groups.

As you to think about your experiences with DHHS please indicate how often you have had the experience/s described below because of your race, gender/gender identity, religion, physical/mental ability. We acknowledge that it is not possible to know another person's intentions. Therefore, your answers are based on YOUR beliefs about these experiences.

Please answer the questions based on your current perception(s) or specific experiences since June 1, 2021.

Questions

Please rate to what extent the following statements are true of your experience in your Division/agency:

Matrix Scale: • *To no extent* • *To a small extent* • *To a moderate extent* • *To a great extent* • *To a very great extent* • *Does not apply to me*

1. To what extent are you ignored, overlooked, or not acknowledged due to your status in a minority group?
2. To what extent have you been treated as if you were "stupid," were "talked down to," or felt others expected your work to be inferior due to your status in a minority group?
3. To what extent have you been treated rudely or disrespectfully due to your status in a minority group?
4. To what extent have your colleagues made assumptions about your ability, character or behavior based on stereotypes of race, ethnicity, gender, sexual orientation, religion, physical/mental abilities, etc.?

Marketplace and Community Impact

Discrimination: the act of distinguishing differences between human beings or treating someone as inferior based on their race, sex, national origin, age, sexual orientation, gender identity, physical/mental abilities or other characteristics.

Racism: Policies, behaviors, rules, etc. that result in a continued unfair advantage to some people and unfair or harmful treatment of others based on race.

Bias: Prejudice; an inclination or preference, especially one that interferes with impartial judgment.

Please answer the questions based on your current perception(s) or specific experiences since June 1, 2021.

Questions

Please rate your level of agreement to the following marketplace and community impact questions.

Matrix Scale: • *Strongly Disagree* • *Disagree* • *Neutral* • *Agree* • *Strongly Agree*

1. Service recipients are treated with respect.
2. People within DHHS keep service recipients in mind when they design and implement programs and work processes that meet the needs of a diverse population.
3. Outreach to service recipients is culturally and linguistically appropriate.
4. Services are provided in a manner that is free of bias, discrimination, or racism.

Awareness of DHHS DEI Work

Questions

Please rate your level of agreement to the following questions related to your awareness and perception of the DEI work DHHS has engaged in over the past ~18 months.

Matrix Scale: • *Strongly Disagree* • *Disagree* • *Neutral* • *Agree* • *Strongly Agree*

1. I am aware that DHHS has begun work to improve diversity, equity, and inclusion for all employees.
2. I have a good understanding of work completed since spring 2021 to improve DEI for DHHS employees.
3. I have seen an issue of the DHHS DEI newsletter (for context, the inaugural issue was released April 2022).
4. The content of the newsletter is relevant to me.
5. I am aware that DHHS is hosting quarterly Town Halls to provide updates on DEI work.
6. I feel optimistic that DHHS will be able to improve the culture for all employees by implementing DEI efforts.