

## 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 XYZ employees in fall 2022.

### Survey Introduction

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

This survey is designed to gather feedback from XYZ 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 XYZ employees. The prior survey asked you to answer questions based on your full tenure at XYZ, **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 [insert name] at [insert email]

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 XYZ 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?

- Division XYZ
- Division XYZ
- Division XYZ
- Division XYZ

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 XYZ, your Division, and your program's leadership to effect positive change for XYZ 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. XYZ provides an environment for the free and open expression of ideas, opinions, and beliefs.
2. Leadership at XYZ 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 XYZ. 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 XYZ 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/XYZ.
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 XYZ 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 XYZ 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 XYZ 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 think about your experiences with XYZ 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 XYZ 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 XYZ DEI Work

#### Questions

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

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

1. I am aware that XYZ 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 XYZ employees.
3. I have seen an issue of the XYZ 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 XYZ is hosting quarterly Town Halls to provide updates on DEI work.
6. I feel optimistic that XYZ will be able to improve the culture for all employees by implementing DEI efforts.