

Diversity Equity & Inclusion Sample Survey

A Diversity, Equity, and Inclusion (DEI) working group formed to develop an action plan intended to address inequities at Ascentria. Diversity as a term encompasses many differences including race, ethnicity, religion, gender, sexual orientation, ability, generation, perspective, and more. Diversity adds value to any organization because different perspectives, experiences, and skills bring strength to program design, delivery, and evaluation. Building Ascentria's DEI will be an ongoing process.

One important step is to hear from all staff, so we invite your input on this survey. We believe staff opinion is crucial to this effort.

The DEI team will receive aggregated responses and use the information in planning next steps of the DEI initiative. Individual answers and comments are anonymous. Please feel free to skip any sections or questions that do not apply to you.

Please rate these statements 1 to 5.

(1= strongly disagree, 2= disagree, 3= neutral or N/A, 4= agree, 5= strongly agree)

1. There is a climate of trust to openly discuss a variety of diversity concerns in my work environment.

(1= strongly disagree, 2= disagree, 3= neutral or N/A, 4= agree, 5= strongly agree)

1 2 3 4 5

2. There is a climate of being "devalued" that I believe is racially motivated.

(1= strongly disagree, 2= disagree, 3= neutral or N/A, 4= agree, 5= strongly agree)

1 2 3 4 5

3. Employees of many backgrounds work well together in this organization.

(1= strongly disagree, 2= disagree, 3= neutral or N/A, 4= agree, 5= strongly agree)

1 2 3 4 5

4. Employees of any background have opportunity to grow at Ascentria.

(1= strongly disagree, 2= disagree, 3= neutral or N/A, 4= agree, 5= strongly agree)

1 2 3 4 5

5. I have heard my co-workers make racially inappropriate comments and I haven't known how to handle that or where to report it.

(1= strongly disagree, 2= disagree, 3= neutral or N/A, 4= agree, 5= strongly agree)

1 2 3 4 5

6. I have on more than one occasion thought the behavior of one or more of my co-workers was racist.

(1= strongly disagree, 2= disagree, 3= neutral or N/A, 4= agree, 5= strongly agree)

1 2 3 4 5

7. I have felt disrespected at work because of my personal background.

(1= strongly disagree, 2= disagree, 3= neutral or N/A, 4= agree, 5= strongly agree)

1 2 3 4 5

8. I sometimes feel that I cannot be my authentic self at work based on my personal background.

(1= strongly disagree, 2= disagree, 3= neutral or N/A, 4= agree, 5= strongly agree)

1 2 3 4 5

9. Our staff exhibits cultural competencies and sensitivity to the needs of diverse populations.

(1= strongly disagree, 2= disagree, 3= neutral or N/A, 4= agree, 5= strongly agree)

1 2 3 4 5

10. I am sometimes anxious that I do not know the correct words to have effective communication about diversity.

(1= strongly disagree, 2= disagree, 3= neutral or N/A, 4= agree, 5= strongly agree)

1 2 3 4 5

Training

An element of Diversity, Equity, and Inclusion work is training for staff and volunteers.

Training is an ongoing project for each of us. There are many topics inside of this field, which may be useful for you personally or for co-workers and supervisors here at Ascentria.

Please rate your interest in the following training topics. (1= Very Interested; 2= Interested; 3= Neutral; 4= Not Interested; 5= I do not know what this means.

11. Training for Staff and Volunteers

	Very Interested.	Interested.	Neutral.	Not interested.	I do not know what this means.
Systemic Racism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Implicit Bias	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Black Lives Matter and Other Social Action Movements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Racism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender and Orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability and Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workforce Differences by Gender and Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Benefits of a Diverse Workforce	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Team Building Across Differences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity Terms and Topics in 2020	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having Difficult Conversations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community Engagement and Community Partnerships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding Specific Cultural Groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. Are there any other topics you're interested in?

13. From the list above, what are your top-three priority training areas?

Improvement

From your perspective, which areas below does Ascentria need to improve upon? (Choose as many as you want.) You can answer for just your department, for the agency as a whole, or both.

14. Where do we need to improve?

- Communication from agency leadership regarding a commitment to diversity.
- Marketing materials such as website, brochures, posters, advertising and social media.
- Policies and procedures (i.e. performance reviews, training policies, grievance policies, and more) that foster diversity and demonstrate opportunities to be promoted.
- Collection and use of race, ethnicity, and language data to refine program design and delivery.
- Building relationships with diverse community partners to gather input for program design and evaluation, to publicize services, and/or to publicize job openings.
- Providing language access, including interpretation and translation, for clients who are deaf, hard of hearing, blind, and/or English language learners.
- Training staff on diversity topics.
- Diversifying our workforce at all levels.
-

Other

15. Your comments welcome for the question above:

16. From the list above, what are your top-three priority areas?

17. Is there anything you would like to bring to the attention of Ascentria's newly formed Diversity, Equity, and Inclusion Work Group?

Comments and Concerns

18. The DEI work group invites any comments, if you have them, about comfort or discomfort you have felt discussing experiences inside Ascentria about diversity, inclusion, and/or equity issues.

19. If you feel comfortable, please share how you identify:

ie. race, ethnicity, gender, sexual orientation etc.

DOCUMENTING STEPS TAKEN

Ascentria Care Alliance's DEI Journey

Value Statement:

We believe all people have the right to equal opportunity and to live a life free from discrimination, prejudice and bias. Ascentria actively embraces teaching tolerance and seeks harmony in difference.

Vision:

We envision an environment for ourselves, our employees and our clients that is inclusive, fair, dignified and respectful.

Ascentria aspires to be an organization whose population reflects the diversity of the community we serve. Ascentria also aspires to be a welcoming climate for all regardless of racial, ethnicity, religion or lifestyle choice.

- To employ staff reflective of the diverse community we serve
- Routinely train staff in diverse and inclusive practices and principles
- Enact policies and practices that proudly support a more diverse and inclusive culture
- Provide opportunities for employees and clientele to celebrate their diversity together

Mission:

At Ascentria Care Alliance we work towards breaking the cycle of systemic oppression and marginalization by including, empowering, educating, and amplifying the voices of the diverse community that we employ and serve.

Commitment:

We are committed to working to create and sustain an organization that ensures that every person has an opportunity to achieve optimal health and success/happiness regardless of: The color of their skin; Level of education; Gender identity; Sexual orientation; Religion; The job they have; The neighborhood they live in; Whether or not they live with a disability; Their age; The primary language they speak.

To achieve our vision and to fulfill our mission will take continuous work, extending beyond the tenure of each employee, volunteer and constituent. Therefore, when faced with the challenges of adversity Ascentria is committed to strive to continually do the next right thing intended to sustain a culture of inclusiveness, equity, quality and cultural competency.