

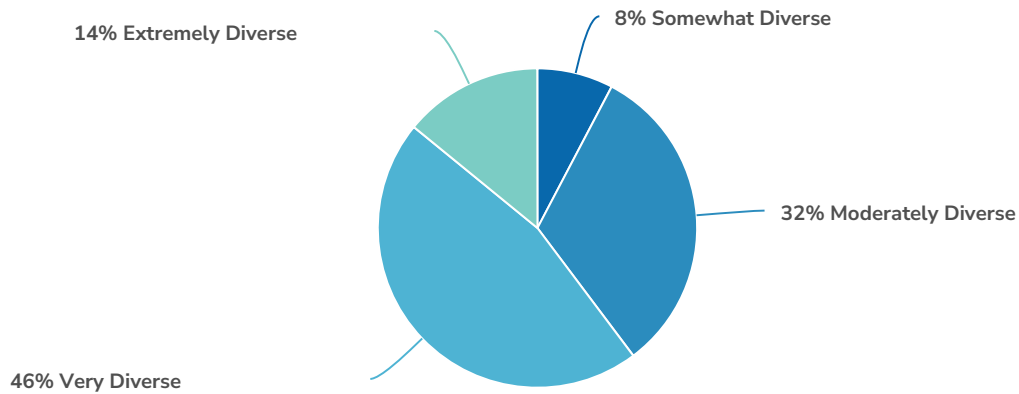
Report for Belonging 2024 Staff Survey

1. Please answer the following questions.

	Strongly Disagree	Somewhat Disagree	Neutral	Agree	Strongly Agree	Responses
Senior Services makes diversity, equity, inclusion and belonging a high priority. Count Row %	2 2.6%	1 1.3%	7 9.0%	36 46.2%	32 41.0%	78
Diversity, equity, inclusion and belonging are high priorities for me personally. Count Row %	1 1.3%	1 1.3%	5 6.4%	31 39.7%	40 51.3%	78
Senior Services treats all employees fairly. Count Row %	0 0.0%	5 6.4%	13 16.7%	37 47.4%	23 29.5%	78
Management shows that diversity is important through its actions. Count Row %	0 0.0%	3 3.8%	13 16.7%	39 50.0%	23 29.5%	78
Senior Services is committed to improving the diversity of our team. Count Row %	2 2.6%	1 1.3%	10 12.8%	41 52.6%	24 30.8%	78
Senior Services respects individuals and values their differences. Count Row %	2 2.6%	1 1.3%	8 10.3%	40 51.3%	27 34.6%	78

	Strongly Disagree	Somewhat Disagree	Neutral	Agree	Strongly Agree	Responses
All people have an opportunity to succeed at Senior Services. Count Row %	1 1.3%	5 6.4%	13 16.7%	36 46.2%	23 29.5%	78
I feel I am managed as if I can always improve my talents and abilities. Count Row %	0 0.0%	4 5.1%	10 12.8%	38 48.7%	26 33.3%	78
There are leaders here that I can relate to. Count Row %	0 0.0%	4 5.1%	11 14.1%	38 48.7%	25 32.1%	78
I value workplace diversity. Count Row %	1 1.3%	1 1.3%	2 2.6%	31 39.7%	43 55.1%	78
I believe diversity is critical to our agency's success. Count Row %	1 1.3%	1 1.3%	2 2.6%	34 43.6%	40 51.3%	78
Totals Total Responses						78

2. How diverse do you feel Senior Services is currently, considering all types of diversity (cultural, racial, religious, age, sex/gender, sexual orientation, different abilities)?



Value	Percent	Responses
Somewhat Diverse	7.7%	6
Moderately Diverse	32.1%	25
Very Diverse	46.2%	36
Extremely Diverse	14.1%	11
Totals: 78		

3. Please answer the following questions.

	Strongly Disagree	Somewhat Disagree	Neutral	Agree	Strongly Agree	Responses
Senior Services fosters a workplace that allows employees to be themselves at work without fear.	1 1.3%	4 5.1%	10 12.8%	38 48.7%	25 32.1%	78
Count						
Row %						

	Strongly Disagree	Somewhat Disagree	Neutral	Agree	Strongly Agree	Responses
At Senior Services, employees appreciate others whose backgrounds, beliefs and experiences are different from their own. Count Row %	0 0.0%	2 2.6%	9 11.5%	47 60.3%	20 25.6%	78
I trust Senior Services to be fair to all employees. Count Row %	0 0.0%	6 7.7%	8 10.3%	43 55.1%	21 26.9%	78
If I raised a concern about discrimination, I am confident my employer would take me seriously and respond accordingly. Count Row %	1 1.3%	2 2.6%	12 15.4%	34 43.6%	29 37.2%	78
I feel like I belong here. Count Row %	1 1.3%	2 2.6%	6 7.7%	38 48.7%	31 39.7%	78
The people I work with treat each other with respect. Count Row %	1 1.3%	2 2.6%	7 9.0%	40 51.3%	28 35.9%	78
If I saw something wrong at work, I would feel comfortable reporting it. Count Row %	2 2.6%	1 1.3%	10 12.8%	40 51.3%	25 32.1%	78
I am empowered to make decisions that impact my work. Count Row %	0 0.0%	4 5.1%	8 10.3%	42 53.8%	24 30.8%	78

	Strongly Disagree	Somewhat Disagree	Neutral	Agree	Strongly Agree	Responses
I feel my unique background and identity (i.e. my differences) are valued at Senior Services. Count Row %	1 1.3%	2 2.6%	14 17.9%	38 48.7%	23 29.5%	78
We have healthy disagreements and debate on my team. Count Row %	3 3.8%	6 7.7%	19 24.4%	36 46.2%	14 17.9%	78
My immediate manager encourages people with different ideas and opinions to speak up. Count Row %	1 1.3%	6 7.7%	14 17.9%	27 34.6%	30 38.5%	78
If I make a mistake at work, it is not unfairly held against me. Count Row %	2 2.6%	4 5.1%	11 14.1%	39 50.0%	22 28.2%	78
On my team, we are able to have discussions on difficult/uncomfortable topics. Count Row %	1 1.3%	5 6.4%	19 24.4%	34 43.6%	19 24.4%	78
During team meetings, all members are encouraged to speak up and share thoughts and ideas. Count Row %	2 2.6%	3 3.8%	6 7.7%	42 53.8%	25 32.1%	78
Employees of different ages are valued equally by this organization. Count Row %	0 0.0%	2 2.6%	11 14.1%	41 52.6%	24 30.8%	78

	Strongly Disagree	Somewhat Disagree	Neutral	Agree	Strongly Agree	Responses
Racial, ethnic, sexual, disability, age and gender-based jokes or slurs are not tolerated at this organization. Count Row %	2 2.6%	0 0.0%	2 2.6%	35 44.9%	39 50.0%	78
Senior Services provides an environment for the free and open expression of ideas, opinions and beliefs. Count Row %	1 1.3%	4 5.1%	10 12.8%	41 52.6%	22 28.2%	78
When I speak up at work, I feel like my voice matters. Count Row %	1 1.3%	3 3.8%	12 15.4%	41 52.6%	21 26.9%	78
Perspectives like mine are included in decision-making. Count Row %	2 2.6%	4 5.1%	22 28.2%	32 41.0%	18 23.1%	78
I believe Senior Services is a safe and supportive workplace for all people. Count Row %	1 1.3%	2 2.6%	7 9.0%	41 52.6%	27 34.6%	78
I feel comfortable talking with my colleagues about issues related to diversity . Count Row %	1 1.3%	6 7.7%	8 10.3%	46 59.0%	17 21.8%	78
I know where to find resources to learn more about diversity, equity and inclusion in the workplace. Count Row %	3 3.8%	2 2.6%	11 14.1%	43 55.1%	19 24.4%	78

Strongly Disagree **Somewhat Disagree** **Neutral** **Agree** **Strongly Agree** **Responses**

Totals

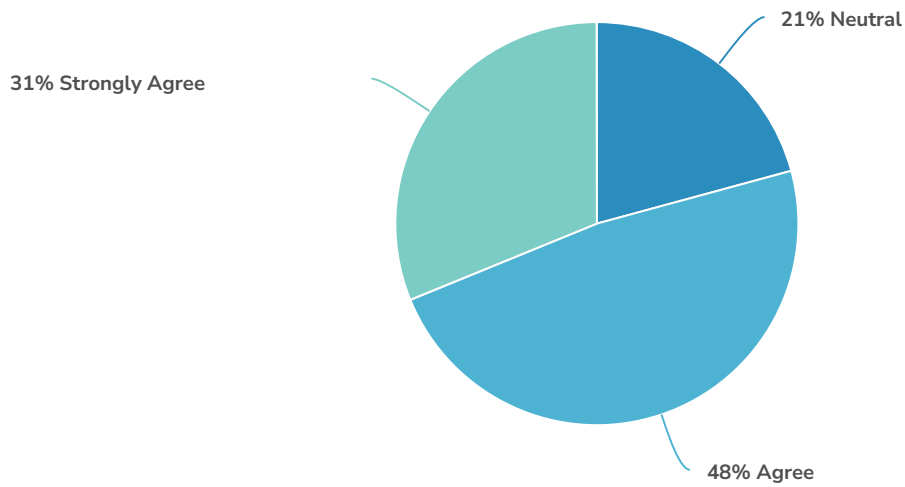
Total Responses

78

4. Please answer the following questions.

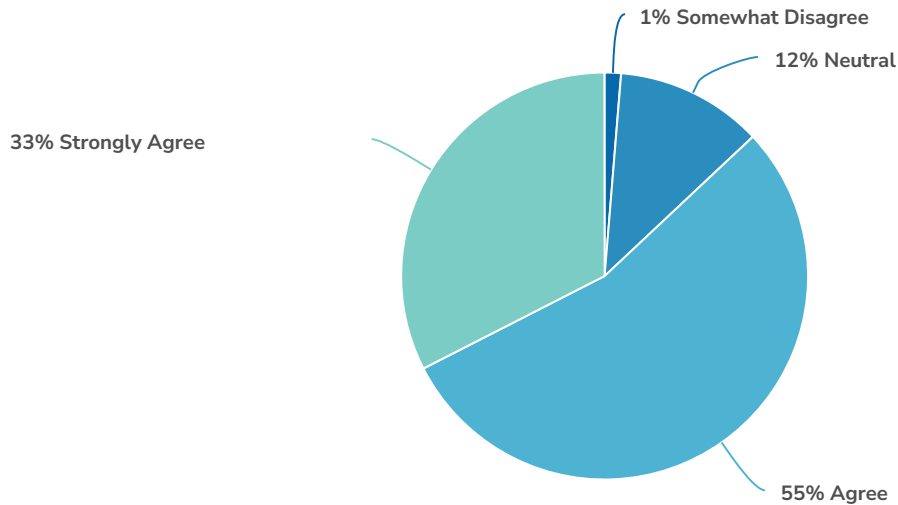
	Strongly Disagree	Somewhat Disagree	Neutral	Agree	Strongly Agree	Responses
I know the measures Senior Services takes to seek a diverse candidate pool when hiring. Count Row %	2 2.6%	6 7.7%	31 39.7%	27 34.6%	12 15.4%	78
There is diversity among the people a job candidate will meet/see on their first visit to Senior Services. Count Row %	1 1.3%	2 2.6%	16 20.5%	42 53.8%	17 21.8%	78
Employees of different backgrounds are encouraged to apply for higher positions. Count Row %	2 2.6%	3 3.8%	25 32.1%	36 46.2%	12 15.4%	78
I believe that advancement is based on clear and fair criteria. Count Row %	0 0.0%	4 5.1%	23 29.5%	42 53.8%	9 11.5%	78
There is a career development path for all employees at Senior Services. Count Row %	0 0.0%	8 10.3%	28 35.9%	35 44.9%	7 9.0%	78
Totals Total Responses						78

5. My experiences at Senior Services have led me to become more understanding of differences among my coworkers.



Value	Percent	Responses
Neutral	20.8%	16
Agree	48.1%	37
Strongly Agree	31.2%	24
		Totals: 77

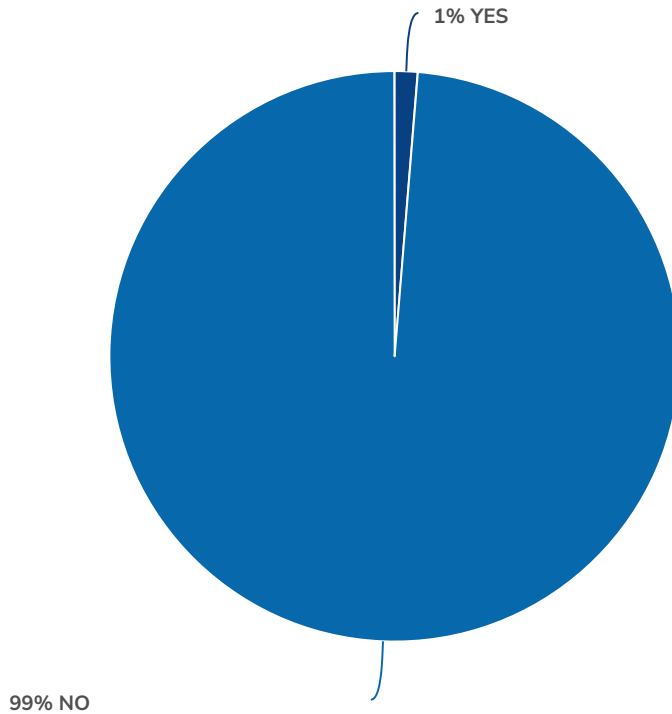
6. Getting to know people with backgrounds different from my own has been easy at Senior Services.



Value	Percent	Responses
Somewhat Disagree	1.3%	1
Neutral	11.7%	9
Agree	54.5%	42
Strongly Agree	32.5%	25

Totals: 77

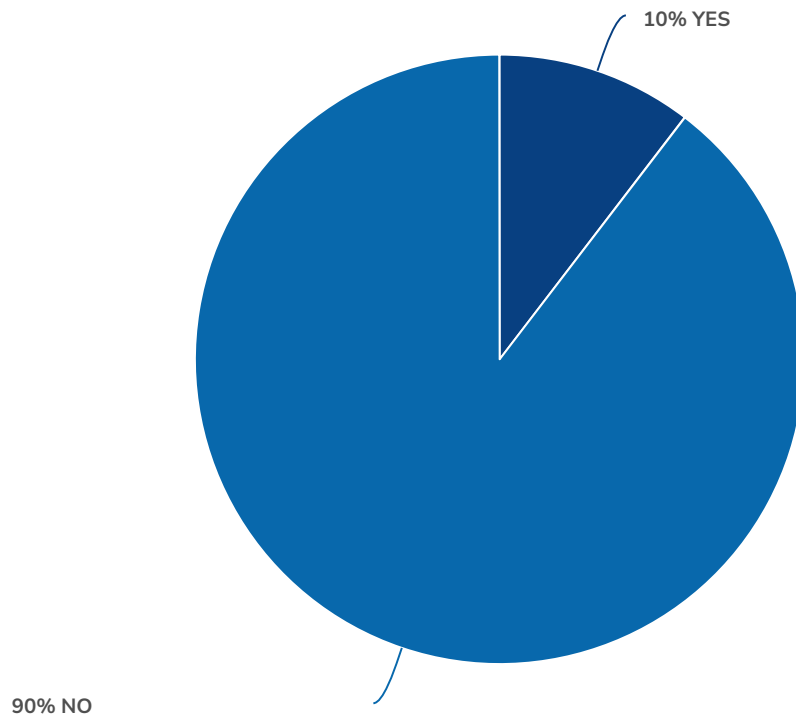
7. Over the past 12 months, have you experienced any discrimination (i.e., unfair, negative, or adverse treatment) at Senior Services based on one or more aspects of your background or identity (e.g., gender, age, ethnicity, sexual orientation, etc.)? If yes, please explain.



Value	Percent	Responses
YES	1.3%	1
NO	98.7%	76

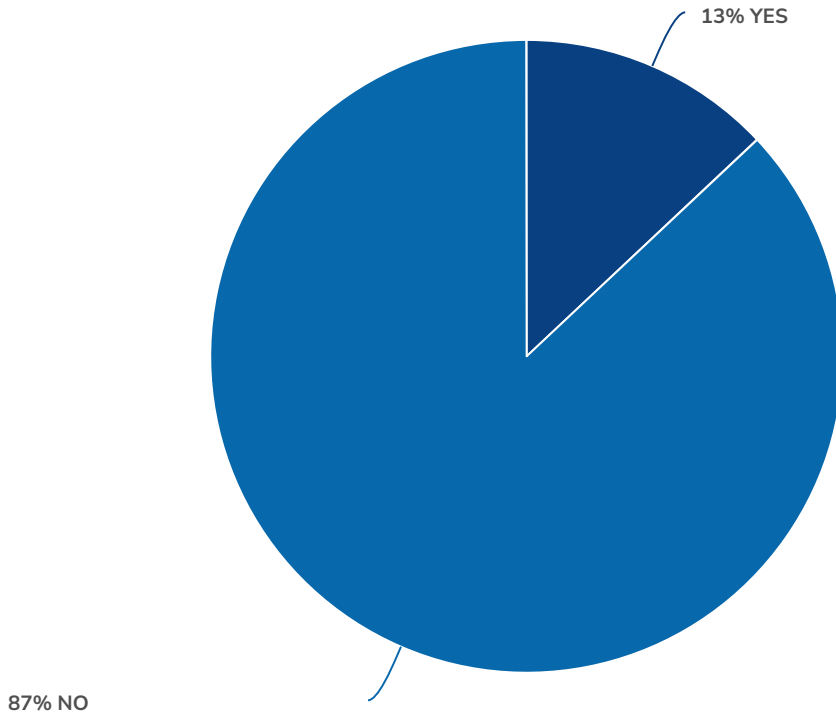
Totals: 77

8. Over the past 12 months, have you experienced any unwelcome comment(s) or conduct at Senior Services that you felt was/were offensive, embarrassing, or hurtful (e.g., inappropriate jokes, slurs, rumors, hurtful gossip, isolating behaviors)? If yes, please explain.



Value	Percent	Responses
YES	10.4%	8
NO	89.6%	69
		Totals: 77

9. Over the past 12 months, have you ever felt uncomfortable as a result of actions, words or behaviors you observed or experienced at Senior Services? If yes, please explain.



Value	Percent	Responses
YES	13.0%	10
NO	87.0%	67
		Totals: 77

10. Please answer the following questions.

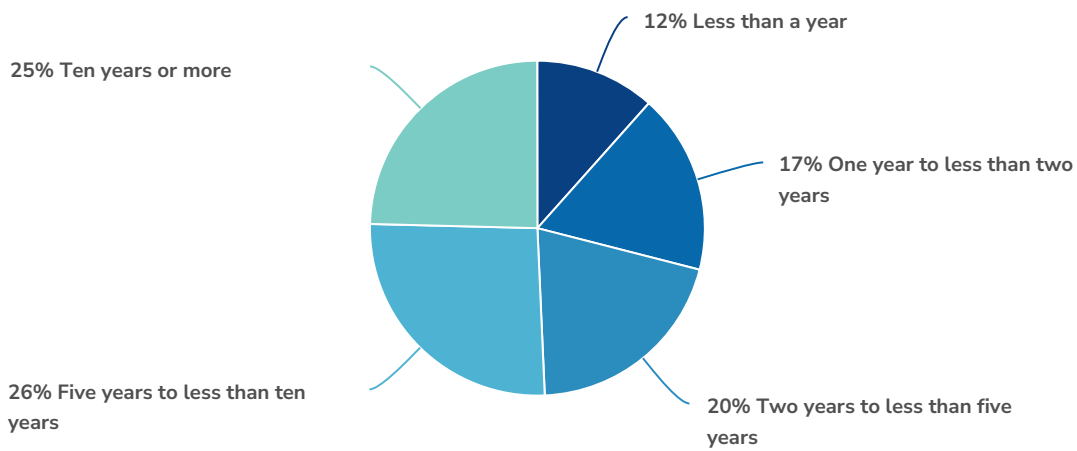
	Strongly Disagree	Somewhat Disagree	Neutral	Agree	Strongly Agree	Responses
Senior Services' policies or procedures encourage diversity, equity and inclusion.	0	2	8	41	26	77
Count	0	2	8	41	26	
Row %	0.0%	2.6%	10.4%	53.2%	33.8%	

	Strongly Disagree	Somewhat Disagree	Neutral	Agree	Strongly Agree	Responses
I am aware of and understand the procedures for reporting incidents of discrimination and/or bias in the workplace. Count Row %	1 1.3%	3 3.9%	6 7.8%	48 62.3%	19 24.7%	77
I believe Senior Services will take action in response to incidents of discrimination and/or bias. Count Row %	1 1.3%	3 3.9%	8 10.4%	43 55.8%	22 28.6%	77
My supervisor is committed to, and supports, diversity, equity and inclusion. Count Row %	1 1.3%	2 2.6%	6 7.8%	34 44.2%	34 44.2%	77
My supervisor handles matters related to diversity, equity and inclusion satisfactorily. Count Row %	1 1.3%	1 1.3%	15 19.5%	33 42.9%	27 35.1%	77
Senior Services has done a good job providing educational programs that promote diversity, equity and inclusion in our workplace. Count Row %	1 1.3%	3 3.9%	19 24.7%	38 49.4%	16 20.8%	77
I have a basic understanding of concepts related to racial equity (i.e. unconscious bias, structural racism, equity, etc.). Count Row %	1 1.3%	1 1.3%	3 3.9%	42 54.5%	30 39.0%	77

Strongly Disagree Somewhat Disagree Neutral Agree Strongly Agree Responses

Totals	
Total Responses	77

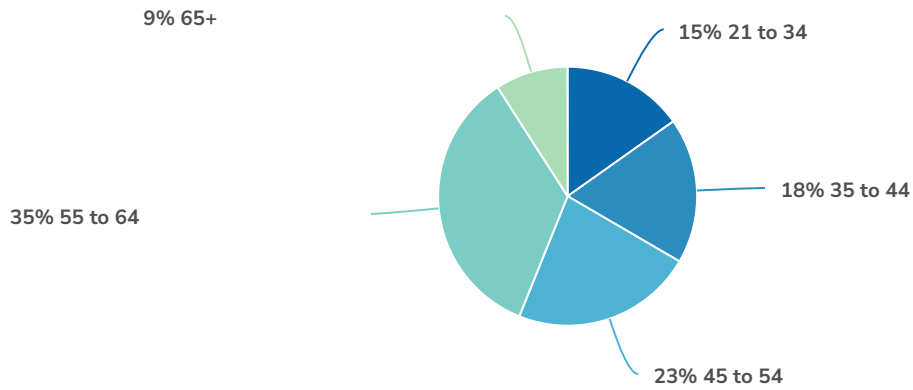
11. How long have you worked for Senior Services?

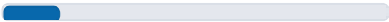
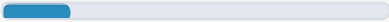
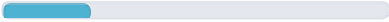
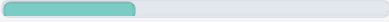
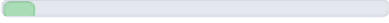


Value	Percent	Responses
Less than a year	11.6%	8
One year to less than two years	17.4%	12
Two years to less than five years	20.3%	14
Five years to less than ten years	26.1%	18
Ten years or more	24.6%	17

Totals: 69

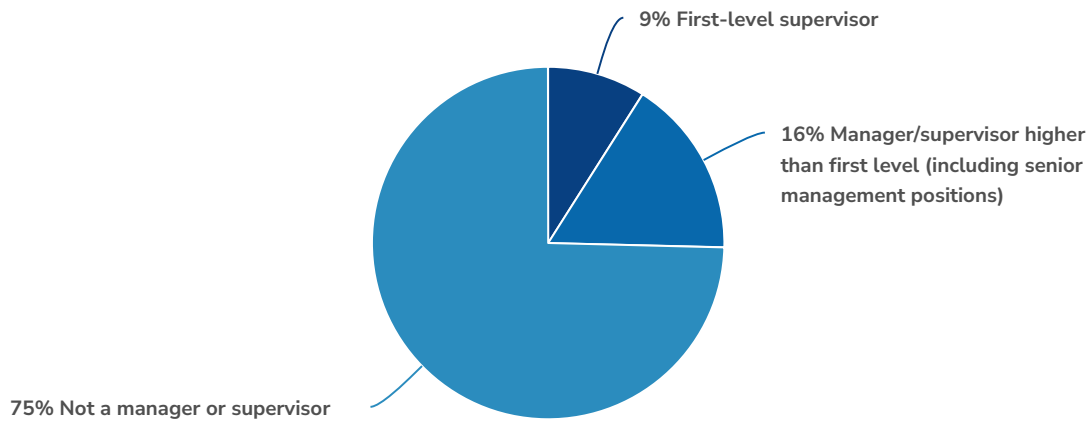
12. What is your age?



Value	Percent	Responses
21 to 34	15.2% 	10
35 to 44	18.2% 	12
45 to 54	22.7% 	15
55 to 64	34.8% 	23
65+	9.1% 	6

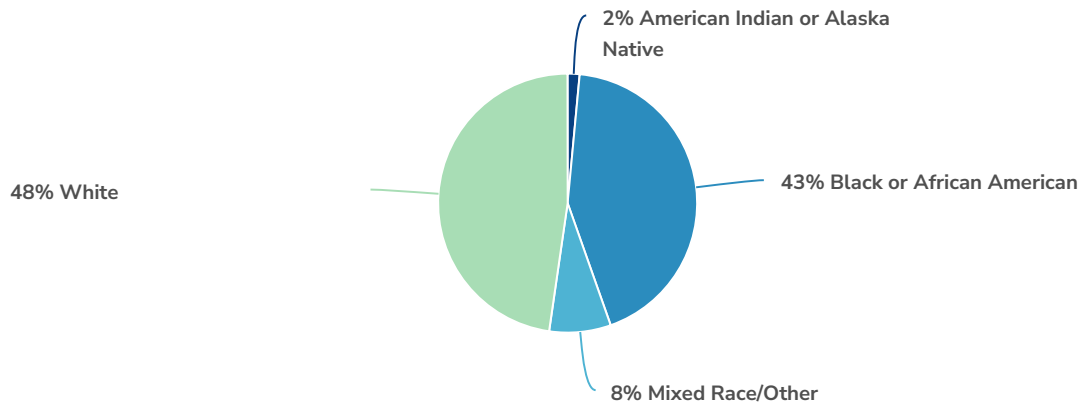
Totals: 66

13. Which of the following best describes your role in the organization?



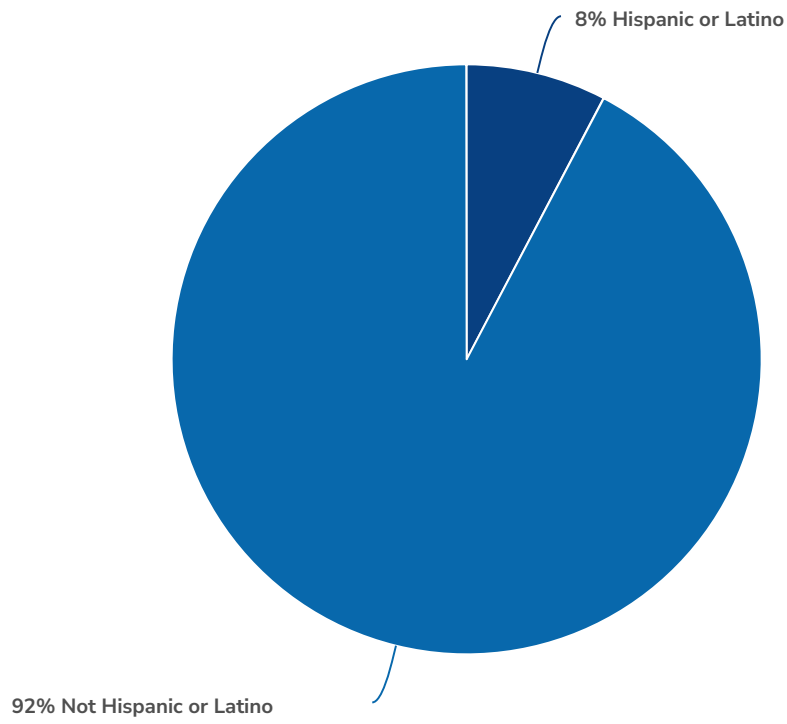
Value	Percent	Responses
First-level supervisor	9.0%	6
Manager/supervisor higher than first level (including senior management positions)	16.4%	11
Not a manager or supervisor	74.6%	50
		Totals: 67

14. What is your race?



Value	Percent	Responses
American Indian or Alaska Native	1.5%	1
Black or African American	43.1%	28
Mixed Race/Other	7.7%	5
White	47.7%	31
Totals: 65		

15. What is your ethnicity?



Value	Percent	Responses
Hispanic or Latino	7.7%	5
Not Hispanic or Latino	92.3%	60

Totals: 65