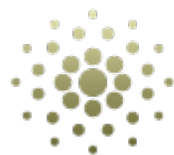


DURHAM COUNTY RACIAL EQUITY EMPLOYEE SURVEY

SUMMARY OF FINDINGS

October 2020



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY



Durham County

Racial Equity Employee Survey

Summary of Findings

Background

In the summer of 2020, Durham County partnered with the Government Alliance on Race and Equity (GARE) to perform a racial equity employee survey. An online questionnaire, developed by GARE, was administered to all County employees and Board of County Commissioners (Appendix A). The questionnaire addressed a variety of factors including employee understanding of key racial equity concepts, engagement in initiatives to advance racial equity, perceptions and awareness of institutional activities to advance racial equity, commitment to racial equity work, and accountability at the community level. An electronic invitation to participate in the survey, as well as several follow-up reminders, were sent to all Durham County employees.

GARE places racial equity front and center in the survey, analysis, and recommended next steps. While staff are often familiar with other entry points for addressing equity, such as diversity and inclusion, the term racial equity takes a more holistic approach to improve outcomes for all groups. The survey provided the following description to respondents: “Racial equity focuses on eliminating disproportionalities based on race and lifting up outcomes for all groups.”

The Racial Equity Employee Survey is to be understood within the context of the broader organizational learning approach: 1) **normalizing** a shared understanding of racial equity, 2) **organizing** to enhance internal skills and commitment and to better partner across communities and institutions, and 3) **operationalizing** racial equity within policies, programs and practices within Durham County.

GARE staff cleaned, checked and analyzed the survey data. Descriptive statistics were run on all 57 survey items (Appendix B). Additionally, where appropriate, data was disaggregated by race and ethnicity, supervisory status, and department. The threshold to disaggregate data was 25 or more employee responses. Disaggregation for some racial and ethnic subgroups were not possible, nor certain departments, due to low sample sizes. However, where sample sizes were adequate, disaggregated results were produced. This document serves to provide a brief summary of the findings.

Employee Survey Results

Participants

A total of 1,308 employees participated in the racial equity employee survey, accounting for a 68.3% response rate. A total of 1,214 questionnaires met the completion threshold and were useable, resulting in a 63.5% effective response rate. Among those who specified their gender, a majority (58.8%) identified as female. In terms of race and ethnicity, approximately half (53.8%) identified as Black or African

American. Over a third (36.0%) were White, non-LatinX. The remainder identified as Multiracial (4.9%), LatinX (4.1%), Asian or Asian American (0.7%), American Indian or Alaska Native (0.5%), and Native Hawaiian or Other Pacific Islander (0.1%). Less than one in ten (5.8%) indicated they have a disability.

Survey respondents came from across all 23 departments provided in the survey. A majority (70.8%) noted their primary work location was a centralized office. Survey respondents exhibited variation in organizational tenure. Most frequently, survey respondents indicated between one and five years (34.5%), followed by 11 to 20 years (26.5%). Over two third (68.1%) indicated they did not manage or supervise people.

Employee Experience and Perspectives

Survey respondents reported a range of knowledge, skills, and experiences with racial equity. A majority of respondents indicated agreement that they felt competent in their interactions with people of other races (97.0%; Figure 1). Slightly fewer (96.2%) agreed it was valuable to examine and discuss the impacts of race. A greater percentage (98.0%) agreed they possessed a basic understanding of concepts related to racial equity. Less agreed they knew how to identify examples of institutional racism (82.0%) or felt comfortable talking about race (79.9%). Among the employees who indicated they could identify examples of institutionalized racism, over half (57.3%) agreed they had the tools to address institutional racism in their workplace.

96%
OF EMPLOYEES AGREE
IT IS VALUABLE TO
EXAMINE AND
DISCUSS THE IMPACTS
OF RACE

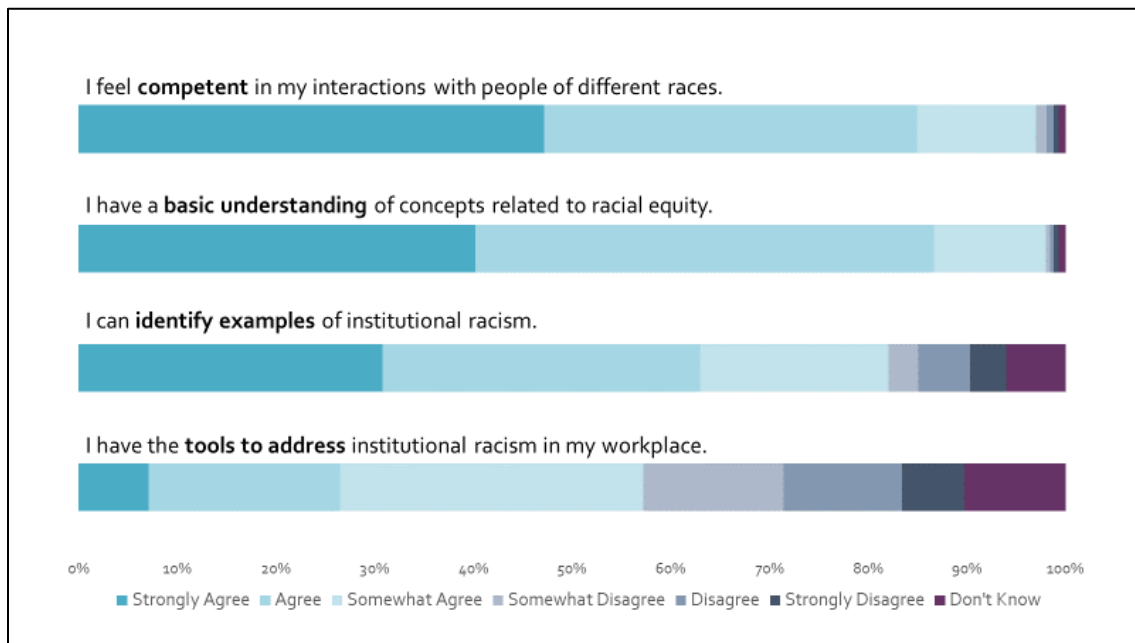


Figure 1. Individual-level perspectives among Durham County employee survey respondents.

Over a third of survey respondents (39.2%) indicated they had attended one or two racial equity trainings or workshops, while nearly a quarter (22.9%) indicated attending three or more trainings. Among respondents who attended trainings, nearly nine out of ten (85.7%) agreed the trainings were useful. In terms of involvement with racial equity in the workplace, over half (56.0%) of survey respondents agreed they were actively involved. With regards to enhancing involvement, the two most frequently noted needs were “more information, so employees knew what to do” (47.5%) and “additional training” (40.4%). Less than a quarter (22.6%) indicated they were happy with their current level of involvement.

23%
OF EMPLOYEES ARE
HAPPY WITH THEIR
LEVEL OF
INVOLVEMENT IN
RACIAL EQUITY

Department-Level Insights

Survey respondents were also asked to characterize and assess their department. Over two third (70.3%) agreed their department was committed to racial equity (Figure 2). Among all respondents, approximately half (47.1%) agreed their department had taken steps to reduce racial inequities. Overall, survey respondents indicated varying responses toward their department’s progress toward racial equity. Less than half (46.8%) of survey respondents agreed their department, on the whole, was making progress toward achieving racial equity.

Leadership

With respect to leadership in their department, over half (56.6%) of survey respondents agreed their leadership participates in and supports discussions about racial equity. Fewer (52.2%) agreed their leadership communicates the importance of addressing racial inequities and achieving racial equity.

ABOUT ONE IN TWENTY
SPECIFIED THEIR
DEPARTMENT HAD A
RACIAL EQUITY WORK
GROUP, ACTION PLAN,
OR CONSISTENLY USED A
RACIAL EQUITY TOOL

Infrastructure and Tools

In terms of resources, four out of ten (40.4%) agreed their department provided resources necessary for addressing racial disparities and achieving racial equity. A greater percentage (53.3%) agreed employees were encouraged to participate in racial equity trainings, workshops, or events, while fewer agreed their department provided racial equity training (38.8%). Across all respondents, a small percentage indicated their department had a racial equity work group (5.8%), a racial equity action plan (4.0%), or consistently used a racial equity tool (4.1%).

Workforce Equity, Contracting, and Procurement

With regards to departmental workforce, over two third (67.9%) of all respondents agreed their department reflected the diversity of the community. Fewer (42.7%) agreed their department was taking concrete actions to improve workforce equity. With regards to contracting and procurement practices, about a third (34.6%) agreed their department’s contracting and procurement process equitably benefit the diversity of the community. Fewer (28.9%) agreed their department is taking concrete actions in contracting and procurement practices to increase equity.

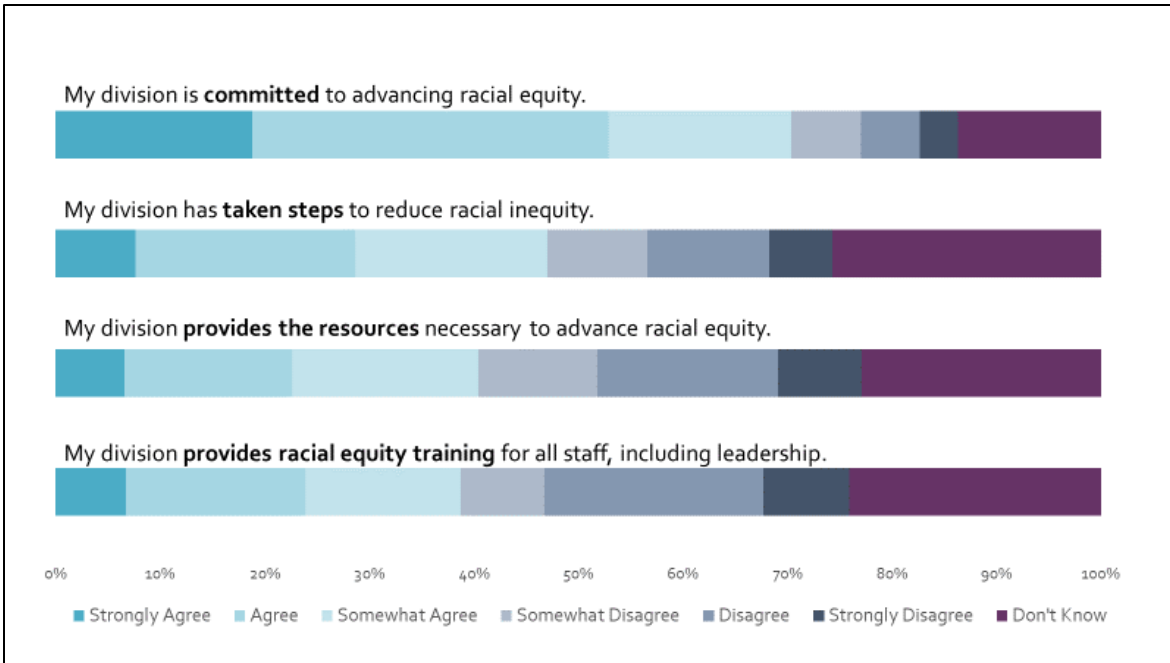


Figure 2. Department-level perspectives among Durham County employee survey respondents.

Advancing Racial Equity in the Community

Employees were also asked to provide their perspectives on their department’s external facing efforts. Over four in ten (41.5%) agreed their department was taking concrete actions to increase racial equity for their communities. A similar percentage (40.6%) agreed their department sought input and assistance on decision-making from communities of color. Over a third (35.5%) agreed their department partners with other organizations to advance racial equity. Fewer (24.5%) agreed their department implements racial equity programs that communities of color lead. About half (49.8%) agreed their department was making progress on improving access to services for people of color. Over a third (38.1%) of respondents agreed their department was making progress on improving access to services for refugees and immigrants. Over half (56.7%) agreed their department provided interpretation and translation services for people with limited English.

Durham County Enterprise-Wide Insights

Employees were also asked to weigh in on their government as a whole. Over half (58.2%) agreed Durham County, as a whole, has made an explicit commitment to advancing racial equity. About half (48.7%) survey respondents could identify one or more concrete actions their government had taken to address racial inequities in the community. Across all survey respondents, the most frequently identified strategies among those provided were increasing workforce diversity (29.3%) and staff training on racial equity (26.9%). Overall, greater than half (56.4%) agreed Durham County, on the whole, was making progress on advancing racial equity in the communities across the state. Slightly more (59.4%) agreed the community, as a whole, is making progress advancing racial equity.

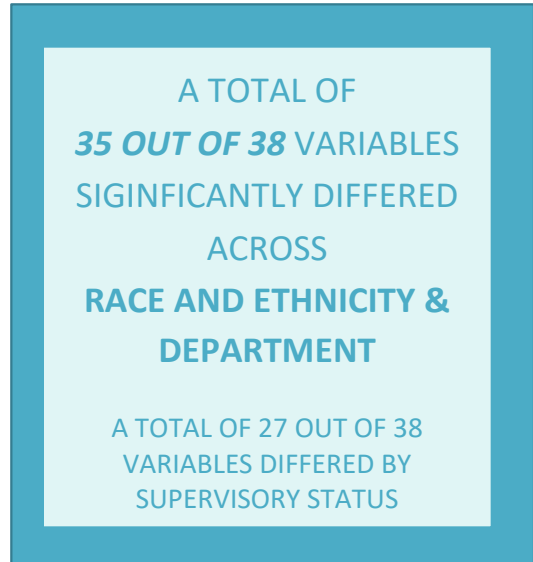
Disaggregated Results

Results were disaggregated by several variables of interest, including race and ethnicity, supervisory status and department. A total of 38 variables were included in the analysis. Chi-Square tests were performed to assess if statistically significant differences existed among the various subgroups explored.

A finding of statistical significance means that the differences cannot be attributed to chance. The statistically significant findings are summarized briefly below.

Differences by Race and Ethnicity

With regards to results across race and ethnicity subgroups, statistically significant differences were found among 35 out of the 38 variables explored (Appendix C). It is important to note that several racial subgroups had to be dropped from the analysis given low sample sizes. Those dropped from the Chi-Square analysis included those who identified as American Indian or Alaska Native, Asian or Asian American, Native Hawaiian and Other Pacific Islander due to small sample size. Thus, all results were across the remaining racial and ethnic employee subgroups. Generally speaking, White, non-LatinX respondents exhibited lower agreement with possession of individual skills, background, and understanding, while indicating higher agreement in the progress and work being done in their respective department and across Durham County. Black or African American respondents were more inclined to indicate disagreement with regards to departmental efforts, as compared to other racial and ethnic subgroups.



Differences by Supervisory Status

Differences were also explored between supervisors and non-supervisors. A total of 27 out of the 38 variables resulted in statistically significant differences between supervisors and non-supervisors (Appendix D). Generally speaking, supervisors more frequently agreed with statements about their respective department, as compared to non-supervisors. Non-supervisors, on the other hand, were more inclined to indicate they disagreed or did not possess knowledge as it related to activities their department undertook to advance racial equity.

Differences by Department

The threshold to disaggregate departmental data was having 25 or more employee responses. A total of eight departments had a large enough sample size to include in the analysis. Across the eight departments, a total of 35 out of the 38 variables resulted in statistically significant differences (Appendix E). Most notably, knowledge and awareness of departmental racial equity efforts varied greatly across departments, as indicated by the percent who answered departmental focused survey items with “don’t know”.

Organizational Success and Challenges: Open-Ended Results

Respondents also had the opportunity to provide written feedback on the survey. Specifically, the survey provided space for respondents to share any past or present successes or challenges the organization has in addressing racial inequities and advancing racial equity. A total of 122 respondents (10.0%) provided open-ended feedback. The comments were qualitatively analyzed to produce themes. A total of 11 different themes emerged. The four most frequently mentioned themes were labeled as: 1) *operationalizing racial equity*, 2) *increasing awareness*, 3) *leadership*, and 4) *human resource practices*.



The most frequently noted theme was *operationalizing racial equity*. Within this theme, employee respondents shared a range of actions required to embed racial equity work within Durham County. Most often, respondent comments centered on acknowledging specific action to. For instance, one respondent noted “our department was making efforts towards racial equity through discussions, trainings and community interactions etc. This was ceased last year when there was not a clear plan and direction under interim leadership. Afterwards, nothing else was addressed. In my opinion, our department has moved backwards. As an organization if a tool exists, it should be shared so that employees know how to apply to their daily work regardless of their assigned responsibilities. If we are using a racial equity lens, help employees to understand just how to use it etc.” Another respondent noted “I have been involved in

“TO REALIZE AND ACHIEVE THE SUSTAINING BEAUTY OF RACIAL EQUITY WE HAVE TO ADDRESS THE UGLINESS NOT ONLY THE PAST BUT ALSO THE PRESENT”

DURHAM COUNTY EMPLOYEE

several talks/forums on racial equity and in the end, it was all talk. People in the groups were mostly already onboard with the concept of racial equity. The hard discussions seldom happened for fear of being offensive or too sensitive. To realize and achieve the sustaining beauty of racial equity we have to address the ugliness of not only the past but also the present (as it reflects on all sides). The steps toward Racial Equity and its healing begin when there is complete understanding of all the past and ongoing bruising issues of racial inequality. I certainly hope DCo Government is successful in leading us on this very difficult path (which is long overdue but good for the overall community)”.

The second most noted theme was entitled *increasing awareness*. The comments within this theme centered on narratives that suggest the call to assist employee’s to better understand the need of Durham County to focus on racial equity. For example, one respondent noted, “there are no racial disparities within the [department name redacted], so there is no reason to allocate money, or change any policies, for a problem that does not exist within our department...I do not believe there are any racial disparities within Durham County as a whole either. Durham is one of the most diverse and respectful place[s] I have even known and there is no need to change anything”. Another respondent noted “There is no such racial inequities within my department”.

The next two themes were noted with the same frequency. With regards to *leadership*, respondents noted issues within leadership that quells progress with racial equity, internally. For instance, one respondent

noted, “my past supervisor was good at displaying professional racial relationships with the employees. My current supervisor is not so great at displaying a professional racial relationship with me. I experience different treatment than my co-workers who are of a different race”. Other commenters noted problematic leadership behaviors. For instance, one respondent noted, “it feels like we are constantly bullied by upper management and treated as chattel”.

Tied with *leadership*, was the theme of *human resource practices*. Comments in this theme focused on recruitment, promotion, and tenure. For instance, related to recruitment, one respondent stated, “the population of the Department I work in does not, in any way, reflect the community population or even those we serve”. Another respondent noted “people affiliated with Greek clubs or sororities get more promotions for supervisory and program manager positions. Skills, knowledge, and years of service are often overlooked when it comes to promotions”.

Summary and Recommendations

Results from the employee survey help to assess efforts to both build a shared understanding of racial equity and implement racial equity strategies. Overall, respondents indicated a high degree of willingness and capacity to engage in racial equity work. A majority of respondents agreed they thought it was valuable to examine and discuss the impacts of race and felt comfortable talking about race. A majority also agreed they had a basic understanding of concepts related to racial equity. Taken together, these results are excellent enterprise-wide indicators of the potential for meaningful future engagement and action among employees.

Results revealed general agreement on departmental actions to demonstrate greater institutional commitment to racial equity and support employee engagement. Moving forward, an emphasis on building internal infrastructure to guide racial equity efforts will be advantageous to both operationalize and organize efforts across the organization. Specifically, the use of workgroups, implementing existing plans, and deployment of readily available tools will maximize efficacy and effectiveness. The involvement of a broad cross section of employees across all departmental levels is also called for to increase internal awareness of activities being undertaken and embed the work more thoroughly.

Results also revealed consistent statistically significant differences between respondents of color and white, non-LatinX respondents. Results also indicated differences based on supervisory status. In sum, these differences will be important to take into consideration and point to the importance of centering the lived experiences of employees of color and non-supervisory staff as Durham County engages employees in efforts to normalize, operationalize, and organize racial equity efforts.

Finally, the results suggest that active leadership and more robust communication across all levels will facilitate stronger partnerships, staff engagement, and improved outcomes for all. The data yielded from this survey are useful for shaping Durham County’s long-term organizational racial equity strategy. It is recommended the employee survey be repeated in two years’ time, in 2022, to evaluate Durham County’s continued progress toward advancing racial equity.

Appendix A
Durham County Racial Equity Employee Survey
Survey Instrument



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Durham County Racial Equity Survey Employee Survey on Racial Equity

Thank you for participating in this racial equity survey. Your feedback will provide information that will be helpful to advancing racial equity in Durham County. Racial equity focuses on eliminating disproportionalities based on race and lifting up outcomes for all groups. By continuing on to the next page, you agree to participate in this employee survey voluntarily. Your responses are anonymous; you will not be identified in any of the survey analysis. Your responses will be combined with the responses of other employees in any subsequent analyses.



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Durham County Racial Equity Survey

Your Experiences and Perspectives

This first section is focused on your own individual experiences, knowledge and opinions. Even if you do not personally feel that you have experience or knowledge about race and equity, we need to hear from you, as it will help inform our work.

1. I think it is valuable to examine and discuss the impacts of race.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

2. I feel competent in my interactions with people of other races.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

3. I have a basic understanding of concepts related to racial equity.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

4. How many trainings / workshops about racial equity have you attended?

- None
- One or two
- Three or more



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Durham County Racial Equity Survey

Your Experiences and Perspectives

5. In general, I have found trainings / workshops about racial equity to be useful.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know



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Durham County Racial Equity Survey

Your Experiences and Perspectives

6. I can identify examples of institutional racism (i.e., when organizational programs or policies work better for white people than for people of color, regardless of intention).

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know



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Durham County Racial Equity Survey

Your Experiences and Perspectives

7. I have the tools to address institutional racism in my workplace.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know



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Durham County Racial Equity Survey In Your Department

The next section of the questionnaire is focused on your experiences and perspectives of your department. Please think about your department as you complete this section.

8. I feel comfortable talking about race.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

9. I am actively involved in advancing racial equity in my work.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

10. I would become more active in advancing racial equity if... (check all that apply)

- I had more information, so I knew what to do
- I received training
- I had more time
- I had the support of my supervisor or manager
- Racial equity strategies received more funding
- I believed there are serious issues related to race
- I am happy with my current level of engagement

11. I have used a racial equity tool on policy, program, or budget decisions.

- Yes
- No
- Don't know



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Durham County Racial Equity Survey **In your Department**

12. I feel confident setting racial equity outcomes and goals when using a racial equity tool.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know



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Durham County Racial Equity Survey

Your Department's Racial Equity Work: Leadership, Infrastructure and Tools

The next section continues to focus on your experiences and perspectives within your department. Please reflect upon your department as you complete the section.

13. My department is committed to racial equity.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

14. Leadership in my department participates in and supports conversations about racial equity.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

15. Leadership in my department communicates the importance of addressing racial inequities and achieving racial equity.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

16. My department provides resources for addressing racial inequities and achieving racial equity.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

17. My department has taken steps to reduce racial inequities, including but not limited to workforce issues.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

18. My department provides racial equity training for all staff, including leadership.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

19. Employees are encouraged to participate in trainings, workshops, or events about racial equity.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

20. Does your department have a racial equity work group?

- Yes
- No
- I don't know



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Durham County Racial Equity Survey

Your Department's Racial Equity Work: Leadership, Infrastructure and Tools

21. My department's racial equity work group provide effective support to my department?

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know



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Durham County Racial Equity Survey

Your Department's Racial Equity Work: Leadership, Infrastructure and Tools

22. Does your department have a racial equity action plan?

- Yes
- No
- Don't know

23. Does your department collaborate with other departments on their racial equity action plan?

- Yes
- No
- Don't know

24. Does your department collaborate with external organizations to implement a racial equity plan?

- Yes
- No
- Don't know

25. Does your department use a racial equity tool in making decisions about policies, initiatives, programs or budget decisions?

- Consistently
- Occasionally
- Rarely
- Never
- Don't know



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Durham County Racial Equity Survey

Your Department's Racial Equity Work: Leadership, Infrastructure and Tools

26. Use of the racial equity tool has helped to improve my department's policies, initiatives, programs or budget decisions.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know



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Durham County Racial Equity Survey

Your Department's Racial Equity Work: Leadership, Infrastructure and Tools

27. As a whole, my department is making progress towards achieving racial equity.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know



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Durham County Racial Equity Survey

Your Department's Racial Equity Work: Workforce Equity

28. The racial demographics of employees within my department reflect the diversity of our community.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

29. My department is taking concrete actions to improve workforce equity.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know



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Durham County Racial Equity Survey

Your Department's Racial Equity Work: Contracting and Procurement Equity

30. The results of my department's contracting and procurement equitably benefit the racial diversity of our community.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

31. My department is taking concrete actions to increase equity in its contracting and procurement practices.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know



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Durham County Racial Equity Survey

Your Department's Racial Equity Work: Advancing Racial Equity in the Community

32. My department is taking concrete actions to increase racial equity for our communities.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

33. My department seeks input and assistance on decision-making from communities of color.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

34. My department partners with other institutions and organizations to advance racial equity.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

35. My department implements racial equity programs that communities of color lead.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

36. My department is making progress on improving access to services for people of color.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

37. My department is making progress on improving access to services for refugees and immigrants.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

38. My department is making progress at providing interpretation and translation services for people with limited English.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know



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Durham County Racial Equity Survey

Your Jurisdiction as a Whole

The next section is focused on your overall jurisdiction, Durham County, as a whole. Please reflect upon your entire organization in your responses to this section.

39. Our government, overall, has made an explicit commitment to advancing racial equity.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

40. I can identify one or more concrete actions that our government has taken to address racial inequities in our community.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know

41. To my knowledge, our overall organizational strategy to advance racial equity has so far included... (check all that apply.)

- Allocation of budgetary resources for racial equity efforts
- Creation of racial equity teams
- Development of a racial equity vision or mission statement
- Development of a racial equity action plan
- Disaggregated data by race to inform decision-making
- Engaging community to inform decision-making
- Increasing workforce diversity
- Making changes to policies, practices and/or procedures
- Passage of racial equity policies, resolutions, or legislation
- Participation in the GARE network
- Partnerships with other organizations to drive equitable outcomes
- Providing staff training on racial equity
- Using a racial equity tool to inform decision-making
- None of the above
- Other (please specify)

42. As a whole, our government is making progress advancing racial equity in the community.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know



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Durham County Racial Equity Survey

Your Community

The next section is focused on our overall community, Durham County, not just the efforts of government.

43. As a whole, our community is making progress advancing racial equity.

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree
- Don't know



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Durham County Racial Equity Survey About You

44. What department do you work for? (Select from the drop down menu below)

45. How long have you worked for your jurisdiction?

- Less than 1 year
- 1-5 years
- 6-10 years
- 11-20 years
- 21 or more years

46. Do you work primarily:

- In a downtown (or central location) office environment
- In an office environment, outside of downtown (or central location)
- Not in an office environment

47. Are you... (check all that apply)

- Full-time
- Part-time
- Seasonal

48. Do you manage or supervise people?

- Yes
- No

49. The next two survey items are the same as the Census items from the U.S. Census Bureau. We use these to be able to compare our results to categories in use.

What is your race? (check all that apply)

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White

50. Are you of Hispanic, Latino, or Spanish Origin?

- No, not of Hispanic, Latina/o, or Spanish origin
- Yes, Mexican, Mexican American, or Chicano
- Yes, Puerto Rican
- Yes, Cuban
- Yes, another Hispanic Latina/o or Spanish origin. Please specify:

51. Do the race and ethnicity categories you selected above reflect how you identify?

- Yes
- No
- Prefer not to say

If no, how do you identify? Please specify:

52. What is your gender?

- Female
- Male
- Non-binary/Third gender
- Prefer not to say
- Prefer to self-describe. Please specify:

53. Transgender is an umbrella term that refers to people whose gender identity, expression or behavior is different from those typically associated with their assigned sex at birth. Other identities considered to fall under this umbrella can include non-binary, gender fluid, genderqueer, and more.

Do you identify as transgender?

- Yes
- No
- Prefer not to say

54. What is your sexual orientation?

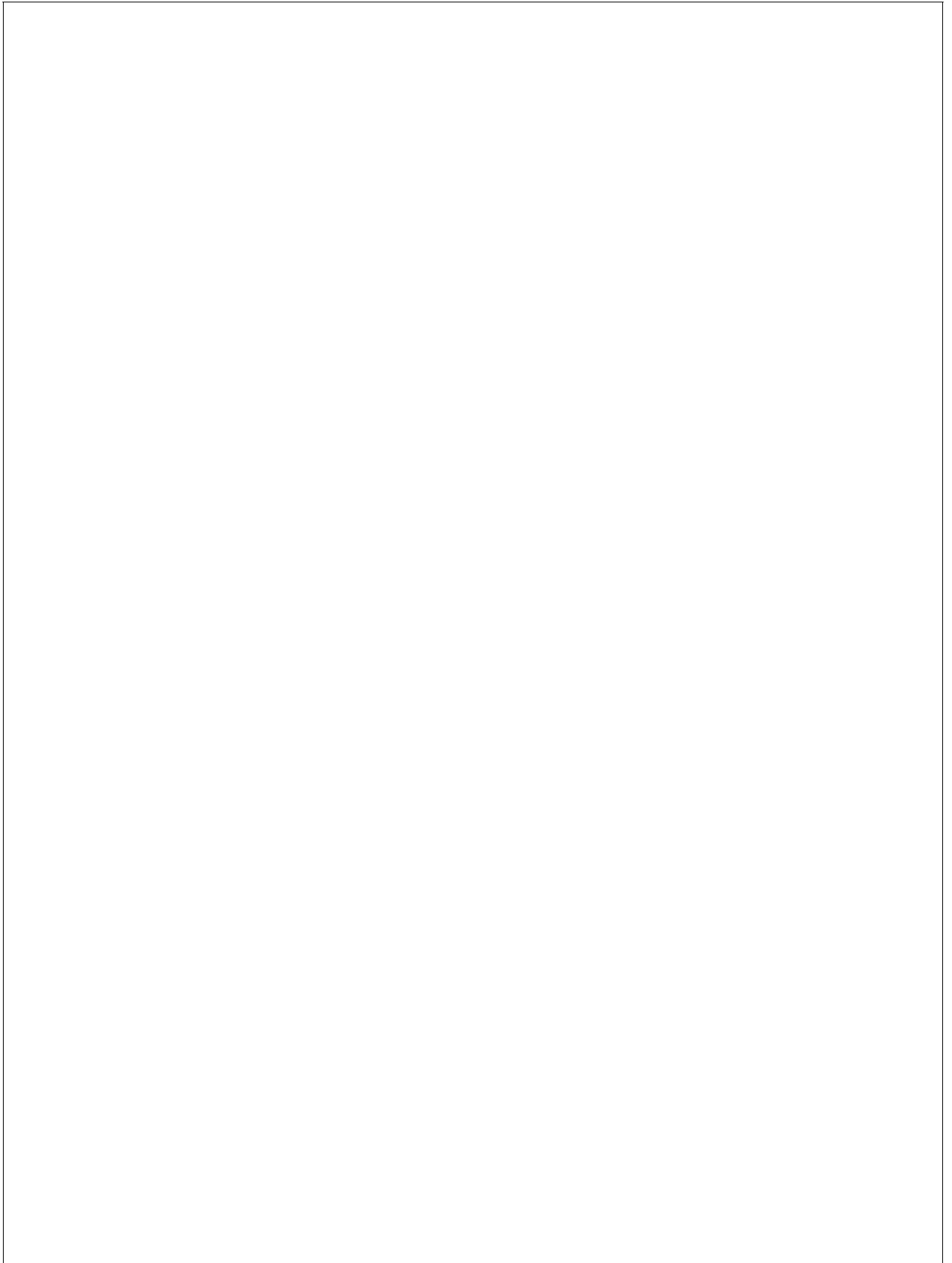
- Straight (heterosexual)
- Lesbian, gay, bisexual or questioning
- Another identity. Please specify:

55. Do you have a disability?

- Yes
- No

56. If there are other things you'd like to share about your identity, please feel free to comment below.

57. Please use the space below to share any past or present successes or challenges your jurisdiction has in addressing racial inequities and advancing racial equity.



Appendix B

Durham County Racial Equity Employee Survey

Overall Survey Results ¹

What is your gender?

| | | Frequency | Percent | Cumulative Percent |
|---------|--------------------------|-----------|---------|--------------------|
| | Prefer to self-describe. | 2 | .2 | .2 |
| | Female | 615 | 58.8 | 59.0 |
| | Male | 352 | 33.7 | 92.6 |
| | Non-binary/Third gender | 4 | .4 | 93.0 |
| | Prefer not to say | 73 | 7.0 | 100.0 |
| | Total | 1046 | 100.0 | |
| Missing | | 168 | | |
| Total | | 1214 | | |

Transgender is an umbrella term that refers to people whose gender identity, expression or behavior is different from those typically associated with their assigned sex at birth.

Are you transgender?

| | | Frequency | Percent | Cumulative Percent |
|---------|-------------------|-----------|---------|--------------------|
| Valid | Yes | 3 | .3 | .3 |
| | No | 993 | 96.0 | 96.3 |
| | Prefer not to say | 38 | 3.7 | 100.0 |
| | Total | 1034 | 100.0 | |
| Missing | System | 180 | | |
| Total | | 1214 | | |

¹ Overall results presented in the same order as Summary of Findings.

What is your sexual orientation?

| | Frequency | Percent | Cumulative Percent |
|---------------------------------------|-----------|---------|--------------------|
| Another identity | 17 | 1.7 | 1.7 |
| Straight (heterosexual) | 943 | 93.0 | 94.7 |
| Lesbian, gay, bisexual or questioning | 54 | 5.3 | 100.0 |
| Total | 1014 | 100.0 | |
| Missing | 200 | | |
| Total | 1214 | | |

Race and Ethnicity

| | Frequency | Percent | Cumulative Percent |
|---|-----------|---------|--------------------|
| American Indian or Alaska Native | 5 | .5 | .5 |
| Asian or Asian American | 7 | .7 | 1.2 |
| Black or African American | 551 | 53.8 | 54.9 |
| Native Hawaiian or Other Pacific Islander | 1 | .1 | 55.0 |
| White, non-LatinX | 369 | 36.0 | 91.0 |
| LatinX | 42 | 4.1 | 95.1 |
| Multiracial | 50 | 4.9 | 100.0 |
| Total | 1025 | 100.0 | |
| Missing | 189 | | |
| Total | 1214 | | |

Do you have a disability?

| | Frequency | Percent | Cumulative Percent |
|---------|-----------|---------|--------------------|
| Yes | 61 | 5.8 | 5.8 |
| No | 982 | 94.2 | 100.0 |
| Total | 1043 | 100.0 | |
| Missing | 171 | | |
| Total | 1214 | | |

What department do you work for?

| | Frequency | Percent | Cumulative Percent |
|--------------------------------------|-----------|---------|--------------------|
| Board of County Commissioners | 5 | .5 | .5 |
| County Manager | 10 | 1.0 | 1.5 |
| Finance | 8 | .8 | 2.3 |
| Budget | 6 | .6 | 2.9 |
| Legal | 15 | 1.5 | 4.5 |
| Veterans Services | 5 | .5 | 5.0 |
| Human Resources | 22 | 2.2 | 7.2 |
| Information Technology | 23 | 2.3 | 9.5 |
| Register of Deeds | 9 | .9 | 10.4 |
| Board of Elections | 5 | .5 | 11.0 |
| Cooperative Extension Services | 21 | 2.1 | 13.1 |
| Soil and Water Conservation | 4 | .4 | 13.5 |
| General Services | 26 | 2.6 | 16.1 |
| Sheriff Department/Jail | 211 | 21.4 | 37.5 |
| Youth Home | 15 | 1.5 | 39.0 |
| County Engineering | 18 | 1.8 | 40.9 |
| Tax Administration | 50 | 5.1 | 45.9 |
| Library | 105 | 10.6 | 56.6 |
| Social Services (DSS) | 199 | 20.2 | 76.8 |
| Public Health Services | 119 | 12.1 | 88.8 |
| Fire Marshal/Emergency Management | 7 | .7 | 89.6 |
| Emergency Medical Services | 59 | 6.0 | 95.5 |
| Criminal Justice Center | 44 | 4.5 | 100.0 |
| Total | 986 | 100.0 | |
| Missing | 228 | | |
| Total | 1214 | | |

Do you work primarily:

| | Frequency | Percent | Cumulative Percent |
|---|-----------|---------|--------------------|
| In a downtown (or central location) office environment | 738 | 70.8 | 70.8 |
| In an office environment, outside of downtown (or central location) | 109 | 10.5 | 81.2 |
| Not in an office environment | 196 | 18.8 | 100.0 |
| Total | 1043 | 100.0 | |
| Missing | 171 | | |
| Total | 1214 | | |

How long have you worked for your jurisdiction?

| | Frequency | Percent | Cumulative Percent |
|------------------|-----------|---------|--------------------|
| Less than 1 year | 82 | 7.8 | 7.8 |
| 1-5 years | 362 | 34.5 | 42.4 |
| 6-10 years | 182 | 17.4 | 59.7 |
| 11-20 years | 278 | 26.5 | 86.3 |
| 21 or more years | 144 | 13.7 | 100.0 |
| Total | 1048 | 100.0 | |
| Missing | 166 | | |
| Total | 1214 | | |

Do you manage or supervise people?

| | Frequency | Percent | Cumulative Percent |
|---------|-----------|---------|--------------------|
| Yes | 334 | 31.9 | 31.9 |
| No | 712 | 68.1 | 100.0 |
| Total | 1046 | 100.0 | |
| Missing | 168 | | |
| Total | 1214 | | |

I feel competent in my interactions with people of other races.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 571 | 47.2 | 47.2 |
| Agree | 456 | 37.7 | 84.9 |
| Somewhat agree | 147 | 12.1 | 97.0 |
| Somewhat disagree | 13 | 1.1 | 98.1 |
| Disagree | 9 | .7 | 98.8 |
| Strongly disagree | 6 | .5 | 99.3 |
| Don't know | 8 | .7 | 100.0 |
| Total | 1210 | 100.0 | |
| Missing | 4 | | |
| Total | 1214 | | |

I think it is valuable to examine and discuss the impacts of race.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 804 | 66.3 | 66.3 |
| Agree | 280 | 23.1 | 89.4 |
| Somewhat agree | 83 | 6.8 | 96.2 |
| Somewhat disagree | 14 | 1.2 | 97.4 |
| Disagree | 9 | .7 | 98.1 |
| Strongly disagree | 9 | .7 | 98.8 |
| Don't know | 14 | 1.2 | 100.0 |
| Total | 1213 | 100.0 | |
| Missing | 1 | | |
| Total | 1214 | | |

I have a basic understanding of concepts related to racial equity.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 487 | 40.2 | 40.2 |
| Agree | 562 | 46.4 | 86.7 |
| Somewhat agree | 137 | 11.3 | 98.0 |
| Somewhat disagree | 5 | .4 | 98.4 |
| Disagree | 5 | .4 | 98.8 |
| Strongly disagree | 6 | .5 | 99.3 |
| Don't know | 8 | .7 | 100.0 |
| Total | 1210 | 100.0 | |
| Missing | 4 | | |
| Total | 1214 | | |

I feel comfortable talking about race.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 272 | 22.5 | 22.5 |
| Agree | 426 | 35.2 | 57.7 |
| Somewhat agree | 269 | 22.2 | 79.9 |
| Somewhat disagree | 76 | 6.3 | 86.2 |
| Disagree | 98 | 8.1 | 94.3 |
| Strongly disagree | 46 | 3.8 | 98.1 |
| Don't know | 23 | 1.9 | 100.0 |
| Total | 1210 | 100.0 | |
| Missing | 4 | | |
| Total | 1214 | | |

I can identify examples of institutional racism (i.e., when organizational programs or policies work better for white people than for people of color, regardless of intention).

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 372 | 30.8 | 30.8 |
| Agree | 387 | 32.1 | 62.9 |
| Somewhat agree | 231 | 19.1 | 82.0 |
| Somewhat disagree | 36 | 3.0 | 85.0 |
| Disagree | 63 | 5.2 | 90.2 |
| Strongly disagree | 45 | 3.7 | 94.0 |
| Don't know | 73 | 6.0 | 100.0 |
| Total | 1207 | 100.0 | |
| Missing | 7 | | |
| Total | 1214 | | |

[If they can identify examples of institutionalized racism] I have the tools to address institutional racism in my workplace.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 70 | 7.1 | 7.1 |
| Agree | 192 | 19.4 | 26.4 |
| Somewhat agree | 306 | 30.8 | 57.3 |
| Somewhat disagree | 141 | 14.2 | 71.5 |
| Disagree | 119 | 12.0 | 83.5 |
| Strongly disagree | 62 | 6.3 | 89.7 |
| Don't know | 102 | 10.3 | 100.0 |
| Total | 992 | 100.0 | |
| Missing | 222 | | |
| Total | 1214 | | |

How many trainings / workshops about racial equity have you attended?

| | Frequency | Percent | Cumulative Percent |
|---------------|-----------|---------|--------------------|
| None | 459 | 37.8 | 37.8 |
| One or two | 476 | 39.2 | 77.1 |
| Three or more | 278 | 22.9 | 100.0 |
| Total | 1213 | 100.0 | |
| Missing | 1 | | |
| Total | 1214 | | |

[If attended racial equity trainings] In general, I have found trainings / workshops about racial equity to be useful.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 216 | 28.6 | 28.6 |
| Agree | 247 | 32.8 | 61.4 |
| Somewhat agree | 183 | 24.3 | 85.7 |
| Somewhat disagree | 51 | 6.8 | 92.4 |
| Disagree | 24 | 3.2 | 95.6 |
| Strongly disagree | 16 | 2.1 | 97.7 |
| Don't know | 17 | 2.3 | 100.0 |
| Total | 754 | 100.0 | |
| Missing | 460 | | |
| Total | 1214 | | |

I am actively involved in advancing racial equity in my work.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 117 | 9.7 | 9.7 |
| Agree | 275 | 22.8 | 32.5 |
| Somewhat agree | 284 | 23.5 | 56.0 |
| Somewhat disagree | 109 | 9.0 | 65.0 |
| Disagree | 227 | 18.8 | 83.8 |
| Strongly disagree | 48 | 4.0 | 87.7 |
| Don't know | 148 | 12.3 | 100.0 |
| Total | 1208 | 100.0 | |
| Missing | 6 | | |
| Total | 1214 | | |

I would become more active in advancing racial equity if... (check all that apply)

| | Frequency | Percent |
|---|-----------|---------|
| I had more information, so I knew what to do | 577 | 47.5 |
| I received training | 490 | 40.4 |
| I had more time | 304 | 25.0 |
| Racial equity strategies received more funding | 264 | 21.7 |
| I had the support of my supervisor or manager | 256 | 21.1 |
| I believed there are serious issues related to race | 198 | 16.3 |
| | | |
| I am happy with my current level of engagement | 274 | 22.6 |
| | | |
| Total | n/a | |

I have used a racial equity tool on policy, program, or budget decisions.

| | Frequency | Percent | Cumulative Percent |
|------------|-----------|---------|--------------------|
| Yes | 132 | 10.9 | 10.9 |
| No | 768 | 63.6 | 74.5 |
| Don't know | 308 | 25.5 | 100.0 |
| Total | 1208 | 100.0 | |
| Missing | 6 | | |
| Total | 1214 | | |

[If used a racial equity tool] I feel confident setting racial equity outcomes and goals when using a racial equity tool.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 19 | 14.2 | 14.2 |
| Agree | 52 | 38.8 | 53.0 |
| Somewhat agree | 37 | 27.6 | 80.6 |
| Somewhat disagree | 8 | 6.0 | 86.6 |
| Disagree | 3 | 2.2 | 88.8 |
| Strongly disagree | 4 | 3.0 | 91.8 |
| Don't know | 11 | 8.2 | 100.0 |
| Total | 134 | 100.0 | |
| Missing | 1080 | | |
| Total | 1214 | | |

My department is committed to racial equity.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 227 | 18.8 | 18.8 |
| Agree | 411 | 34.1 | 52.9 |
| Somewhat agree | 211 | 17.5 | 70.3 |
| Somewhat disagree | 81 | 6.7 | 77.1 |
| Disagree | 67 | 5.6 | 82.6 |
| Strongly disagree | 45 | 3.7 | 86.3 |
| Don't know | 165 | 13.7 | 100.0 |
| Total | 1207 | 100.0 | |
| Missing | 7 | | |
| Total | 1214 | | |

My department has taken steps to reduce racial inequities, including but not limited to workforce issues.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 92 | 7.6 | 7.6 |
| Agree | 253 | 21.0 | 28.7 |
| Somewhat agree | 222 | 18.4 | 47.1 |
| Somewhat disagree | 114 | 9.5 | 56.6 |
| Disagree | 141 | 11.7 | 68.3 |
| Strongly disagree | 72 | 6.0 | 74.3 |
| Don't know | 310 | 25.7 | 100.0 |
| Total | 1204 | 100.0 | |
| Missing | 10 | | |
| Total | 1214 | | |

As a whole, my department is making progress towards achieving racial equity.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 92 | 7.7 | 7.7 |
| Agree | 226 | 19.0 | 26.7 |
| Somewhat agree | 239 | 20.1 | 46.8 |
| Somewhat disagree | 92 | 7.7 | 54.5 |
| Disagree | 103 | 8.7 | 63.2 |
| Strongly disagree | 58 | 4.9 | 68.1 |
| Don't know | 380 | 31.9 | 100.0 |
| Total | 1190 | 100.0 | |
| Missing | 24 | | |
| Total | 1214 | | |

Leadership in my department participates in and supports conversations about racial equity.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 169 | 14.0 | 14.0 |
| Agree | 294 | 24.3 | 38.3 |
| Somewhat agree | 222 | 18.3 | 56.6 |
| Somewhat disagree | 104 | 8.6 | 65.2 |
| Disagree | 135 | 11.2 | 76.4 |
| Strongly disagree | 77 | 6.4 | 82.7 |
| Don't know | 209 | 17.3 | 100.0 |
| Total | 1210 | 100.0 | |
| Missing | 4 | | |
| Total | 1214 | | |

Leadership in my department communicates the importance of addressing racial inequities and achieving racial equity.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 148 | 12.3 | 12.3 |
| Agree | 286 | 23.7 | 36.0 |
| Somewhat agree | 196 | 16.3 | 52.2 |
| Somewhat disagree | 131 | 10.9 | 63.1 |
| Disagree | 160 | 13.3 | 76.4 |
| Strongly disagree | 86 | 7.1 | 83.5 |
| Don't know | 199 | 16.5 | 100.0 |
| Total | 1206 | 100.0 | |
| Missing | 8 | | |
| Total | 1214 | | |

My department provides resources for addressing racial inequities and achieving racial equity.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 80 | 6.6 | 6.6 |
| Agree | 193 | 16.0 | 22.6 |
| Somewhat agree | 215 | 17.8 | 40.4 |
| Somewhat disagree | 137 | 11.4 | 51.8 |
| Disagree | 209 | 17.3 | 69.1 |
| Strongly disagree | 97 | 8.0 | 77.1 |
| Don't know | 276 | 22.9 | 100.0 |
| Total | 1207 | 100.0 | |
| Missing | 7 | | |
| Total | 1214 | | |

Employees are encouraged to participate in trainings, workshops, or events about racial equity.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 146 | 12.1 | 12.1 |
| Agree | 308 | 25.5 | 37.6 |
| Somewhat agree | 190 | 15.7 | 53.3 |
| Somewhat disagree | 94 | 7.8 | 61.1 |
| Disagree | 177 | 14.7 | 75.7 |
| Strongly disagree | 71 | 5.9 | 81.6 |
| Don't know | 222 | 18.4 | 100.0 |
| Total | 1208 | 100.0 | |
| Missing | 6 | | |
| Total | 1214 | | |

My department provides racial equity training for all staff, including leadership.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 81 | 6.7 | 6.7 |
| Agree | 206 | 17.1 | 23.8 |
| Somewhat agree | 180 | 14.9 | 38.8 |
| Somewhat disagree | 97 | 8.0 | 46.8 |
| Disagree | 252 | 20.9 | 67.7 |
| Strongly disagree | 99 | 8.2 | 75.9 |
| Don't know | 290 | 24.1 | 100.0 |
| Total | 1205 | 100.0 | |
| Missing | 9 | | |
| Total | 1214 | | |

Does your department have a racial equity work group?

| | Frequency | Percent | Cumulative Percent |
|--------------|-----------|---------|--------------------|
| Yes | 70 | 5.8 | 5.8 |
| No | 505 | 41.8 | 47.6 |
| I don't know | 633 | 52.4 | 100.0 |
| Total | 1208 | 100.0 | |
| Missing | 6 | | |
| Total | 1214 | | |

[If your department has a racial equity workgroup] My department's racial equity work group provide effective support to my department.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 11 | 15.3 | 15.3 |
| Agree | 22 | 30.6 | 45.8 |
| Somewhat agree | 16 | 22.2 | 68.1 |
| Somewhat disagree | 5 | 6.9 | 75.0 |
| Disagree | 1 | 1.4 | 76.4 |
| Don't know | 17 | 23.6 | 100.0 |
| Total | 72 | 100.0 | |
| Missing | 1142 | | |
| Total | 1214 | | |

Does your department have a racial equity action plan?

| | Frequency | Percent | Cumulative Percent |
|------------|-----------|---------|--------------------|
| Yes | 48 | 4.0 | 4.0 |
| No | 279 | 23.3 | 27.3 |
| Don't know | 872 | 72.7 | 100.0 |
| Total | 1199 | 100.0 | |
| Missing | 15 | | |
| Total | 1214 | | |

Does your department collaborate with other departments on their racial equity action plan?

| | Frequency | Percent | Cumulative Percent |
|------------|-----------|---------|--------------------|
| Yes | 72 | 6.0 | 6.0 |
| No | 230 | 19.3 | 25.3 |
| Don't know | 891 | 74.7 | 100.0 |
| Total | 1193 | 100.0 | |
| Missing | 21 | | |
| Total | 1214 | | |

Does your department collaborate with external organizations to implement a racial equity plan?

| | Frequency | Percent | Cumulative Percent |
|------------|-----------|---------|--------------------|
| Yes | 106 | 8.9 | 8.9 |
| No | 217 | 18.1 | 27.0 |
| Don't know | 874 | 73.0 | 100.0 |
| Total | 1197 | 100.0 | |
| Missing | 17 | | |
| Total | 1214 | | |

Does your department use a racial equity tool in making decisions about policies, initiatives, programs or budget decisions?

| | Frequency | Percent | Cumulative Percent |
|--------------|-----------|---------|--------------------|
| Consistently | 49 | 4.1 | 4.1 |
| Occasionally | 51 | 4.3 | 8.4 |
| Rarely | 42 | 3.5 | 11.9 |
| Never | 125 | 10.5 | 22.4 |
| Don't know | 927 | 77.6 | 100.0 |
| Total | 1194 | 100.0 | |
| Missing | 20 | | |
| Total | 1214 | | |

[If your department uses a racial equity tool] Use of the racial equity tool has helped to improve my department's policies, initiatives, programs or budget decisions.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 14 | 9.7 | 9.7 |
| Agree | 47 | 32.4 | 42.1 |
| Somewhat agree | 28 | 19.3 | 61.4 |
| Somewhat disagree | 9 | 6.2 | 67.6 |
| Disagree | 16 | 11.0 | 78.6 |
| Strongly disagree | 2 | 1.4 | 80.0 |
| Don't know | 29 | 20.0 | 100.0 |
| Total | 145 | 100.0 | |
| Missing | 1069 | | |
| Total | 1214 | | |

The racial demographics of employees within my department reflect the diversity of our community.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 176 | 14.9 | 14.9 |
| Agree | 357 | 30.2 | 45.1 |
| Somewhat agree | 270 | 22.8 | 67.9 |
| Somewhat disagree | 103 | 8.7 | 76.6 |
| Disagree | 117 | 9.9 | 86.5 |
| Strongly disagree | 63 | 5.3 | 91.9 |
| Don't know | 96 | 8.1 | 100.0 |
| Total | 1182 | 100.0 | |
| Missing | 32 | | |
| Total | 1214 | | |

My department is taking concrete actions to improve workforce equity.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 81 | 6.8 | 6.8 |
| Agree | 246 | 20.8 | 27.6 |
| Somewhat agree | 178 | 15.0 | 42.7 |
| Somewhat disagree | 82 | 6.9 | 49.6 |
| Disagree | 90 | 7.6 | 57.2 |
| Strongly disagree | 56 | 4.7 | 61.9 |
| Don't know | 451 | 38.1 | 100.0 |
| Total | 1184 | 100.0 | |
| Missing | 30 | | |
| Total | 1214 | | |

The results of my department’s contracting and procurement equitably benefit the racial diversity of our community.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 67 | 5.7 | 5.7 |
| Agree | 194 | 16.6 | 22.3 |
| Somewhat agree | 143 | 12.2 | 34.6 |
| Somewhat disagree | 51 | 4.4 | 39.0 |
| Disagree | 67 | 5.7 | 44.7 |
| Strongly disagree | 27 | 2.3 | 47.0 |
| Don't know | 619 | 53.0 | 100.0 |
| Total | 1168 | 100.0 | |
| Missing | 46 | | |
| Total | 1214 | | |

My department is taking concrete actions to increase equity in its contracting and procurement practices.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 57 | 4.9 | 4.9 |
| Agree | 155 | 13.2 | 18.1 |
| Somewhat agree | 127 | 10.8 | 28.9 |
| Somewhat disagree | 44 | 3.8 | 32.7 |
| Disagree | 55 | 4.7 | 37.4 |
| Strongly disagree | 32 | 2.7 | 40.1 |
| Don't know | 701 | 59.9 | 100.0 |
| Total | 1171 | 100.0 | |
| Missing | 43 | | |
| Total | 1214 | | |

My department is taking concrete actions to increase racial equity for our communities.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 82 | 7.2 | 7.2 |
| Agree | 208 | 18.3 | 25.5 |
| Somewhat agree | 182 | 16.0 | 41.5 |
| Somewhat disagree | 39 | 3.4 | 45.0 |
| Disagree | 86 | 7.6 | 52.6 |
| Strongly disagree | 39 | 3.4 | 56.0 |
| Don't know | 500 | 44.0 | 100.0 |
| Total | 1136 | 100.0 | |
| Missing | 78 | | |
| Total | 1214 | | |

My department seeks input and assistance on decision-making from communities of color.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 89 | 7.9 | 7.9 |
| Agree | 212 | 18.8 | 26.7 |
| Somewhat agree | 156 | 13.8 | 40.6 |
| Somewhat disagree | 52 | 4.6 | 45.2 |
| Disagree | 106 | 9.4 | 54.6 |
| Strongly disagree | 64 | 5.7 | 60.2 |
| Don't know | 448 | 39.8 | 100.0 |
| Total | 1127 | 100.0 | |
| Missing | 87 | | |
| Total | 1214 | | |

My department partners with other institutions and organizations to advance racial equity.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 60 | 5.3 | 5.3 |
| Agree | 180 | 15.9 | 21.2 |
| Somewhat agree | 162 | 14.3 | 35.5 |
| Somewhat disagree | 42 | 3.7 | 39.2 |
| Disagree | 66 | 5.8 | 45.1 |
| Strongly disagree | 47 | 4.2 | 49.2 |
| Don't know | 575 | 50.8 | 100.0 |
| Total | 1132 | 100.0 | |
| Missing | 82 | | |
| Total | 1214 | | |

My department implements racial equity programs that communities of color lead.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 52 | 4.6 | 4.6 |
| Agree | 131 | 11.6 | 16.2 |
| Somewhat agree | 93 | 8.3 | 24.5 |
| Somewhat disagree | 50 | 4.4 | 28.9 |
| Disagree | 118 | 10.5 | 39.4 |
| Strongly disagree | 62 | 5.5 | 44.9 |
| Don't know | 621 | 55.1 | 100.0 |
| Total | 1127 | 100.0 | |
| Missing | 87 | | |
| Total | 1214 | | |

My department is making progress on improving access to services for people of color.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 111 | 9.8 | 9.8 |
| Agree | 262 | 23.2 | 33.0 |
| Somewhat agree | 189 | 16.7 | 49.8 |
| Somewhat disagree | 35 | 3.1 | 52.9 |
| Disagree | 57 | 5.0 | 57.9 |
| Strongly disagree | 35 | 3.1 | 61.0 |
| Don't know | 440 | 39.0 | 100.0 |
| Total | 1129 | 100.0 | |
| Missing | 85 | | |
| Total | 1214 | | |

My department is making progress on improving access to services for refugees and immigrants.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 74 | 6.5 | 6.5 |
| Agree | 202 | 17.9 | 24.4 |
| Somewhat agree | 154 | 13.6 | 38.1 |
| Somewhat disagree | 54 | 4.8 | 42.8 |
| Disagree | 77 | 6.8 | 49.6 |
| Strongly disagree | 47 | 4.2 | 53.8 |
| Don't know | 522 | 46.2 | 100.0 |
| Total | 1130 | 100.0 | |
| Missing | 84 | | |
| Total | 1214 | | |

My department is making progress at providing interpretation and translation services for people with limited English.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 182 | 16.0 | 16.0 |
| Agree | 288 | 25.4 | 41.4 |
| Somewhat agree | 174 | 15.3 | 56.7 |
| Somewhat disagree | 56 | 4.9 | 61.6 |
| Disagree | 82 | 7.2 | 68.8 |
| Strongly disagree | 57 | 5.0 | 73.9 |
| Don't know | 297 | 26.1 | 100.0 |
| Total | 1136 | 100.0 | |
| Missing | 78 | | |
| Total | 1214 | | |

Our government, overall, has made an explicit commitment to advancing racial equity.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 111 | 10.1 | 10.1 |
| Agree | 305 | 27.8 | 37.9 |
| Somewhat agree | 223 | 20.3 | 58.2 |
| Somewhat disagree | 75 | 6.8 | 65.0 |
| Disagree | 78 | 7.1 | 72.1 |
| Strongly disagree | 69 | 6.3 | 78.4 |
| Don't know | 237 | 21.6 | 100.0 |
| Total | 1098 | 100.0 | |
| Missing | 116 | | |
| Total | 1214 | | |

I can identify one or more concrete actions that our government has taken to address racial inequities in our community.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 82 | 7.5 | 7.5 |
| Agree | 239 | 21.8 | 29.3 |
| Somewhat agree | 213 | 19.4 | 48.7 |
| Somewhat disagree | 77 | 7.0 | 55.7 |
| Disagree | 107 | 9.8 | 65.5 |
| Strongly disagree | 61 | 5.6 | 71.0 |
| Don't know | 318 | 29.0 | 100.0 |
| Total | 1097 | 100.0 | |
| Missing | 117 | | |
| Total | 1214 | | |

To my knowledge, our overall organizational strategy to advance racial equity has so far included... (check all that apply.)

| | Frequency | Percent |
|---|-----------|---------|
| Increasing workforce diversity | 356 | 29.3 |
| Providing staff training on racial equity | 326 | 26.9 |
| Engaging community to inform decision-making | 270 | 22.2 |
| Participation in the GARE network | 241 | 19.9 |
| Allocation of budgetary resources for racial equity efforts | 216 | 17.8 |
| Creation of racial equity teams | 210 | 17.3 |
| Making changes to policies, practices and/or procedures | 193 | 15.9 |
| Development of a racial equity vision or mission statement | 179 | 14.7 |
| Partnerships with other organizations to drive equitable outcomes | 146 | 12.0 |
| Development of a racial equity action plan | 136 | 11.2 |
| Disaggregated data by race to inform decision-making | 116 | 9.6 |
| Passage of racial equity policies, resolutions, or legislation | 102 | 8.4 |
| Using a racial equity tool to inform decision-making | 79 | 6.5 |
| Other | 98 | 8.1 |
| None of the above | 178 | 14.7 |
| Total | n/a | |

As a whole, our government is making progress advancing racial equity in the community.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 76 | 6.9 | 6.9 |
| Agree | 239 | 21.8 | 28.7 |
| Somewhat agree | 304 | 27.7 | 56.4 |
| Somewhat disagree | 80 | 7.3 | 63.7 |
| Disagree | 79 | 7.2 | 70.9 |
| Strongly disagree | 52 | 4.7 | 75.6 |
| Don't know | 268 | 24.4 | 100.0 |
| Total | 1098 | 100.0 | |
| Missing | 116 | | |
| Total | 1214 | | |

As a whole, our community is making progress advancing racial equity.

| | Frequency | Percent | Cumulative Percent |
|-------------------|-----------|---------|--------------------|
| Strongly agree | 72 | 6.6 | 6.6 |
| Agree | 229 | 21.0 | 27.6 |
| Somewhat agree | 348 | 31.9 | 59.4 |
| Somewhat disagree | 98 | 9.0 | 68.4 |
| Disagree | 98 | 9.0 | 77.4 |
| Strongly disagree | 38 | 3.5 | 80.9 |
| Don't know | 209 | 19.1 | 100.0 |
| Total | 1092 | 100.0 | |
| Missing | 122 | | |
| Total | 1214 | | |

Appendix C

Durham County Racial Equity Employee Survey

Disaggregated Results by Race and Ethnicity: Statistically Significant Items

I think it is valuable to examine and discuss the impacts of race.

| | | Race and Ethnicity | | | | |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Strongly agree | Count | 423 | 213 | 23 | 31 | 690 |
| | Percent | 76.8% | 57.7% | 54.8% | 62.0% | 68.2% |
| Agree | Count | 97 | 101 | 13 | 11 | 222 |
| | Percent | 17.6% | 27.4% | 31.0% | 22.0% | 21.9% |
| Somewhat agree | Count | 21 | 35 | 3 | 5 | 64 |
| | Percent | 3.8% | 9.5% | 7.1% | 10.0% | 6.3% |
| Somewhat disagree | Count | 5 | 5 | 1 | 2 | 13 |
| | Percent | 0.9% | 1.4% | 2.4% | 4.0% | 1.3% |
| Disagree | Count | 1 | 5 | 1 | 0 | 7 |
| | Percent | 0.2% | 1.4% | 2.4% | 0.0% | 0.7% |
| Strongly disagree | Count | 0 | 3 | 1 | 1 | 5 |
| | Percent | 0.0% | 0.8% | 2.4% | 2.0% | 0.5% |
| Don't know | Count | 4 | 7 | 0 | 0 | 11 |
| | Percent | 0.7% | 1.9% | 0.0% | 0.0% | 1.1% |
| Total | Count | 551 | 369 | 42 | 50 | 1012 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

I feel competent in my interactions with people of other races.

| | | Race and Ethnicity | | | | Total |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | |
| Strongly agree | Count | 284 | 127 | 29 | 32 | 472 |
| | Percent | 51.5% | 34.6% | 69.0% | 64.0% | 46.7% |
| Agree | Count | 196 | 166 | 9 | 11 | 382 |
| | Percent | 35.6% | 45.2% | 21.4% | 22.0% | 37.8% |
| Somewhat agree | Count | 52 | 66 | 2 | 6 | 126 |
| | Percent | 9.4% | 18.0% | 4.8% | 12.0% | 12.5% |
| Somewhat disagree | Count | 8 | 3 | 2 | 0 | 13 |
| | Percent | 1.5% | 0.8% | 4.8% | 0.0% | 1.3% |
| Disagree | Count | 4 | 3 | 0 | 0 | 7 |
| | Percent | 0.7% | 0.8% | 0.0% | 0.0% | 0.7% |
| Strongly disagree | Count | 4 | 0 | 0 | 1 | 5 |
| | Percent | 0.7% | 0.0% | 0.0% | 2.0% | 0.5% |
| Don't know | Count | 3 | 2 | 0 | 0 | 5 |
| | Percent | 0.5% | 0.5% | 0.0% | 0.0% | 0.5% |
| Total | Count | 551 | 367 | 42 | 50 | 1010 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

I have a basic understanding of concepts related to racial equity.

| | | Race and Ethnicity | | | | Total |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | |
| Strongly agree | Count | 256 | 102 | 20 | 31 | 409 |
| | Percent | 46.7% | 27.7% | 47.6% | 62.0% | 40.6% |
| Agree | Count | 237 | 202 | 14 | 14 | 467 |
| | Percent | 43.2% | 54.9% | 33.3% | 28.0% | 46.3% |
| Somewhat agree | Count | 48 | 59 | 6 | 3 | 116 |
| | Percent | 8.8% | 16.0% | 14.3% | 6.0% | 11.5% |
| Somewhat disagree | Count | 2 | 1 | 1 | 0 | 4 |
| | Percent | 0.4% | 0.3% | 2.4% | 0.0% | 0.4% |
| Disagree | Count | 2 | 1 | 1 | 0 | 4 |
| | Percent | 0.4% | 0.3% | 2.4% | 0.0% | 0.4% |
| Strongly disagree | Count | 2 | 0 | 0 | 0 | 2 |
| | Percent | 0.4% | 0.0% | 0.0% | 0.0% | 0.2% |
| Don't know | Count | 1 | 3 | 0 | 2 | 6 |
| | Percent | 0.2% | 0.8% | 0.0% | 4.0% | 0.6% |
| Total | Count | 548 | 368 | 42 | 50 | 1008 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

How many trainings / workshops about racial equity have you attended?

| | | Race and Ethnicity | | | | |
|---------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| None | Count | 256 | 109 | 16 | 10 | 391 |
| | Percent | 46.5% | 29.6% | 38.1% | 20.0% | 38.7% |
| One or two | Count | 198 | 160 | 20 | 18 | 396 |
| | Percent | 35.9% | 43.5% | 47.6% | 36.0% | 39.2% |
| Three or more | Count | 97 | 99 | 6 | 22 | 224 |
| | Percent | 17.6% | 26.9% | 14.3% | 44.0% | 22.2% |
| Total | Count | 551 | 368 | 42 | 50 | 1011 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

I can identify examples of institutional racism (i.e., when organizational programs or policies work better for white people than for people of color, regardless of intention).

| | | Race and Ethnicity | | | | |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Strongly agree | Count | 236 | 61 | 10 | 15 | 322 |
| | Percent | 43.1% | 16.5% | 23.8% | 30.0% | 31.9% |
| Agree | Count | 172 | 128 | 14 | 20 | 334 |
| | Percent | 31.4% | 34.7% | 33.3% | 40.0% | 33.1% |
| Somewhat agree | Count | 92 | 77 | 7 | 8 | 184 |
| | Percent | 16.8% | 20.9% | 16.7% | 16.0% | 18.2% |
| Somewhat disagree | Count | 8 | 18 | 2 | 3 | 31 |
| | Percent | 1.5% | 4.9% | 4.8% | 6.0% | 3.1% |
| Disagree | Count | 12 | 30 | 7 | 1 | 50 |
| | Percent | 2.2% | 8.1% | 16.7% | 2.0% | 5.0% |
| Strongly disagree | Count | 3 | 25 | 0 | 2 | 30 |
| | Percent | 0.5% | 6.8% | 0.0% | 4.0% | 3.0% |
| Don't know | Count | 25 | 30 | 2 | 1 | 58 |
| | Percent | 4.6% | 8.1% | 4.8% | 2.0% | 5.7% |
| Total | Count | 548 | 369 | 42 | 50 | 1009 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

[If can identify institutional racism] I have the tools to address institutional racism in my workplace.

| | | Race and Ethnicity | | | | Total |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | |
| Strongly agree | Count | 41 | 12 | 1 | 5 | 59 |
| | Percent | 8.2% | 4.5% | 3.2% | 11.6% | 7.0% |
| Agree | Count | 88 | 51 | 9 | 16 | 164 |
| | Percent | 17.6% | 19.2% | 29.0% | 37.2% | 19.5% |
| Somewhat agree | Count | 133 | 103 | 9 | 9 | 254 |
| | Percent | 26.5% | 38.7% | 29.0% | 20.9% | 30.2% |
| Somewhat disagree | Count | 76 | 37 | 4 | 5 | 122 |
| | Percent | 15.2% | 13.9% | 12.9% | 11.6% | 14.5% |
| Disagree | Count | 74 | 26 | 3 | 4 | 107 |
| | Percent | 14.8% | 9.8% | 9.7% | 9.3% | 12.7% |
| Strongly disagree | Count | 44 | 5 | 3 | 1 | 53 |
| | Percent | 8.8% | 1.9% | 9.7% | 2.3% | 6.3% |
| Don't know | Count | 45 | 32 | 2 | 3 | 82 |
| | Percent | 9.0% | 12.0% | 6.5% | 7.0% | 9.8% |
| Total | Count | 501 | 266 | 31 | 43 | 841 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

I feel comfortable talking about race.

| | | Race and Ethnicity | | | | |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Strongly agree | Count | 150 | 57 | 10 | 12 | 229 |
| | Percent | 27.3% | 15.5% | 23.8% | 24.0% | 22.7% |
| Agree | Count | 191 | 142 | 16 | 14 | 363 |
| | Percent | 34.8% | 38.6% | 38.1% | 28.0% | 36.0% |
| Somewhat agree | Count | 105 | 103 | 7 | 11 | 226 |
| | Percent | 19.1% | 28.0% | 16.7% | 22.0% | 22.4% |
| Somewhat disagree | Count | 33 | 21 | 2 | 4 | 60 |
| | Percent | 6.0% | 5.7% | 4.8% | 8.0% | 5.9% |
| Disagree | Count | 44 | 26 | 2 | 6 | 78 |
| | Percent | 8.0% | 7.1% | 4.8% | 12.0% | 7.7% |
| Strongly disagree | Count | 20 | 9 | 4 | 2 | 35 |
| | Percent | 3.6% | 2.4% | 9.5% | 4.0% | 3.5% |
| Don't know | Count | 6 | 10 | 1 | 1 | 18 |
| | Percent | 1.1% | 2.7% | 2.4% | 2.0% | 1.8% |
| Total | Count | 549 | 368 | 42 | 50 | 1009 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .01$

I am actively involved in advancing racial equity in my work.

| | | Race and Ethnicity | | | | |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Strongly agree | Count | 54 | 35 | 5 | 8 | 102 |
| | Percent | 9.9% | 9.5% | 11.9% | 16.0% | 10.1% |
| Agree | Count | 101 | 107 | 8 | 16 | 232 |
| | Percent | 18.5% | 29.0% | 19.0% | 32.0% | 23.0% |
| Somewhat agree | Count | 110 | 103 | 9 | 10 | 232 |
| | Percent | 20.1% | 27.9% | 21.4% | 20.0% | 23.0% |
| Somewhat disagree | Count | 50 | 31 | 7 | 7 | 95 |
| | Percent | 9.1% | 8.4% | 16.7% | 14.0% | 9.4% |
| Disagree | Count | 152 | 31 | 5 | 2 | 190 |
| | Percent | 27.8% | 8.4% | 11.9% | 4.0% | 18.8% |
| Strongly disagree | Count | 33 | 5 | 2 | 1 | 41 |
| | Percent | 6.0% | 1.4% | 4.8% | 2.0% | 4.1% |
| Don't know | Count | 47 | 57 | 6 | 6 | 116 |
| | Percent | 8.6% | 15.4% | 14.3% | 12.0% | 11.5% |
| Total | Count | 547 | 369 | 42 | 50 | 1008 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

I have used a racial equity tool on policy, program, or budget decisions.

| | | | Race and Ethnicity | | | | |
|------------|---------|--|------------------------------|-------------------|--------|-------------|--------|
| | | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Yes | Count | | 62 | 44 | 1 | 6 | 113 |
| | Percent | | 11.3% | 11.9% | 2.4% | 12.0% | 11.2% |
| No | Count | | 389 | 202 | 25 | 33 | 649 |
| | Percent | | 70.9% | 54.7% | 59.5% | 66.0% | 64.3% |
| Don't know | Count | | 98 | 123 | 16 | 11 | 248 |
| | Percent | | 17.9% | 33.3% | 38.1% | 22.0% | 24.6% |
| Total | Count | | 549 | 369 | 42 | 50 | 1010 |
| | Percent | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department is committed to racial equity.

| | | Race and Ethnicity | | | | |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Strongly agree | Count | 75 | 98 | 11 | 12 | 196 |
| | Percent | 13.7% | 26.6% | 26.2% | 24.0% | 19.4% |
| Agree | Count | 165 | 151 | 14 | 14 | 344 |
| | Percent | 30.1% | 41.0% | 33.3% | 28.0% | 34.1% |
| Somewhat agree | Count | 102 | 60 | 6 | 9 | 177 |
| | Percent | 18.6% | 16.3% | 14.3% | 18.0% | 17.6% |
| Somewhat disagree | Count | 44 | 13 | 5 | 2 | 64 |
| | Percent | 8.0% | 3.5% | 11.9% | 4.0% | 6.3% |
| Disagree | Count | 45 | 8 | 1 | 3 | 57 |
| | Percent | 8.2% | 2.2% | 2.4% | 6.0% | 5.7% |
| Strongly disagree | Count | 31 | 2 | 2 | 3 | 38 |
| | Percent | 5.7% | 0.5% | 4.8% | 6.0% | 3.8% |
| Don't know | Count | 86 | 36 | 3 | 7 | 132 |
| | Percent | 15.7% | 9.8% | 7.1% | 14.0% | 13.1% |
| Total | Count | 548 | 368 | 42 | 50 | 1008 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

Leadership in my department participates in and supports conversations about racial equity

| | | Race and Ethnicity | | | | |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Strongly agree | Count | 65 | 66 | 5 | 12 | 148 |
| | Percent | 11.8% | 17.9% | 11.9% | 24.0% | 14.6% |
| Agree | Count | 111 | 116 | 13 | 8 | 248 |
| | Percent | 20.2% | 31.4% | 31.0% | 16.0% | 24.5% |
| Somewhat agree | Count | 102 | 69 | 5 | 9 | 185 |
| | Percent | 18.5% | 18.7% | 11.9% | 18.0% | 18.3% |
| Somewhat disagree | Count | 47 | 30 | 5 | 3 | 85 |
| | Percent | 8.5% | 8.1% | 11.9% | 6.0% | 8.4% |
| Disagree | Count | 78 | 24 | 4 | 3 | 109 |
| | Percent | 14.2% | 6.5% | 9.5% | 6.0% | 10.8% |
| Strongly disagree | Count | 50 | 12 | 3 | 4 | 69 |
| | Percent | 9.1% | 3.3% | 7.1% | 8.0% | 6.8% |
| Don't know | Count | 97 | 52 | 7 | 11 | 167 |
| | Percent | 17.6% | 14.1% | 16.7% | 22.0% | 16.5% |
| Total | Count | 550 | 369 | 42 | 50 | 1011 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

Leadership in my department communicates the importance of addressing racial inequities and achieving racial equity.

| | | Race and Ethnicity | | | | |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Strongly agree | Count | 55 | 58 | 5 | 11 | 129 |
| | Percent | 10.1% | 15.7% | 11.9% | 22.0% | 12.8% |
| Agree | Count | 104 | 115 | 13 | 11 | 243 |
| | Percent | 19.0% | 31.2% | 31.0% | 22.0% | 24.1% |
| Somewhat agree | Count | 80 | 73 | 7 | 6 | 166 |
| | Percent | 14.6% | 19.8% | 16.7% | 12.0% | 16.5% |
| Somewhat disagree | Count | 62 | 31 | 4 | 5 | 102 |
| | Percent | 11.3% | 8.4% | 9.5% | 10.0% | 10.1% |
| Disagree | Count | 88 | 34 | 5 | 3 | 130 |
| | Percent | 16.1% | 9.2% | 11.9% | 6.0% | 12.9% |
| Strongly disagree | Count | 58 | 13 | 4 | 4 | 79 |
| | Percent | 10.6% | 3.5% | 9.5% | 8.0% | 7.8% |
| Don't know | Count | 100 | 45 | 4 | 10 | 159 |
| | Percent | 18.3% | 12.2% | 9.5% | 20.0% | 15.8% |
| Total | Count | 547 | 369 | 42 | 50 | 1008 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department provides resources for addressing racial inequities and achieving racial equity.

| | | Race and Ethnicity | | | | Total |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | |
| Strongly agree | Count | 30 | 23 | 3 | 10 | 66 |
| | Percent | 5.5% | 6.2% | 7.1% | 20.0% | 6.5% |
| Agree | Count | 69 | 78 | 6 | 9 | 162 |
| | Percent | 12.6% | 21.1% | 14.3% | 18.0% | 16.1% |
| Somewhat agree | Count | 90 | 81 | 11 | 5 | 187 |
| | Percent | 16.5% | 22.0% | 26.2% | 10.0% | 18.6% |
| Somewhat disagree | Count | 61 | 41 | 4 | 6 | 112 |
| | Percent | 11.2% | 11.1% | 9.5% | 12.0% | 11.1% |
| Disagree | Count | 126 | 40 | 6 | 6 | 178 |
| | Percent | 23.0% | 10.8% | 14.3% | 12.0% | 17.7% |
| Strongly disagree | Count | 62 | 13 | 3 | 5 | 83 |
| | Percent | 11.3% | 3.5% | 7.1% | 10.0% | 8.2% |
| Don't know | Count | 109 | 93 | 9 | 9 | 220 |
| | Percent | 19.9% | 25.2% | 21.4% | 18.0% | 21.8% |
| Total | Count | 547 | 369 | 42 | 50 | 1008 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department has taken steps to reduce racial inequities, including but not limited to workforce issues.

| | | Race and Ethnicity | | | | Total |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | |
| Strongly agree | Count | 33 | 30 | 3 | 7 | 73 |
| | Percent | 6.0% | 8.2% | 7.1% | 14.0% | 7.2% |
| Agree | Count | 96 | 106 | 8 | 9 | 219 |
| | Percent | 17.6% | 28.8% | 19.0% | 18.0% | 21.7% |
| Somewhat agree | Count | 98 | 72 | 10 | 9 | 189 |
| | Percent | 17.9% | 19.6% | 23.8% | 18.0% | 18.8% |
| Somewhat disagree | Count | 52 | 34 | 4 | 3 | 93 |
| | Percent | 9.5% | 9.2% | 9.5% | 6.0% | 9.2% |
| Disagree | Count | 93 | 23 | 5 | 1 | 122 |
| | Percent | 17.0% | 6.3% | 11.9% | 2.0% | 12.1% |
| Strongly disagree | Count | 48 | 10 | 2 | 5 | 65 |
| | Percent | 8.8% | 2.7% | 4.8% | 10.0% | 6.5% |
| Don't know | Count | 127 | 93 | 10 | 16 | 246 |
| | Percent | 23.2% | 25.3% | 23.8% | 32.0% | 24.4% |
| Total | Count | 547 | 368 | 42 | 50 | 1007 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department provides racial equity training for all staff, including leadership.

| | | Race and Ethnicity | | | | |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Strongly agree | Count | 29 | 29 | 6 | 5 | 69 |
| | Percent | 5.3% | 7.9% | 14.3% | 10.0% | 6.9% |
| Agree | Count | 79 | 77 | 6 | 13 | 175 |
| | Percent | 14.5% | 21.0% | 14.3% | 26.0% | 17.4% |
| Somewhat agree | Count | 74 | 65 | 5 | 4 | 148 |
| | Percent | 13.6% | 17.7% | 11.9% | 8.0% | 14.7% |
| Somewhat disagree | Count | 46 | 26 | 5 | 4 | 81 |
| | Percent | 8.4% | 7.1% | 11.9% | 8.0% | 8.1% |
| Disagree | Count | 138 | 66 | 7 | 10 | 221 |
| | Percent | 25.3% | 18.0% | 16.7% | 20.0% | 22.0% |
| Strongly disagree | Count | 64 | 14 | 2 | 5 | 85 |
| | Percent | 11.7% | 3.8% | 4.8% | 10.0% | 8.5% |
| Don't know | Count | 116 | 90 | 11 | 9 | 226 |
| | Percent | 21.2% | 24.5% | 26.2% | 18.0% | 22.5% |
| Total | Count | 546 | 367 | 42 | 50 | 1005 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

Employees are encouraged to participate in trainings, workshops, or events about racial equity.

| | | Race and Ethnicity | | | | |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Strongly agree | Count | 66 | 48 | 6 | 10 | 130 |
| | Percent | 12.0% | 13.0% | 14.3% | 20.0% | 12.9% |
| Agree | Count | 112 | 116 | 14 | 15 | 257 |
| | Percent | 20.4% | 31.5% | 33.3% | 30.0% | 25.5% |
| Somewhat agree | Count | 73 | 68 | 6 | 5 | 152 |
| | Percent | 13.3% | 18.5% | 14.3% | 10.0% | 15.1% |
| Somewhat disagree | Count | 54 | 26 | 2 | 3 | 85 |
| | Percent | 9.8% | 7.1% | 4.8% | 6.0% | 8.4% |
| Disagree | Count | 105 | 37 | 6 | 4 | 152 |
| | Percent | 19.1% | 10.1% | 14.3% | 8.0% | 15.1% |
| Strongly disagree | Count | 45 | 12 | 0 | 3 | 60 |
| | Percent | 8.2% | 3.3% | 0.0% | 6.0% | 5.9% |
| Don't know | Count | 94 | 61 | 8 | 10 | 173 |
| | Percent | 17.1% | 16.6% | 19.0% | 20.0% | 17.1% |
| Total | Count | 549 | 368 | 42 | 50 | 1009 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .01$

Does your department have a racial equity work group?

| | | Race and Ethnicity | | | | |
|--------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Yes | Count | 34 | 18 | 3 | 4 | 59 |
| | Percent | 6.2% | 4.9% | 7.1% | 8.0% | 5.9% |
| No | Count | 266 | 130 | 14 | 20 | 430 |
| | Percent | 48.6% | 35.2% | 33.3% | 40.0% | 42.7% |
| I don't know | Count | 247 | 221 | 25 | 26 | 519 |
| | Percent | 45.2% | 59.9% | 59.5% | 52.0% | 51.5% |
| Total | Count | 547 | 369 | 42 | 50 | 1008 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .01$

Does your department have a racial equity action plan?

| | | Race and Ethnicity | | | | |
|------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Yes | Count | 28 | 12 | 1 | 2 | 43 |
| | Percent | 5.1% | 3.3% | 2.4% | 4.0% | 4.3% |
| No | Count | 159 | 65 | 5 | 11 | 240 |
| | Percent | 28.9% | 17.7% | 11.9% | 22.0% | 23.8% |
| Don't know | Count | 363 | 291 | 36 | 37 | 727 |
| | Percent | 66.0% | 79.1% | 85.7% | 74.0% | 72.0% |
| Total | Count | 550 | 368 | 42 | 50 | 1010 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .01$

Does your department use a racial equity tool in making decisions about policies, initiatives, programs or budget decisions?

| | | Race and Ethnicity | | | | Total |
|--------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | |
| Consistently | Count | 24 | 19 | 0 | 3 | 46 |
| | Percent | 4.4% | 5.2% | 0.0% | 6.0% | 4.6% |
| Occasionally | Count | 28 | 13 | 0 | 2 | 43 |
| | Percent | 5.1% | 3.5% | 0.0% | 4.0% | 4.3% |
| Rarely | Count | 26 | 6 | 1 | 1 | 34 |
| | Percent | 4.7% | 1.6% | 2.4% | 2.0% | 3.4% |
| Never | Count | 78 | 26 | 5 | 5 | 114 |
| | Percent | 14.2% | 7.1% | 11.9% | 10.0% | 11.3% |
| Don't know | Count | 392 | 303 | 36 | 39 | 770 |
| | Percent | 71.5% | 82.6% | 85.7% | 78.0% | 76.5% |
| Total | Count | 548 | 367 | 42 | 50 | 1007 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .01$

As a whole, my department is making progress towards achieving racial equity.

| | | Race and Ethnicity | | | | |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Strongly agree | Count | 38 | 32 | 4 | 8 | 82 |
| | Percent | 6.9% | 8.7% | 9.5% | 16.0% | 8.1% |
| Agree | Count | 82 | 100 | 8 | 10 | 200 |
| | Percent | 14.9% | 27.1% | 19.0% | 20.0% | 19.8% |
| Somewhat agree | Count | 96 | 87 | 12 | 9 | 204 |
| | Percent | 17.5% | 23.6% | 28.6% | 18.0% | 20.2% |
| Somewhat disagree | Count | 43 | 28 | 6 | 3 | 80 |
| | Percent | 7.8% | 7.6% | 14.3% | 6.0% | 7.9% |
| Disagree | Count | 63 | 17 | 6 | 2 | 88 |
| | Percent | 11.5% | 4.6% | 14.3% | 4.0% | 8.7% |
| Strongly disagree | Count | 39 | 6 | 1 | 3 | 49 |
| | Percent | 7.1% | 1.6% | 2.4% | 6.0% | 4.9% |
| Don't know | Count | 188 | 99 | 5 | 15 | 307 |
| | Percent | 34.2% | 26.8% | 11.9% | 30.0% | 30.4% |
| Total | Count | 549 | 369 | 42 | 50 | 1010 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

The racial demographics of employees within my department reflect the diversity of our community.

| | | Race and Ethnicity | | | | |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Strongly agree | Count | 76 | 70 | 6 | 8 | 160 |
| | Percent | 13.8% | 19.0% | 14.3% | 16.0% | 15.8% |
| Agree | Count | 155 | 138 | 6 | 12 | 311 |
| | Percent | 28.1% | 37.4% | 14.3% | 24.0% | 30.7% |
| Somewhat agree | Count | 138 | 65 | 12 | 14 | 229 |
| | Percent | 25.0% | 17.6% | 28.6% | 28.0% | 22.6% |
| Somewhat disagree | Count | 53 | 26 | 6 | 5 | 90 |
| | Percent | 9.6% | 7.0% | 14.3% | 10.0% | 8.9% |
| Disagree | Count | 51 | 34 | 4 | 5 | 94 |
| | Percent | 9.3% | 9.2% | 9.5% | 10.0% | 9.3% |
| Strongly disagree | Count | 33 | 12 | 6 | 4 | 55 |
| | Percent | 6.0% | 3.3% | 14.3% | 8.0% | 5.4% |
| Don't know | Count | 45 | 24 | 2 | 2 | 73 |
| | Percent | 8.2% | 6.5% | 4.8% | 4.0% | 7.2% |
| Total | Count | 551 | 369 | 42 | 50 | 1012 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .01$

My department is taking concrete actions to improve workforce equity.

| | | Race and Ethnicity | | | | |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Strongly agree | Count | 40 | 27 | 4 | 5 | 76 |
| | Percent | 7.3% | 7.3% | 9.5% | 10.0% | 7.5% |
| Agree | Count | 100 | 98 | 5 | 13 | 216 |
| | Percent | 18.1% | 26.6% | 11.9% | 26.0% | 21.3% |
| Somewhat agree | Count | 82 | 50 | 7 | 12 | 151 |
| | Percent | 14.9% | 13.6% | 16.7% | 24.0% | 14.9% |
| Somewhat disagree | Count | 42 | 22 | 4 | 2 | 70 |
| | Percent | 7.6% | 6.0% | 9.5% | 4.0% | 6.9% |
| Disagree | Count | 55 | 13 | 3 | 3 | 74 |
| | Percent | 10.0% | 3.5% | 7.1% | 6.0% | 7.3% |
| Strongly disagree | Count | 35 | 11 | 3 | 3 | 52 |
| | Percent | 6.4% | 3.0% | 7.1% | 6.0% | 5.1% |
| Don't know | Count | 197 | 148 | 16 | 12 | 373 |
| | Percent | 35.8% | 40.1% | 38.1% | 24.0% | 36.9% |
| Total | Count | 551 | 369 | 42 | 50 | 1012 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .01$

The results of my department’s contracting and procurement equitably benefit the racial diversity of our community.

| | | Race and Ethnicity | | | | Total |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | |
| Strongly agree | Count | 30 | 22 | 4 | 7 | 63 |
| | Percent | 5.5% | 6.0% | 9.5% | 14.0% | 6.2% |
| Agree | Count | 79 | 73 | 7 | 8 | 167 |
| | Percent | 14.4% | 19.9% | 16.7% | 16.0% | 16.6% |
| Somewhat agree | Count | 71 | 34 | 7 | 8 | 120 |
| | Percent | 12.9% | 9.3% | 16.7% | 16.0% | 11.9% |
| Somewhat disagree | Count | 29 | 9 | 6 | 1 | 45 |
| | Percent | 5.3% | 2.5% | 14.3% | 2.0% | 4.5% |
| Disagree | Count | 43 | 11 | 2 | 4 | 60 |
| | Percent | 7.8% | 3.0% | 4.8% | 8.0% | 5.9% |
| Strongly disagree | Count | 18 | 5 | 0 | 1 | 24 |
| | Percent | 3.3% | 1.4% | 0.0% | 2.0% | 2.4% |
| Don't know | Count | 280 | 213 | 16 | 21 | 530 |
| | Percent | 50.9% | 58.0% | 38.1% | 42.0% | 52.5% |
| Total | Count | 550 | 367 | 42 | 50 | 1009 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department is taking concrete actions to increase equity in its contracting and procurement practices.

| | | Race and Ethnicity | | | | |
|-------------------|---------|------------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Strongly agree | Count | 29 | 18 | 3 | 3 | 53 |
| | Percent | 5.3% | 4.9% | 7.1% | 6.0% | 5.2% |
| Agree | Count | 69 | 53 | 4 | 8 | 134 |
| | Percent | 12.5% | 14.4% | 9.5% | 16.0% | 13.2% |
| Somewhat agree | Count | 70 | 35 | 4 | 6 | 115 |
| | Percent | 12.7% | 9.5% | 9.5% | 12.0% | 11.4% |
| Somewhat disagree | Count | 21 | 6 | 6 | 3 | 36 |
| | Percent | 3.8% | 1.6% | 14.3% | 6.0% | 3.6% |
| Disagree | Count | 33 | 7 | 4 | 3 | 47 |
| | Percent | 6.0% | 1.9% | 9.5% | 6.0% | 4.6% |
| Strongly disagree | Count | 21 | 7 | 0 | 2 | 30 |
| | Percent | 3.8% | 1.9% | 0.0% | 4.0% | 3.0% |
| Don't know | Count | 308 | 243 | 21 | 25 | 597 |
| | Percent | 55.9% | 65.9% | 50.0% | 50.0% | 59.0% |
| Total | Count | 551 | 369 | 42 | 50 | 1012 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .01$

My department is taking concrete actions to increase racial equity for our communities.

| | | Race and Ethnicity | | | | |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Strongly agree | Count | 32 | 36 | 3 | 8 | 79 |
| | Percent | 5.8% | 9.8% | 7.1% | 16.0% | 7.8% |
| Agree | Count | 87 | 92 | 3 | 9 | 191 |
| | Percent | 15.8% | 24.9% | 7.1% | 18.0% | 18.9% |
| Somewhat agree | Count | 79 | 69 | 9 | 6 | 163 |
| | Percent | 14.3% | 18.7% | 21.4% | 12.0% | 16.1% |
| Somewhat disagree | Count | 17 | 11 | 4 | 2 | 34 |
| | Percent | 3.1% | 3.0% | 9.5% | 4.0% | 3.4% |
| Disagree | Count | 58 | 12 | 3 | 3 | 76 |
| | Percent | 10.5% | 3.3% | 7.1% | 6.0% | 7.5% |
| Strongly disagree | Count | 29 | 5 | 0 | 2 | 36 |
| | Percent | 5.3% | 1.4% | 0.0% | 4.0% | 3.6% |
| Don't know | Count | 249 | 144 | 20 | 20 | 433 |
| | Percent | 45.2% | 39.0% | 47.6% | 40.0% | 42.8% |
| Total | Count | 551 | 369 | 42 | 50 | 1012 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department seeks input and assistance on decision-making from communities of color.

| | | Race and Ethnicity | | | | Total |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | |
| Strongly agree | Count | 39 | 39 | 0 | 8 | 86 |
| | Percent | 7.2% | 10.6% | 0.0% | 16.0% | 8.6% |
| Agree | Count | 83 | 95 | 9 | 10 | 197 |
| | Percent | 15.3% | 25.8% | 21.4% | 20.0% | 19.6% |
| Somewhat agree | Count | 76 | 52 | 7 | 5 | 140 |
| | Percent | 14.0% | 14.1% | 16.7% | 10.0% | 13.9% |
| Somewhat disagree | Count | 20 | 13 | 5 | 4 | 42 |
| | Percent | 3.7% | 3.5% | 11.9% | 8.0% | 4.2% |
| Disagree | Count | 74 | 14 | 5 | 4 | 97 |
| | Percent | 13.6% | 3.8% | 11.9% | 8.0% | 9.7% |
| Strongly disagree | Count | 43 | 12 | 1 | 3 | 59 |
| | Percent | 7.9% | 3.3% | 2.4% | 6.0% | 5.9% |
| Don't know | Count | 209 | 143 | 15 | 16 | 383 |
| | Percent | 38.4% | 38.9% | 35.7% | 32.0% | 38.1% |
| Total | Count | 544 | 368 | 42 | 50 | 1004 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department partners with other institutions and organizations to advance racial equity.

| | | Race and Ethnicity | | | | Total |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | |
| Strongly agree | Count | 27 | 22 | 2 | 7 | 58 |
| | Percent | 4.9% | 6.0% | 4.8% | 14.3% | 5.8% |
| Agree | Count | 75 | 79 | 8 | 6 | 168 |
| | Percent | 13.7% | 21.5% | 19.0% | 12.2% | 16.7% |
| Somewhat agree | Count | 62 | 62 | 5 | 11 | 140 |
| | Percent | 11.3% | 16.8% | 11.9% | 22.4% | 13.9% |
| Somewhat disagree | Count | 21 | 10 | 5 | 1 | 37 |
| | Percent | 3.8% | 2.7% | 11.9% | 2.0% | 3.7% |
| Disagree | Count | 47 | 10 | 1 | 3 | 61 |
| | Percent | 8.6% | 2.7% | 2.4% | 6.1% | 6.1% |
| Strongly disagree | Count | 31 | 9 | 1 | 2 | 43 |
| | Percent | 5.6% | 2.4% | 2.4% | 4.1% | 4.3% |
| Don't know | Count | 286 | 176 | 20 | 19 | 501 |
| | Percent | 52.1% | 47.8% | 47.6% | 38.8% | 49.7% |
| Total | Count | 549 | 368 | 42 | 49 | 1008 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department implements racial equity programs that communities of color lead.

| | | Race and Ethnicity | | | | Total |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | |
| Strongly agree | Count | 18 | 23 | 0 | 8 | 49 |
| | Percent | 3.3% | 6.3% | 0.0% | 16.0% | 4.9% |
| Agree | Count | 61 | 56 | 5 | 1 | 123 |
| | Percent | 11.2% | 15.3% | 11.9% | 2.0% | 12.3% |
| Somewhat agree | Count | 49 | 22 | 3 | 4 | 78 |
| | Percent | 9.0% | 6.0% | 7.1% | 8.0% | 7.8% |
| Somewhat disagree | Count | 23 | 12 | 4 | 4 | 43 |
| | Percent | 4.2% | 3.3% | 9.5% | 8.0% | 4.3% |
| Disagree | Count | 81 | 25 | 2 | 3 | 111 |
| | Percent | 14.9% | 6.8% | 4.8% | 6.0% | 11.1% |
| Strongly disagree | Count | 40 | 13 | 2 | 4 | 59 |
| | Percent | 7.3% | 3.5% | 4.8% | 8.0% | 5.9% |
| Don't know | Count | 273 | 216 | 26 | 26 | 541 |
| | Percent | 50.1% | 58.9% | 61.9% | 52.0% | 53.9% |
| Total | Count | 545 | 367 | 42 | 50 | 1004 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department is making progress on improving access to services for people of color.

| | | Race and Ethnicity | | | | |
|-------------------|---------|------------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Strongly agree | Count | 45 | 44 | 4 | 12 | 105 |
| | Percent | 8.3% | 12.0% | 9.5% | 24.0% | 10.4% |
| Agree | Count | 110 | 104 | 15 | 10 | 239 |
| | Percent | 20.2% | 28.3% | 35.7% | 20.0% | 23.8% |
| Somewhat agree | Count | 100 | 56 | 5 | 7 | 168 |
| | Percent | 18.3% | 15.2% | 11.9% | 14.0% | 16.7% |
| Somewhat disagree | Count | 23 | 7 | 3 | 0 | 33 |
| | Percent | 4.2% | 1.9% | 7.1% | 0.0% | 3.3% |
| Disagree | Count | 37 | 10 | 4 | 1 | 52 |
| | Percent | 6.8% | 2.7% | 9.5% | 2.0% | 5.2% |
| Strongly disagree | Count | 25 | 4 | 1 | 2 | 32 |
| | Percent | 4.6% | 1.1% | 2.4% | 4.0% | 3.2% |
| Don't know | Count | 205 | 143 | 10 | 18 | 376 |
| | Percent | 37.6% | 38.9% | 23.8% | 36.0% | 37.4% |
| Total | Count | 545 | 368 | 42 | 50 | 1005 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department is making progress at providing interpretation and translation services for people with limited English.

| | | Race and Ethnicity | | | | |
|-------------------|---------|------------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Strongly agree | Count | 96 | 47 | 10 | 16 | 169 |
| | Percent | 17.5% | 12.7% | 23.8% | 32.0% | 16.7% |
| Agree | Count | 141 | 87 | 11 | 14 | 253 |
| | Percent | 25.6% | 23.6% | 26.2% | 28.0% | 25.0% |
| Somewhat agree | Count | 87 | 55 | 8 | 5 | 155 |
| | Percent | 15.8% | 14.9% | 19.0% | 10.0% | 15.3% |
| Somewhat disagree | Count | 21 | 25 | 5 | 0 | 51 |
| | Percent | 3.8% | 6.8% | 11.9% | 0.0% | 5.0% |
| Disagree | Count | 39 | 30 | 4 | 1 | 74 |
| | Percent | 7.1% | 8.1% | 9.5% | 2.0% | 7.3% |
| Strongly disagree | Count | 28 | 17 | 1 | 4 | 50 |
| | Percent | 5.1% | 4.6% | 2.4% | 8.0% | 4.9% |
| Don't know | Count | 138 | 108 | 3 | 10 | 259 |
| | Percent | 25.1% | 29.3% | 7.1% | 20.0% | 25.6% |
| Total | Count | 550 | 369 | 42 | 50 | 1011 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .01$

Our government, overall, has made an explicit commitment to advancing racial equity.

| | | Race and Ethnicity | | | | |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | Total |
| Strongly agree | Count | 43 | 55 | 3 | 5 | 106 |
| | Percent | 7.9% | 14.9% | 7.1% | 10.2% | 10.5% |
| Agree | Count | 135 | 125 | 10 | 14 | 284 |
| | Percent | 24.8% | 33.9% | 23.8% | 28.6% | 28.3% |
| Somewhat agree | Count | 100 | 79 | 11 | 11 | 201 |
| | Percent | 18.3% | 21.4% | 26.2% | 22.4% | 20.0% |
| Somewhat disagree | Count | 40 | 18 | 7 | 3 | 68 |
| | Percent | 7.3% | 4.9% | 16.7% | 6.1% | 6.8% |
| Disagree | Count | 52 | 15 | 4 | 2 | 73 |
| | Percent | 9.5% | 4.1% | 9.5% | 4.1% | 7.3% |
| Strongly disagree | Count | 50 | 9 | 0 | 3 | 62 |
| | Percent | 9.2% | 2.4% | 0.0% | 6.1% | 6.2% |
| Don't know | Count | 125 | 68 | 7 | 11 | 211 |
| | Percent | 22.9% | 18.4% | 16.7% | 22.4% | 21.0% |
| Total | Count | 545 | 369 | 42 | 49 | 1005 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

I can identify one or more concrete actions that our government has taken to address racial inequities in our community.

| | | Race and Ethnicity | | | | Total |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | |
| Strongly agree | Count | 34 | 30 | 5 | 9 | 78 |
| | Percent | 6.2% | 8.2% | 11.9% | 18.0% | 7.8% |
| Agree | Count | 122 | 97 | 3 | 6 | 228 |
| | Percent | 22.3% | 26.4% | 7.1% | 12.0% | 22.7% |
| Somewhat agree | Count | 106 | 64 | 7 | 12 | 189 |
| | Percent | 19.4% | 17.4% | 16.7% | 24.0% | 18.8% |
| Somewhat disagree | Count | 36 | 28 | 5 | 3 | 72 |
| | Percent | 6.6% | 7.6% | 11.9% | 6.0% | 7.2% |
| Disagree | Count | 65 | 24 | 5 | 3 | 97 |
| | Percent | 11.9% | 6.5% | 11.9% | 6.0% | 9.6% |
| Strongly disagree | Count | 44 | 8 | 1 | 2 | 55 |
| | Percent | 8.1% | 2.2% | 2.4% | 4.0% | 5.5% |
| Don't know | Count | 139 | 117 | 16 | 15 | 287 |
| | Percent | 25.5% | 31.8% | 38.1% | 30.0% | 28.5% |
| Total | Count | 546 | 368 | 42 | 50 | 1006 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

As a whole, our government is making progress advancing racial equity in the community.

| | | Race and Ethnicity | | | | Total |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | |
| Strongly agree | Count | 37 | 29 | 1 | 5 | 72 |
| | Percent | 6.8% | 7.9% | 2.4% | 10.0% | 7.1% |
| Agree | Count | 103 | 106 | 9 | 7 | 225 |
| | Percent | 18.8% | 28.8% | 21.4% | 14.0% | 22.3% |
| Somewhat agree | Count | 145 | 103 | 16 | 17 | 281 |
| | Percent | 26.5% | 28.0% | 38.1% | 34.0% | 27.9% |
| Somewhat disagree | Count | 44 | 22 | 5 | 3 | 74 |
| | Percent | 8.0% | 6.0% | 11.9% | 6.0% | 7.3% |
| Disagree | Count | 50 | 12 | 6 | 5 | 73 |
| | Percent | 9.1% | 3.3% | 14.3% | 10.0% | 7.2% |
| Strongly disagree | Count | 35 | 10 | 0 | 2 | 47 |
| | Percent | 6.4% | 2.7% | 0.0% | 4.0% | 4.7% |
| Don't know | Count | 134 | 86 | 5 | 11 | 236 |
| | Percent | 24.5% | 23.4% | 11.9% | 22.0% | 23.4% |
| Total | Count | 548 | 368 | 42 | 50 | 1008 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .01$

As a whole, our community is making progress advancing racial equity.

| | | Race and Ethnicity | | | | Total |
|-------------------|---------|---------------------------|-------------------|--------|-------------|--------|
| | | Black or African American | White, non-LatinX | LatinX | Multiracial | |
| Strongly agree | Count | 29 | 27 | 2 | 9 | 67 |
| | Percent | 5.3% | 7.4% | 4.8% | 18.0% | 6.6% |
| Agree | Count | 93 | 105 | 7 | 9 | 214 |
| | Percent | 16.9% | 28.6% | 16.7% | 18.0% | 21.2% |
| Somewhat agree | Count | 157 | 134 | 19 | 16 | 326 |
| | Percent | 28.6% | 36.5% | 45.2% | 32.0% | 32.3% |
| Somewhat disagree | Count | 60 | 18 | 6 | 5 | 89 |
| | Percent | 10.9% | 4.9% | 14.3% | 10.0% | 8.8% |
| Disagree | Count | 68 | 18 | 3 | 5 | 94 |
| | Percent | 12.4% | 4.9% | 7.1% | 10.0% | 9.3% |
| Strongly disagree | Count | 24 | 6 | 1 | 1 | 32 |
| | Percent | 4.4% | 1.6% | 2.4% | 2.0% | 3.2% |
| Don't know | Count | 118 | 59 | 4 | 5 | 186 |
| | Percent | 21.5% | 16.1% | 9.5% | 10.0% | 18.5% |
| Total | Count | 549 | 367 | 42 | 50 | 1008 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

Appendix D

Durham County Racial Equity Employee Survey

Disaggregated Results by Supervisory Status: Statistically Significant Items

How many trainings / workshops about racial equity have you attended?

| | | Do you manage or supervise people? | | Total |
|---------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| None | Count | 95 | 299 | 394 |
| | Percent | 28.5% | 42.0% | 37.7% |
| One or two | Count | 137 | 270 | 407 |
| | Percent | 41.1% | 37.9% | 38.9% |
| Three or more | Count | 101 | 143 | 244 |
| | Percent | 30.3% | 20.1% | 23.3% |
| Total | Count | 333 | 712 | 1045 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

I am actively involved in advancing racial equity in my work.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 45 | 59 | 104 |
| | Percent | 13.5% | 8.3% | 10.0% |
| Agree | Count | 98 | 144 | 242 |
| | Percent | 29.4% | 20.3% | 23.2% |
| Somewhat agree | Count | 92 | 151 | 243 |
| | Percent | 27.6% | 21.3% | 23.3% |
| Somewhat disagree | Count | 21 | 77 | 98 |
| | Percent | 6.3% | 10.9% | 9.4% |
| Disagree | Count | 44 | 148 | 192 |
| | Percent | 13.2% | 20.9% | 18.4% |
| Strongly disagree | Count | 10 | 32 | 42 |
| | Percent | 3.0% | 4.5% | 4.0% |
| Don't know | Count | 23 | 98 | 121 |
| | Percent | 6.9% | 13.8% | 11.6% |
| Total | Count | 333 | 709 | 1042 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

I have used a racial equity tool on policy, program, or budget decisions.

| | | | Do you manage or supervise people? | | Total |
|------------|---------|--|------------------------------------|--------|--------|
| | | | Yes | No | |
| Yes | Count | | 57 | 58 | 115 |
| | Percent | | 17.1% | 8.2% | 11.0% |
| No | Count | | 201 | 469 | 670 |
| | Percent | | 60.4% | 66.1% | 64.2% |
| Don't know | Count | | 75 | 183 | 258 |
| | Percent | | 22.5% | 25.8% | 24.7% |
| Total | Count | | 333 | 710 | 1043 |
| | Percent | | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department is committed to racial equity.

| | | | Do you manage or supervise people? | | Total |
|-------------------|---------|--|------------------------------------|--------|--------|
| | | | Yes | No | |
| Strongly agree | Count | | 88 | 113 | 201 |
| | Percent | | 26.3% | 16.0% | 19.3% |
| Agree | Count | | 124 | 229 | 353 |
| | Percent | | 37.1% | 32.3% | 33.9% |
| Somewhat agree | Count | | 57 | 125 | 182 |
| | Percent | | 17.1% | 17.7% | 17.5% |
| Somewhat disagree | Count | | 23 | 47 | 70 |
| | Percent | | 6.9% | 6.6% | 6.7% |
| Disagree | Count | | 6 | 50 | 56 |
| | Percent | | 1.8% | 7.1% | 5.4% |
| Strongly disagree | Count | | 9 | 33 | 42 |
| | Percent | | 2.7% | 4.7% | 4.0% |
| Don't know | Count | | 27 | 111 | 138 |
| | Percent | | 8.1% | 15.7% | 13.2% |
| Total | Count | | 334 | 708 | 1042 |
| | Percent | | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

Leadership in my department participates in and supports conversations about racial equity.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 66 | 84 | 150 |
| | Percent | 19.8% | 11.8% | 14.4% |
| Agree | Count | 92 | 163 | 255 |
| | Percent | 27.5% | 22.9% | 24.4% |
| Somewhat agree | Count | 70 | 120 | 190 |
| | Percent | 21.0% | 16.9% | 18.2% |
| Somewhat disagree | Count | 29 | 62 | 91 |
| | Percent | 8.7% | 8.7% | 8.7% |
| Disagree | Count | 23 | 89 | 112 |
| | Percent | 6.9% | 12.5% | 10.7% |
| Strongly disagree | Count | 16 | 55 | 71 |
| | Percent | 4.8% | 7.7% | 6.8% |
| Don't know | Count | 38 | 138 | 176 |
| | Percent | 11.4% | 19.4% | 16.8% |
| Total | Count | 334 | 711 | 1045 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

Leadership in my department communicates the importance of addressing racial inequities and achieving racial equity.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 54 | 78 | 132 |
| | Percent | 16.2% | 11.0% | 12.7% |
| Agree | Count | 98 | 152 | 250 |
| | Percent | 29.3% | 21.5% | 24.0% |
| Somewhat agree | Count | 60 | 111 | 171 |
| | Percent | 18.0% | 15.7% | 16.4% |
| Somewhat disagree | Count | 35 | 72 | 107 |
| | Percent | 10.5% | 10.2% | 10.3% |
| Disagree | Count | 29 | 104 | 133 |
| | Percent | 8.7% | 14.7% | 12.8% |
| Strongly disagree | Count | 17 | 63 | 80 |
| | Percent | 5.1% | 8.9% | 7.7% |
| Don't know | Count | 41 | 127 | 168 |
| | Percent | 12.3% | 18.0% | 16.1% |
| Total | Count | 334 | 707 | 1041 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department provides resources for addressing racial inequities and achieving racial equity.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 27 | 39 | 66 |
| | Percent | 8.1% | 5.5% | 6.3% |
| Agree | Count | 67 | 101 | 168 |
| | Percent | 20.2% | 14.2% | 16.1% |
| Somewhat agree | Count | 73 | 120 | 193 |
| | Percent | 22.0% | 16.9% | 18.5% |
| Somewhat disagree | Count | 41 | 76 | 117 |
| | Percent | 12.3% | 10.7% | 11.2% |
| Disagree | Count | 53 | 128 | 181 |
| | Percent | 16.0% | 18.0% | 17.4% |
| Strongly disagree | Count | 19 | 68 | 87 |
| | Percent | 5.7% | 9.6% | 8.3% |
| Don't know | Count | 52 | 178 | 230 |
| | Percent | 15.7% | 25.1% | 22.1% |
| Total | Count | 332 | 710 | 1042 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department has taken steps to reduce racial inequities, including but not limited to workforce issues.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 33 | 43 | 76 |
| | Percent | 9.9% | 6.1% | 7.3% |
| Agree | Count | 96 | 128 | 224 |
| | Percent | 28.8% | 18.1% | 21.5% |
| Somewhat agree | Count | 69 | 126 | 195 |
| | Percent | 20.7% | 17.8% | 18.7% |
| Somewhat disagree | Count | 41 | 56 | 97 |
| | Percent | 12.3% | 7.9% | 9.3% |
| Disagree | Count | 32 | 93 | 125 |
| | Percent | 9.6% | 13.1% | 12.0% |
| Strongly disagree | Count | 14 | 53 | 67 |
| | Percent | 4.2% | 7.5% | 6.4% |
| Don't know | Count | 48 | 210 | 258 |
| | Percent | 14.4% | 29.6% | 24.8% |
| Total | Count | 333 | 709 | 1042 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department provides racial equity training for all staff, including leadership.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 28 | 43 | 71 |
| | Percent | 8.4% | 6.1% | 6.8% |
| Agree | Count | 70 | 114 | 184 |
| | Percent | 21.0% | 16.1% | 17.7% |
| Somewhat agree | Count | 52 | 101 | 153 |
| | Percent | 15.6% | 14.3% | 14.7% |
| Somewhat disagree | Count | 38 | 49 | 87 |
| | Percent | 11.4% | 6.9% | 8.4% |
| Disagree | Count | 69 | 153 | 222 |
| | Percent | 20.7% | 21.6% | 21.3% |
| Strongly disagree | Count | 27 | 62 | 89 |
| | Percent | 8.1% | 8.8% | 8.6% |
| Don't know | Count | 49 | 185 | 234 |
| | Percent | 14.7% | 26.2% | 22.5% |
| Total | Count | 333 | 707 | 1040 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .01$

Employees are encouraged to participate in trainings, workshops, or events about racial equity.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 53 | 77 | 130 |
| | Percent | 15.9% | 10.8% | 12.5% |
| Agree | Count | 104 | 167 | 271 |
| | Percent | 31.2% | 23.5% | 26.0% |
| Somewhat agree | Count | 50 | 108 | 158 |
| | Percent | 15.0% | 15.2% | 15.1% |
| Somewhat disagree | Count | 26 | 59 | 85 |
| | Percent | 7.8% | 8.3% | 8.1% |
| Disagree | Count | 41 | 112 | 153 |
| | Percent | 12.3% | 15.8% | 14.7% |
| Strongly disagree | Count | 18 | 47 | 65 |
| | Percent | 5.4% | 6.6% | 6.2% |
| Don't know | Count | 41 | 140 | 181 |
| | Percent | 12.3% | 19.7% | 17.4% |
| Total | Count | 333 | 710 | 1043 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .01$

Does your department have a racial equity work group?

| | | | Do you manage or supervise people? | | Total |
|--------------|---------|--|------------------------------------|--------|--------|
| | | | Yes | No | |
| Yes | Count | | 26 | 36 | 62 |
| | Percent | | 7.8% | 5.1% | 6.0% |
| No | Count | | 176 | 265 | 441 |
| | Percent | | 52.7% | 37.4% | 42.3% |
| I don't know | Count | | 132 | 407 | 539 |
| | Percent | | 39.5% | 57.5% | 51.7% |
| Total | Count | | 334 | 708 | 1042 |
| | Percent | | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

Does your department have a racial equity action plan?

| | | | Do you manage or supervise people? | | Total |
|------------|---------|--|------------------------------------|--------|--------|
| | | | Yes | No | |
| Yes | Count | | 15 | 28 | 43 |
| | Percent | | 4.5% | 3.9% | 4.1% |
| No | Count | | 110 | 136 | 246 |
| | Percent | | 32.9% | 19.2% | 23.6% |
| Don't know | Count | | 209 | 546 | 755 |
| | Percent | | 62.6% | 76.9% | 72.3% |
| Total | Count | | 334 | 710 | 1044 |
| | Percent | | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

Does your department collaborate with external organizations to implement a racial equity plan?

| | | | Do you manage or supervise people? | | Total |
|------------|---------|--|------------------------------------|--------|--------|
| | | | Yes | No | |
| Yes | Count | | 44 | 51 | 95 |
| | Percent | | 13.2% | 7.2% | 9.1% |
| No | Count | | 82 | 106 | 188 |
| | Percent | | 24.6% | 15.0% | 18.0% |
| Don't know | Count | | 207 | 552 | 759 |
| | Percent | | 62.2% | 77.9% | 72.8% |
| Total | Count | | 333 | 709 | 1042 |
| | Percent | | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

Does your department use a racial equity tool in making decisions about policies, initiatives, programs or budget decisions?

| | | Do you manage or supervise people? | | Total |
|--------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Consistently | Count | 19 | 26 | 45 |
| | Percent | 5.7% | 3.7% | 4.3% |
| Occasionally | Count | 28 | 17 | 45 |
| | Percent | 8.4% | 2.4% | 4.3% |
| Rarely | Count | 15 | 21 | 36 |
| | Percent | 4.5% | 3.0% | 3.5% |
| Never | Count | 50 | 64 | 114 |
| | Percent | 15.1% | 9.0% | 11.0% |
| Don't know | Count | 220 | 581 | 801 |
| | Percent | 66.3% | 81.9% | 76.9% |
| Total | Count | 332 | 709 | 1041 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

As a whole, my department is making progress towards achieving racial equity.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 35 | 48 | 83 |
| | Percent | 10.5% | 6.8% | 8.0% |
| Agree | Count | 77 | 129 | 206 |
| | Percent | 23.1% | 18.1% | 19.7% |
| Somewhat agree | Count | 84 | 124 | 208 |
| | Percent | 25.2% | 17.4% | 19.9% |
| Somewhat disagree | Count | 30 | 52 | 82 |
| | Percent | 9.0% | 7.3% | 7.9% |
| Disagree | Count | 18 | 76 | 94 |
| | Percent | 5.4% | 10.7% | 9.0% |
| Strongly disagree | Count | 17 | 33 | 50 |
| | Percent | 5.1% | 4.6% | 4.8% |
| Don't know | Count | 72 | 249 | 321 |
| | Percent | 21.6% | 35.0% | 30.7% |
| Total | Count | 333 | 711 | 1044 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department is taking concrete actions to improve workforce equity.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 33 | 44 | 77 |
| | Percent | 9.9% | 6.2% | 7.4% |
| Agree | Count | 90 | 133 | 223 |
| | Percent | 26.9% | 18.7% | 21.3% |
| Somewhat agree | Count | 68 | 88 | 156 |
| | Percent | 20.4% | 12.4% | 14.9% |
| Somewhat disagree | Count | 29 | 41 | 70 |
| | Percent | 8.7% | 5.8% | 6.7% |
| Disagree | Count | 18 | 58 | 76 |
| | Percent | 5.4% | 8.1% | 7.3% |
| Strongly disagree | Count | 17 | 36 | 53 |
| | Percent | 5.1% | 5.1% | 5.1% |
| Don't know | Count | 79 | 312 | 391 |
| | Percent | 23.7% | 43.8% | 37.4% |
| Total | Count | 334 | 712 | 1046 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

The results of my department's contracting and procurement equitably benefit the racial diversity of our community.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 25 | 37 | 62 |
| | Percent | 7.5% | 5.2% | 5.9% |
| Agree | Count | 74 | 99 | 173 |
| | Percent | 22.2% | 14.0% | 16.6% |
| Somewhat agree | Count | 51 | 77 | 128 |
| | Percent | 15.3% | 10.9% | 12.3% |
| Somewhat disagree | Count | 13 | 32 | 45 |
| | Percent | 3.9% | 4.5% | 4.3% |
| Disagree | Count | 18 | 43 | 61 |
| | Percent | 5.4% | 6.1% | 5.8% |
| Strongly disagree | Count | 4 | 22 | 26 |
| | Percent | 1.2% | 3.1% | 2.5% |
| Don't know | Count | 149 | 399 | 548 |
| | Percent | 44.6% | 56.3% | 52.5% |
| Total | Count | 334 | 709 | 1043 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department is taking concrete actions to increase equity in its contracting and procurement practices.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 21 | 32 | 53 |
| | Percent | 6.3% | 4.5% | 5.1% |
| Agree | Count | 67 | 73 | 140 |
| | Percent | 20.1% | 10.3% | 13.4% |
| Somewhat agree | Count | 55 | 62 | 117 |
| | Percent | 16.5% | 8.7% | 11.2% |
| Somewhat disagree | Count | 15 | 26 | 41 |
| | Percent | 4.5% | 3.7% | 3.9% |
| Disagree | Count | 14 | 35 | 49 |
| | Percent | 4.2% | 4.9% | 4.7% |
| Strongly disagree | Count | 8 | 22 | 30 |
| | Percent | 2.4% | 3.1% | 2.9% |
| Don't know | Count | 154 | 462 | 616 |
| | Percent | 46.1% | 64.9% | 58.9% |
| Total | Count | 334 | 712 | 1046 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department is taking concrete actions to increase racial equity for our communities.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 34 | 44 | 78 |
| | Percent | 10.2% | 6.2% | 7.5% |
| Agree | Count | 87 | 111 | 198 |
| | Percent | 26.0% | 15.6% | 18.9% |
| Somewhat agree | Count | 57 | 109 | 166 |
| | Percent | 17.1% | 15.3% | 15.9% |
| Somewhat disagree | Count | 13 | 24 | 37 |
| | Percent | 3.9% | 3.4% | 3.5% |
| Disagree | Count | 18 | 55 | 73 |
| | Percent | 5.4% | 7.7% | 7.0% |
| Strongly disagree | Count | 12 | 26 | 38 |
| | Percent | 3.6% | 3.7% | 3.6% |
| Don't know | Count | 113 | 343 | 456 |
| | Percent | 33.8% | 48.2% | 43.6% |
| Total | Count | 334 | 712 | 1046 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department seeks input and assistance on decision-making from communities of color.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 39 | 47 | 86 |
| | Percent | 11.8% | 6.6% | 8.3% |
| Agree | Count | 78 | 125 | 203 |
| | Percent | 23.6% | 17.7% | 19.6% |
| Somewhat agree | Count | 51 | 92 | 143 |
| | Percent | 15.5% | 13.0% | 13.8% |
| Somewhat disagree | Count | 16 | 30 | 46 |
| | Percent | 4.8% | 4.2% | 4.4% |
| Disagree | Count | 31 | 64 | 95 |
| | Percent | 9.4% | 9.1% | 9.2% |
| Strongly disagree | Count | 18 | 42 | 60 |
| | Percent | 5.5% | 5.9% | 5.8% |
| Don't know | Count | 97 | 307 | 404 |
| | Percent | 29.4% | 43.4% | 39.0% |
| Total | Count | 330 | 707 | 1037 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .01$

My department partners with other institutions and organizations to advance racial equity.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 23 | 35 | 58 |
| | Percent | 6.9% | 5.0% | 5.6% |
| Agree | Count | 80 | 92 | 172 |
| | Percent | 24.0% | 13.0% | 16.5% |
| Somewhat agree | Count | 53 | 91 | 144 |
| | Percent | 15.9% | 12.9% | 13.8% |
| Somewhat disagree | Count | 14 | 25 | 39 |
| | Percent | 4.2% | 3.5% | 3.7% |
| Disagree | Count | 21 | 39 | 60 |
| | Percent | 6.3% | 5.5% | 5.8% |
| Strongly disagree | Count | 12 | 32 | 44 |
| | Percent | 3.6% | 4.5% | 4.2% |
| Don't know | Count | 131 | 393 | 524 |
| | Percent | 39.2% | 55.6% | 50.3% |
| Total | Count | 334 | 707 | 1041 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

My department implements racial equity programs that communities of color lead.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 19 | 32 | 51 |
| | Percent | 5.7% | 4.5% | 4.9% |
| Agree | Count | 44 | 82 | 126 |
| | Percent | 13.3% | 11.6% | 12.1% |
| Somewhat agree | Count | 37 | 43 | 80 |
| | Percent | 11.2% | 6.1% | 7.7% |
| Somewhat disagree | Count | 16 | 29 | 45 |
| | Percent | 4.8% | 4.1% | 4.3% |
| Disagree | Count | 42 | 67 | 109 |
| | Percent | 12.7% | 9.5% | 10.5% |
| Strongly disagree | Count | 17 | 42 | 59 |
| | Percent | 5.1% | 5.9% | 5.7% |
| Don't know | Count | 156 | 412 | 568 |
| | Percent | 47.1% | 58.3% | 54.7% |
| Total | Count | 331 | 707 | 1038 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .05$

My department is making progress on improving access to services for people of color.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 44 | 62 | 106 |
| | Percent | 13.2% | 8.8% | 10.2% |
| Agree | Count | 91 | 155 | 246 |
| | Percent | 27.3% | 22.0% | 23.7% |
| Somewhat agree | Count | 61 | 110 | 171 |
| | Percent | 18.3% | 15.6% | 16.5% |
| Somewhat disagree | Count | 8 | 26 | 34 |
| | Percent | 2.4% | 3.7% | 3.3% |
| Disagree | Count | 16 | 34 | 50 |
| | Percent | 4.8% | 4.8% | 4.8% |
| Strongly disagree | Count | 6 | 28 | 34 |
| | Percent | 1.8% | 4.0% | 3.3% |
| Don't know | Count | 107 | 291 | 398 |
| | Percent | 32.1% | 41.2% | 38.3% |
| Total | Count | 333 | 706 | 1039 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .01$

My department is making progress on improving access to services for refugees and immigrants.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 27 | 42 | 69 |
| | Percent | 8.1% | 5.9% | 6.6% |
| Agree | Count | 68 | 119 | 187 |
| | Percent | 20.4% | 16.9% | 18.0% |
| Somewhat agree | Count | 53 | 89 | 142 |
| | Percent | 15.9% | 12.6% | 13.7% |
| Somewhat disagree | Count | 17 | 34 | 51 |
| | Percent | 5.1% | 4.8% | 4.9% |
| Disagree | Count | 29 | 42 | 71 |
| | Percent | 8.7% | 5.9% | 6.8% |
| Strongly disagree | Count | 16 | 29 | 45 |
| | Percent | 4.8% | 4.1% | 4.3% |
| Don't know | Count | 123 | 351 | 474 |
| | Percent | 36.9% | 49.7% | 45.6% |
| Total | Count | 333 | 706 | 1039 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .05$

My department is making progress at providing interpretation and translation services for people with limited English.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 59 | 110 | 169 |
| | Percent | 17.7% | 15.5% | 16.2% |
| Agree | Count | 90 | 174 | 264 |
| | Percent | 26.9% | 24.5% | 25.3% |
| Somewhat agree | Count | 48 | 111 | 159 |
| | Percent | 14.4% | 15.6% | 15.2% |
| Somewhat disagree | Count | 25 | 29 | 54 |
| | Percent | 7.5% | 4.1% | 5.2% |
| Disagree | Count | 27 | 45 | 72 |
| | Percent | 8.1% | 6.3% | 6.9% |
| Strongly disagree | Count | 16 | 36 | 52 |
| | Percent | 4.8% | 5.1% | 5.0% |
| Don't know | Count | 69 | 206 | 275 |
| | Percent | 20.7% | 29.0% | 26.3% |
| Total | Count | 334 | 711 | 1045 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .05$

Our government, overall, has made an explicit commitment to advancing racial equity.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 43 | 63 | 106 |
| | Percent | 13.0% | 8.9% | 10.2% |
| Agree | Count | 109 | 185 | 294 |
| | Percent | 32.8% | 26.2% | 28.3% |
| Somewhat agree | Count | 79 | 132 | 211 |
| | Percent | 23.8% | 18.7% | 20.3% |
| Somewhat disagree | Count | 21 | 50 | 71 |
| | Percent | 6.3% | 7.1% | 6.8% |
| Disagree | Count | 17 | 59 | 76 |
| | Percent | 5.1% | 8.4% | 7.3% |
| Strongly disagree | Count | 16 | 47 | 63 |
| | Percent | 4.8% | 6.7% | 6.1% |
| Don't know | Count | 47 | 170 | 217 |
| | Percent | 14.2% | 24.1% | 20.9% |
| Total | Count | 332 | 706 | 1038 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

I can identify one or more concrete actions that our government has taken to address racial inequities in our community.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 32 | 47 | 79 |
| | Percent | 9.6% | 6.7% | 7.6% |
| Agree | Count | 92 | 141 | 233 |
| | Percent | 27.6% | 20.0% | 22.4% |
| Somewhat agree | Count | 75 | 123 | 198 |
| | Percent | 22.5% | 17.4% | 19.1% |
| Somewhat disagree | Count | 27 | 45 | 72 |
| | Percent | 8.1% | 6.4% | 6.9% |
| Disagree | Count | 21 | 79 | 100 |
| | Percent | 6.3% | 11.2% | 9.6% |
| Strongly disagree | Count | 17 | 40 | 57 |
| | Percent | 5.1% | 5.7% | 5.5% |
| Don't know | Count | 69 | 231 | 300 |
| | Percent | 20.7% | 32.7% | 28.9% |
| Total | Count | 333 | 706 | 1039 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .001$

As a whole, our government is making progress advancing racial equity in the community.

| | | Do you manage or supervise people? | | Total |
|-------------------|---------|------------------------------------|--------|--------|
| | | Yes | No | |
| Strongly agree | Count | 32 | 42 | 74 |
| | Percent | 9.6% | 5.9% | 7.1% |
| Agree | Count | 87 | 145 | 232 |
| | Percent | 26.1% | 20.5% | 22.3% |
| Somewhat agree | Count | 104 | 187 | 291 |
| | Percent | 31.2% | 26.4% | 28.0% |
| Somewhat disagree | Count | 20 | 57 | 77 |
| | Percent | 6.0% | 8.1% | 7.4% |
| Disagree | Count | 15 | 57 | 72 |
| | Percent | 4.5% | 8.1% | 6.9% |
| Strongly disagree | Count | 14 | 36 | 50 |
| | Percent | 4.2% | 5.1% | 4.8% |
| Don't know | Count | 61 | 184 | 245 |
| | Percent | 18.3% | 26.0% | 23.5% |
| Total | Count | 333 | 708 | 1041 |
| | Percent | 100.0% | 100.0% | 100.0% |

Note: Significant differences emerged among subgroups at the $p < .01$

Appendix E
Durham County Racial Equity Employee Survey
Disaggregated Results: By Department

| Departments | | | |
|----------------------------|-----------|---------|--------------------|
| | Frequency | Percent | Cumulative Percent |
| General Services | 26 | 3.2 | 3.2 |
| Sheriff Department/Jail | 211 | 26.0 | 29.2 |
| Tax Administration | 50 | 6.2 | 35.3 |
| Library | 105 | 12.9 | 48.2 |
| Social Services (DSS) | 199 | 24.5 | 72.7 |
| Public Health Services | 119 | 14.6 | 87.3 |
| Emergency Medical Services | 59 | 7.3 | 94.6 |
| Criminal Justice Center | 44 | 5.4 | 100.0 |
| Total | 813 | 100.0 | |
| Missing | 401 | | |
| Total | 1214 | | |

Disaggregated Results by Departments with Adequate Sample Sizes

I think it is valuable to examine and discuss the impacts of race.

| | | Departments | | | | | | | | | |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|--|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total | |
| Strongly agree | Count | 12 | 100 | 30 | 81 | 155 | 100 | 30 | 33 | 541 | |
| | Percent | 46.2% | 47.4% | 60.0% | 77.1% | 77.9% | 84.0% | 50.8% | 75.0% | 66.5% | |
| Agree | Count | 7 | 72 | 11 | 21 | 35 | 11 | 17 | 9 | 183 | |
| | Percent | 26.9% | 34.1% | 22.0% | 20.0% | 17.6% | 9.2% | 28.8% | 20.5% | 22.5% | |
| Somewhat agree | Count | 4 | 22 | 6 | 1 | 9 | 6 | 6 | 1 | 55 | |
| | Percent | 15.4% | 10.4% | 12.0% | 1.0% | 4.5% | 5.0% | 10.2% | 2.3% | 6.8% | |
| Somewhat disagree | Count | 2 | 4 | 2 | 0 | 0 | 2 | 0 | 1 | 11 | |
| | Percent | 7.7% | 1.9% | 4.0% | 0.0% | 0.0% | 1.7% | 0.0% | 2.3% | 1.4% | |
| Disagree | Count | 0 | 4 | 0 | 0 | 0 | 0 | 2 | 0 | 6 | |
| | Percent | 0.0% | 1.9% | 0.0% | 0.0% | 0.0% | 0.0% | 3.4% | 0.0% | 0.7% | |
| Strongly disagree | Count | 0 | 2 | 1 | 1 | 0 | 0 | 3 | 0 | 7 | |
| | Percent | 0.0% | 0.9% | 2.0% | 1.0% | 0.0% | 0.0% | 5.1% | 0.0% | 0.9% | |
| Don't know | Count | 1 | 7 | 0 | 1 | 0 | 0 | 1 | 0 | 10 | |
| | Percent | 3.8% | 3.3% | 0.0% | 1.0% | 0.0% | 0.0% | 1.7% | 0.0% | 1.2% | |
| Total | Count | 26 | 211 | 50 | 105 | 199 | 119 | 59 | 44 | 813 | |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | |

Note: Statistically significant differences emerged among subgroups at the p < .001 level.

I feel competent in my interactions with people of other races.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 9 | 129 | 23 | 32 | 87 | 46 | 28 | 25 | 379 |
| | Percent | 34.6% | 61.1% | 46.0% | 31.1% | 43.9% | 38.7% | 47.5% | 56.8% | 46.8% |
| Agree | Count | 12 | 64 | 19 | 50 | 84 | 42 | 26 | 14 | 311 |
| | Percent | 46.2% | 30.3% | 38.0% | 48.5% | 42.4% | 35.3% | 44.1% | 31.8% | 38.4% |
| Somewhat agree | Count | 3 | 10 | 7 | 19 | 23 | 23 | 5 | 4 | 94 |
| | Percent | 11.5% | 4.7% | 14.0% | 18.4% | 11.6% | 19.3% | 8.5% | 9.1% | 11.6% |
| Somewhat disagree | Count | 0 | 3 | 1 | 1 | 1 | 3 | 0 | 1 | 10 |
| | Percent | 0.0% | 1.4% | 2.0% | 1.0% | 0.5% | 2.5% | 0.0% | 2.3% | 1.2% |
| Disagree | Count | 0 | 2 | 0 | 1 | 2 | 2 | 0 | 0 | 7 |
| | Percent | 0.0% | 0.9% | 0.0% | 1.0% | 1.0% | 1.7% | 0.0% | 0.0% | 0.9% |
| Strongly disagree | Count | 1 | 1 | 0 | 0 | 0 | 3 | 0 | 0 | 5 |
| | Percent | 3.8% | 0.5% | 0.0% | 0.0% | 0.0% | 2.5% | 0.0% | 0.0% | 0.6% |
| Don't know | Count | 1 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 4 |
| | Percent | 3.8% | 0.9% | 0.0% | 0.0% | 0.5% | 0.0% | 0.0% | 0.0% | 0.5% |
| Total | Count | 26 | 211 | 50 | 103 | 198 | 119 | 59 | 44 | 810 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the p < .01 level.

I have a basic understanding of concepts related to racial equity.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 6 | 94 | 19 | 37 | 78 | 53 | 20 | 23 | 330 |
| | Percent | 23.1% | 44.5% | 38.0% | 35.2% | 39.4% | 44.5% | 33.9% | 53.5% | 40.7% |
| Agree | Count | 16 | 94 | 25 | 49 | 98 | 55 | 28 | 19 | 384 |
| | Percent | 61.5% | 44.5% | 50.0% | 46.7% | 49.5% | 46.2% | 47.5% | 44.2% | 47.3% |
| Somewhat agree | Count | 3 | 18 | 6 | 17 | 17 | 9 | 10 | 1 | 81 |
| | Percent | 11.5% | 8.5% | 12.0% | 16.2% | 8.6% | 7.6% | 16.9% | 2.3% | 10.0% |
| Somewhat disagree | Count | 0 | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 4 |
| | Percent | 0.0% | 0.9% | 0.0% | 1.0% | 0.5% | 0.0% | 0.0% | 0.0% | 0.5% |
| Disagree | Count | 0 | 1 | 0 | 0 | 2 | 1 | 0 | 0 | 4 |
| | Percent | 0.0% | 0.5% | 0.0% | 0.0% | 1.0% | 0.8% | 0.0% | 0.0% | 0.5% |
| Strongly disagree | Count | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 3 |
| | Percent | 0.0% | 0.0% | 0.0% | 0.0% | 0.5% | 0.8% | 1.7% | 0.0% | 0.4% |
| Don't know | Count | 1 | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 5 |
| | Percent | 3.8% | 0.9% | 0.0% | 1.0% | 0.5% | 0.0% | 0.0% | 0.0% | 0.6% |
| Total | Count | 26 | 211 | 50 | 105 | 198 | 119 | 59 | 43 | 811 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

How many trainings / workshops about racial equity have you attended?

| | | | Departments | | | | | | | Total | |
|---------------|---------|--|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| None | Count | | 12 | 103 | 19 | 42 | 87 | 20 | 18 | 16 | 317 |
| | Percent | | 46.2% | 48.8% | 38.0% | 40.0% | 43.7% | 16.9% | 30.5% | 36.4% | 39.0% |
| One or two | Count | | 8 | 62 | 23 | 42 | 74 | 49 | 30 | 19 | 307 |
| | Percent | | 30.8% | 29.4% | 46.0% | 40.0% | 37.2% | 41.5% | 50.8% | 43.2% | 37.8% |
| Three or more | Count | | 6 | 46 | 8 | 21 | 38 | 49 | 11 | 9 | 188 |
| | Percent | | 23.1% | 21.8% | 16.0% | 20.0% | 19.1% | 41.5% | 18.6% | 20.5% | 23.2% |
| Total | Count | | 26 | 211 | 50 | 105 | 199 | 118 | 59 | 44 | 812 |
| | Percent | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the $p < .001$ level.

I can identify examples of institutional racism (i.e., when organizational programs or policies work better for white people than for people of color, regardless of intention).

| | | Departments | | | | | | | | | |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|--|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total | |
| Strongly agree | Count | 5 | 53 | 17 | 29 | 71 | 52 | 9 | 14 | 250 | |
| | Percent | 19.2% | 25.4% | 34.0% | 27.6% | 35.7% | 44.1% | 15.3% | 31.8% | 30.9% | |
| Agree | Count | 7 | 45 | 18 | 44 | 70 | 43 | 17 | 17 | 261 | |
| | Percent | 26.9% | 21.5% | 36.0% | 41.9% | 35.2% | 36.4% | 28.8% | 38.6% | 32.2% | |
| Somewhat agree | Count | 6 | 39 | 8 | 25 | 43 | 14 | 10 | 8 | 153 | |
| | Percent | 23.1% | 18.7% | 16.0% | 23.8% | 21.6% | 11.9% | 16.9% | 18.2% | 18.9% | |
| Somewhat disagree | Count | 3 | 11 | 1 | 2 | 2 | 3 | 1 | 1 | 24 | |
| | Percent | 11.5% | 5.3% | 2.0% | 1.9% | 1.0% | 2.5% | 1.7% | 2.3% | 3.0% | |
| Disagree | Count | 1 | 25 | 1 | 0 | 5 | 4 | 5 | 1 | 42 | |
| | Percent | 3.8% | 12.0% | 2.0% | 0.0% | 2.5% | 3.4% | 8.5% | 2.3% | 5.2% | |
| Strongly disagree | Count | 1 | 15 | 1 | 1 | 1 | 0 | 9 | 1 | 29 | |
| | Percent | 3.8% | 7.2% | 2.0% | 1.0% | 0.5% | 0.0% | 15.3% | 2.3% | 3.6% | |
| Don't know | Count | 3 | 21 | 4 | 4 | 7 | 2 | 8 | 2 | 51 | |
| | Percent | 11.5% | 10.0% | 8.0% | 3.8% | 3.5% | 1.7% | 13.6% | 4.5% | 6.3% | |
| Total | Count | 26 | 209 | 50 | 105 | 199 | 118 | 59 | 44 | 810 | |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | |

Note: Statistically significant differences emerged among subgroups at the $p < .001$ level.

I have the tools to address institutional racism in my workplace.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 1 | 18 | 4 | 4 | 8 | 6 | 6 | 5 | 52 |
| | Percent | 5.6% | 13.0% | 9.3% | 4.1% | 4.4% | 5.5% | 16.7% | 12.8% | 7.8% |
| Agree | Count | 5 | 32 | 11 | 17 | 33 | 23 | 7 | 6 | 134 |
| | Percent | 27.8% | 23.2% | 25.6% | 17.3% | 18.0% | 21.1% | 19.4% | 15.4% | 20.2% |
| Somewhat agree | Count | 6 | 29 | 16 | 32 | 54 | 34 | 12 | 14 | 197 |
| | Percent | 33.3% | 21.0% | 37.2% | 32.7% | 29.5% | 31.2% | 33.3% | 35.9% | 29.7% |
| Somewhat disagree | Count | 2 | 20 | 1 | 17 | 29 | 18 | 2 | 4 | 93 |
| | Percent | 11.1% | 14.5% | 2.3% | 17.3% | 15.8% | 16.5% | 5.6% | 10.3% | 14.0% |
| Disagree | Count | 0 | 16 | 2 | 13 | 31 | 10 | 6 | 6 | 84 |
| | Percent | 0.0% | 11.6% | 4.7% | 13.3% | 16.9% | 9.2% | 16.7% | 15.4% | 12.7% |
| Strongly disagree | Count | 0 | 9 | 4 | 2 | 12 | 14 | 1 | 2 | 44 |
| | Percent | 0.0% | 6.5% | 9.3% | 2.0% | 6.6% | 12.8% | 2.8% | 5.1% | 6.6% |
| Don't know | Count | 4 | 14 | 5 | 13 | 16 | 4 | 2 | 2 | 60 |
| | Percent | 22.2% | 10.1% | 11.6% | 13.3% | 8.7% | 3.7% | 5.6% | 5.1% | 9.0% |
| Total | Count | 18 | 138 | 43 | 98 | 183 | 109 | 36 | 39 | 664 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the $p < .01$ level.

I feel comfortable talking about race.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 4 | 53 | 7 | 14 | 51 | 26 | 13 | 13 | 181 |
| | Percent | 15.4% | 25.1% | 14.0% | 13.3% | 25.8% | 21.8% | 22.4% | 29.5% | 22.3% |
| Agree | Count | 8 | 80 | 20 | 34 | 73 | 38 | 24 | 16 | 293 |
| | Percent | 30.8% | 37.9% | 40.0% | 32.4% | 36.9% | 31.9% | 41.4% | 36.4% | 36.1% |
| Somewhat agree | Count | 9 | 38 | 11 | 36 | 36 | 30 | 14 | 8 | 182 |
| | Percent | 34.6% | 18.0% | 22.0% | 34.3% | 18.2% | 25.2% | 24.1% | 18.2% | 22.4% |
| Somewhat disagree | Count | 2 | 13 | 2 | 10 | 4 | 11 | 1 | 3 | 46 |
| | Percent | 7.7% | 6.2% | 4.0% | 9.5% | 2.0% | 9.2% | 1.7% | 6.8% | 5.7% |
| Disagree | Count | 1 | 11 | 5 | 8 | 25 | 6 | 4 | 3 | 63 |
| | Percent | 3.8% | 5.2% | 10.0% | 7.6% | 12.6% | 5.0% | 6.9% | 6.8% | 7.8% |
| Strongly disagree | Count | 0 | 7 | 5 | 1 | 9 | 6 | 1 | 1 | 30 |
| | Percent | 0.0% | 3.3% | 10.0% | 1.0% | 4.5% | 5.0% | 1.7% | 2.3% | 3.7% |
| Don't know | Count | 2 | 9 | 0 | 2 | 0 | 2 | 1 | 0 | 16 |
| | Percent | 7.7% | 4.3% | 0.0% | 1.9% | 0.0% | 1.7% | 1.7% | 0.0% | 2.0% |
| Total | Count | 26 | 211 | 50 | 105 | 198 | 119 | 58 | 44 | 811 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the p < .01 level.

I am actively involved in advancing racial equity in my work.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 2 | 23 | 6 | 12 | 11 | 7 | 7 | 5 | 73 |
| | Percent | 7.7% | 10.9% | 12.0% | 11.4% | 5.5% | 5.9% | 11.9% | 11.4% | 9.0% |
| Agree | Count | 7 | 63 | 10 | 19 | 38 | 28 | 14 | 5 | 184 |
| | Percent | 26.9% | 29.9% | 20.0% | 18.1% | 19.1% | 23.5% | 23.7% | 11.4% | 22.6% |
| Somewhat agree | Count | 8 | 36 | 14 | 32 | 35 | 36 | 17 | 9 | 187 |
| | Percent | 30.8% | 17.1% | 28.0% | 30.5% | 17.6% | 30.3% | 28.8% | 20.5% | 23.0% |
| Somewhat disagree | Count | 1 | 19 | 3 | 14 | 17 | 14 | 4 | 3 | 75 |
| | Percent | 3.8% | 9.0% | 6.0% | 13.3% | 8.5% | 11.8% | 6.8% | 6.8% | 9.2% |
| Disagree | Count | 2 | 32 | 12 | 16 | 61 | 12 | 4 | 15 | 154 |
| | Percent | 7.7% | 15.2% | 24.0% | 15.2% | 30.7% | 10.1% | 6.8% | 34.1% | 18.9% |
| Strongly disagree | Count | 0 | 4 | 1 | 3 | 10 | 13 | 2 | 0 | 33 |
| | Percent | 0.0% | 1.9% | 2.0% | 2.9% | 5.0% | 10.9% | 3.4% | 0.0% | 4.1% |
| Don't know | Count | 6 | 34 | 4 | 9 | 27 | 9 | 11 | 7 | 107 |
| | Percent | 23.1% | 16.1% | 8.0% | 8.6% | 13.6% | 7.6% | 18.6% | 15.9% | 13.2% |
| Total | Count | 26 | 211 | 50 | 105 | 199 | 119 | 59 | 44 | 813 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the p < .001 level.

I have used a racial equity tool on policy, program, or budget decisions.

| | | Departments | | | | | | | | | |
|------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|--|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total | |
| Yes | Count | 2 | 16 | 5 | 10 | 10 | 19 | 4 | 4 | 70 | |
| | Percent | 7.7% | 7.6% | 10.0% | 9.6% | 5.0% | 16.0% | 6.8% | 9.1% | 8.6% | |
| No | Count | 16 | 135 | 30 | 63 | 150 | 78 | 32 | 34 | 538 | |
| | Percent | 61.5% | 64.3% | 60.0% | 60.6% | 75.4% | 65.5% | 54.2% | 77.3% | 66.3% | |
| Don't know | Count | 8 | 59 | 15 | 31 | 39 | 22 | 23 | 6 | 203 | |
| | Percent | 30.8% | 28.1% | 30.0% | 29.8% | 19.6% | 18.5% | 39.0% | 13.6% | 25.0% | |
| Total | Count | 26 | 210 | 50 | 104 | 199 | 119 | 59 | 44 | 811 | |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | |

Note: Statistically significant differences emerged among subgroups at the $p < .01$ level.

I feel confident setting racial equity outcomes and goals when using a racial equity tool.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 0 | 3 | 1 | 1 | 3 | 3 | 0 | 1 | 12 |
| | Percent | 0.0% | 18.8% | 20.0% | 9.1% | 30.0% | 15.8% | 0.0% | 25.0% | 16.9% |
| Agree | Count | 1 | 8 | 3 | 4 | 5 | 4 | 2 | 1 | 28 |
| | Percent | 50.0% | 50.0% | 60.0% | 36.4% | 50.0% | 21.1% | 50.0% | 25.0% | 39.4% |
| Somewhat agree | Count | 1 | 4 | 0 | 2 | 1 | 8 | 1 | 1 | 18 |
| | Percent | 50.0% | 25.0% | 0.0% | 18.2% | 10.0% | 42.1% | 25.0% | 25.0% | 25.4% |
| Somewhat disagree | Count | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Percent | 0.0% | 0.0% | 0.0% | 9.1% | 0.0% | 0.0% | 0.0% | 0.0% | 1.4% |
| Disagree | Count | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 |
| | Percent | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 5.3% | 0.0% | 0.0% | 1.4% |
| Strongly disagree | Count | 0 | 0 | 1 | 0 | 0 | 2 | 1 | 0 | 4 |
| | Percent | 0.0% | 0.0% | 20.0% | 0.0% | 0.0% | 10.5% | 25.0% | 0.0% | 5.6% |
| Don't know | Count | 0 | 1 | 0 | 3 | 1 | 1 | 0 | 1 | 7 |
| | Percent | 0.0% | 6.3% | 0.0% | 27.3% | 10.0% | 5.3% | 0.0% | 25.0% | 9.9% |
| Total | Count | 2 | 16 | 5 | 11 | 10 | 19 | 4 | 4 | 71 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

My department is committed to racial equity.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 6 | 43 | 13 | 25 | 19 | 31 | 15 | 7 | 159 |
| | Percent | 23.1% | 20.5% | 26.0% | 24.0% | 9.6% | 26.1% | 25.4% | 15.9% | 19.7% |
| Agree | Count | 6 | 73 | 19 | 49 | 56 | 28 | 24 | 14 | 269 |
| | Percent | 23.1% | 34.8% | 38.0% | 47.1% | 28.4% | 23.5% | 40.7% | 31.8% | 33.3% |
| Somewhat agree | Count | 6 | 34 | 4 | 15 | 44 | 23 | 8 | 8 | 142 |
| | Percent | 23.1% | 16.2% | 8.0% | 14.4% | 22.3% | 19.3% | 13.6% | 18.2% | 17.6% |
| Somewhat disagree | Count | 1 | 12 | 1 | 3 | 10 | 14 | 5 | 3 | 49 |
| | Percent | 3.8% | 5.7% | 2.0% | 2.9% | 5.1% | 11.8% | 8.5% | 6.8% | 6.1% |
| Disagree | Count | 4 | 4 | 4 | 4 | 18 | 6 | 5 | 3 | 48 |
| | Percent | 15.4% | 1.9% | 8.0% | 3.8% | 9.1% | 5.0% | 8.5% | 6.8% | 5.9% |
| Strongly disagree | Count | 1 | 4 | 3 | 2 | 9 | 13 | 0 | 2 | 34 |
| | Percent | 3.8% | 1.9% | 6.0% | 1.9% | 4.6% | 10.9% | 0.0% | 4.5% | 4.2% |
| Don't know | Count | 2 | 40 | 6 | 6 | 41 | 4 | 2 | 7 | 108 |
| | Percent | 7.7% | 19.0% | 12.0% | 5.8% | 20.8% | 3.4% | 3.4% | 15.9% | 13.3% |
| Total | Count | 26 | 210 | 50 | 104 | 197 | 119 | 59 | 44 | 809 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the p < .001 level.

Leadership in my department participates in and supports conversations about racial equity.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 3 | 34 | 10 | 14 | 15 | 22 | 5 | 3 | 106 |
| | Percent | 11.5% | 16.2% | 20.0% | 13.3% | 7.5% | 18.5% | 8.5% | 6.8% | 13.1% |
| Agree | Count | 8 | 54 | 15 | 35 | 42 | 29 | 15 | 7 | 205 |
| | Percent | 30.8% | 25.7% | 30.0% | 33.3% | 21.1% | 24.4% | 25.4% | 15.9% | 25.2% |
| Somewhat agree | Count | 3 | 36 | 8 | 25 | 31 | 30 | 7 | 10 | 150 |
| | Percent | 11.5% | 17.1% | 16.0% | 23.8% | 15.6% | 25.2% | 11.9% | 22.7% | 18.5% |
| Somewhat disagree | Count | 4 | 18 | 3 | 10 | 13 | 10 | 5 | 5 | 68 |
| | Percent | 15.4% | 8.6% | 6.0% | 9.5% | 6.5% | 8.4% | 8.5% | 11.4% | 8.4% |
| Disagree | Count | 4 | 17 | 2 | 5 | 34 | 6 | 11 | 5 | 84 |
| | Percent | 15.4% | 8.1% | 4.0% | 4.8% | 17.1% | 5.0% | 18.6% | 11.4% | 10.3% |
| Strongly disagree | Count | 1 | 10 | 5 | 6 | 15 | 14 | 4 | 3 | 58 |
| | Percent | 3.8% | 4.8% | 10.0% | 5.7% | 7.5% | 11.8% | 6.8% | 6.8% | 7.1% |
| Don't know | Count | 3 | 41 | 7 | 10 | 49 | 8 | 12 | 11 | 141 |
| | Percent | 11.5% | 19.5% | 14.0% | 9.5% | 24.6% | 6.7% | 20.3% | 25.0% | 17.4% |
| Total | Count | 26 | 210 | 50 | 105 | 199 | 119 | 59 | 44 | 812 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the p < .001 level.

Leadership in my department communicates the importance of addressing racial inequities and achieving racial equity.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 2 | 30 | 7 | 10 | 13 | 20 | 6 | 2 | 90 |
| | Percent | 7.7% | 14.3% | 14.0% | 9.6% | 6.6% | 16.8% | 10.2% | 4.7% | 11.1% |
| Agree | Count | 9 | 60 | 15 | 35 | 31 | 31 | 11 | 6 | 198 |
| | Percent | 34.6% | 28.6% | 30.0% | 33.7% | 15.7% | 26.1% | 18.6% | 14.0% | 24.5% |
| Somewhat agree | Count | 3 | 30 | 10 | 25 | 27 | 26 | 9 | 6 | 136 |
| | Percent | 11.5% | 14.3% | 20.0% | 24.0% | 13.7% | 21.8% | 15.3% | 14.0% | 16.8% |
| Somewhat disagree | Count | 1 | 23 | 3 | 10 | 20 | 8 | 4 | 7 | 76 |
| | Percent | 3.8% | 11.0% | 6.0% | 9.6% | 10.2% | 6.7% | 6.8% | 16.3% | 9.4% |
| Disagree | Count | 3 | 15 | 5 | 6 | 42 | 13 | 14 | 9 | 107 |
| | Percent | 11.5% | 7.1% | 10.0% | 5.8% | 21.3% | 10.9% | 23.7% | 20.9% | 13.2% |
| Strongly disagree | Count | 1 | 10 | 5 | 8 | 19 | 14 | 4 | 2 | 63 |
| | Percent | 3.8% | 4.8% | 10.0% | 7.7% | 9.6% | 11.8% | 6.8% | 4.7% | 7.8% |
| Don't know | Count | 7 | 42 | 5 | 10 | 45 | 7 | 11 | 11 | 138 |
| | Percent | 26.9% | 20.0% | 10.0% | 9.6% | 22.8% | 5.9% | 18.6% | 25.6% | 17.1% |
| Total | Count | 26 | 210 | 50 | 104 | 197 | 119 | 59 | 43 | 808 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the $p < .001$ level.

My department provides resources for addressing racial inequities and achieving racial equity.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 1 | 13 | 3 | 3 | 4 | 11 | 5 | 5 | 45 |
| | Percent | 3.8% | 6.2% | 6.1% | 2.9% | 2.0% | 9.2% | 8.5% | 11.4% | 5.6% |
| Agree | Count | 6 | 54 | 13 | 14 | 16 | 21 | 8 | 3 | 135 |
| | Percent | 23.1% | 25.6% | 26.5% | 13.5% | 8.1% | 17.6% | 13.6% | 6.8% | 16.7% |
| Somewhat agree | Count | 3 | 39 | 9 | 24 | 31 | 30 | 8 | 6 | 150 |
| | Percent | 11.5% | 18.5% | 18.4% | 23.1% | 15.7% | 25.2% | 13.6% | 13.6% | 18.5% |
| Somewhat disagree | Count | 1 | 22 | 1 | 13 | 25 | 12 | 5 | 6 | 85 |
| | Percent | 3.8% | 10.4% | 2.0% | 12.5% | 12.7% | 10.1% | 8.5% | 13.6% | 10.5% |
| Disagree | Count | 3 | 24 | 7 | 16 | 49 | 15 | 10 | 11 | 135 |
| | Percent | 11.5% | 11.4% | 14.3% | 15.4% | 24.9% | 12.6% | 16.9% | 25.0% | 16.7% |
| Strongly disagree | Count | 1 | 8 | 4 | 7 | 18 | 19 | 7 | 5 | 69 |
| | Percent | 3.8% | 3.8% | 8.2% | 6.7% | 9.1% | 16.0% | 11.9% | 11.4% | 8.5% |
| Don't know | Count | 11 | 51 | 12 | 27 | 54 | 11 | 16 | 8 | 190 |
| | Percent | 42.3% | 24.2% | 24.5% | 26.0% | 27.4% | 9.2% | 27.1% | 18.2% | 23.5% |
| Total | Count | 26 | 211 | 49 | 104 | 197 | 119 | 59 | 44 | 809 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the p < .001 level.

My department has taken steps to reduce racial inequities, including but not limited to workforce issues.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 1 | 21 | 7 | 6 | 4 | 9 | 4 | 5 | 57 |
| | Percent | 3.8% | 10.0% | 14.0% | 5.8% | 2.0% | 7.6% | 6.8% | 11.4% | 7.0% |
| Agree | Count | 8 | 61 | 15 | 23 | 23 | 20 | 10 | 5 | 165 |
| | Percent | 30.8% | 28.9% | 30.0% | 22.1% | 11.6% | 16.9% | 16.9% | 11.4% | 20.4% |
| Somewhat agree | Count | 7 | 31 | 7 | 26 | 29 | 32 | 11 | 9 | 152 |
| | Percent | 26.9% | 14.7% | 14.0% | 25.0% | 14.6% | 27.1% | 18.6% | 20.5% | 18.8% |
| Somewhat disagree | Count | 2 | 17 | 1 | 14 | 16 | 12 | 1 | 5 | 68 |
| | Percent | 7.7% | 8.1% | 2.0% | 13.5% | 8.1% | 10.2% | 1.7% | 11.4% | 8.4% |
| Disagree | Count | 1 | 19 | 5 | 8 | 37 | 15 | 9 | 7 | 101 |
| | Percent | 3.8% | 9.0% | 10.0% | 7.7% | 18.7% | 12.7% | 15.3% | 15.9% | 12.5% |
| Strongly disagree | Count | 1 | 7 | 4 | 5 | 15 | 16 | 5 | 3 | 56 |
| | Percent | 3.8% | 3.3% | 8.0% | 4.8% | 7.6% | 13.6% | 8.5% | 6.8% | 6.9% |
| Don't know | Count | 6 | 55 | 11 | 22 | 74 | 14 | 19 | 10 | 211 |
| | Percent | 23.1% | 26.1% | 22.0% | 21.2% | 37.4% | 11.9% | 32.2% | 22.7% | 26.0% |
| Total | Count | 26 | 211 | 50 | 104 | 198 | 118 | 59 | 44 | 810 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the p < .001 level.

My department provides racial equity training for all staff, including leadership.

| | | Departments | | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|-------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | | |
| Strongly agree | Count | 2 | 14 | 3 | 2 | 3 | 24 | 6 | 1 | 55 | |
| | Percent | 7.7% | 6.7% | 6.0% | 1.9% | 1.5% | 20.2% | 10.2% | 2.3% | 6.8% | |
| Agree | Count | 5 | 48 | 6 | 10 | 19 | 29 | 11 | 4 | 132 | |
| | Percent | 19.2% | 22.9% | 12.0% | 9.6% | 9.7% | 24.4% | 18.6% | 9.1% | 16.3% | |
| Somewhat agree | Count | 4 | 26 | 16 | 15 | 34 | 24 | 5 | 3 | 127 | |
| | Percent | 15.4% | 12.4% | 32.0% | 14.4% | 17.3% | 20.2% | 8.5% | 6.8% | 15.7% | |
| Somewhat disagree | Count | 3 | 20 | 1 | 13 | 12 | 6 | 5 | 6 | 66 | |
| | Percent | 11.5% | 9.5% | 2.0% | 12.5% | 6.1% | 5.0% | 8.5% | 13.6% | 8.2% | |
| Disagree | Count | 5 | 36 | 8 | 28 | 49 | 12 | 15 | 10 | 163 | |
| | Percent | 19.2% | 17.1% | 16.0% | 26.9% | 25.0% | 10.1% | 25.4% | 22.7% | 20.2% | |
| Strongly disagree | Count | 1 | 8 | 6 | 5 | 17 | 15 | 7 | 6 | 65 | |
| | Percent | 3.8% | 3.8% | 12.0% | 4.8% | 8.7% | 12.6% | 11.9% | 13.6% | 8.0% | |
| Don't know | Count | 6 | 58 | 10 | 31 | 62 | 9 | 10 | 14 | 200 | |
| | Percent | 23.1% | 27.6% | 20.0% | 29.8% | 31.6% | 7.6% | 16.9% | 31.8% | 24.8% | |
| Total | Count | 26 | 210 | 50 | 104 | 196 | 119 | 59 | 44 | 808 | |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | |

Note: Statistically significant differences emerged among subgroups at the p < .001 level.

Employees are encouraged to participate in trainings, workshops, or events about racial equity.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 2 | 25 | 16 | 5 | 11 | 31 | 5 | 3 | 98 |
| | Percent | 7.7% | 11.9% | 32.7% | 4.8% | 5.5% | 26.1% | 8.5% | 6.8% | 12.1% |
| Agree | Count | 10 | 51 | 16 | 32 | 41 | 36 | 10 | 7 | 203 |
| | Percent | 38.5% | 24.3% | 32.7% | 30.5% | 20.6% | 30.3% | 16.9% | 15.9% | 25.0% |
| Somewhat agree | Count | 3 | 21 | 9 | 21 | 30 | 22 | 9 | 9 | 124 |
| | Percent | 11.5% | 10.0% | 18.4% | 20.0% | 15.1% | 18.5% | 15.3% | 20.5% | 15.3% |
| Somewhat disagree | Count | 2 | 18 | 4 | 10 | 13 | 10 | 4 | 2 | 63 |
| | Percent | 7.7% | 8.6% | 8.2% | 9.5% | 6.5% | 8.4% | 6.8% | 4.5% | 7.8% |
| Disagree | Count | 3 | 30 | 0 | 16 | 46 | 5 | 11 | 11 | 122 |
| | Percent | 11.5% | 14.3% | 0.0% | 15.2% | 23.1% | 4.2% | 18.6% | 25.0% | 15.0% |
| Strongly disagree | Count | 0 | 12 | 2 | 2 | 11 | 11 | 8 | 2 | 48 |
| | Percent | 0.0% | 5.7% | 4.1% | 1.9% | 5.5% | 9.2% | 13.6% | 4.5% | 5.9% |
| Don't know | Count | 6 | 53 | 2 | 19 | 47 | 4 | 12 | 10 | 153 |
| | Percent | 23.1% | 25.2% | 4.1% | 18.1% | 23.6% | 3.4% | 20.3% | 22.7% | 18.9% |
| Total | Count | 26 | 210 | 49 | 105 | 199 | 119 | 59 | 44 | 811 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the $p < .001$ level.

Does your department have a racial equity work group?

| | | Departments | | | | | | | | | |
|--------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|--|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total | |
| Yes | Count | 3 | 5 | 1 | 7 | 5 | 20 | 3 | 2 | 46 | |
| | Percent | 11.5% | 2.4% | 2.0% | 6.7% | 2.5% | 16.8% | 5.1% | 4.5% | 5.7% | |
| No | Count | 6 | 67 | 21 | 43 | 75 | 47 | 29 | 26 | 314 | |
| | Percent | 23.1% | 31.8% | 42.0% | 41.0% | 38.1% | 39.5% | 49.2% | 59.1% | 38.7% | |
| I don't know | Count | 17 | 139 | 28 | 55 | 117 | 52 | 27 | 16 | 451 | |
| | Percent | 65.4% | 65.9% | 56.0% | 52.4% | 59.4% | 43.7% | 45.8% | 36.4% | 55.6% | |
| Total | Count | 26 | 211 | 50 | 105 | 197 | 119 | 59 | 44 | 811 | |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | |

Note: Statistically significant differences emerged among subgroups at the $p < .001$ level.

Does your department have a racial equity action plan?

| | | Departments | | | | | | | | | |
|------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|--|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total | |
| Yes | Count | 2 | 14 | 2 | 3 | 3 | 8 | 0 | 5 | 37 | |
| | Percent | 7.7% | 6.6% | 4.0% | 2.9% | 1.5% | 6.8% | 0.0% | 11.4% | 4.6% | |
| No | Count | 6 | 29 | 9 | 25 | 36 | 31 | 18 | 11 | 165 | |
| | Percent | 23.1% | 13.7% | 18.0% | 23.8% | 18.1% | 26.3% | 30.5% | 25.0% | 20.3% | |
| Don't know | Count | 18 | 168 | 39 | 77 | 160 | 79 | 41 | 28 | 610 | |
| | Percent | 69.2% | 79.6% | 78.0% | 73.3% | 80.4% | 66.9% | 69.5% | 63.6% | 75.1% | |
| Total | Count | 26 | 211 | 50 | 105 | 199 | 118 | 59 | 44 | 812 | |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | |

Note: Statistically significant differences emerged among subgroups at the $p < .01$ level.

Does your department collaborate with external organizations to implement a racial equity plan?

| | | Departments | | | | | | | | | |
|------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|--|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total | |
| Yes | Count | 3 | 18 | 1 | 7 | 10 | 20 | 5 | 7 | 71 | |
| | Percent | 11.5% | 8.5% | 2.0% | 6.7% | 5.1% | 16.9% | 8.5% | 15.9% | 8.8% | |
| No | Count | 3 | 18 | 9 | 16 | 28 | 24 | 15 | 9 | 122 | |
| | Percent | 11.5% | 8.5% | 18.0% | 15.4% | 14.1% | 20.3% | 25.4% | 20.5% | 15.1% | |
| Don't know | Count | 20 | 175 | 40 | 81 | 160 | 74 | 39 | 28 | 617 | |
| | Percent | 76.9% | 82.9% | 80.0% | 77.9% | 80.8% | 62.7% | 66.1% | 63.6% | 76.2% | |
| Total | Count | 26 | 211 | 50 | 104 | 198 | 118 | 59 | 44 | 810 | |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | |

Note: Statistically significant differences emerged among subgroups at the $p < .001$ level.

Does your department use a racial equity tool in making decisions about policies, initiatives, programs or budget decisions?

| | | Departments | | | | | | | | | |
|--------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|--|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total | |
| Consistently | Count | 1 | 9 | 3 | 2 | 3 | 4 | 2 | 3 | 27 | |
| | Percent | 3.8% | 4.3% | 6.0% | 1.9% | 1.5% | 3.4% | 3.4% | 7.0% | 3.3% | |
| Occasionally | Count | 1 | 6 | 3 | 8 | 7 | 7 | 3 | 1 | 36 | |
| | Percent | 3.8% | 2.9% | 6.0% | 7.7% | 3.5% | 5.9% | 5.1% | 2.3% | 4.4% | |
| Rarely | Count | 2 | 4 | 0 | 2 | 4 | 10 | 1 | 3 | 26 | |
| | Percent | 7.7% | 1.9% | 0.0% | 1.9% | 2.0% | 8.4% | 1.7% | 7.0% | 3.2% | |
| Never | Count | 3 | 9 | 6 | 8 | 17 | 21 | 10 | 6 | 80 | |
| | Percent | 11.5% | 4.3% | 12.0% | 7.7% | 8.5% | 17.6% | 16.9% | 14.0% | 9.9% | |
| Don't know | Count | 19 | 181 | 38 | 84 | 168 | 77 | 43 | 30 | 640 | |
| | Percent | 73.1% | 86.6% | 76.0% | 80.8% | 84.4% | 64.7% | 72.9% | 69.8% | 79.1% | |
| Total | Count | 26 | 209 | 50 | 104 | 199 | 119 | 59 | 43 | 809 | |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | |

Note: Statistically significant differences emerged among subgroups at the p < .01 level.

As a whole, my department is making progress towards achieving racial equity.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 1 | 27 | 9 | 4 | 5 | 10 | 3 | 6 | 65 |
| | Percent | 3.8% | 12.9% | 18.0% | 3.8% | 2.5% | 8.4% | 5.1% | 13.6% | 8.0% |
| Agree | Count | 5 | 47 | 13 | 25 | 23 | 24 | 14 | 6 | 157 |
| | Percent | 19.2% | 22.4% | 26.0% | 23.8% | 11.6% | 20.2% | 23.7% | 13.6% | 19.3% |
| Somewhat agree | Count | 4 | 36 | 7 | 28 | 36 | 24 | 10 | 7 | 152 |
| | Percent | 15.4% | 17.1% | 14.0% | 26.7% | 18.1% | 20.2% | 16.9% | 15.9% | 18.7% |
| Somewhat disagree | Count | 2 | 13 | 2 | 15 | 12 | 15 | 1 | 4 | 64 |
| | Percent | 7.7% | 6.2% | 4.0% | 14.3% | 6.0% | 12.6% | 1.7% | 9.1% | 7.9% |
| Disagree | Count | 2 | 8 | 5 | 3 | 26 | 10 | 8 | 7 | 69 |
| | Percent | 7.7% | 3.8% | 10.0% | 2.9% | 13.1% | 8.4% | 13.6% | 15.9% | 8.5% |
| Strongly disagree | Count | 0 | 6 | 2 | 5 | 10 | 16 | 3 | 2 | 44 |
| | Percent | 0.0% | 2.9% | 4.0% | 4.8% | 5.0% | 13.4% | 5.1% | 4.5% | 5.4% |
| Don't know | Count | 12 | 73 | 12 | 25 | 87 | 20 | 20 | 12 | 261 |
| | Percent | 46.2% | 34.8% | 24.0% | 23.8% | 43.7% | 16.8% | 33.9% | 27.3% | 32.1% |
| Total | Count | 26 | 210 | 50 | 105 | 199 | 119 | 59 | 44 | 812 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the p < .001 level.

The racial demographics of employees within my department reflect the diversity of our community.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 3 | 35 | 14 | 15 | 17 | 18 | 4 | 8 | 114 |
| | Percent | 11.5% | 16.6% | 28.0% | 14.3% | 8.6% | 15.3% | 6.8% | 18.2% | 14.1% |
| Agree | Count | 8 | 67 | 16 | 43 | 55 | 29 | 6 | 20 | 244 |
| | Percent | 30.8% | 31.8% | 32.0% | 41.0% | 27.8% | 24.6% | 10.2% | 45.5% | 30.1% |
| Somewhat agree | Count | 5 | 48 | 12 | 25 | 53 | 28 | 15 | 9 | 195 |
| | Percent | 19.2% | 22.7% | 24.0% | 23.8% | 26.8% | 23.7% | 25.4% | 20.5% | 24.0% |
| Somewhat disagree | Count | 2 | 16 | 1 | 7 | 17 | 19 | 4 | 5 | 71 |
| | Percent | 7.7% | 7.6% | 2.0% | 6.7% | 8.6% | 16.1% | 6.8% | 11.4% | 8.8% |
| Disagree | Count | 1 | 7 | 3 | 7 | 24 | 12 | 16 | 1 | 71 |
| | Percent | 3.8% | 3.3% | 6.0% | 6.7% | 12.1% | 10.2% | 27.1% | 2.3% | 8.8% |
| Strongly disagree | Count | 2 | 7 | 3 | 1 | 16 | 10 | 9 | 1 | 49 |
| | Percent | 7.7% | 3.3% | 6.0% | 1.0% | 8.1% | 8.5% | 15.3% | 2.3% | 6.0% |
| Don't know | Count | 5 | 31 | 1 | 7 | 16 | 2 | 5 | 0 | 67 |
| | Percent | 19.2% | 14.7% | 2.0% | 6.7% | 8.1% | 1.7% | 8.5% | 0.0% | 8.3% |
| Total | Count | 26 | 211 | 50 | 105 | 198 | 118 | 59 | 44 | 811 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the p < .001 level.

My department is taking concrete actions to improve workforce equity.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 2 | 24 | 8 | 4 | 6 | 7 | 2 | 3 | 56 |
| | Percent | 7.7% | 11.4% | 16.0% | 3.8% | 3.0% | 5.9% | 3.4% | 6.8% | 6.9% |
| Agree | Count | 5 | 60 | 17 | 28 | 19 | 22 | 12 | 8 | 171 |
| | Percent | 19.2% | 28.4% | 34.0% | 26.7% | 9.5% | 18.5% | 20.3% | 18.2% | 21.0% |
| Somewhat agree | Count | 8 | 39 | 3 | 14 | 26 | 24 | 6 | 4 | 124 |
| | Percent | 30.8% | 18.5% | 6.0% | 13.3% | 13.1% | 20.2% | 10.2% | 9.1% | 15.3% |
| Somewhat disagree | Count | 0 | 15 | 3 | 11 | 8 | 12 | 3 | 4 | 56 |
| | Percent | 0.0% | 7.1% | 6.0% | 10.5% | 4.0% | 10.1% | 5.1% | 9.1% | 6.9% |
| Disagree | Count | 1 | 5 | 3 | 5 | 19 | 10 | 5 | 6 | 54 |
| | Percent | 3.8% | 2.4% | 6.0% | 4.8% | 9.5% | 8.4% | 8.5% | 13.6% | 6.6% |
| Strongly disagree | Count | 0 | 8 | 2 | 1 | 9 | 17 | 5 | 2 | 44 |
| | Percent | 0.0% | 3.8% | 4.0% | 1.0% | 4.5% | 14.3% | 8.5% | 4.5% | 5.4% |
| Don't know | Count | 10 | 60 | 14 | 42 | 112 | 27 | 26 | 17 | 308 |
| | Percent | 38.5% | 28.4% | 28.0% | 40.0% | 56.3% | 22.7% | 44.1% | 38.6% | 37.9% |
| Total | Count | 26 | 211 | 50 | 105 | 199 | 119 | 59 | 44 | 813 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the $p < .001$ level.

The results of my department’s contracting and procurement equitably benefit the racial diversity of our community.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 2 | 15 | 3 | 6 | 6 | 4 | 1 | 5 | 42 |
| | Percent | 7.7% | 7.1% | 6.0% | 5.8% | 3.0% | 3.4% | 1.7% | 11.4% | 5.2% |
| Agree | Count | 6 | 44 | 11 | 15 | 15 | 21 | 8 | 10 | 130 |
| | Percent | 23.1% | 21.0% | 22.0% | 14.4% | 7.5% | 17.8% | 13.6% | 22.7% | 16.0% |
| Somewhat agree | Count | 5 | 27 | 1 | 16 | 21 | 10 | 5 | 7 | 92 |
| | Percent | 19.2% | 12.9% | 2.0% | 15.4% | 10.6% | 8.5% | 8.5% | 15.9% | 11.4% |
| Somewhat disagree | Count | 1 | 10 | 0 | 6 | 7 | 12 | 0 | 3 | 39 |
| | Percent | 3.8% | 4.8% | 0.0% | 5.8% | 3.5% | 10.2% | 0.0% | 6.8% | 4.8% |
| Disagree | Count | 1 | 4 | 5 | 5 | 14 | 9 | 4 | 1 | 43 |
| | Percent | 3.8% | 1.9% | 10.0% | 4.8% | 7.0% | 7.6% | 6.8% | 2.3% | 5.3% |
| Strongly disagree | Count | 0 | 2 | 1 | 2 | 0 | 12 | 2 | 1 | 20 |
| | Percent | 0.0% | 1.0% | 2.0% | 1.9% | 0.0% | 10.2% | 3.4% | 2.3% | 2.5% |
| Don't know | Count | 11 | 108 | 29 | 54 | 136 | 50 | 39 | 17 | 444 |
| | Percent | 42.3% | 51.4% | 58.0% | 51.9% | 68.3% | 42.4% | 66.1% | 38.6% | 54.8% |
| Total | Count | 26 | 210 | 50 | 104 | 199 | 118 | 59 | 44 | 810 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the p < .001 level.

My department is taking concrete actions to increase equity in its contracting and procurement practices.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 3 | 14 | 3 | 3 | 3 | 5 | 3 | 3 | 37 |
| | Percent | 11.5% | 6.6% | 6.0% | 2.9% | 1.5% | 4.2% | 5.1% | 6.8% | 4.6% |
| Agree | Count | 2 | 45 | 9 | 12 | 16 | 9 | 4 | 6 | 103 |
| | Percent | 7.7% | 21.3% | 18.0% | 11.4% | 8.0% | 7.6% | 6.8% | 13.6% | 12.7% |
| Somewhat agree | Count | 6 | 28 | 3 | 16 | 18 | 11 | 2 | 5 | 89 |
| | Percent | 23.1% | 13.3% | 6.0% | 15.2% | 9.0% | 9.2% | 3.4% | 11.4% | 10.9% |
| Somewhat disagree | Count | 2 | 5 | 1 | 5 | 4 | 9 | 0 | 3 | 29 |
| | Percent | 7.7% | 2.4% | 2.0% | 4.8% | 2.0% | 7.6% | 0.0% | 6.8% | 3.6% |
| Disagree | Count | 0 | 4 | 2 | 5 | 10 | 8 | 3 | 2 | 34 |
| | Percent | 0.0% | 1.9% | 4.0% | 4.8% | 5.0% | 6.7% | 5.1% | 4.5% | 4.2% |
| Strongly disagree | Count | 1 | 3 | 1 | 3 | 2 | 10 | 4 | 1 | 25 |
| | Percent | 3.8% | 1.4% | 2.0% | 2.9% | 1.0% | 8.4% | 6.8% | 2.3% | 3.1% |
| Don't know | Count | 12 | 112 | 31 | 61 | 146 | 67 | 43 | 24 | 496 |
| | Percent | 46.2% | 53.1% | 62.0% | 58.1% | 73.4% | 56.3% | 72.9% | 54.5% | 61.0% |
| Total | Count | 26 | 211 | 50 | 105 | 199 | 119 | 59 | 44 | 813 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the p < .001 level.

My department is taking concrete actions to increase racial equity for our communities.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 1 | 19 | 5 | 12 | 5 | 10 | 2 | 6 | 60 |
| | Percent | 3.8% | 9.0% | 10.0% | 11.4% | 2.5% | 8.4% | 3.4% | 13.6% | 7.4% |
| Agree | Count | 2 | 68 | 7 | 27 | 21 | 22 | 5 | 6 | 158 |
| | Percent | 7.7% | 32.2% | 14.0% | 25.7% | 10.6% | 18.5% | 8.5% | 13.6% | 19.4% |
| Somewhat agree | Count | 5 | 27 | 7 | 25 | 27 | 25 | 8 | 4 | 128 |
| | Percent | 19.2% | 12.8% | 14.0% | 23.8% | 13.6% | 21.0% | 13.6% | 9.1% | 15.7% |
| Somewhat disagree | Count | 1 | 6 | 0 | 4 | 5 | 11 | 0 | 1 | 28 |
| | Percent | 3.8% | 2.8% | 0.0% | 3.8% | 2.5% | 9.2% | 0.0% | 2.3% | 3.4% |
| Disagree | Count | 0 | 5 | 3 | 9 | 14 | 7 | 11 | 4 | 53 |
| | Percent | 0.0% | 2.4% | 6.0% | 8.6% | 7.0% | 5.9% | 18.6% | 9.1% | 6.5% |
| Strongly disagree | Count | 1 | 4 | 1 | 2 | 5 | 12 | 2 | 2 | 29 |
| | Percent | 3.8% | 1.9% | 2.0% | 1.9% | 2.5% | 10.1% | 3.4% | 4.5% | 3.6% |
| Don't know | Count | 16 | 82 | 27 | 26 | 122 | 32 | 31 | 21 | 357 |
| | Percent | 61.5% | 38.9% | 54.0% | 24.8% | 61.3% | 26.9% | 52.5% | 47.7% | 43.9% |
| Total | Count | 26 | 211 | 50 | 105 | 199 | 119 | 59 | 44 | 813 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the p < .001 level.

My department seeks input and assistance on decision-making from communities of color.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 0 | 25 | 5 | 6 | 11 | 10 | 2 | 5 | 64 |
| | Percent | 0.0% | 12.0% | 10.0% | 5.8% | 5.6% | 8.4% | 3.4% | 11.4% | 8.0% |
| Agree | Count | 5 | 66 | 7 | 29 | 22 | 23 | 8 | 6 | 166 |
| | Percent | 19.2% | 31.7% | 14.0% | 28.2% | 11.2% | 19.3% | 13.6% | 13.6% | 20.6% |
| Somewhat agree | Count | 3 | 20 | 3 | 18 | 27 | 26 | 4 | 6 | 107 |
| | Percent | 11.5% | 9.6% | 6.0% | 17.5% | 13.8% | 21.8% | 6.8% | 13.6% | 13.3% |
| Somewhat disagree | Count | 2 | 6 | 1 | 9 | 5 | 7 | 1 | 2 | 33 |
| | Percent | 7.7% | 2.9% | 2.0% | 8.7% | 2.6% | 5.9% | 1.7% | 4.5% | 4.1% |
| Disagree | Count | 3 | 8 | 0 | 6 | 25 | 14 | 8 | 3 | 67 |
| | Percent | 11.5% | 3.8% | 0.0% | 5.8% | 12.8% | 11.8% | 13.6% | 6.8% | 8.3% |
| Strongly disagree | Count | 0 | 7 | 6 | 1 | 12 | 13 | 8 | 2 | 49 |
| | Percent | 0.0% | 3.4% | 12.0% | 1.0% | 6.1% | 10.9% | 13.6% | 4.5% | 6.1% |
| Don't know | Count | 13 | 76 | 28 | 34 | 94 | 26 | 28 | 20 | 319 |
| | Percent | 50.0% | 36.5% | 56.0% | 33.0% | 48.0% | 21.8% | 47.5% | 45.5% | 39.6% |
| Total | Count | 26 | 208 | 50 | 103 | 196 | 119 | 59 | 44 | 805 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the $p < .001$ level.

My department partners with other institutions and organizations to advance racial equity.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 1 | 14 | 1 | 7 | 6 | 8 | 1 | 7 | 45 |
| | Percent | 3.8% | 6.7% | 2.0% | 6.7% | 3.0% | 6.8% | 1.7% | 15.9% | 5.6% |
| Agree | Count | 5 | 46 | 7 | 17 | 19 | 28 | 6 | 5 | 133 |
| | Percent | 19.2% | 21.9% | 14.0% | 16.2% | 9.6% | 23.7% | 10.2% | 11.4% | 16.4% |
| Somewhat agree | Count | 4 | 17 | 3 | 22 | 23 | 26 | 3 | 4 | 102 |
| | Percent | 15.4% | 8.1% | 6.0% | 21.0% | 11.7% | 22.0% | 5.1% | 9.1% | 12.6% |
| Somewhat disagree | Count | 0 | 6 | 1 | 5 | 8 | 7 | 1 | 2 | 30 |
| | Percent | 0.0% | 2.9% | 2.0% | 4.8% | 4.1% | 5.9% | 1.7% | 4.5% | 3.7% |
| Disagree | Count | 2 | 3 | 1 | 6 | 15 | 6 | 8 | 3 | 44 |
| | Percent | 7.7% | 1.4% | 2.0% | 5.7% | 7.6% | 5.1% | 13.6% | 6.8% | 5.4% |
| Strongly disagree | Count | 0 | 3 | 4 | 1 | 6 | 14 | 8 | 2 | 38 |
| | Percent | 0.0% | 1.4% | 8.0% | 1.0% | 3.0% | 11.9% | 13.6% | 4.5% | 4.7% |
| Don't know | Count | 14 | 121 | 33 | 47 | 120 | 29 | 32 | 21 | 417 |
| | Percent | 53.8% | 57.6% | 66.0% | 44.8% | 60.9% | 24.6% | 54.2% | 47.7% | 51.5% |
| Total | Count | 26 | 210 | 50 | 105 | 197 | 118 | 59 | 44 | 809 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the p < .001 level.

My department implements racial equity programs that communities of color lead.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 1 | 14 | 1 | 8 | 4 | 8 | 1 | 5 | 42 |
| | Percent | 3.8% | 6.7% | 2.1% | 7.7% | 2.0% | 6.8% | 1.7% | 11.4% | 5.2% |
| Agree | Count | 4 | 39 | 4 | 18 | 19 | 18 | 3 | 3 | 108 |
| | Percent | 15.4% | 18.6% | 8.3% | 17.3% | 9.6% | 15.3% | 5.1% | 6.8% | 13.4% |
| Somewhat agree | Count | 2 | 15 | 2 | 11 | 13 | 10 | 2 | 5 | 60 |
| | Percent | 7.7% | 7.1% | 4.2% | 10.6% | 6.6% | 8.5% | 3.4% | 11.4% | 7.4% |
| Somewhat disagree | Count | 0 | 6 | 0 | 7 | 8 | 9 | 2 | 1 | 33 |
| | Percent | 0.0% | 2.9% | 0.0% | 6.7% | 4.1% | 7.6% | 3.4% | 2.3% | 4.1% |
| Disagree | Count | 5 | 8 | 3 | 10 | 20 | 15 | 8 | 8 | 77 |
| | Percent | 19.2% | 3.8% | 6.3% | 9.6% | 10.2% | 12.7% | 13.6% | 18.2% | 9.6% |
| Strongly disagree | Count | 1 | 5 | 6 | 1 | 8 | 16 | 10 | 1 | 48 |
| | Percent | 3.8% | 2.4% | 12.5% | 1.0% | 4.1% | 13.6% | 16.9% | 2.3% | 6.0% |
| Don't know | Count | 13 | 123 | 32 | 49 | 125 | 42 | 33 | 21 | 438 |
| | Percent | 50.0% | 58.6% | 66.7% | 47.1% | 63.5% | 35.6% | 55.9% | 47.7% | 54.3% |
| Total | Count | 26 | 210 | 48 | 104 | 197 | 118 | 59 | 44 | 806 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the $p < .001$ level.

My department is making progress on improving access to services for people of color.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 1 | 20 | 4 | 17 | 16 | 14 | 4 | 7 | 83 |
| | Percent | 4.0% | 9.5% | 8.0% | 16.3% | 8.1% | 11.9% | 6.8% | 15.9% | 10.3% |
| Agree | Count | 8 | 57 | 11 | 34 | 40 | 36 | 7 | 9 | 202 |
| | Percent | 32.0% | 27.0% | 22.0% | 32.7% | 20.3% | 30.5% | 11.9% | 20.5% | 25.0% |
| Somewhat agree | Count | 3 | 20 | 7 | 31 | 31 | 23 | 6 | 9 | 130 |
| | Percent | 12.0% | 9.5% | 14.0% | 29.8% | 15.7% | 19.5% | 10.2% | 20.5% | 16.1% |
| Somewhat disagree | Count | 1 | 4 | 0 | 1 | 12 | 5 | 0 | 3 | 26 |
| | Percent | 4.0% | 1.9% | 0.0% | 1.0% | 6.1% | 4.2% | 0.0% | 6.8% | 3.2% |
| Disagree | Count | 2 | 5 | 1 | 6 | 15 | 5 | 4 | 1 | 39 |
| | Percent | 8.0% | 2.4% | 2.0% | 5.8% | 7.6% | 4.2% | 6.8% | 2.3% | 4.8% |
| Strongly disagree | Count | 0 | 2 | 4 | 0 | 4 | 13 | 4 | 1 | 28 |
| | Percent | 0.0% | 0.9% | 8.0% | 0.0% | 2.0% | 11.0% | 6.8% | 2.3% | 3.5% |
| Don't know | Count | 10 | 103 | 23 | 15 | 79 | 22 | 34 | 14 | 300 |
| | Percent | 40.0% | 48.8% | 46.0% | 14.4% | 40.1% | 18.6% | 57.6% | 31.8% | 37.1% |
| Total | Count | 25 | 211 | 50 | 104 | 197 | 118 | 59 | 44 | 808 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the p < .001 level.

My department is making progress on improving access to services for refugees and immigrants.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 1 | 18 | 1 | 9 | 13 | 9 | 2 | 3 | 56 |
| | Percent | 4.0% | 8.6% | 2.0% | 8.7% | 6.5% | 7.6% | 3.4% | 6.8% | 6.9% |
| Agree | Count | 2 | 43 | 7 | 18 | 45 | 34 | 9 | 3 | 161 |
| | Percent | 8.0% | 20.6% | 14.3% | 17.3% | 22.6% | 28.6% | 15.3% | 6.8% | 19.9% |
| Somewhat agree | Count | 2 | 15 | 3 | 36 | 25 | 30 | 3 | 3 | 117 |
| | Percent | 8.0% | 7.2% | 6.1% | 34.6% | 12.6% | 25.2% | 5.1% | 6.8% | 14.5% |
| Somewhat disagree | Count | 2 | 5 | 1 | 6 | 12 | 8 | 1 | 2 | 37 |
| | Percent | 8.0% | 2.4% | 2.0% | 5.8% | 6.0% | 6.7% | 1.7% | 4.5% | 4.6% |
| Disagree | Count | 2 | 8 | 7 | 5 | 14 | 2 | 3 | 6 | 47 |
| | Percent | 8.0% | 3.8% | 14.3% | 4.8% | 7.0% | 1.7% | 5.1% | 13.6% | 5.8% |
| Strongly disagree | Count | 0 | 6 | 3 | 2 | 5 | 10 | 6 | 4 | 36 |
| | Percent | 0.0% | 2.9% | 6.1% | 1.9% | 2.5% | 8.4% | 10.2% | 9.1% | 4.5% |
| Don't know | Count | 16 | 114 | 27 | 28 | 85 | 26 | 35 | 23 | 354 |
| | Percent | 64.0% | 54.5% | 55.1% | 26.9% | 42.7% | 21.8% | 59.3% | 52.3% | 43.8% |
| Total | Count | 25 | 209 | 49 | 104 | 199 | 119 | 59 | 44 | 808 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the $p < .001$ level.

My department is making progress at providing interpretation and translation services for people with limited English.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 2 | 17 | 1 | 15 | 69 | 35 | 4 | 3 | 146 |
| | Percent | 7.7% | 8.1% | 2.0% | 14.4% | 34.7% | 29.4% | 6.8% | 6.8% | 18.0% |
| Agree | Count | 5 | 55 | 15 | 24 | 66 | 43 | 7 | 7 | 222 |
| | Percent | 19.2% | 26.1% | 30.0% | 23.1% | 33.2% | 36.1% | 11.9% | 15.9% | 27.3% |
| Somewhat agree | Count | 1 | 29 | 8 | 30 | 25 | 23 | 6 | 5 | 127 |
| | Percent | 3.8% | 13.7% | 16.0% | 28.8% | 12.6% | 19.3% | 10.2% | 11.4% | 15.6% |
| Somewhat disagree | Count | 1 | 5 | 3 | 11 | 3 | 5 | 3 | 7 | 38 |
| | Percent | 3.8% | 2.4% | 6.0% | 10.6% | 1.5% | 4.2% | 5.1% | 15.9% | 4.7% |
| Disagree | Count | 6 | 7 | 7 | 8 | 5 | 4 | 10 | 3 | 50 |
| | Percent | 23.1% | 3.3% | 14.0% | 7.7% | 2.5% | 3.4% | 16.9% | 6.8% | 6.2% |
| Strongly disagree | Count | 0 | 11 | 6 | 0 | 2 | 3 | 6 | 7 | 35 |
| | Percent | 0.0% | 5.2% | 12.0% | 0.0% | 1.0% | 2.5% | 10.2% | 15.9% | 4.3% |
| Don't know | Count | 11 | 87 | 10 | 16 | 29 | 6 | 23 | 12 | 194 |
| | Percent | 42.3% | 41.2% | 20.0% | 15.4% | 14.6% | 5.0% | 39.0% | 27.3% | 23.9% |
| Total | Count | 26 | 211 | 50 | 104 | 199 | 119 | 59 | 44 | 812 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the $p < .001$ level.

Our government, overall, has made an explicit commitment to advancing racial equity.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 3 | 16 | 8 | 8 | 11 | 9 | 11 | 4 | 70 |
| | Percent | 11.5% | 7.6% | 16.3% | 7.7% | 5.6% | 7.6% | 18.6% | 9.3% | 8.7% |
| Agree | Count | 11 | 51 | 20 | 33 | 49 | 39 | 14 | 11 | 228 |
| | Percent | 42.3% | 24.2% | 40.8% | 31.7% | 25.1% | 33.1% | 23.7% | 25.6% | 28.3% |
| Somewhat agree | Count | 5 | 35 | 8 | 26 | 33 | 27 | 10 | 7 | 151 |
| | Percent | 19.2% | 16.6% | 16.3% | 25.0% | 16.9% | 22.9% | 16.9% | 16.3% | 18.8% |
| Somewhat disagree | Count | 0 | 13 | 2 | 5 | 12 | 12 | 4 | 5 | 53 |
| | Percent | 0.0% | 6.2% | 4.1% | 4.8% | 6.2% | 10.2% | 6.8% | 11.6% | 6.6% |
| Disagree | Count | 1 | 15 | 5 | 7 | 26 | 7 | 4 | 4 | 69 |
| | Percent | 3.8% | 7.1% | 10.2% | 6.7% | 13.3% | 5.9% | 6.8% | 9.3% | 8.6% |
| Strongly disagree | Count | 0 | 10 | 2 | 7 | 19 | 12 | 2 | 2 | 54 |
| | Percent | 0.0% | 4.7% | 4.1% | 6.7% | 9.7% | 10.2% | 3.4% | 4.7% | 6.7% |
| Don't know | Count | 6 | 71 | 4 | 18 | 45 | 12 | 14 | 10 | 180 |
| | Percent | 23.1% | 33.6% | 8.2% | 17.3% | 23.1% | 10.2% | 23.7% | 23.3% | 22.4% |
| Total | Count | 26 | 211 | 49 | 104 | 195 | 118 | 59 | 43 | 805 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the p < .01 level.

I can identify one or more concrete actions that our government has taken to address racial inequities in our community.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 2 | 12 | 5 | 4 | 12 | 11 | 4 | 5 | 55 |
| | Percent | 7.7% | 5.7% | 10.2% | 3.8% | 6.1% | 9.2% | 6.8% | 11.6% | 6.8% |
| Agree | Count | 6 | 41 | 15 | 24 | 34 | 31 | 9 | 7 | 167 |
| | Percent | 23.1% | 19.6% | 30.6% | 23.1% | 17.2% | 26.1% | 15.3% | 16.3% | 20.7% |
| Somewhat agree | Count | 5 | 29 | 5 | 24 | 28 | 26 | 14 | 13 | 144 |
| | Percent | 19.2% | 13.9% | 10.2% | 23.1% | 14.1% | 21.8% | 23.7% | 30.2% | 17.8% |
| Somewhat disagree | Count | 0 | 17 | 1 | 11 | 11 | 13 | 5 | 3 | 61 |
| | Percent | 0.0% | 8.1% | 2.0% | 10.6% | 5.6% | 10.9% | 8.5% | 7.0% | 7.6% |
| Disagree | Count | 0 | 18 | 5 | 7 | 37 | 8 | 4 | 4 | 83 |
| | Percent | 0.0% | 8.6% | 10.2% | 6.7% | 18.7% | 6.7% | 6.8% | 9.3% | 10.3% |
| Strongly disagree | Count | 0 | 11 | 3 | 4 | 17 | 10 | 3 | 3 | 51 |
| | Percent | 0.0% | 5.3% | 6.1% | 3.8% | 8.6% | 8.4% | 5.1% | 7.0% | 6.3% |
| Don't know | Count | 13 | 81 | 15 | 30 | 59 | 20 | 20 | 8 | 246 |
| | Percent | 50.0% | 38.8% | 30.6% | 28.8% | 29.8% | 16.8% | 33.9% | 18.6% | 30.5% |
| Total | Count | 26 | 209 | 49 | 104 | 198 | 119 | 59 | 43 | 807 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the $p < .01$ level.

As a whole, our government is making progress advancing racial equity in the community.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 1 | 12 | 8 | 7 | 11 | 9 | 4 | 4 | 56 |
| | Percent | 3.8% | 5.7% | 16.0% | 6.7% | 5.6% | 7.6% | 6.8% | 9.3% | 6.9% |
| Agree | Count | 7 | 54 | 14 | 25 | 26 | 29 | 17 | 7 | 179 |
| | Percent | 26.9% | 25.7% | 28.0% | 23.8% | 13.1% | 24.4% | 28.8% | 16.3% | 22.1% |
| Somewhat agree | Count | 7 | 43 | 12 | 31 | 51 | 41 | 12 | 15 | 212 |
| | Percent | 26.9% | 20.5% | 24.0% | 29.5% | 25.8% | 34.5% | 20.3% | 34.9% | 26.2% |
| Somewhat disagree | Count | 2 | 12 | 3 | 10 | 19 | 7 | 2 | 2 | 57 |
| | Percent | 7.7% | 5.7% | 6.0% | 9.5% | 9.6% | 5.9% | 3.4% | 4.7% | 7.0% |
| Disagree | Count | 1 | 12 | 3 | 7 | 23 | 10 | 3 | 4 | 63 |
| | Percent | 3.8% | 5.7% | 6.0% | 6.7% | 11.6% | 8.4% | 5.1% | 9.3% | 7.8% |
| Strongly disagree | Count | 0 | 11 | 4 | 5 | 11 | 10 | 3 | 2 | 46 |
| | Percent | 0.0% | 5.2% | 8.0% | 4.8% | 5.6% | 8.4% | 5.1% | 4.7% | 5.7% |
| Don't know | Count | 8 | 66 | 6 | 20 | 57 | 13 | 18 | 9 | 197 |
| | Percent | 30.8% | 31.4% | 12.0% | 19.0% | 28.8% | 10.9% | 30.5% | 20.9% | 24.3% |
| Total | Count | 26 | 210 | 50 | 105 | 198 | 119 | 59 | 43 | 810 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the p < .05 level.

As a whole, our community is making progress advancing racial equity.

| | | Departments | | | | | | | | Total |
|-------------------|---------|------------------|----------------------------|--------------------|---------|-----------------------|---------------------------|-------------------------------|----------------------------|--------|
| | | General Services | Sheriff Department/Jail | Tax Administration | Library | Social Services (DSS) | Public Health Services | Emergency Medical Services | Criminal Justice Center | Total |
| Strongly agree | Count | 0 | 15 | 7 | 5 | 9 | 8 | 4 | 5 | 53 |
| | Percent | 0.0% | 7.1% | 14.0% | 4.8% | 4.5% | 6.8% | 6.8% | 11.6% | 6.6% |
| Agree | Count | 8 | 57 | 12 | 24 | 28 | 20 | 17 | 10 | 176 |
| | Percent | 30.8% | 27.0% | 24.0% | 23.1% | 14.1% | 17.1% | 28.8% | 23.3% | 21.8% |
| Somewhat agree | Count | 7 | 50 | 9 | 51 | 65 | 47 | 13 | 12 | 254 |
| | Percent | 26.9% | 23.7% | 18.0% | 49.0% | 32.7% | 40.2% | 22.0% | 27.9% | 31.4% |
| Somewhat disagree | Count | 3 | 15 | 6 | 7 | 20 | 14 | 3 | 3 | 71 |
| | Percent | 11.5% | 7.1% | 12.0% | 6.7% | 10.1% | 12.0% | 5.1% | 7.0% | 8.8% |
| Disagree | Count | 1 | 10 | 4 | 9 | 29 | 12 | 2 | 4 | 71 |
| | Percent | 3.8% | 4.7% | 8.0% | 8.7% | 14.6% | 10.3% | 3.4% | 9.3% | 8.8% |
| Strongly disagree | Count | 0 | 6 | 5 | 0 | 5 | 5 | 5 | 2 | 28 |
| | Percent | 0.0% | 2.8% | 10.0% | 0.0% | 2.5% | 4.3% | 8.5% | 4.7% | 3.5% |
| Don't know | Count | 7 | 58 | 7 | 8 | 43 | 11 | 15 | 7 | 156 |
| | Percent | 26.9% | 27.5% | 14.0% | 7.7% | 21.6% | 9.4% | 25.4% | 16.3% | 19.3% |
| Total | Count | 26 | 211 | 50 | 104 | 199 | 117 | 59 | 43 | 809 |
| | Percent | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Note: Statistically significant differences emerged among subgroups at the p < .001 level.