

Thornton Inclusion, Diversity, and Equity Survey

The City Manager has launched a new initiative called TIDE (Thornton Inclusion, Diversity, and Equity). We have formed a taskforce of employee volunteers who are currently working to develop training for the city organization. More information about TIDE is on COTStaff.net.

As part of our mission, we have developed a 14-question employee survey to help us understand our current baseline and what you think.

All individual responses to the survey will be kept confidential. Summarized survey results will be shared with the taskforce, the City Manager and senior leadership.

*Please take the time to respond to this important survey **by Friday, September 25th at 5 p.m.** Your answers are essential in helping us evaluate training for the city organization.*

- * 1. Using the scale below, please rate the degree to which you agree or disagree with the following statement for each item listed below.

“At work I have been treated unfairly due to my...”

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	N/A
Race/Ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual Orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (Please explain below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you feel comfortable, please describe any discriminatory or exclusive events you have experienced while working at Thornton.

- * 2. Do you know who to contact to report a discriminatory event or issue?

- Yes
 No

* 3. Using the scale below, please rate the degree to which you agree or disagree with the following statement for each item listed below.

“Based on my direct experiences, **my workgroup** has been inclusive of...”

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	N/A
Race/Ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual Orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 4. Using the scale below, please rate the degree to which you agree or disagree with the following statement for each item listed below.

“Based on my direct experiences, **the city organization as a whole** has been inclusive of...”

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	N/A
Race/Ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual Orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 5. If I ask my supervisor for help and support on an issue concerning diversity and inclusion, I believe they will take appropriate action.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 6. Within my department, co-workers support others who are diverse or different from themselves.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 7. Those in leadership positions within my department actively support a diverse and inclusive work environment.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 8. I care about working for an organization that is diverse and inclusive.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 9. I know what institutional racism is and can identify it.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 10. I know where to find the resources and tools I need in order to promote a diverse and inclusive work environment.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	N/A
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Thornton Inclusion, Diversity, and Equity Survey

To better understand the employees that are taking this survey, we have several demographic questions to help us understand the survey results.

* 11. What is your department?

- | | |
|---|---|
| <input type="radio"/> Infrastructure | <input type="radio"/> Fire Department |
| <input type="radio"/> City Development or Economic Development | <input type="radio"/> City Manager's Office |
| <input type="radio"/> Parks, Recreation, and Community Programs | <input type="radio"/> Finance (including Utility Billing) |
| <input type="radio"/> Management Services | <input type="radio"/> City Attorney's Office |
| <input type="radio"/> Police Department | |
| <input type="radio"/> Other (please specify) | |

12. If you are comfortable sharing, please state your division or workgroup.

13. What is your gender identity?

- Woman
- Man
- Genderqueer or nonbinary
- Agender
- None of the above (please specify)

14. What is your racial or ethnic identity?

- | | |
|--|---|
| <input type="radio"/> Black or African American | <input type="radio"/> Native Hawaiian or other Pacific Islander |
| <input type="radio"/> American Indian or Alaska Native | <input type="radio"/> South Asian or Indian |
| <input type="radio"/> East Asian | <input type="radio"/> Southeast Asian |
| <input type="radio"/> Hispanic or Latinx | <input type="radio"/> White or Caucasian |
| <input type="radio"/> Middle Eastern | <input type="radio"/> Two or more |
| <input type="radio"/> None of the above (please specify) | |