

2020 Diversity, Equity, and Inclusion Survey Results

Survey available from: 2/25/2020 - 3/24/2020

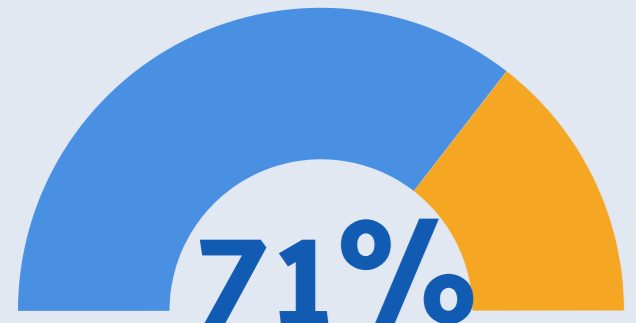
787 Total Employee Responses*

* Not all employees answered every question

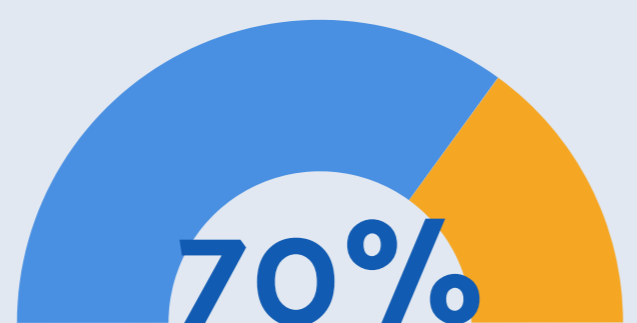
WORKPLACE CLIMATE

Report# 2020/21-11 | November 2020

Fair Treatment

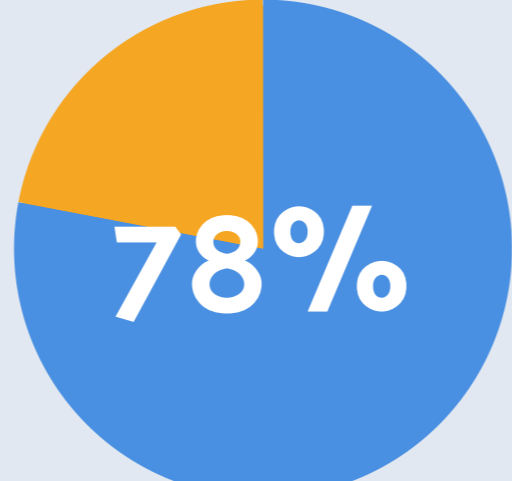


71% of employees feel they are treated fairly at the City of Sacramento

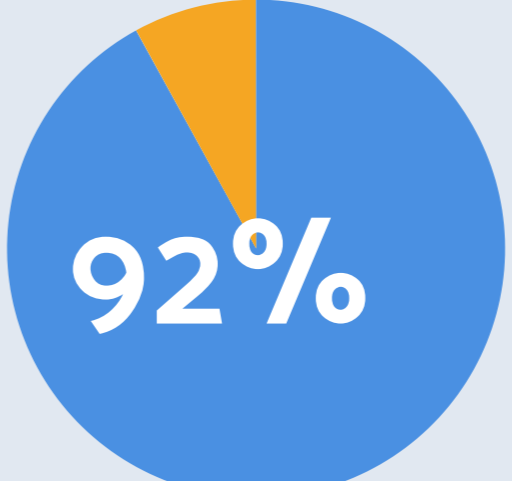


70% of employees feel they are treated fairly in their department

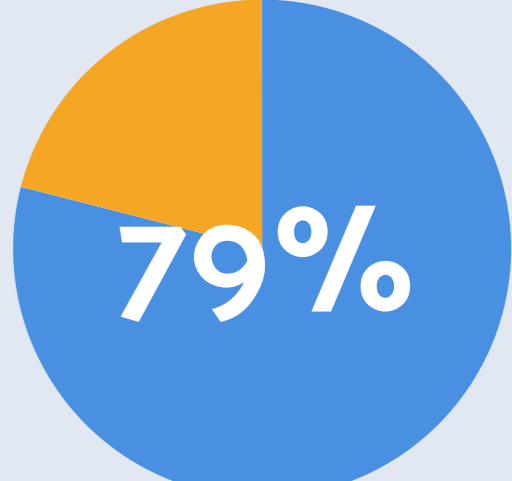
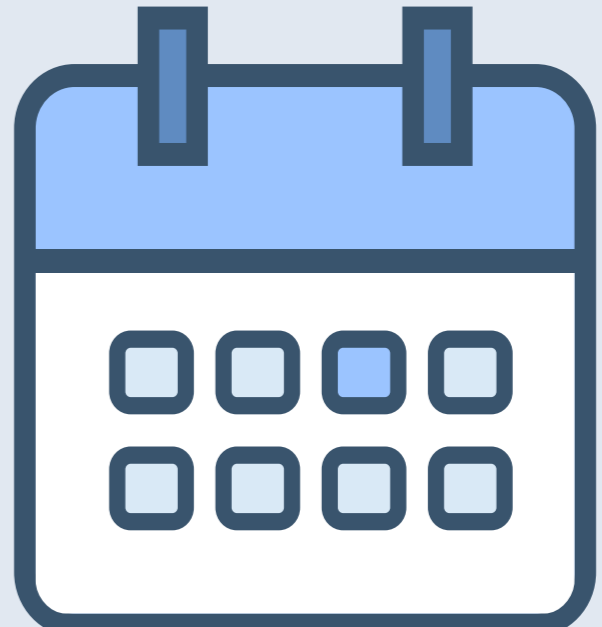
Sense of Pride



78% of employees are proud to work for the City of Sacramento

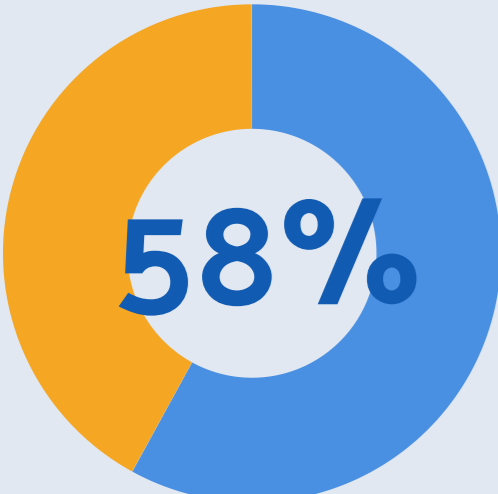


92% of employees are proud of the work they do for the City of Sacramento

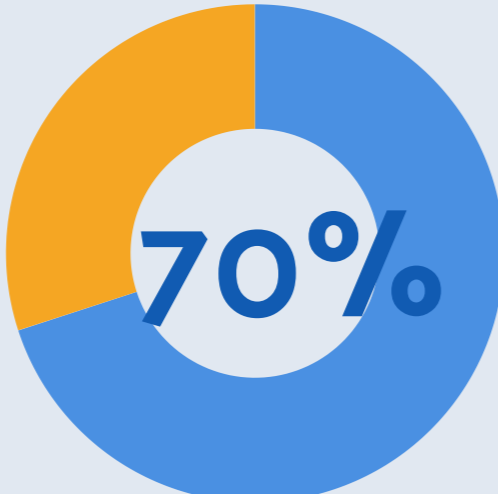


79% of employees see themselves working for the City in two years' time

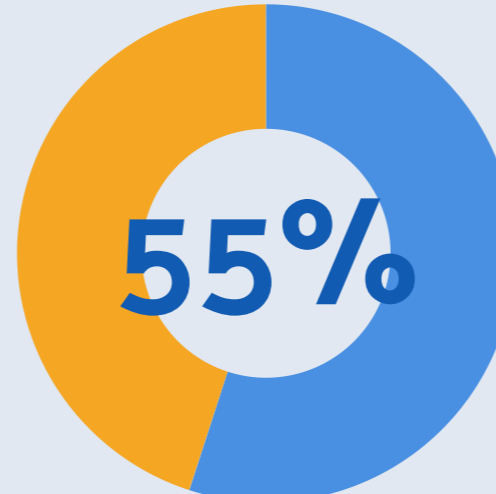
Support and Opportunities



58% of employees feel the City provides a supportive environment for employees

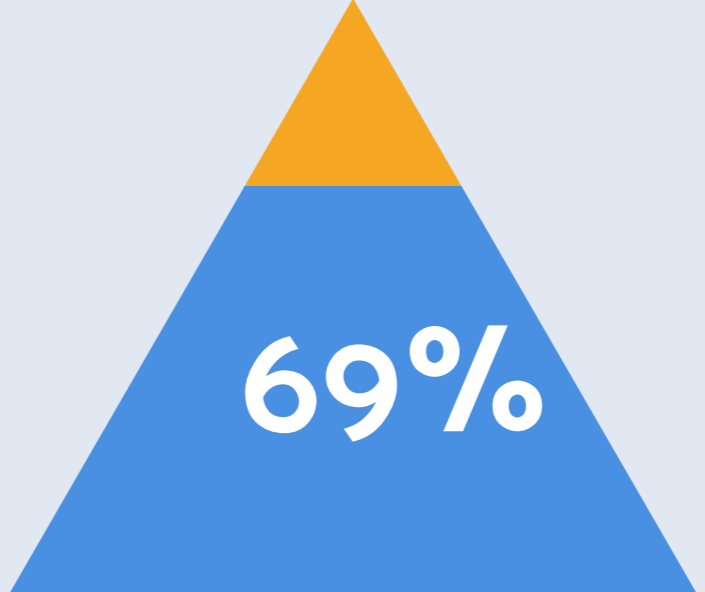


70% of employees feel they have access to tools, training, and development they need to do their job well

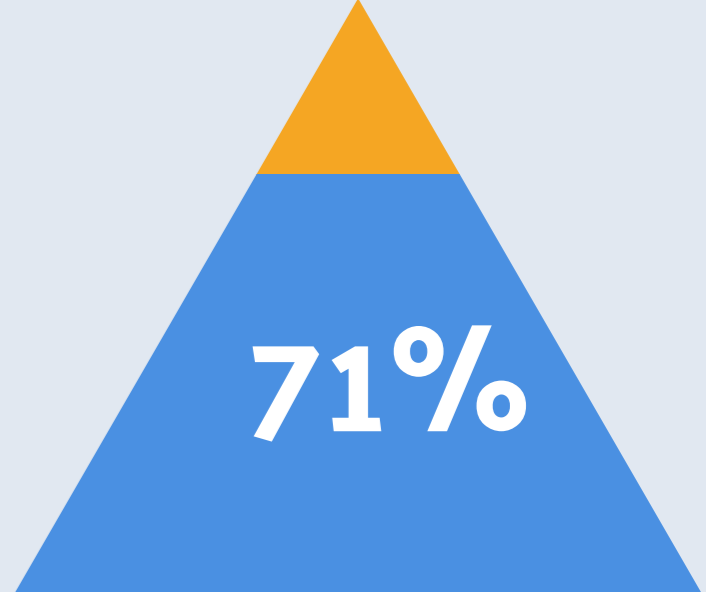


55% of employees feel they have an equal opportunity for growth and development

Sense of Belonging



69% of employees feel they belong at the City of Sacramento



71% of employees feel they belong in their department

WORKFORCE DEVELOPMENT, BENEFITS, AND POLICIES

Fair Promotions

26%
of employees feel promotions are fair throughout the **City of Sacramento**

37%
of employees feel promotions are fair within their **department**

Qualified Promotions

21%
of employees feel the most qualified candidates are promoted throughout the **City of Sacramento**

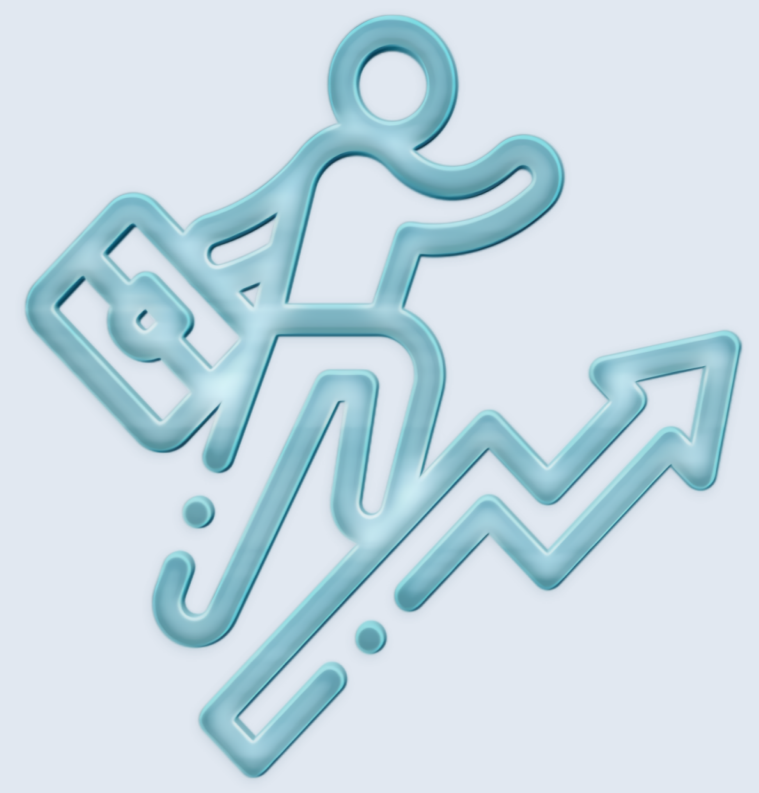
35%
of employees feel the most qualified candidates are promoted within their **department**

Policies

58%
of employees feel the City's Human Resources policies are fair to employees in relation to family or spouse/partner benefits

51%
of employees feel the City's hiring policies are fair to individuals

Commitment



45%
of employees feel the City has an ongoing commitment to equal pay, merit increases, and benefits

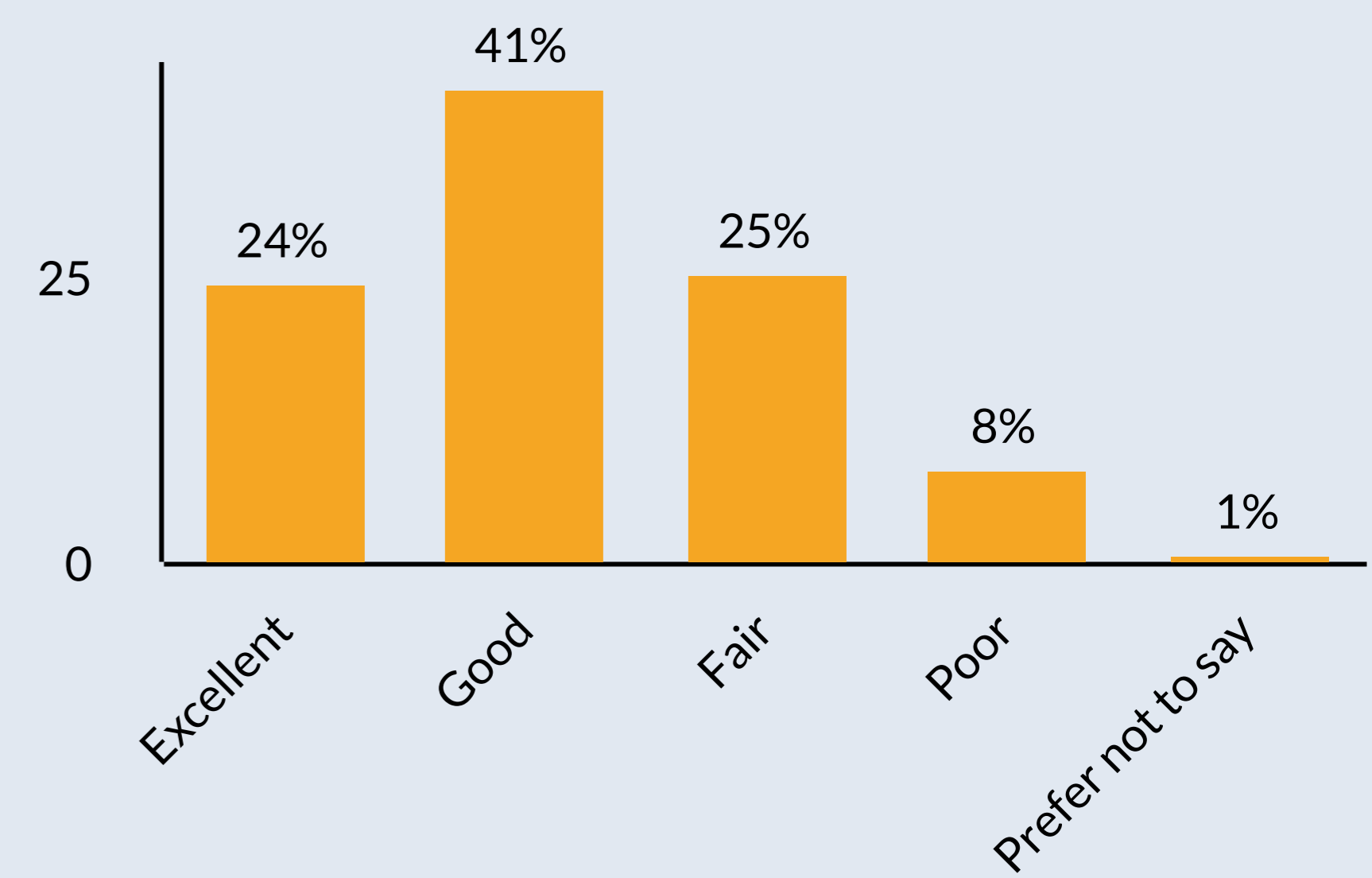
EMPLOYEE FAMILIARITY WITH CITY RESOURCES	EMPLOYEE FAMILIARITY WITH CITY RESOURCES				
	FAMILIAR	SOMEWHAT FAMILIAR	NOT VERY FAMILIAR	NOT AT ALL FAMILIAR	I DON'T KNOW
WHISTLEBLOWER HOTLINE	37%	28%	20%	12%	3%
EEO COMPLAINT FORM	31%	31%	22%	14%	2%
TREATMENT OF STAFF POLICY	23%	22%	28%	23%	4%
UPSTAND SACRAMENTO	10%	15%	24%	41%	10%
CITY NON-DISCRIMINATION ORDINANCE	24%	30%	24%	18%	4%

Relationships



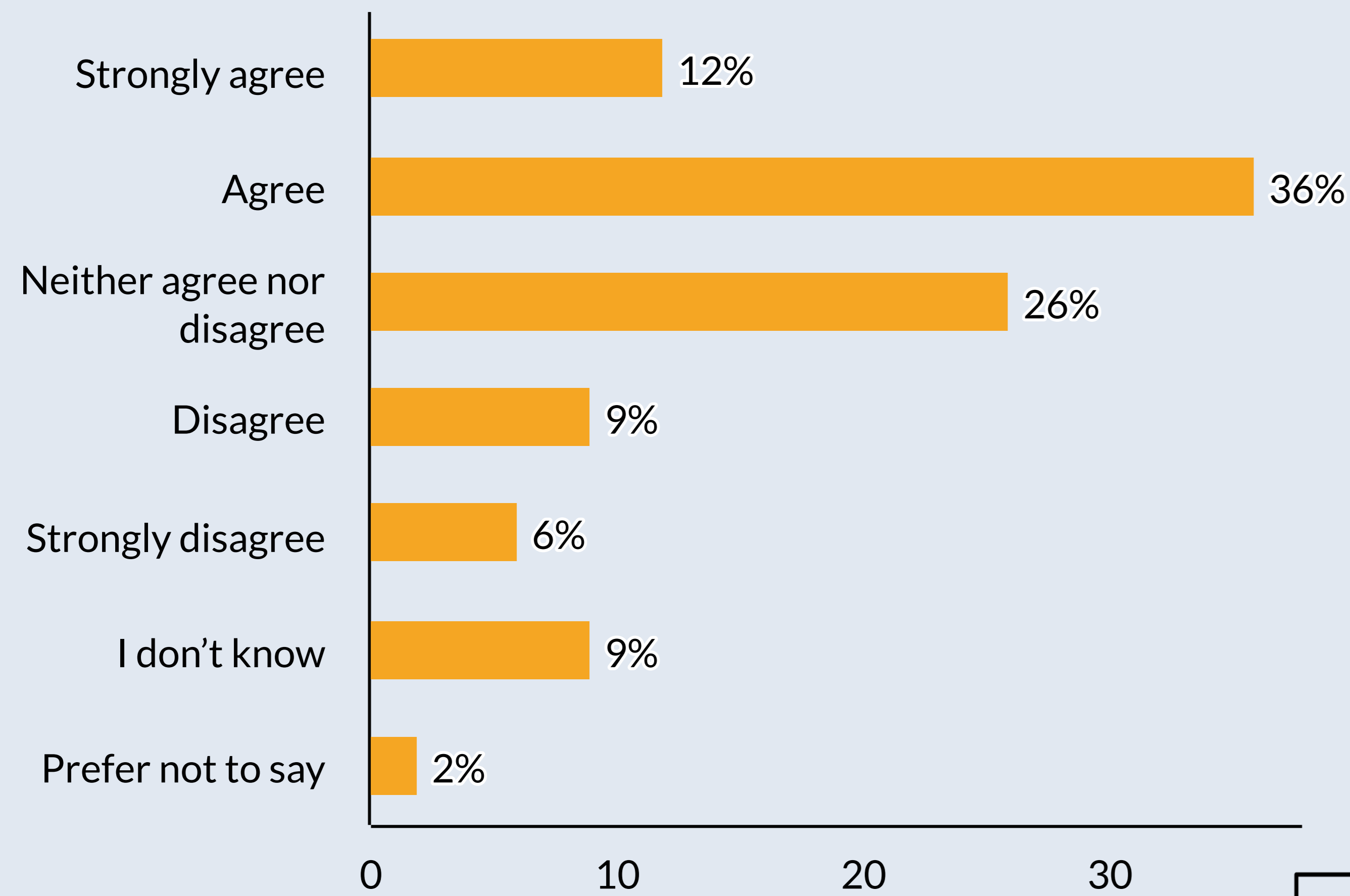
75%
of employees are satisfied with their professional relationships with their peers and colleagues in their department

Work-Life Balance

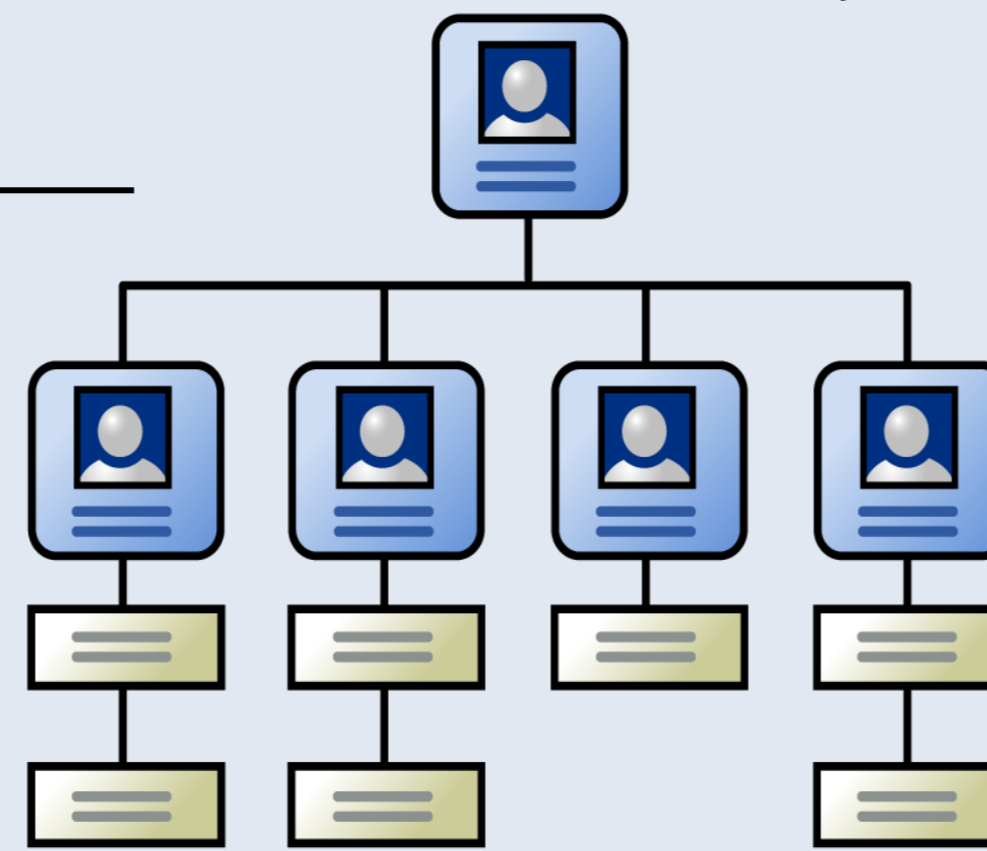
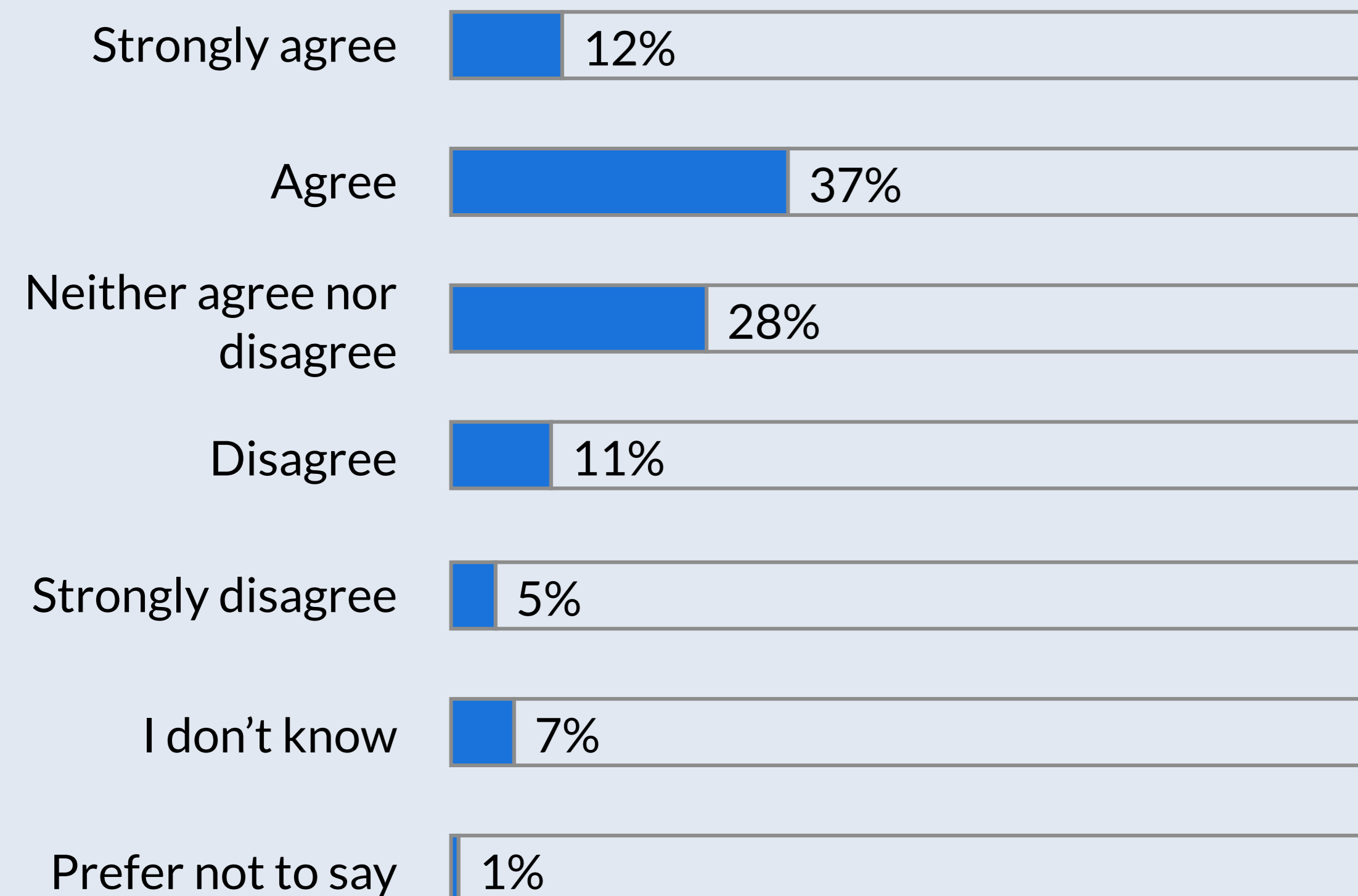


LEADERSHIP

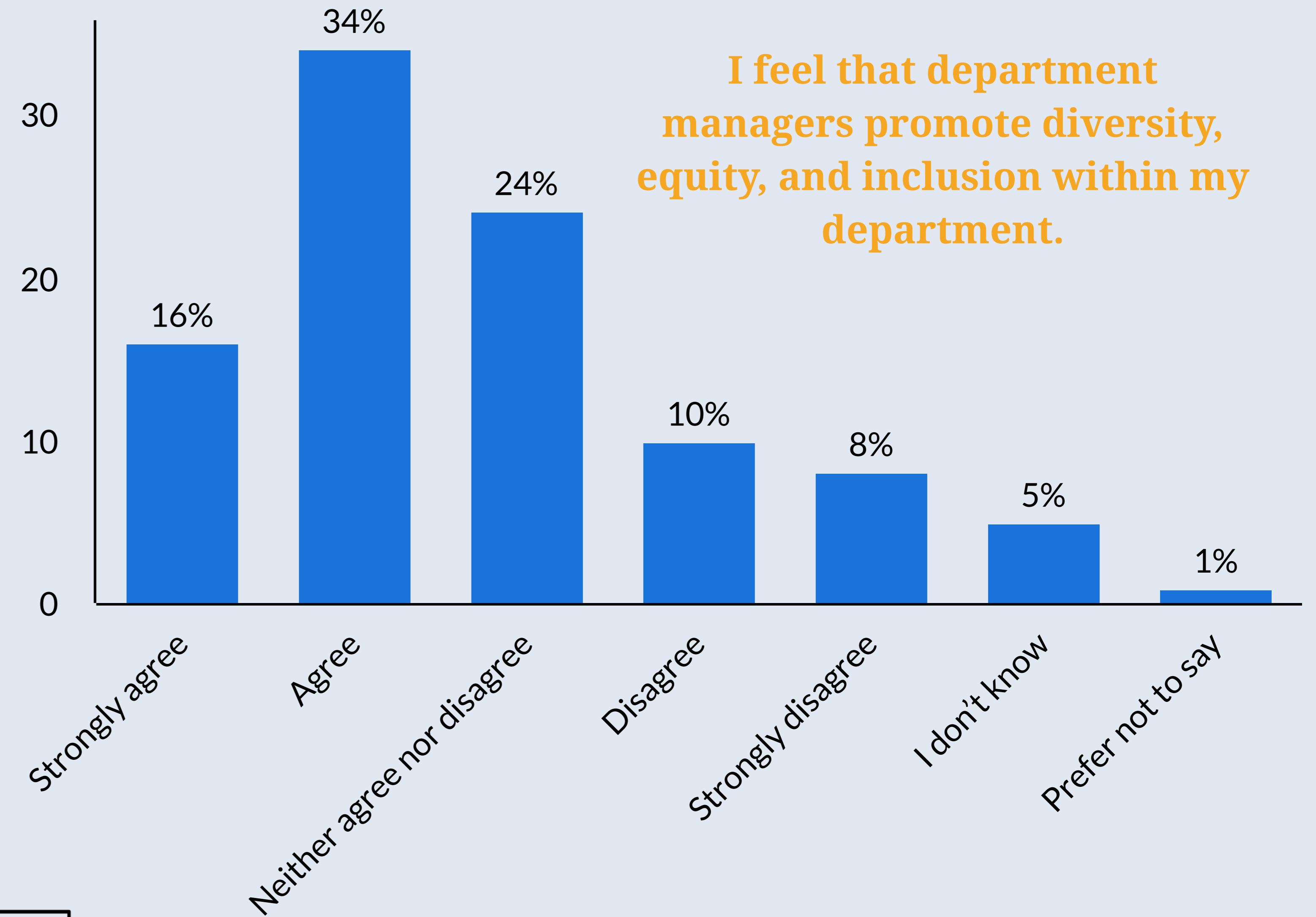
I feel that the Mayor and City Council promote diversity, equity, and inclusion within the City of Sacramento.



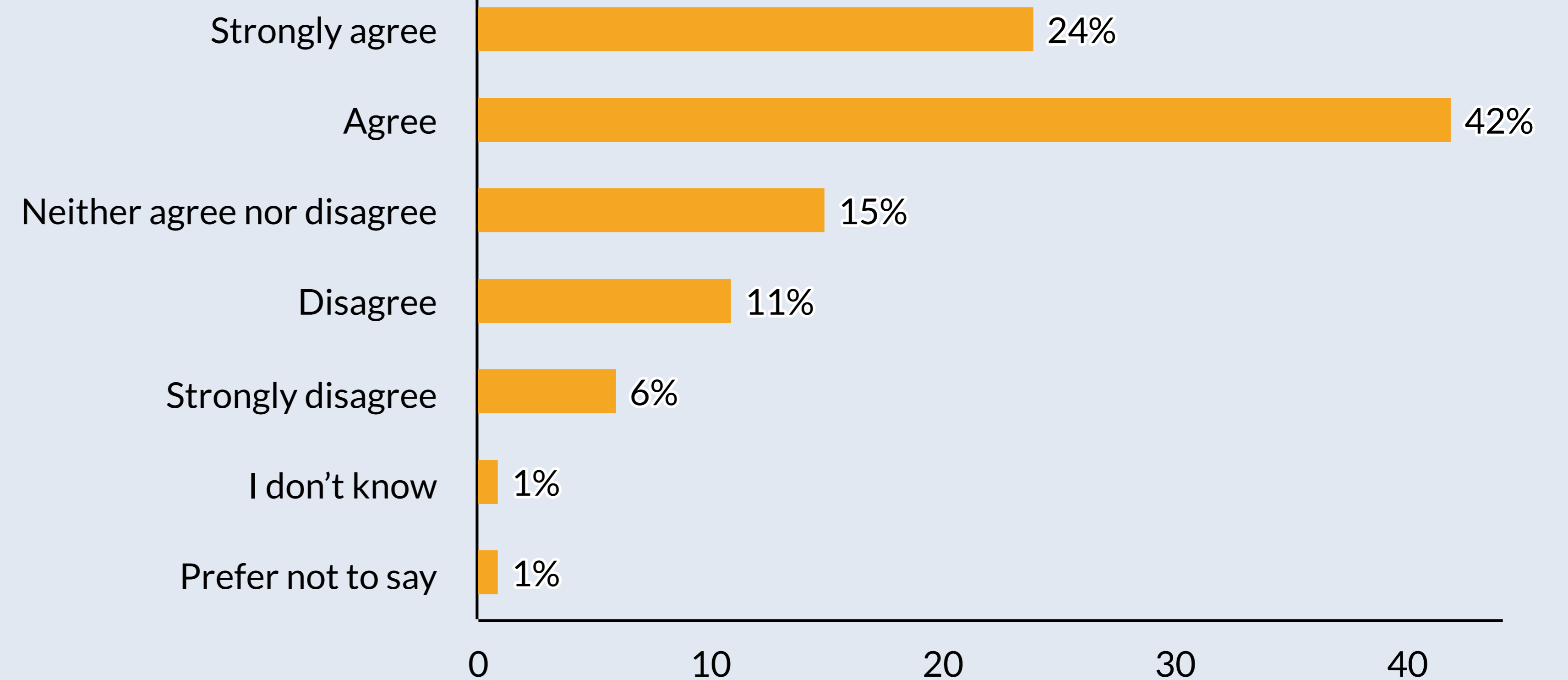
I feel that managers and supervisors are committed to maintaining high quality standards throughout the City of Sacramento.



I feel that department managers promote diversity, equity, and inclusion within my department.



I feel that managers and supervisors are committed to maintaining high quality standards within my department.

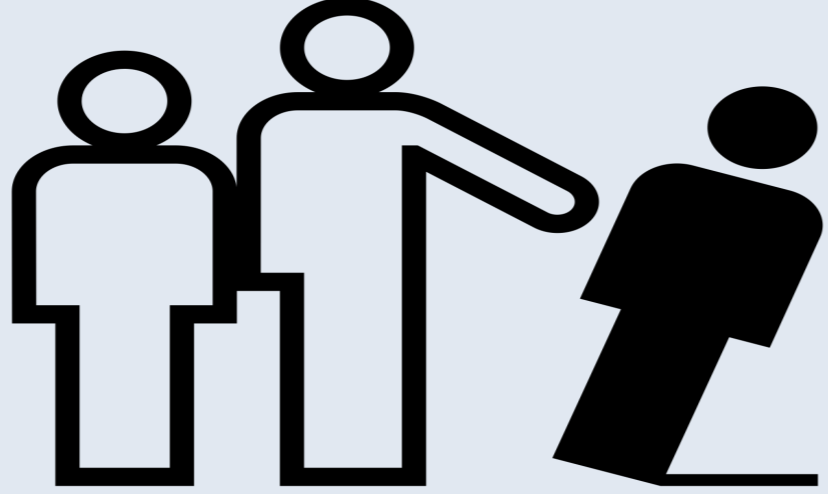


DISCRIMINATION AND HARASSMENT IN THE WORKPLACE

Employees were asked to identify the frequency with which the following occurred in the workplace

Witnessed Discriminatory Behavior in the last 12 months

Often	6%
Sometimes	17%
Rarely	16%
Never	53%
I don't know	7%



Felt Excluded due to their Sexual Orientation

Often	0.3%
Sometimes	2.6%
Rarely	4.2%
Never	89.8%
I don't know	3.1%

Several employees want gender and pay equity studies to be conducted.

Witnessed Unequal Treatment due to a Person's Sexual Orientation

Often	1%
Sometimes	6%
Rarely	7%
Never	79%
I don't know	6%

Experienced Discriminatory Behavior in the last 12 months

Often	5%
Sometimes	13%
Rarely	12%
Never	64%
I don't know	7%

Employees desired fair treatment in the workplace.

Felt Excluded due to their Gender

Often	2%
Sometimes	9%
Rarely	8%
Never	78%
I don't know	3%



Witnessed Unequal Treatment due to a Person's Gender Identity

Often	2%
Sometimes	7%
Rarely	6%
Never	77%
I don't know	8%

Experienced Harassment in the last 12 months

Often	3%
Sometimes	8%
Rarely	10%
Never	74%
I don't know	5%



Felt Excluded due to their Ethnicity/Race

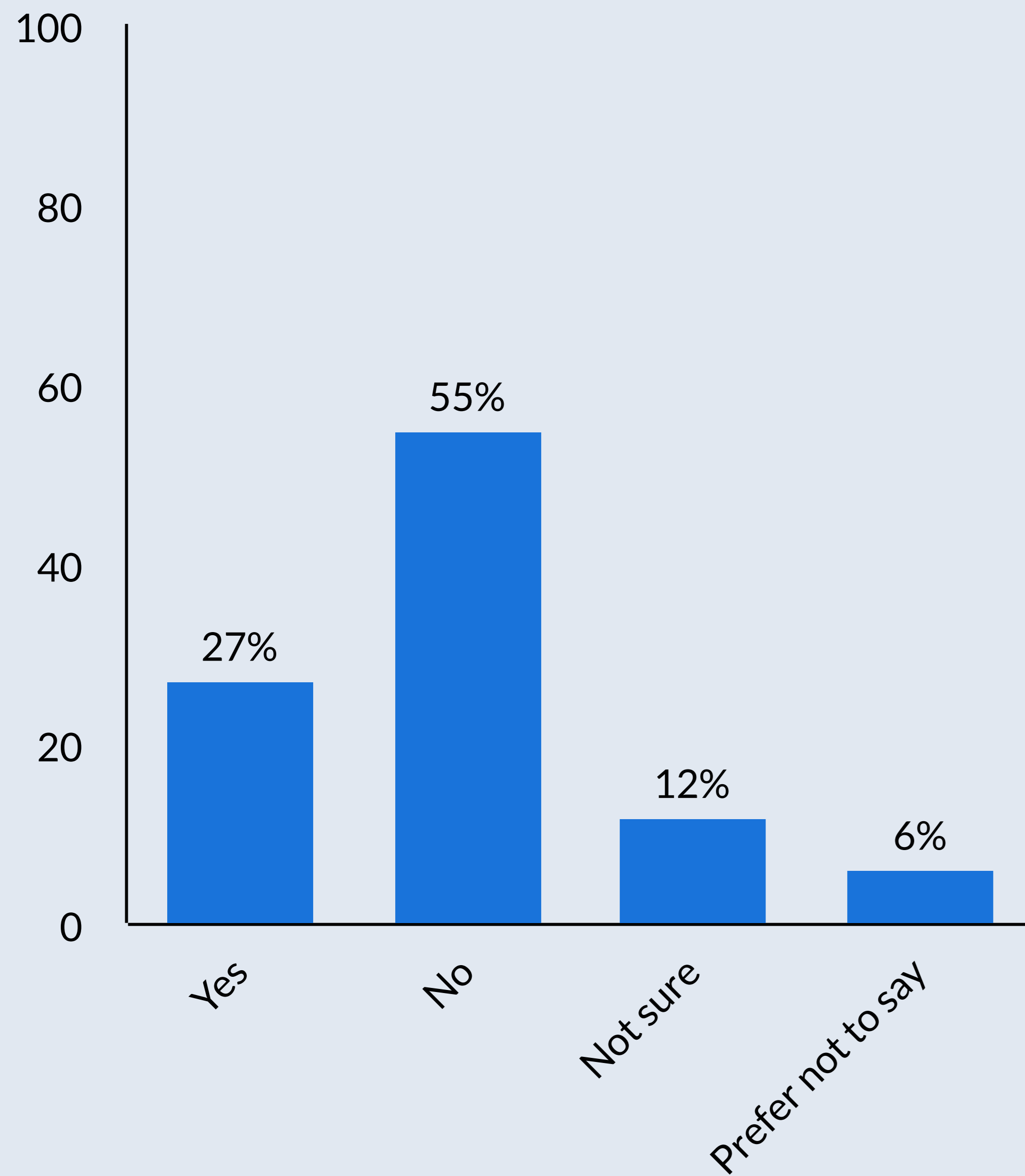
Often	3%
Sometimes	9%
Rarely	9%
Never	74%
I don't know	4%

Some employees want HR policies and hiring practices to be reviewed.

Witnessed Unequal Treatment due to a Person's Ethnicity/Race

Often	4%
Sometimes	15%
Rarely	12%
Never	61%
I don't know	7%

Have you ever witnessed, overheard or seen biased behavior towards any protected classes in the workplace?



Top Biased Behaviors

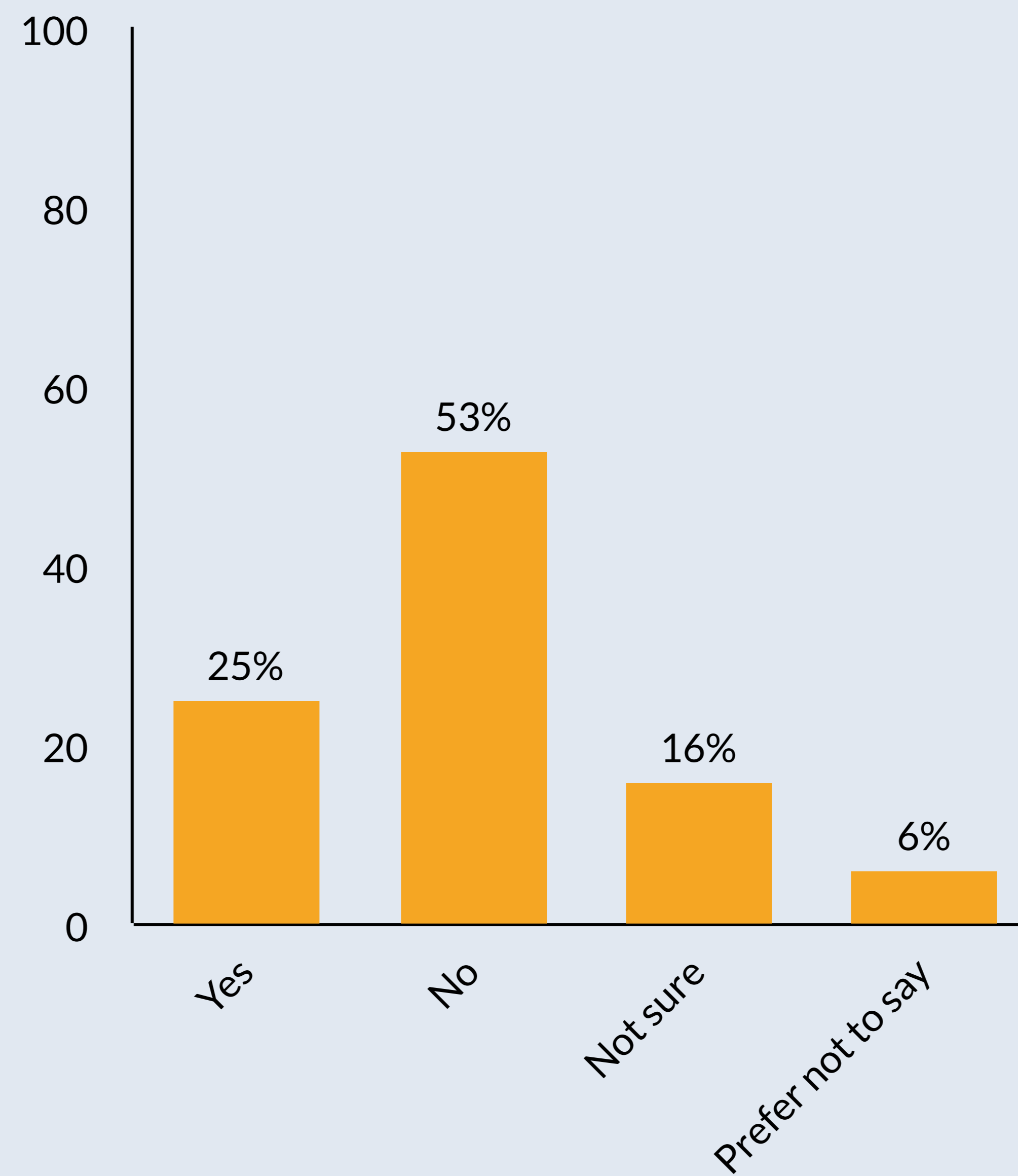
- Age (40 and above)
- Color/Ethnicity/Race
- Sex/Gender



40%

of employees that witnessed, overheard or saw biased behavior towards a protected class in the workplace indicated they or someone else escalated the issue to their manager, supervisor, or someone else.

Have you witnessed or experienced microaggressions in the workplace?



Top Types of Microaggression

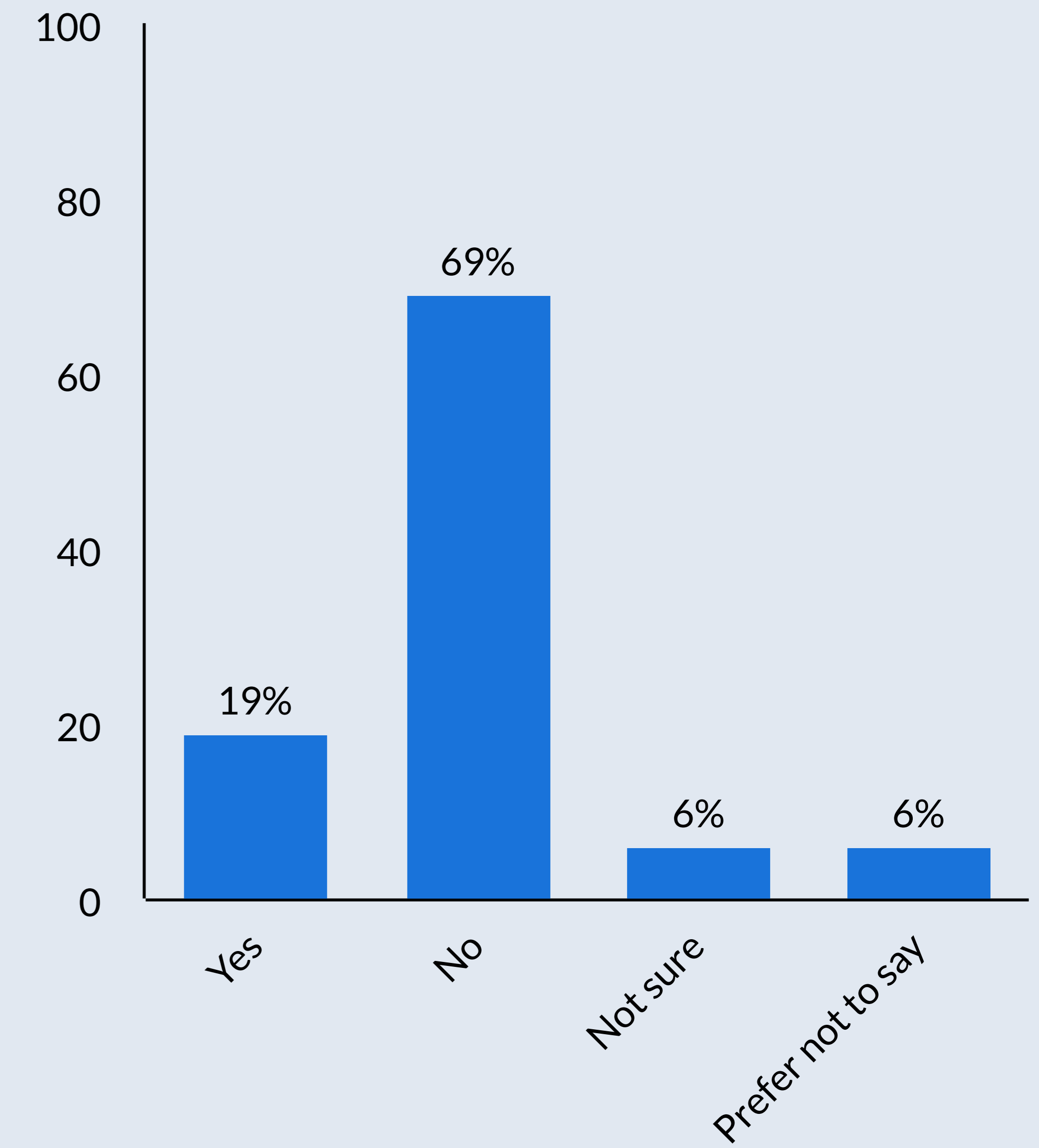
- Microinsult
- Microinvalidation



29%

of employees that witnessed or experienced microaggressions in the workplace indicated they or someone else escalated the issue to their manager, supervisor, or someone else.

Have you ever witnessed or experienced harassment in the workplace?



Top Types of Harassment

- Intimidation
- Offensive Jokes
- Sexual Harassment



49%

of employees that witnessed or experienced harassment in the workplace indicated they or someone else escalated the issue to their manager, supervisor, or someone else.

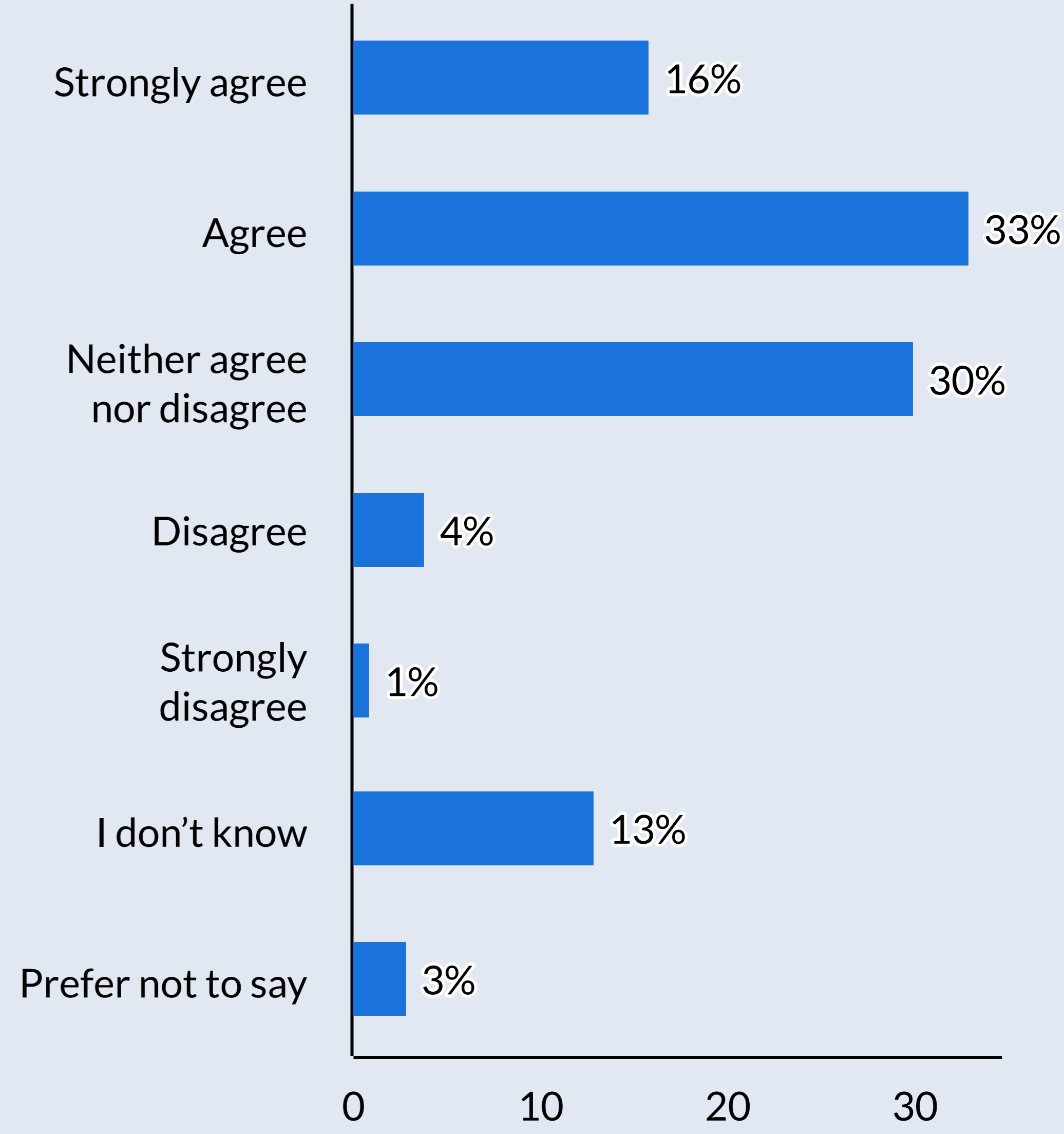
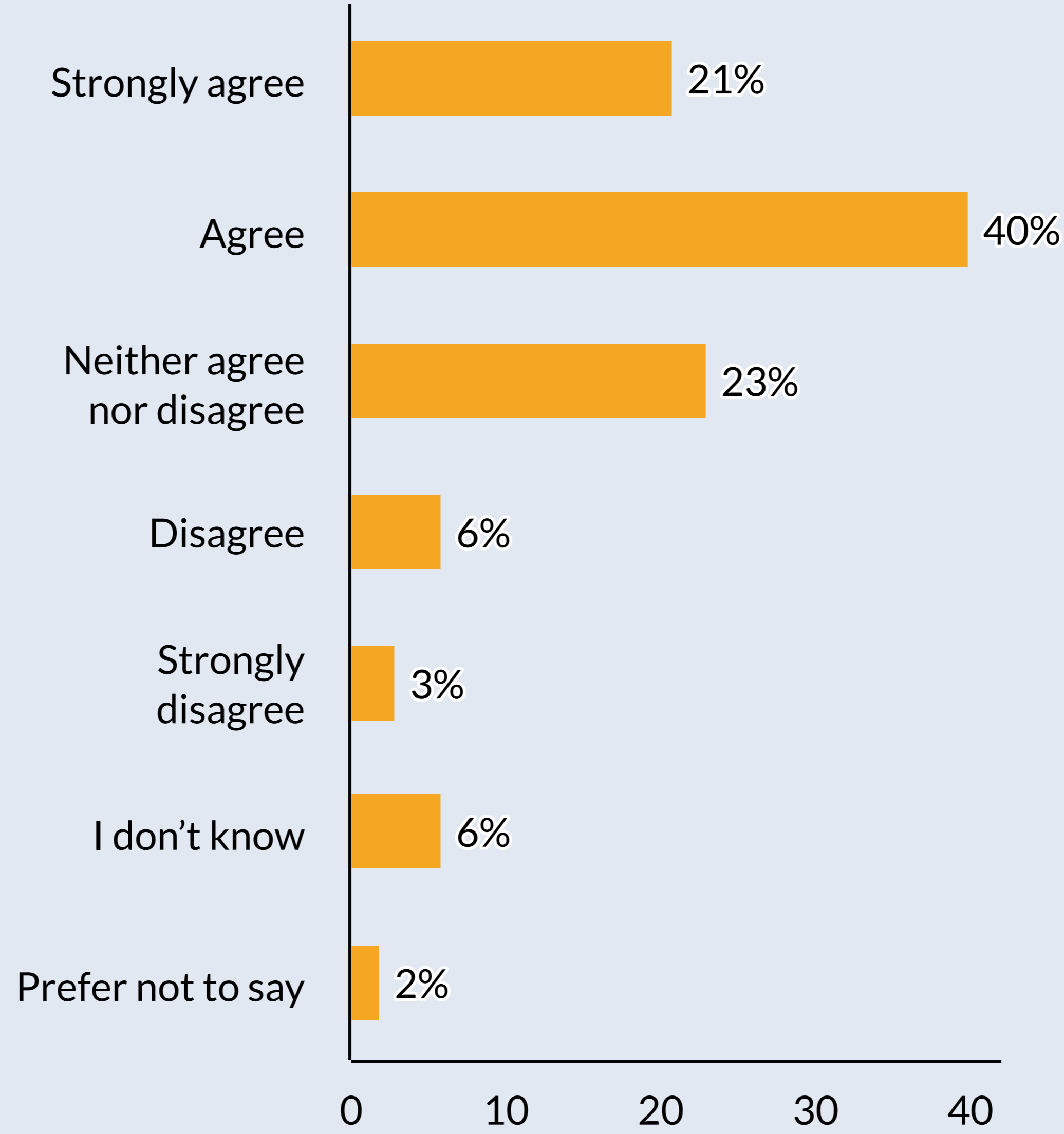
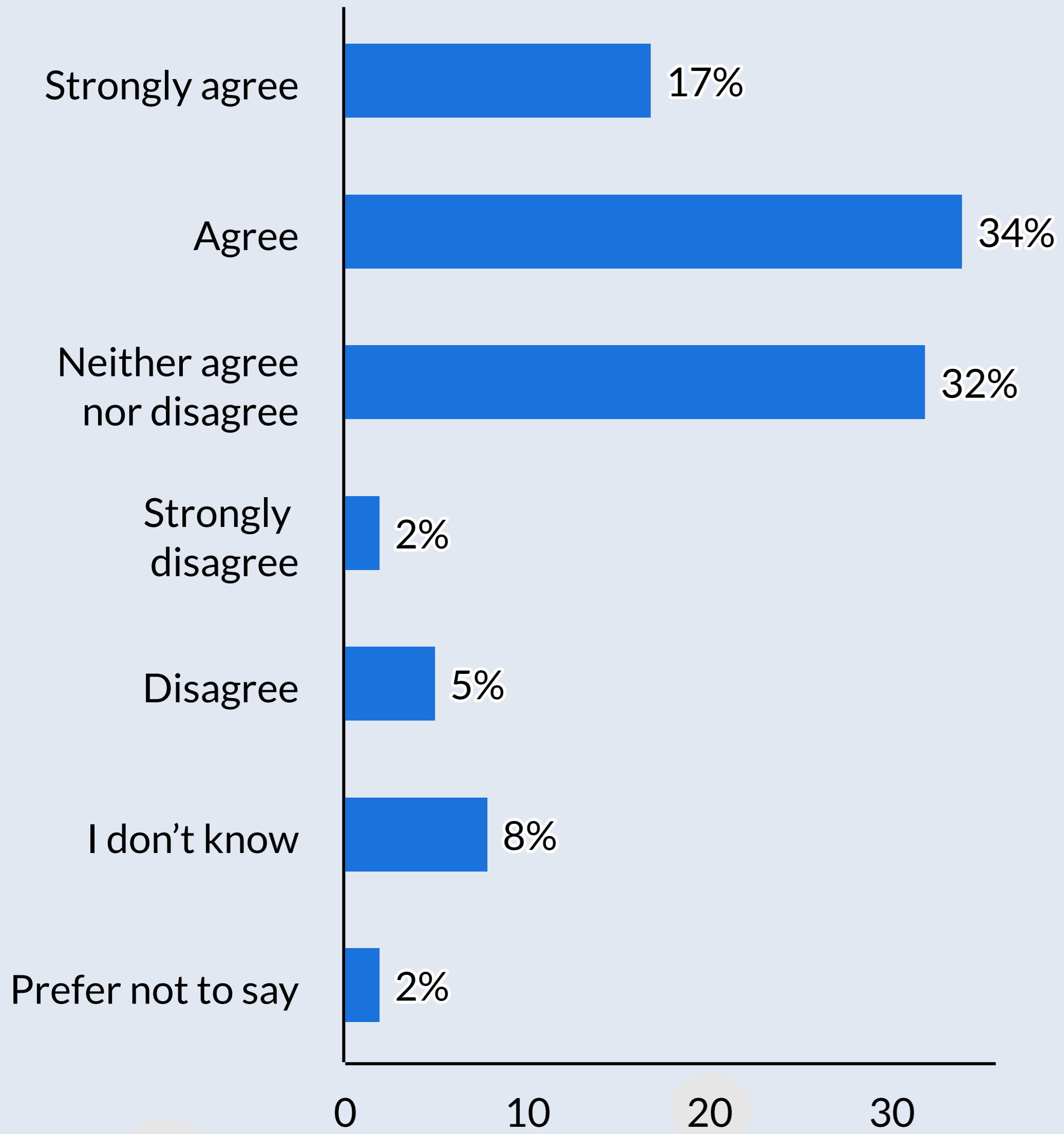
DIVERSITY, EQUITY, AND INCLUSION WITHIN THE CITY OF SACRAMENTO

Employees were asked to indicate their level of agreement with these statements

I feel gender diversity is a priority within the City of Sacramento.

I feel ethnic diversity is a priority within the City of Sacramento.

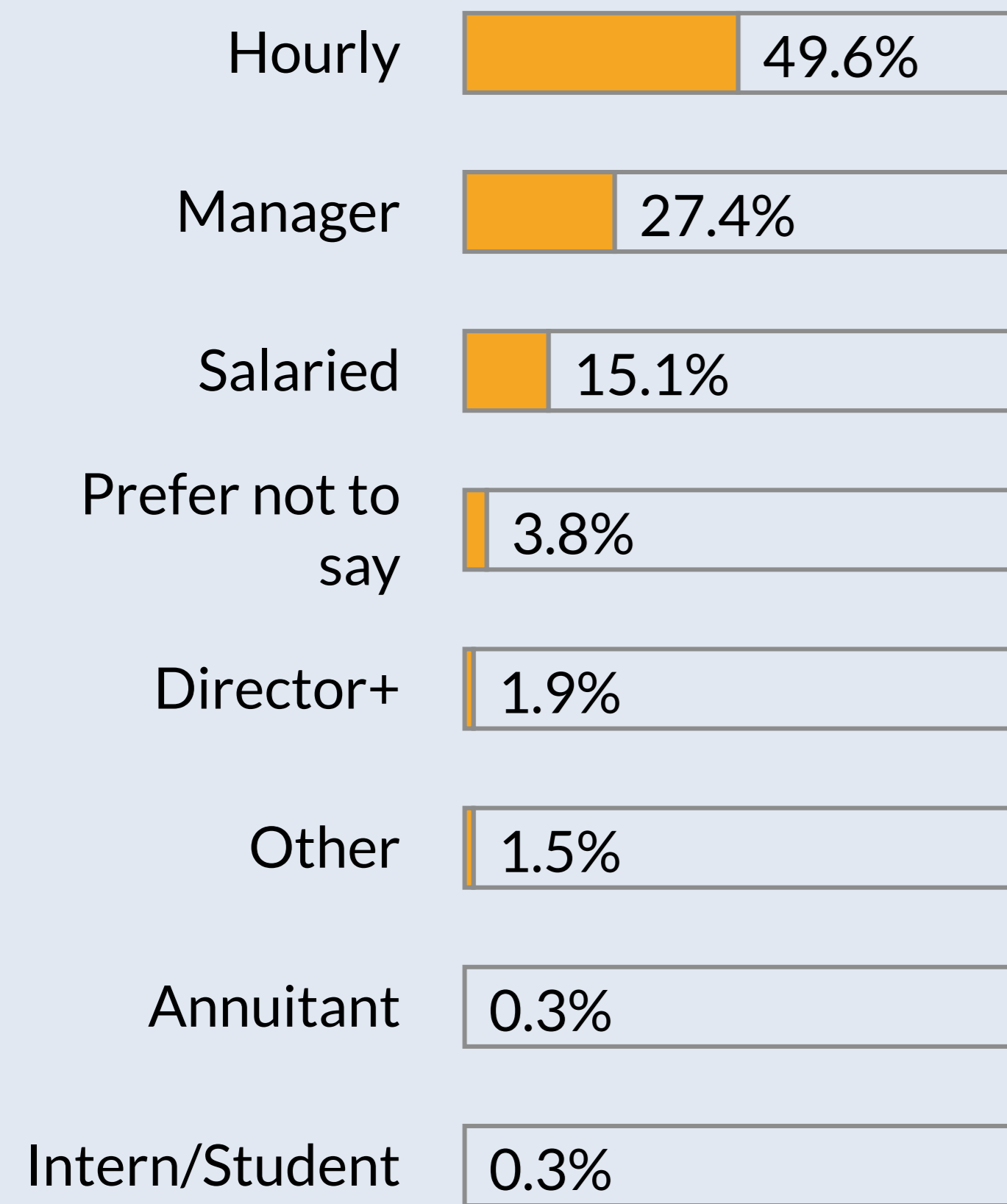
I feel that the advancement of LGBTQ+ inclusivity is a priority within the City of Sacramento.



Many survey respondents suggested creating more employee resource groups such as AAELC.

SURVEY RESPONDENT DEMOGRAPHICS

Total responses
787
Employees



Sex of Survey Respondents

42.9%

Female Employees

42.6%

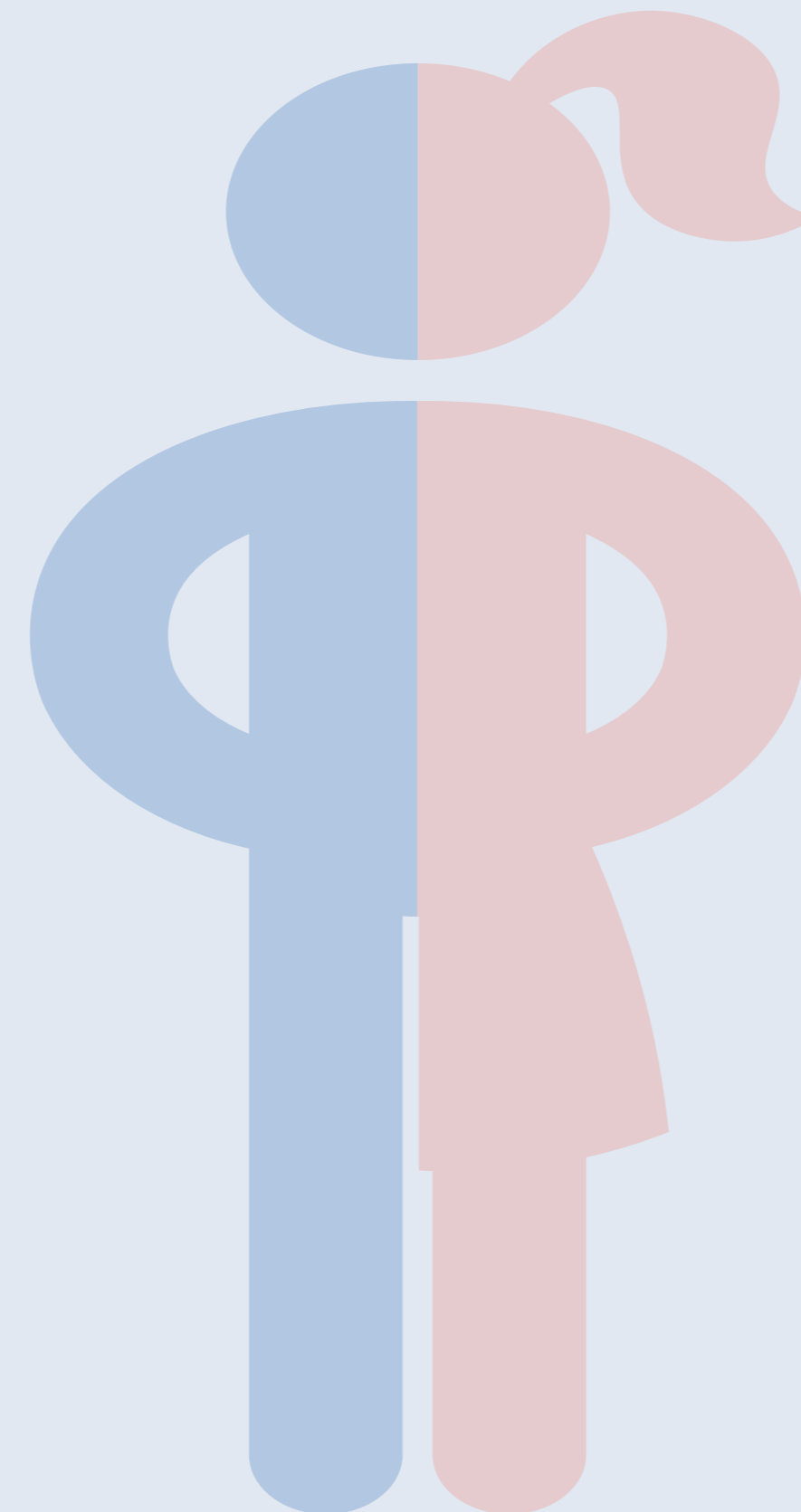
Male Employees

0.8%

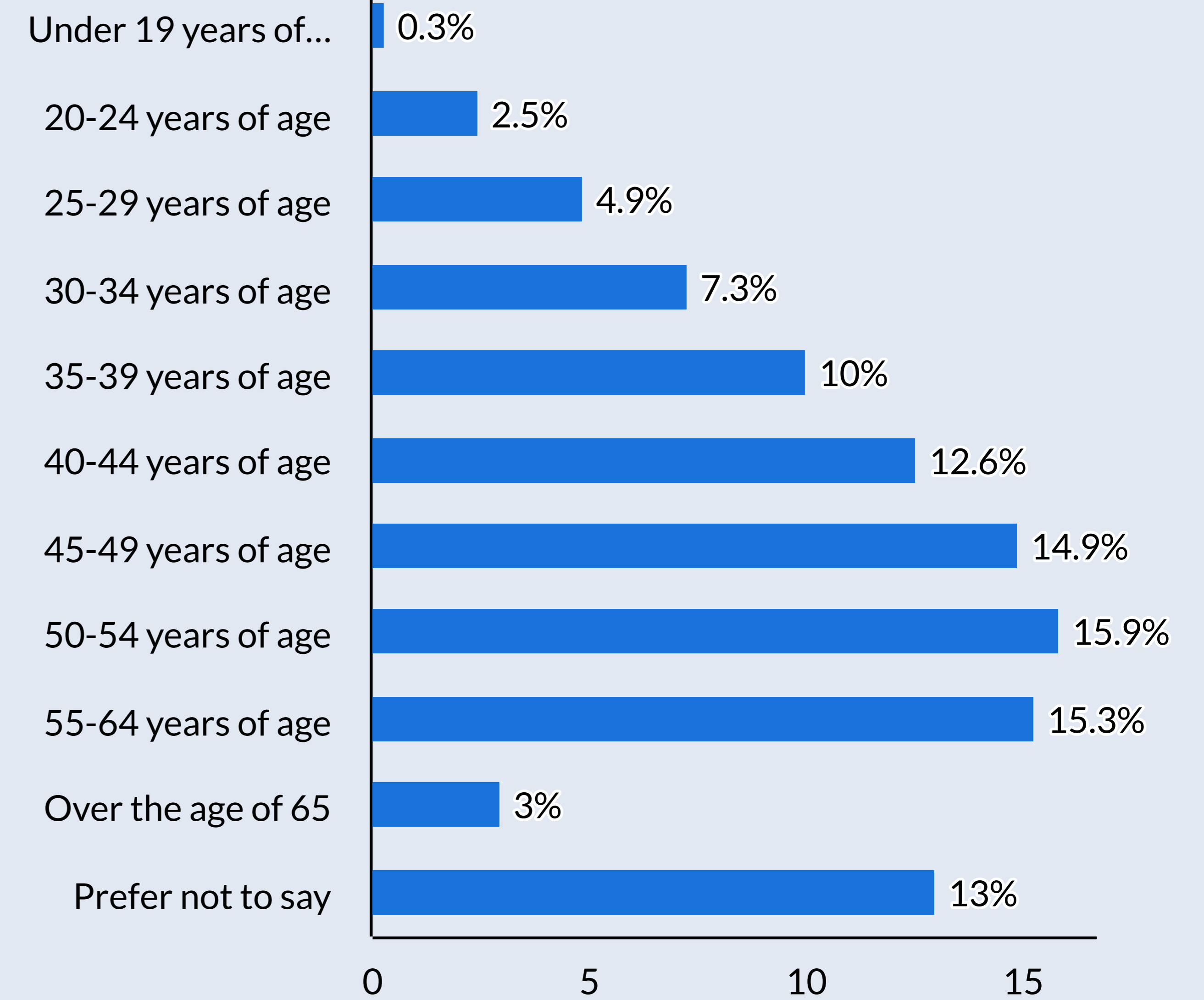
Non-binary Employees

13.8%

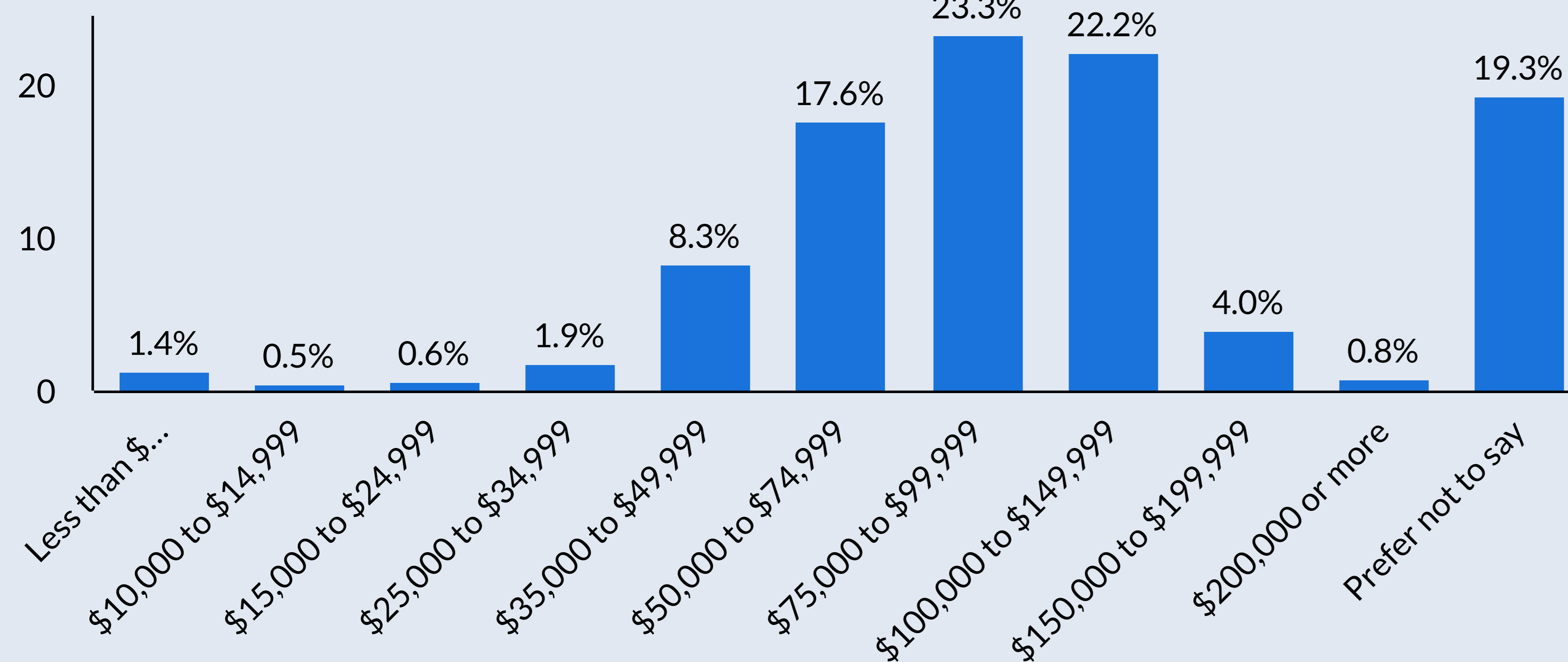
Prefer not to say



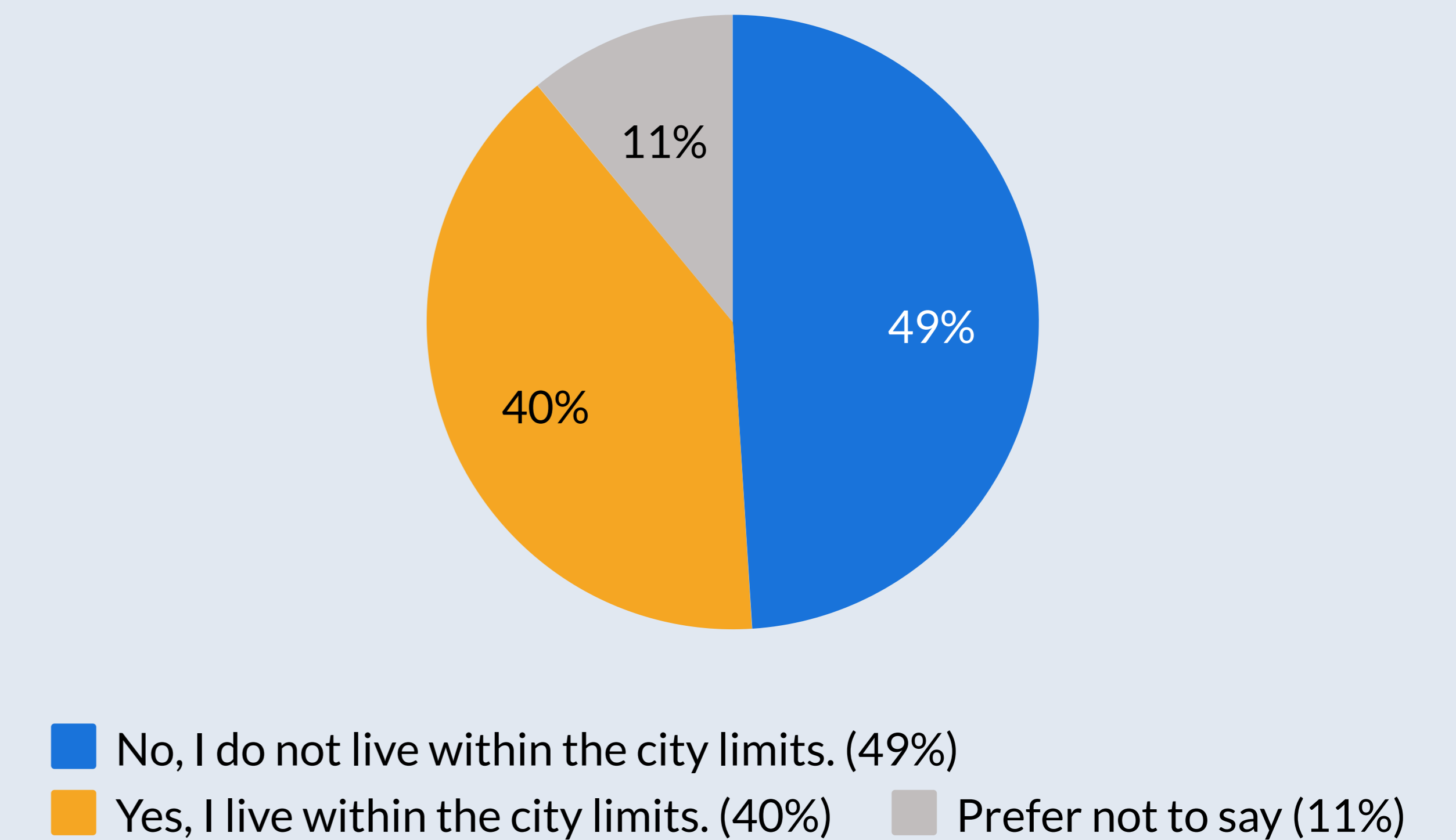
Age of Employees



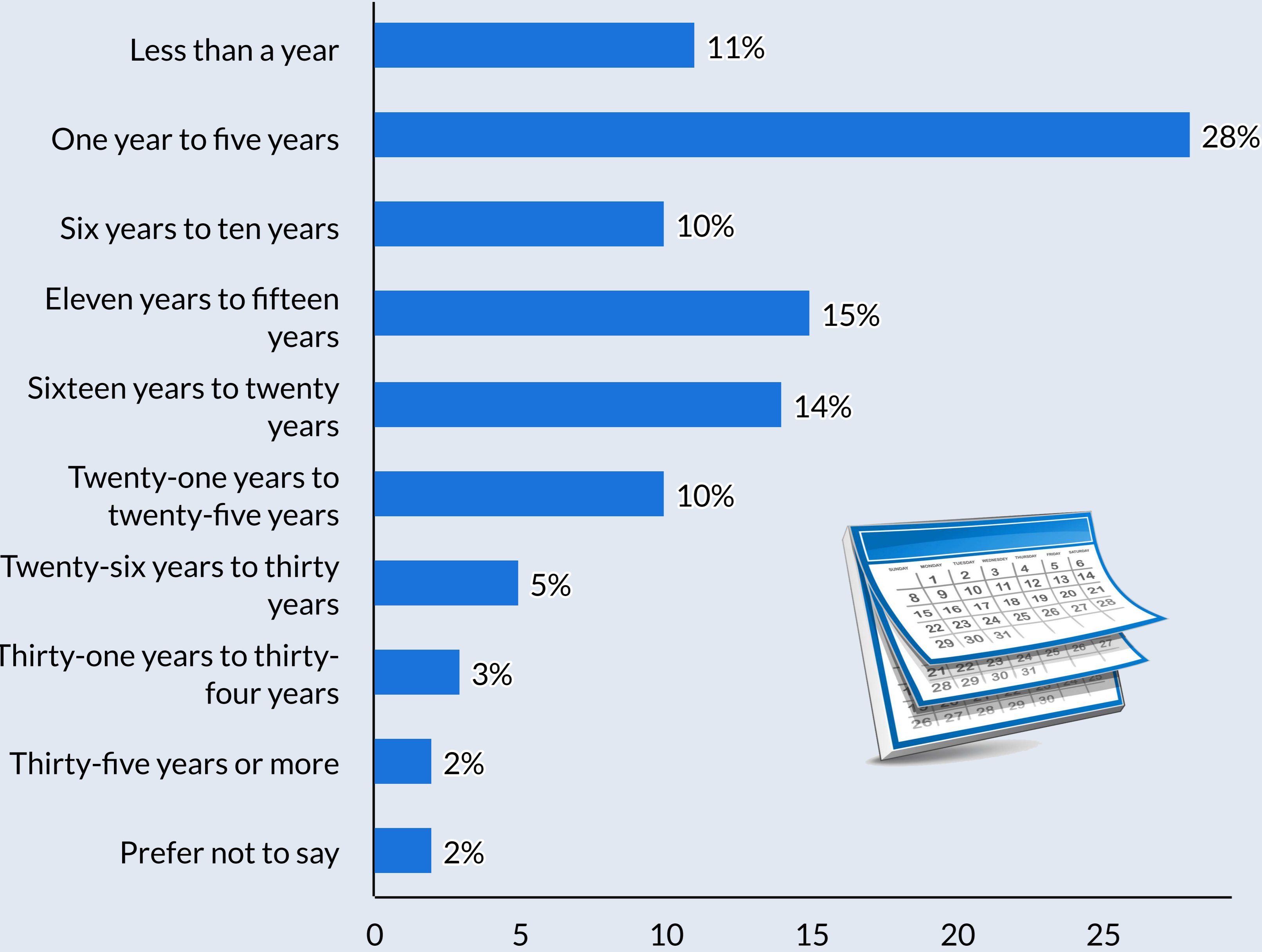
Annual Salary



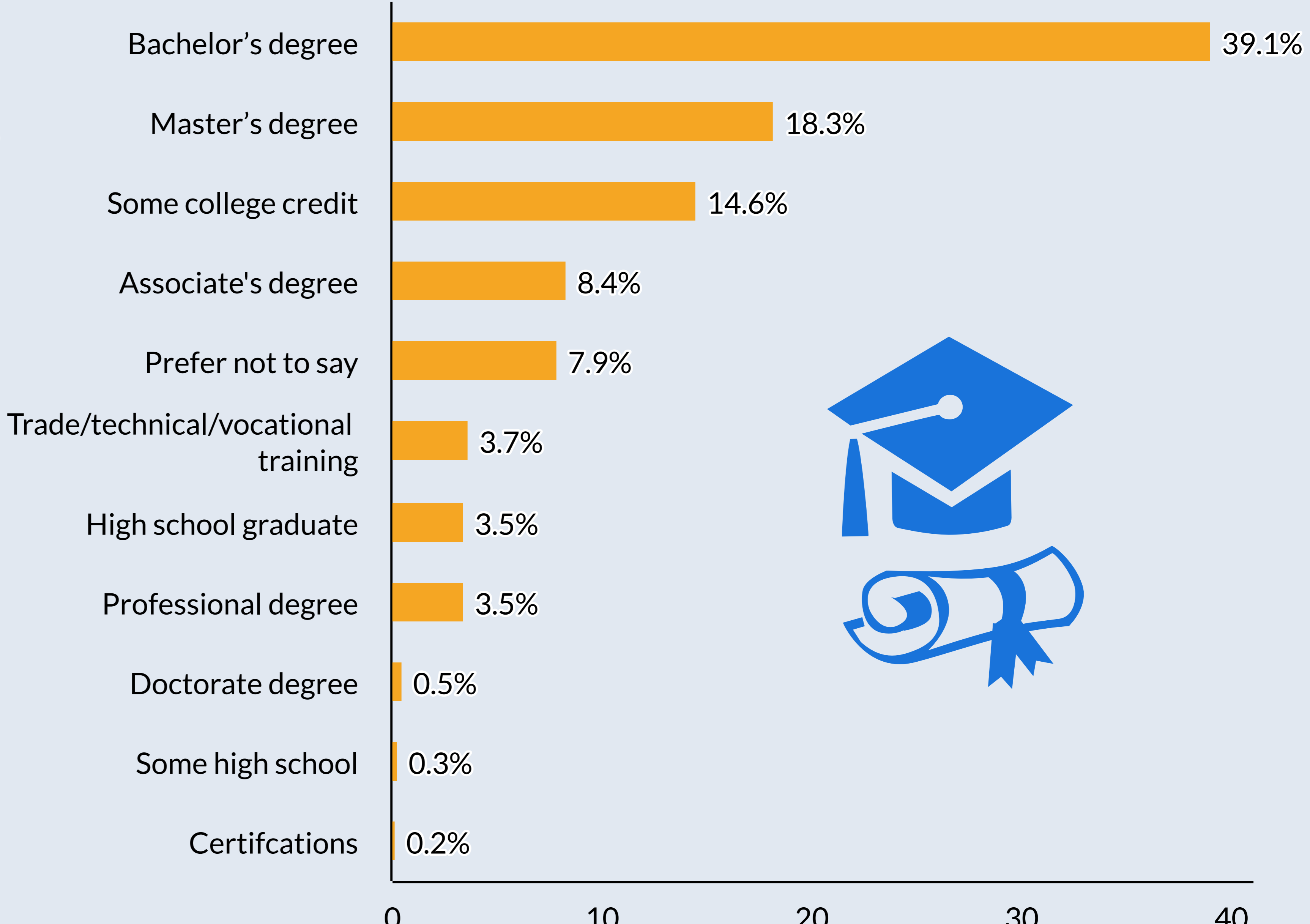
City of Residence



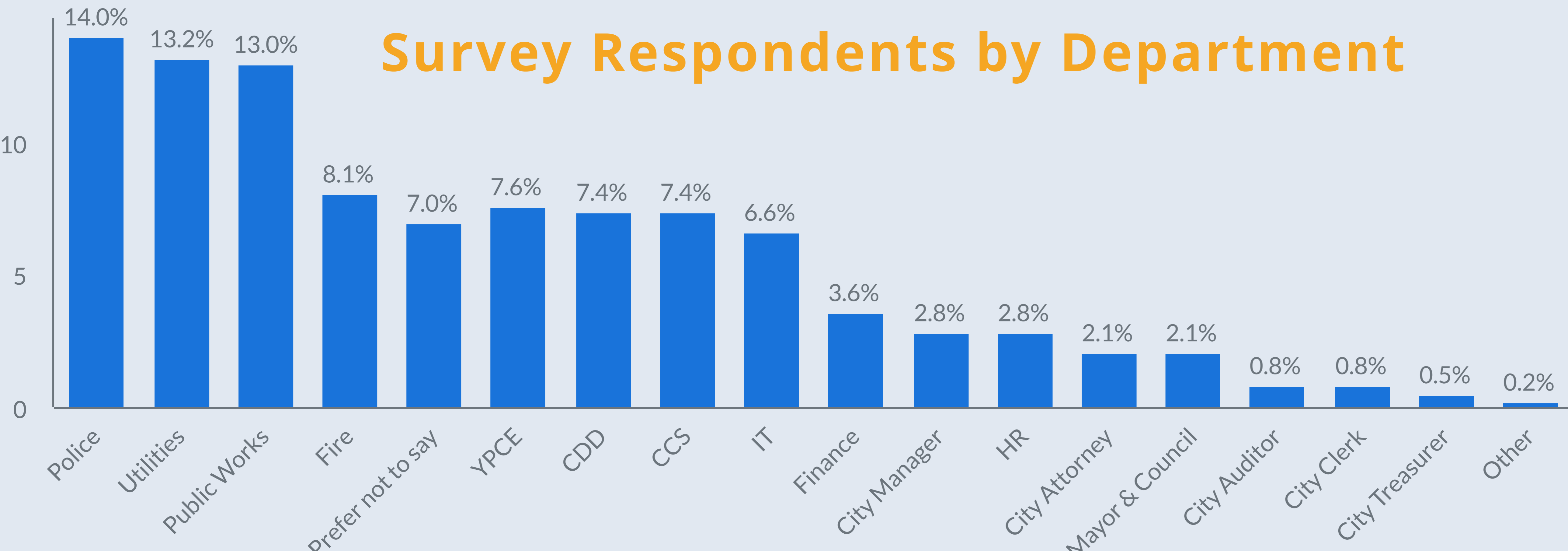
City Employment Tenure



Highest Degree Earned

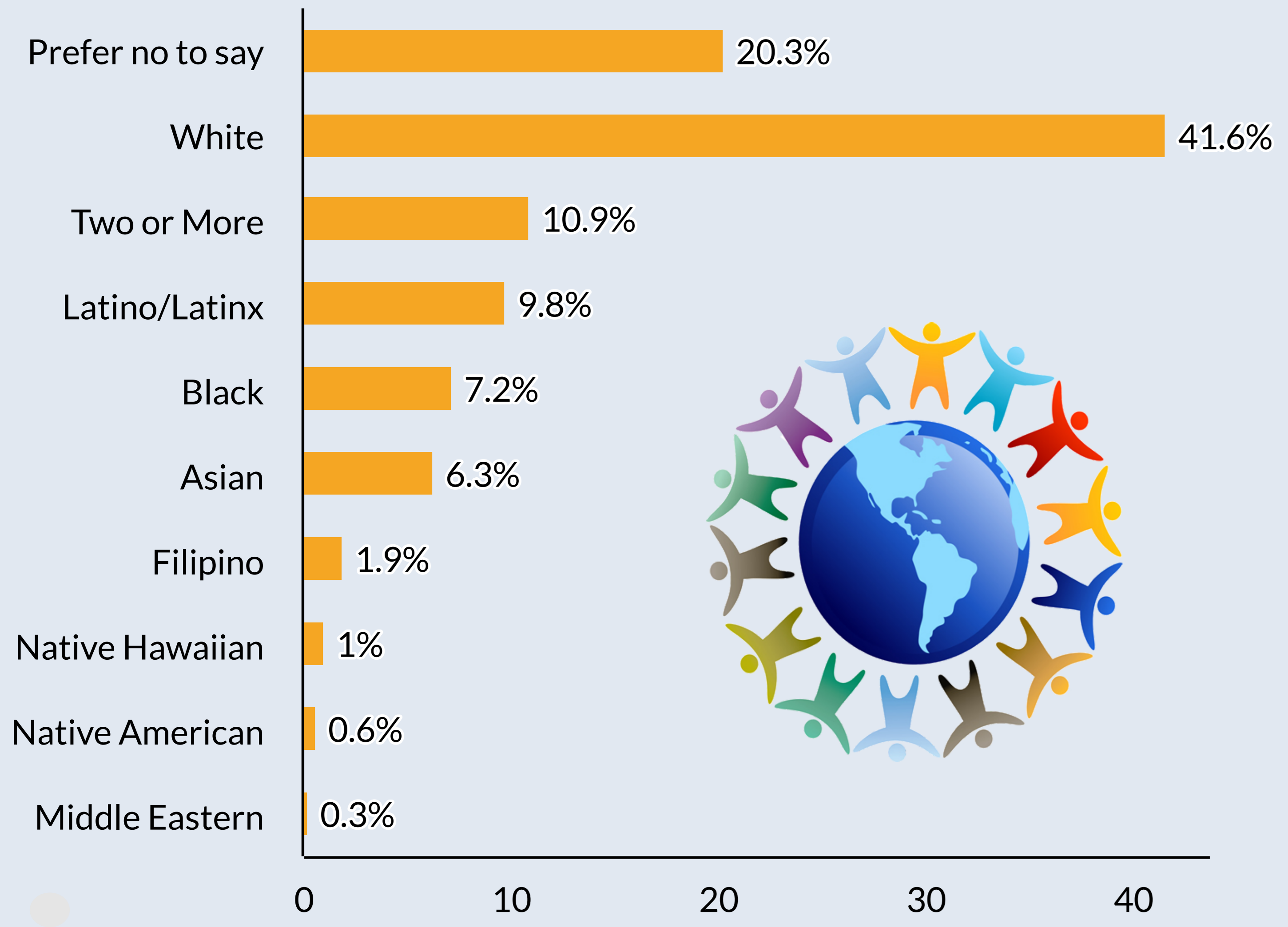


Survey Respondents by Department

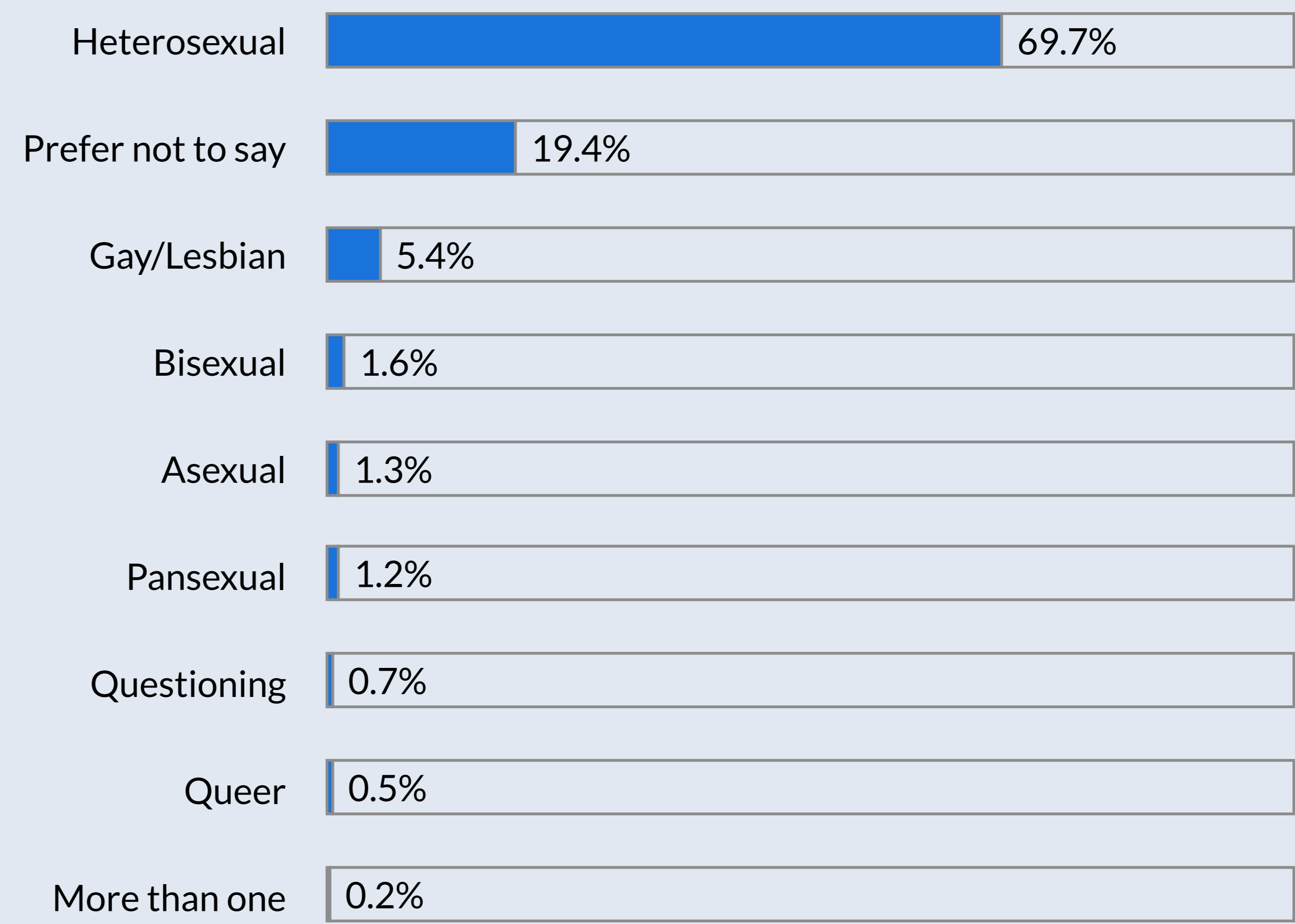


Respondents want to hire and promote the best candidates.

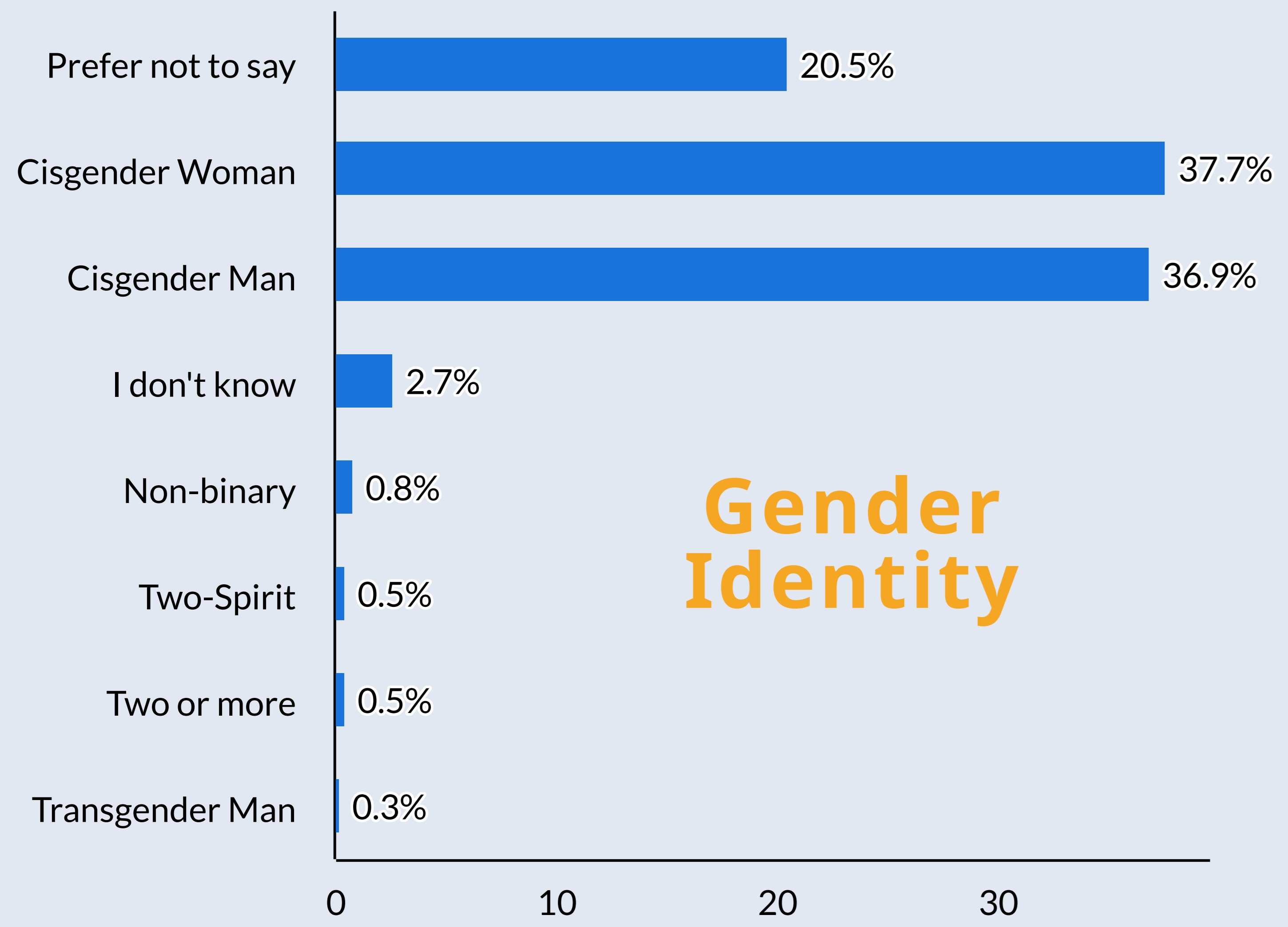
Ethnicity/Race



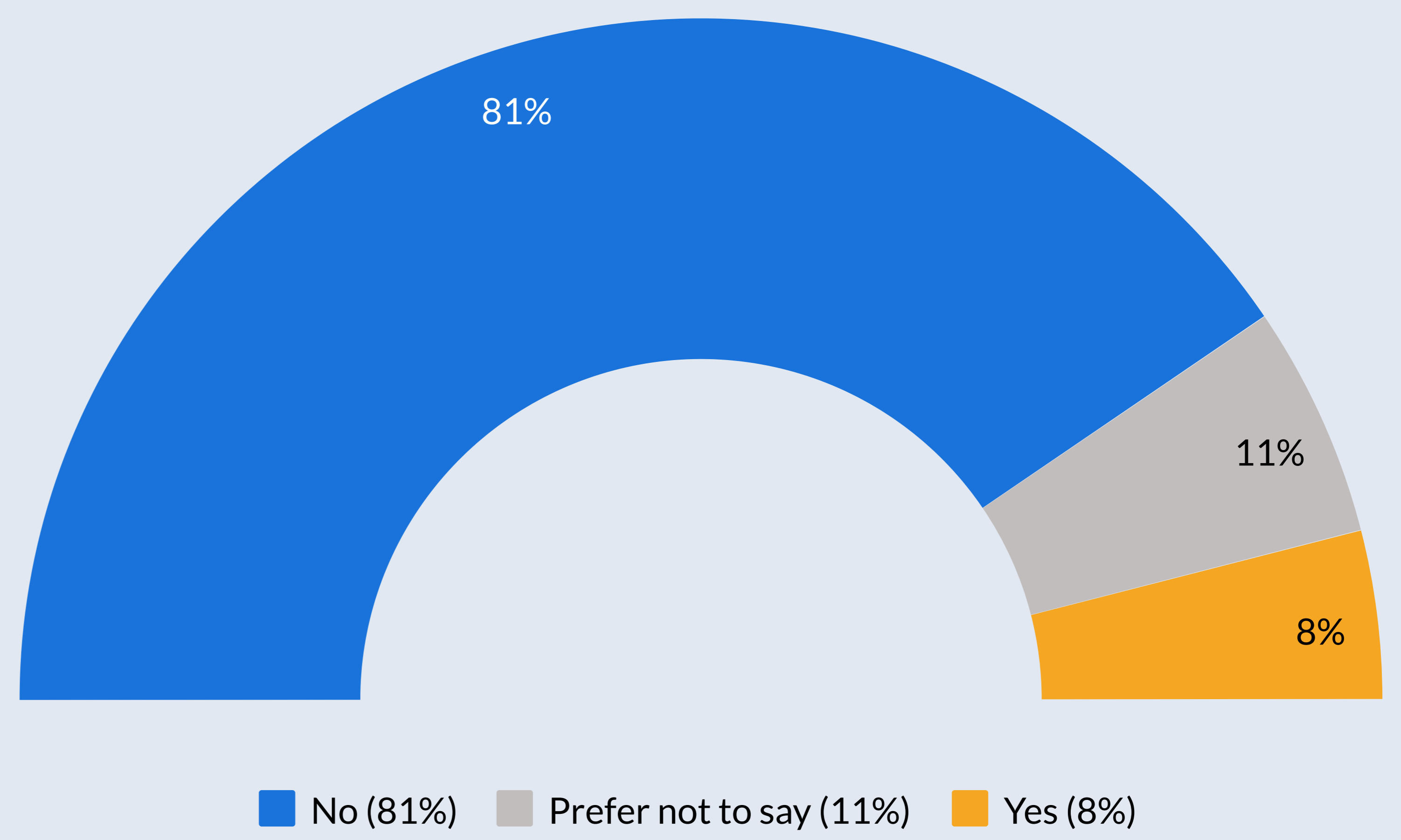
Sexual Orientation



Gender Identity



Disability or Impairments

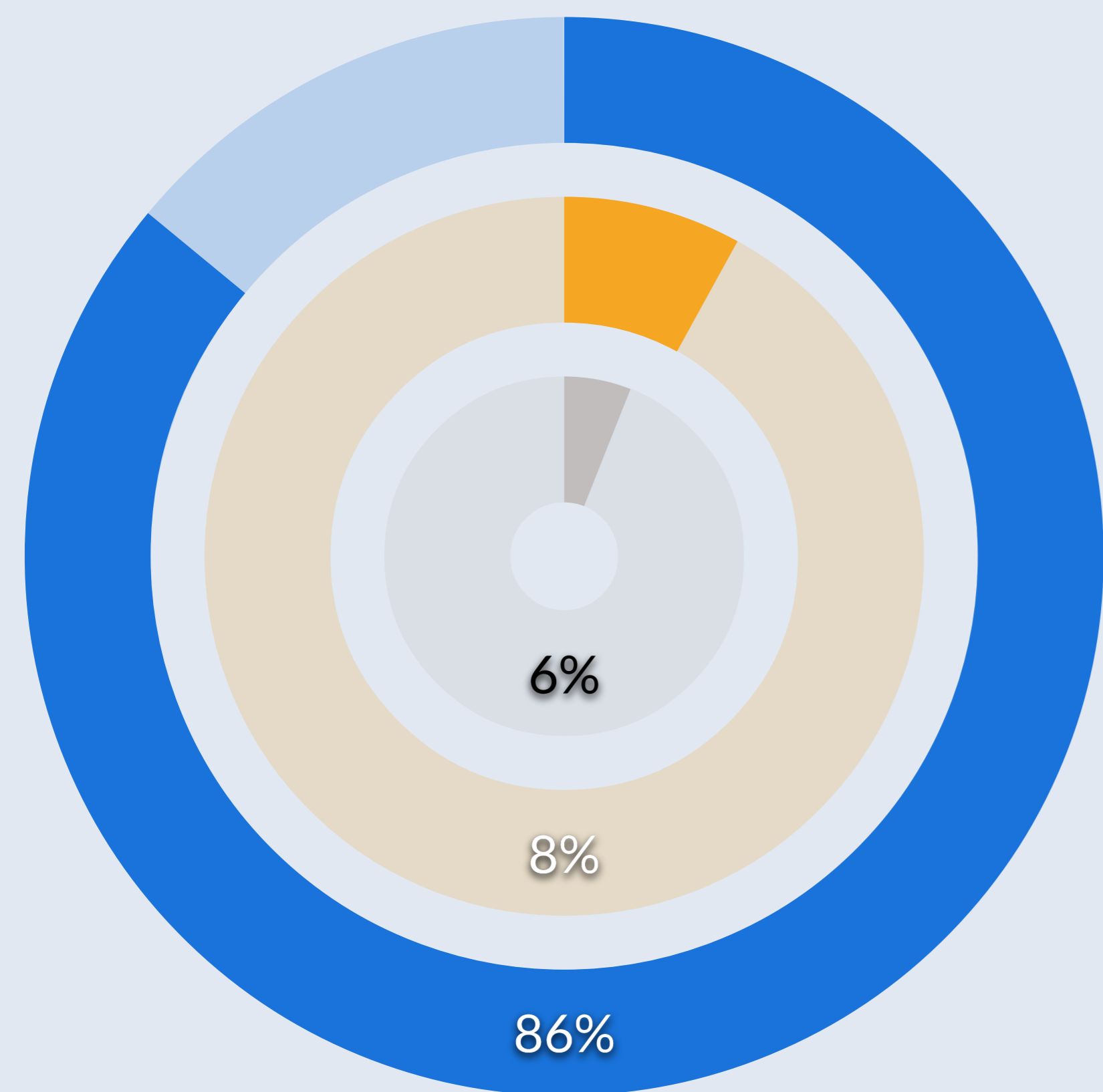


Are you currently in a dual-career marriage or relationship?

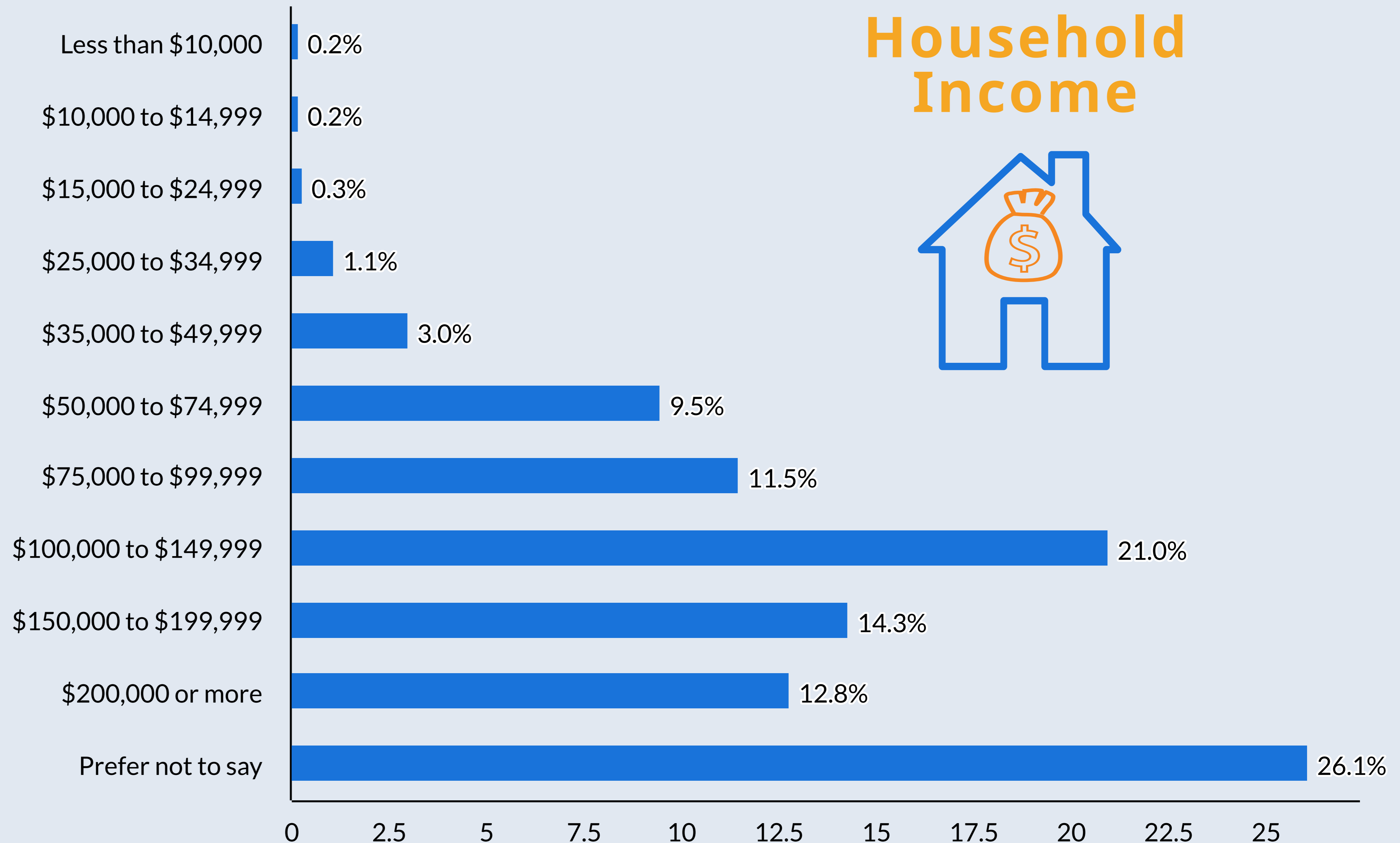


Some respondents desired flexible work week schedules such as 9/80.

Have you ever served in the U.S. Armed Forces?



- No, I have never served. (86%)
- Yes, I was on active duty in the past. (8%)
- Prefer not to say (6%)

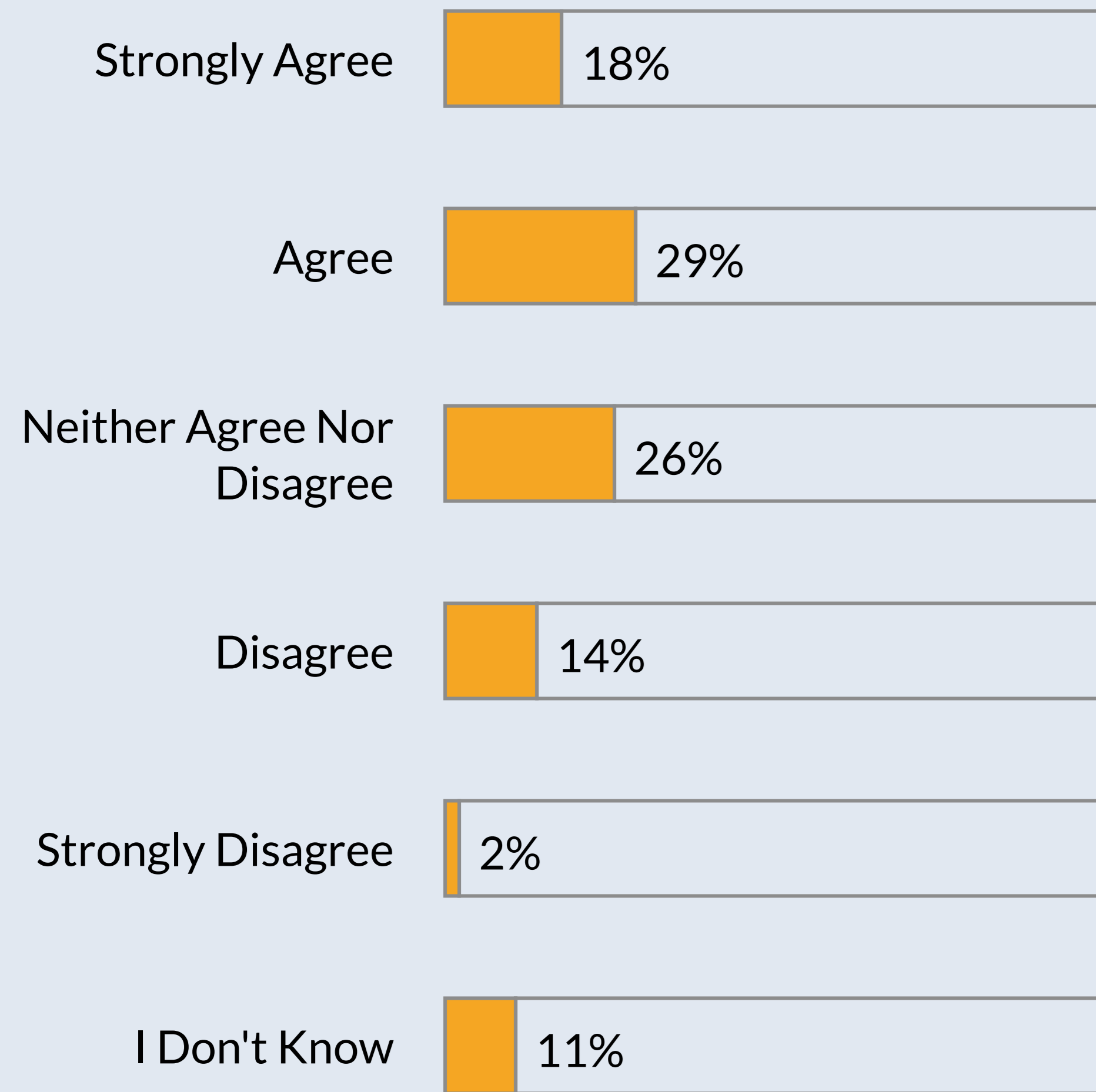


Household Income

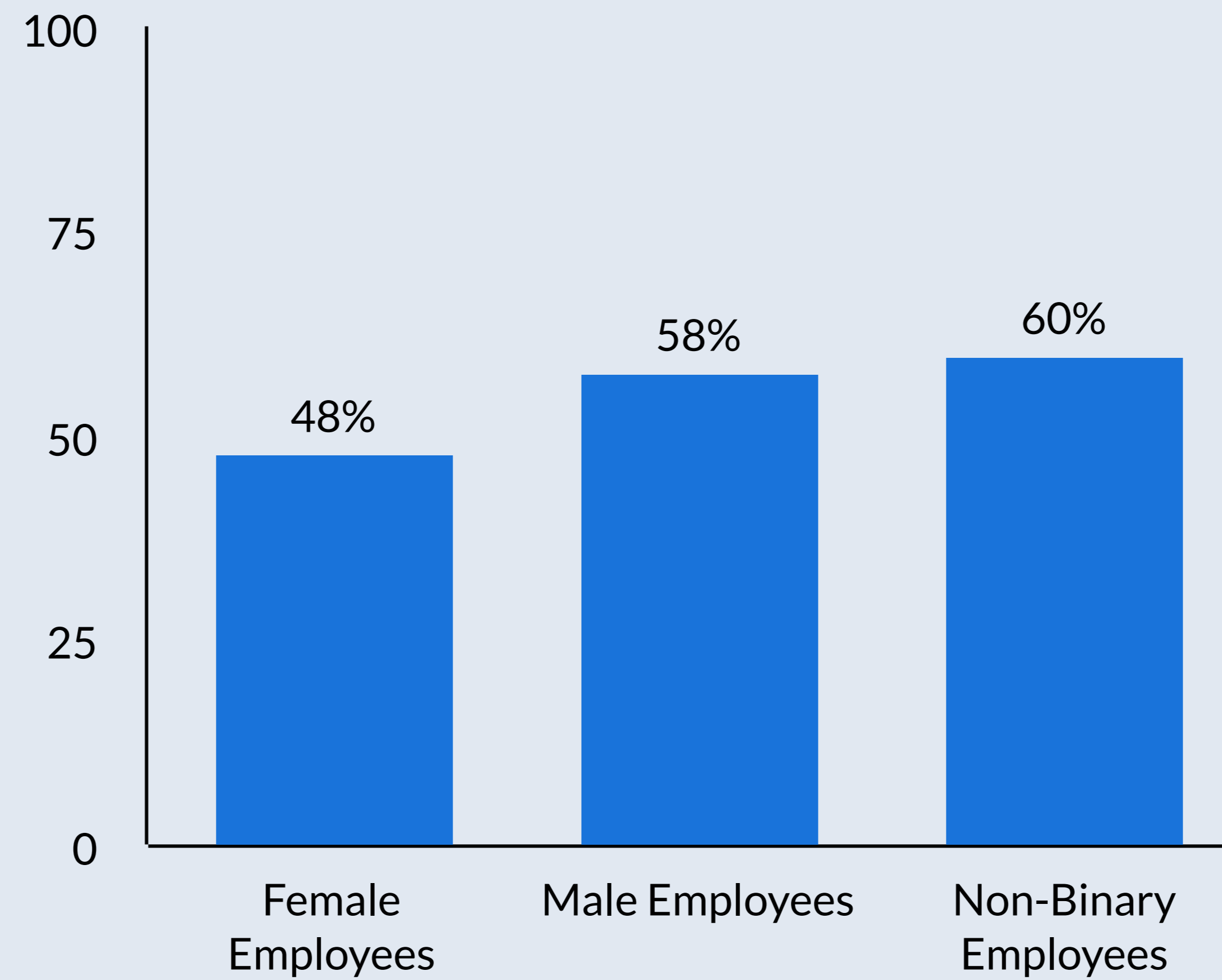


CROSS TABULAR RESULTS

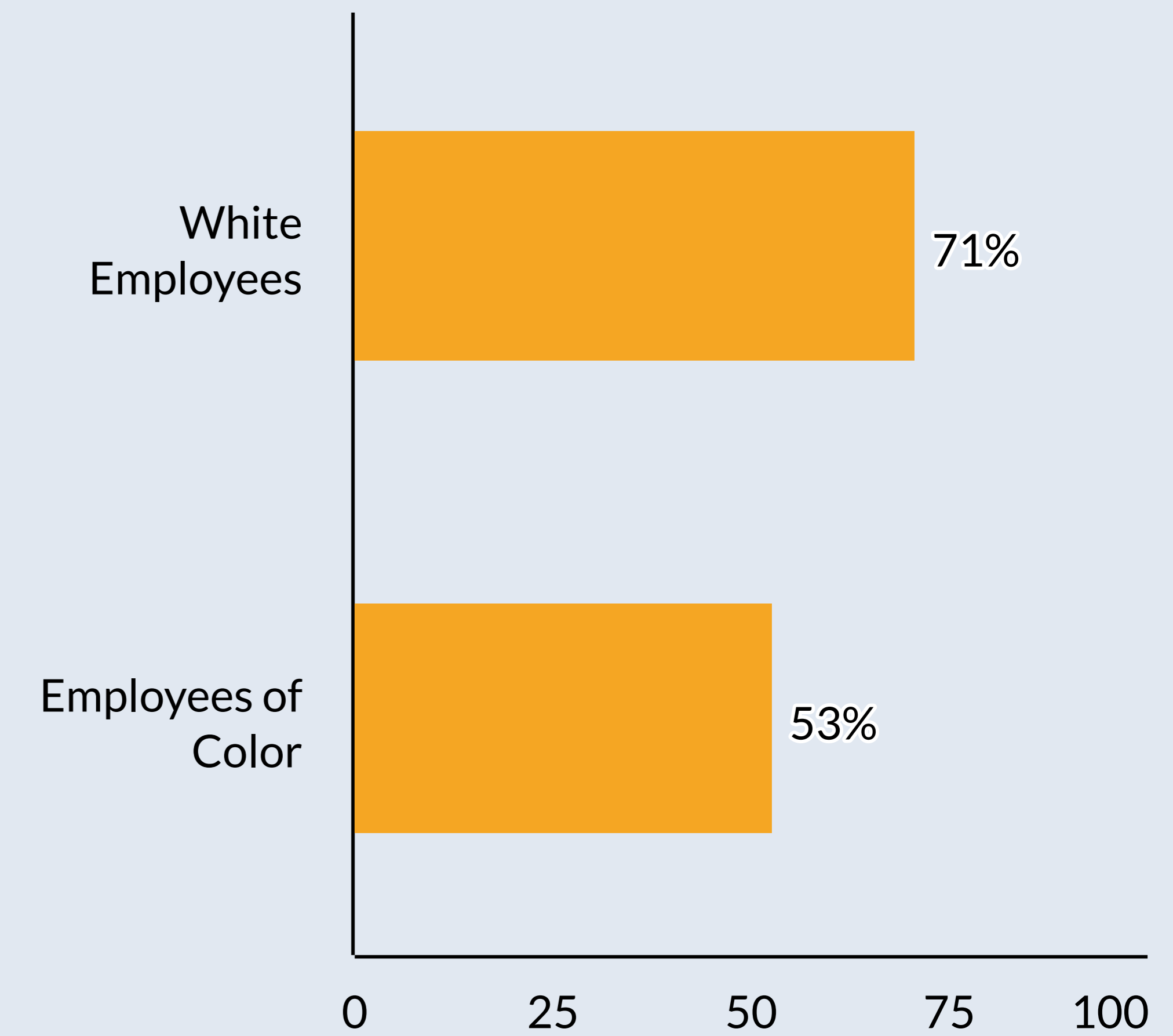
Percent of LGBTQ+ employees that believe advancement of LGBTQ+ inclusivity is a priority in the City



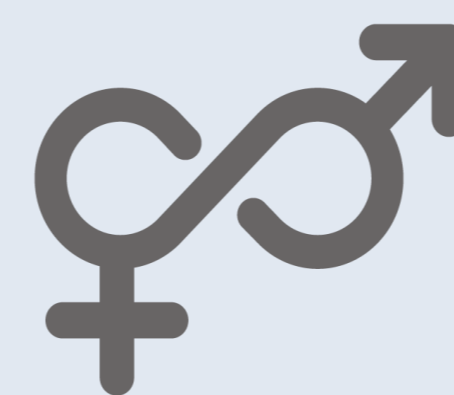
Percent of employees that feel gender diversity is a priority within the City



Percent of employees that feel ethnic diversity is a priority within the City



66% of LGBTQ+ employees feel they belong at the City compared to **75%** of heterosexual employees.



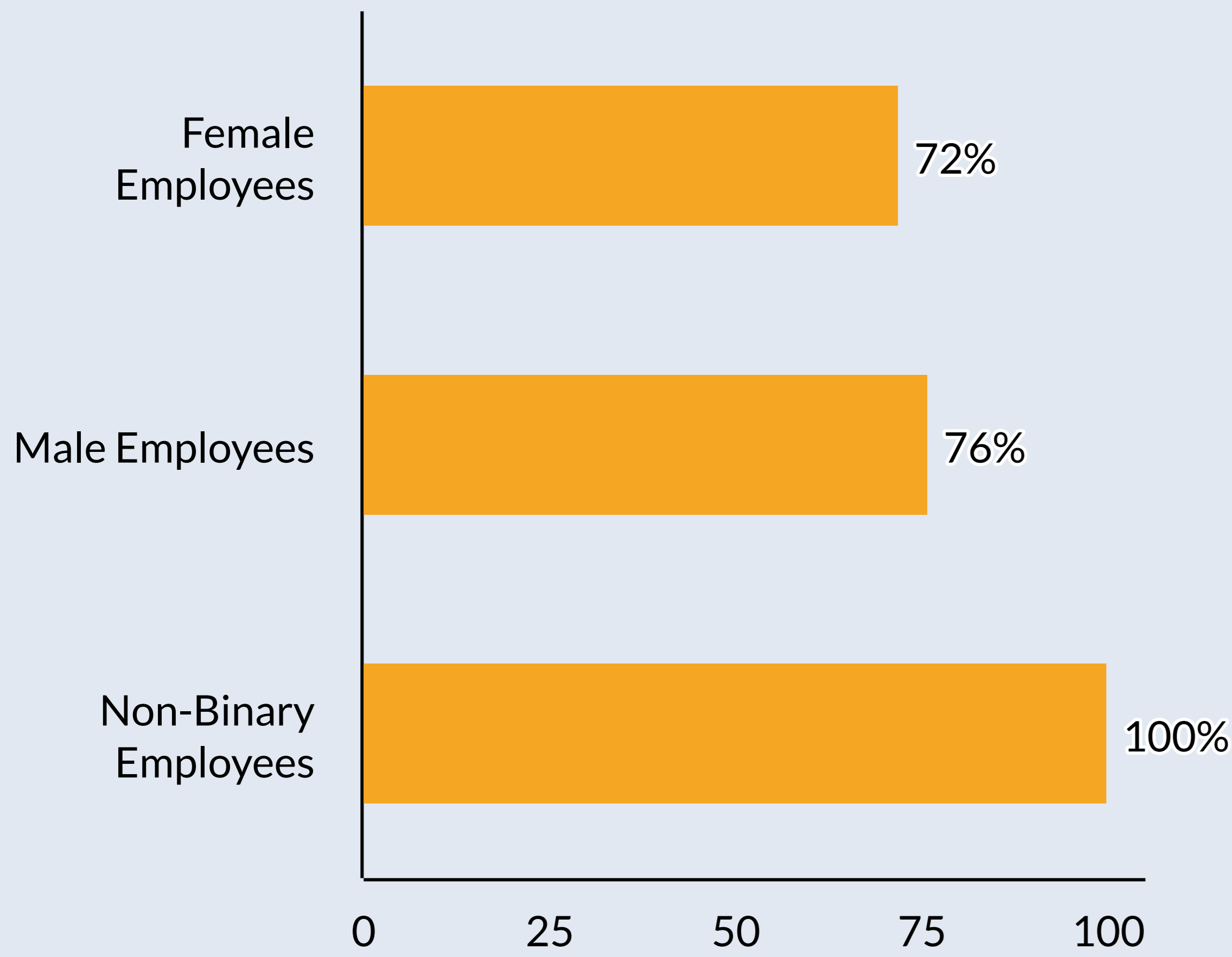
70% of female employees feel they belong at the City compared to **75%** of male employees and **80%** of non-binary employees.



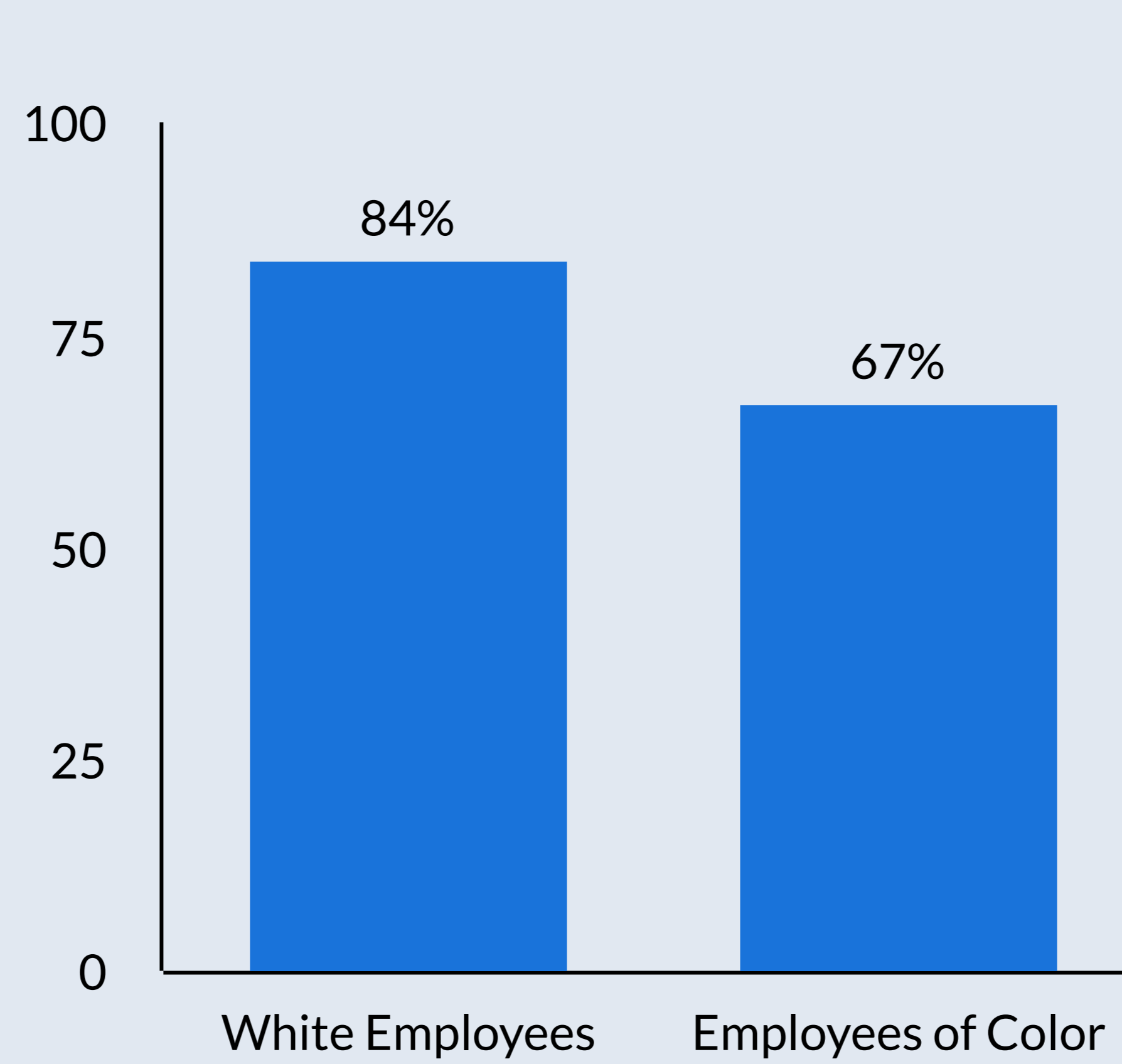
76% of white employees feel they belong at the City compared to **73%** of employees of color.

Percent of employees who **strongly agree** or **agree** they are treated fairly at the City

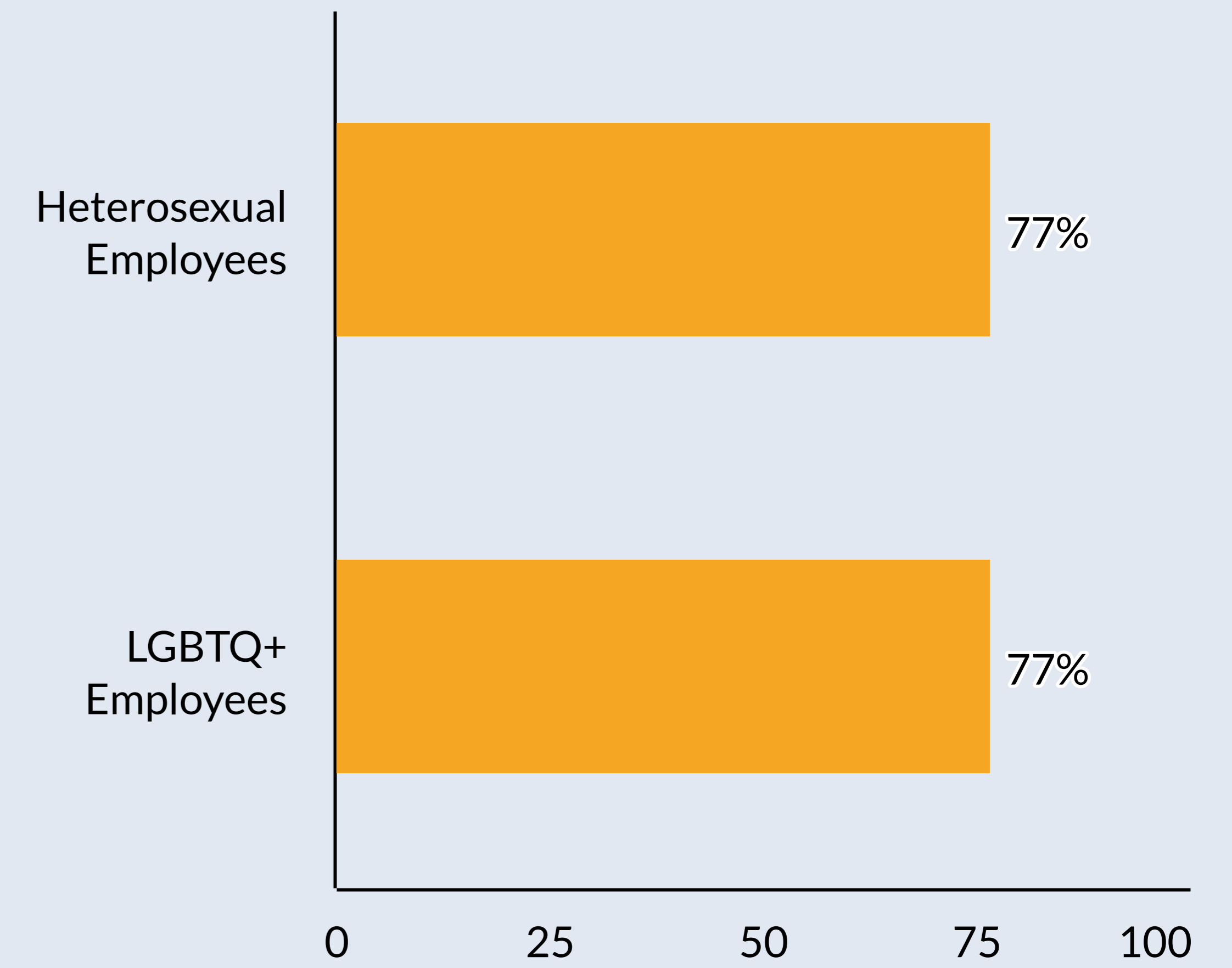
By Sex



By Ethnicity

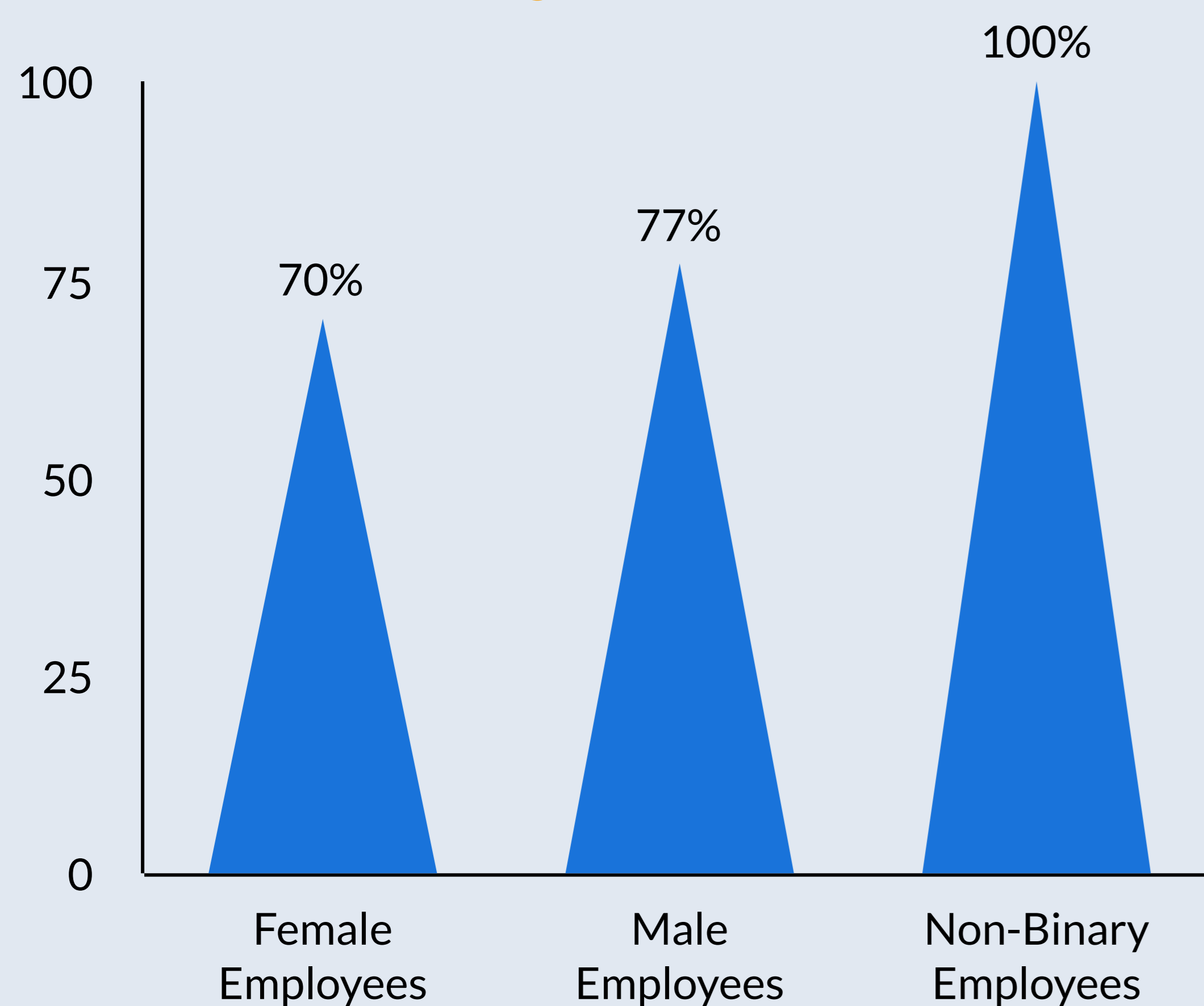


By Sexual Orientation

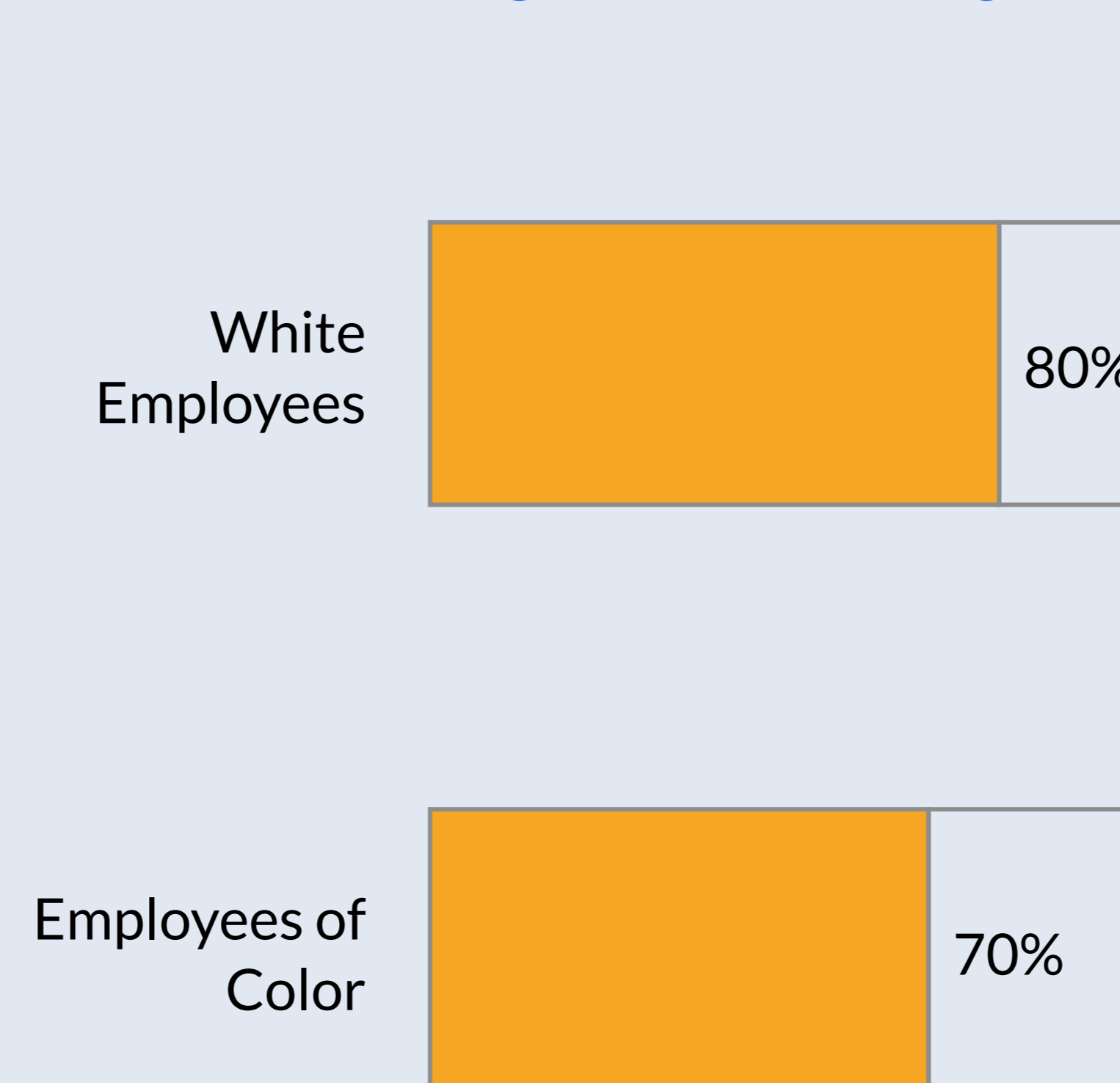


Percent of employees who **strongly agree** or **agree** they are treated fairly in their department

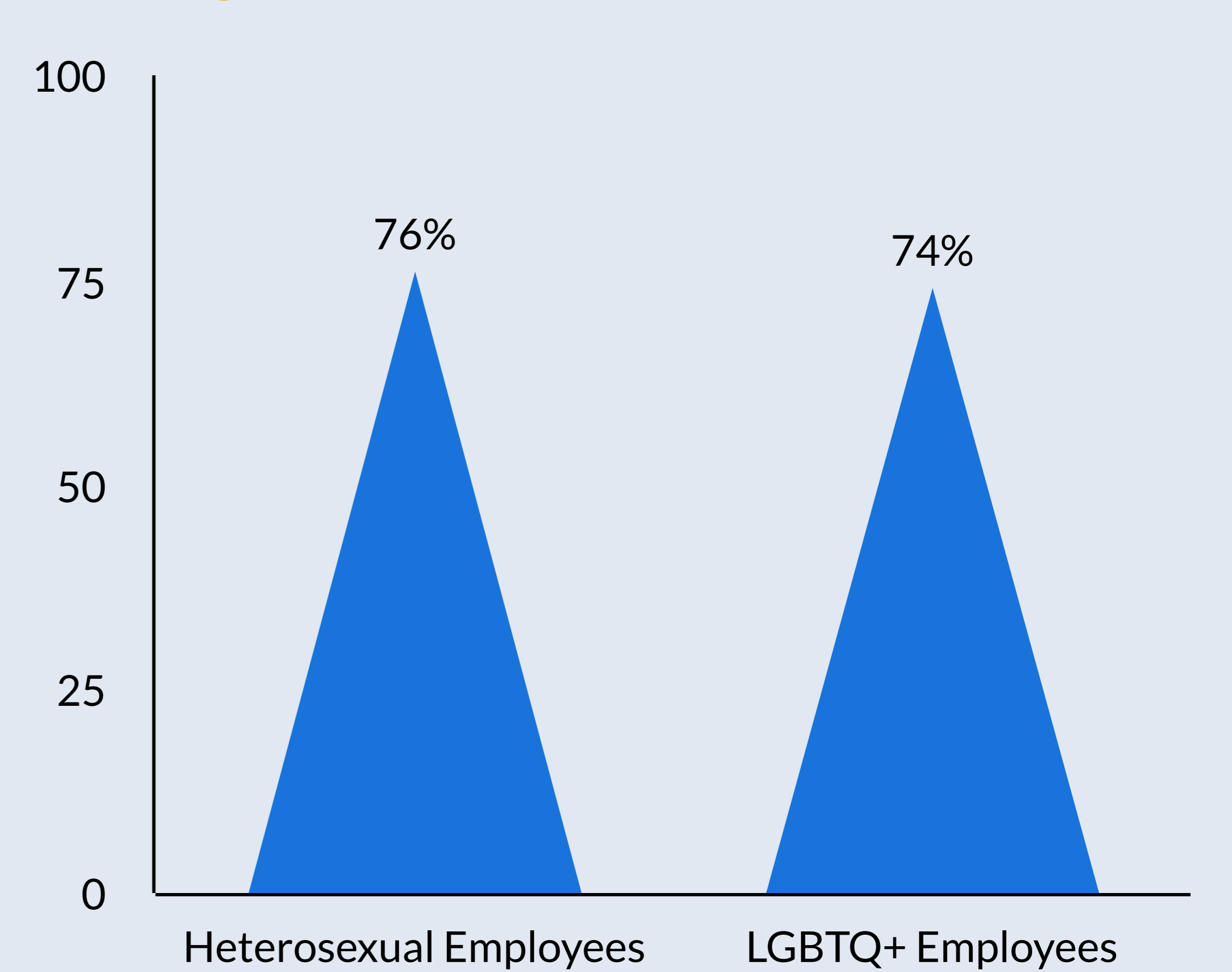
By Sex



By Ethnicity



By Sexual Orientation



Percent of employees who **strongly agree** or **agree** the City's hiring policies are fair to individuals

By Sex



58% of female employees believe the City's hiring policies are fair to individuals compared to **52%** of male employees and **60%** of non-binary employees.

By Ethnicity



63% of white employees believe the City's hiring policies are fair to individuals compared to **49%** of employees of color.

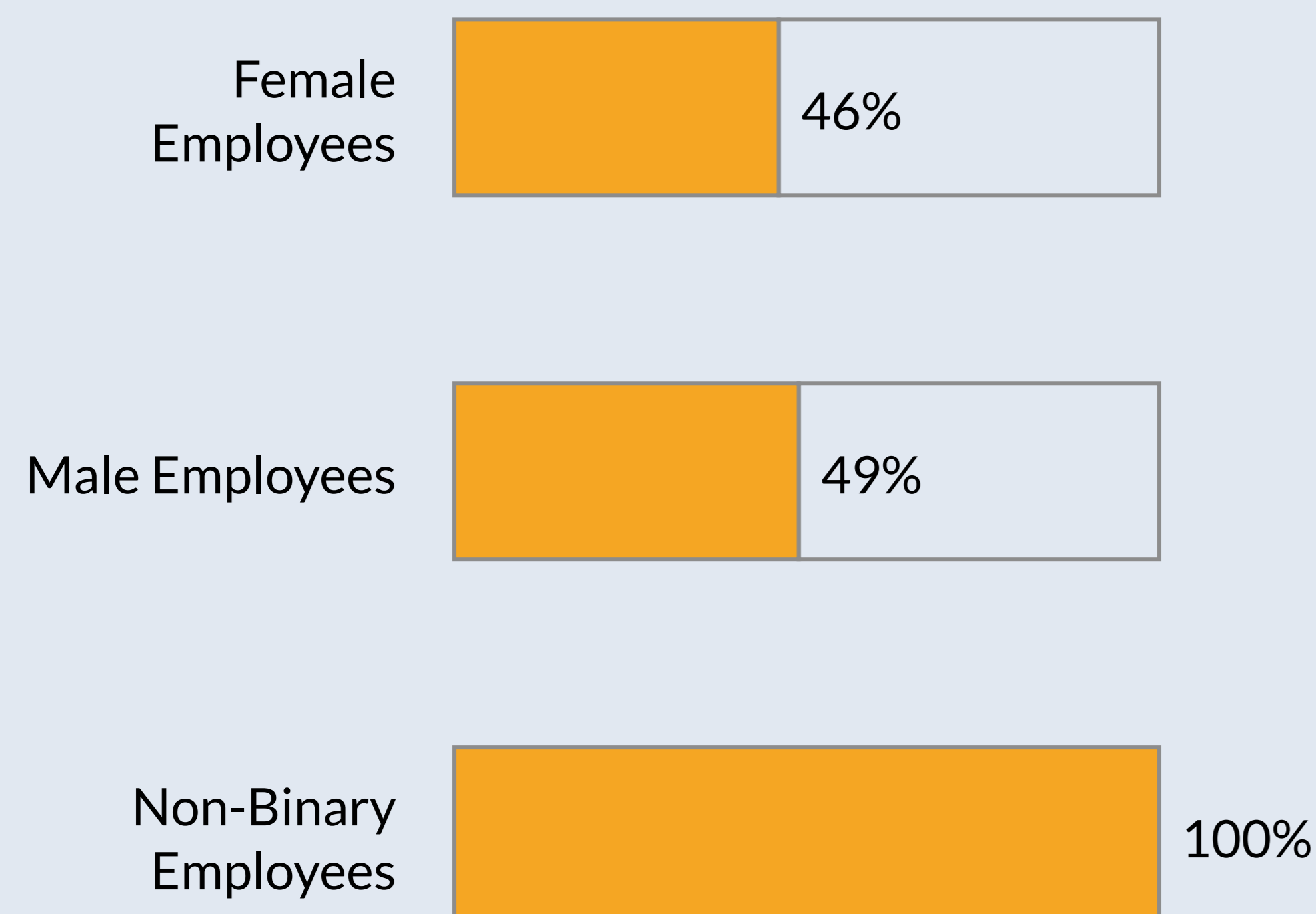
By Sexual Orientation



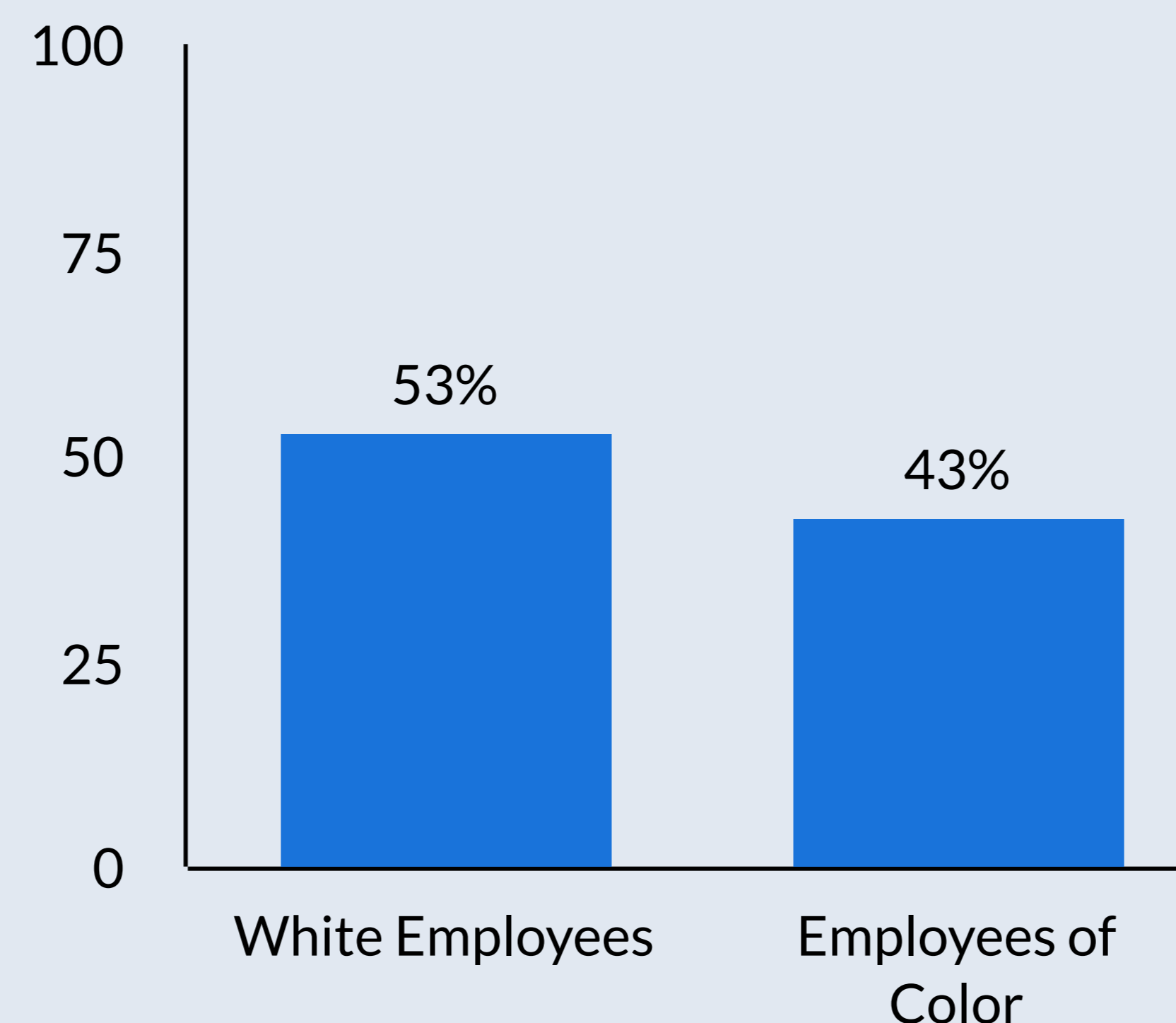
55% of heterosexual employees believe the City's hiring policies are fair to individuals compared to **62%** of LGBTQ+ employees.

Percent of employees who **strongly agree** or **agree** the City has an ongoing commitment to equal pay, merit increases, and benefits

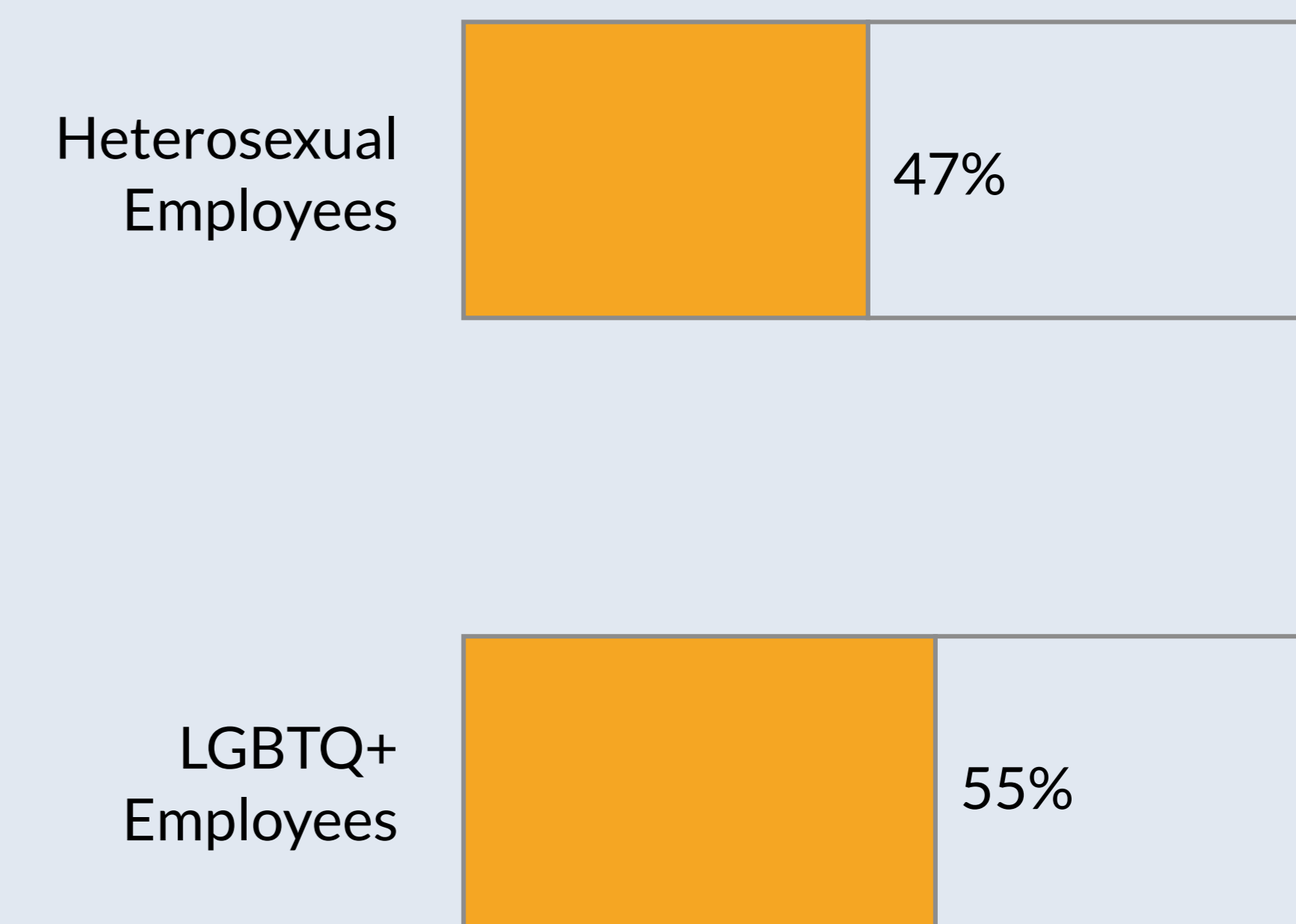
By Sex



By Ethnicity

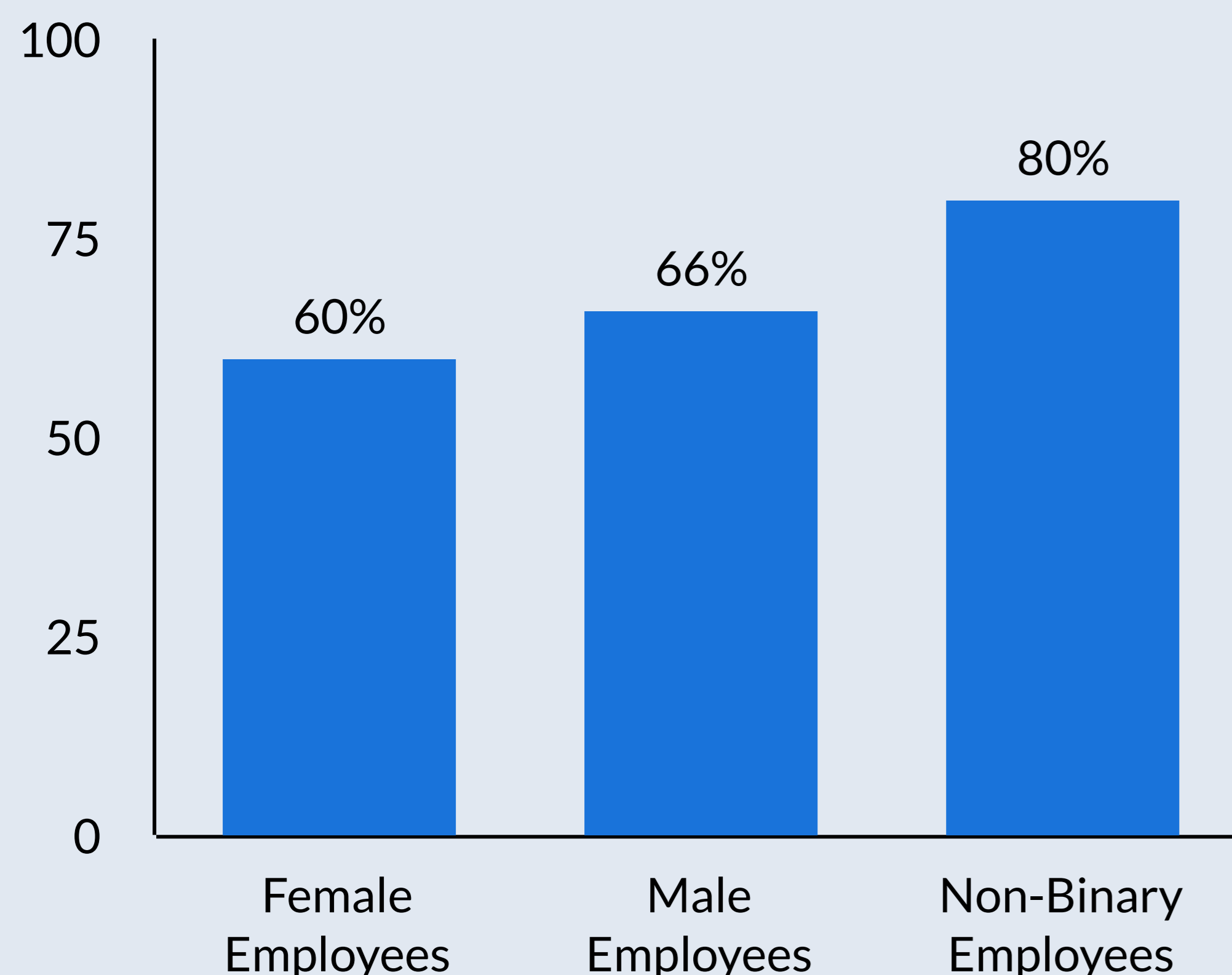


By Sexual Orientation

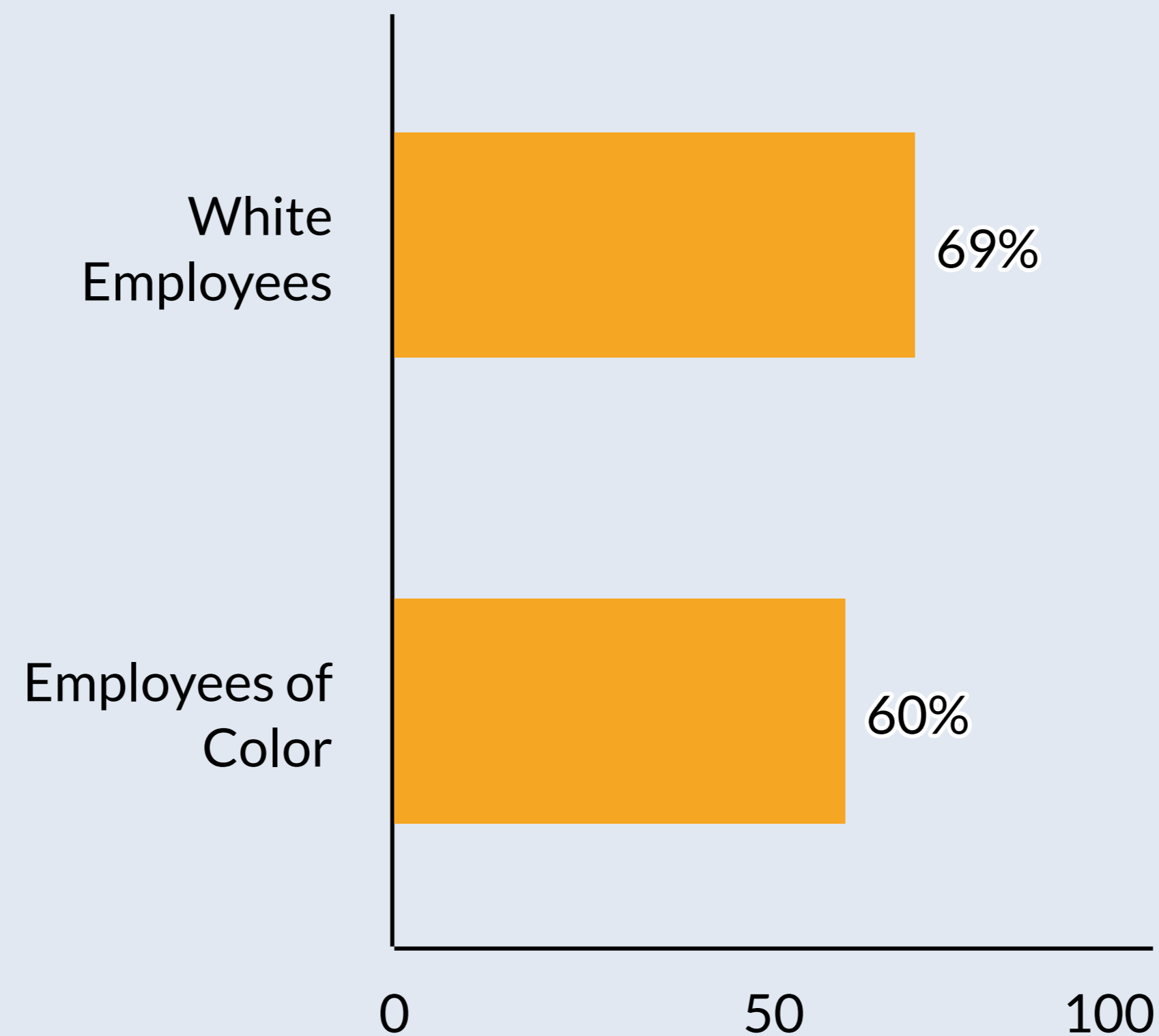


Percent of employees who **strongly agree** or **agree** the City provides a supportive environment for employees

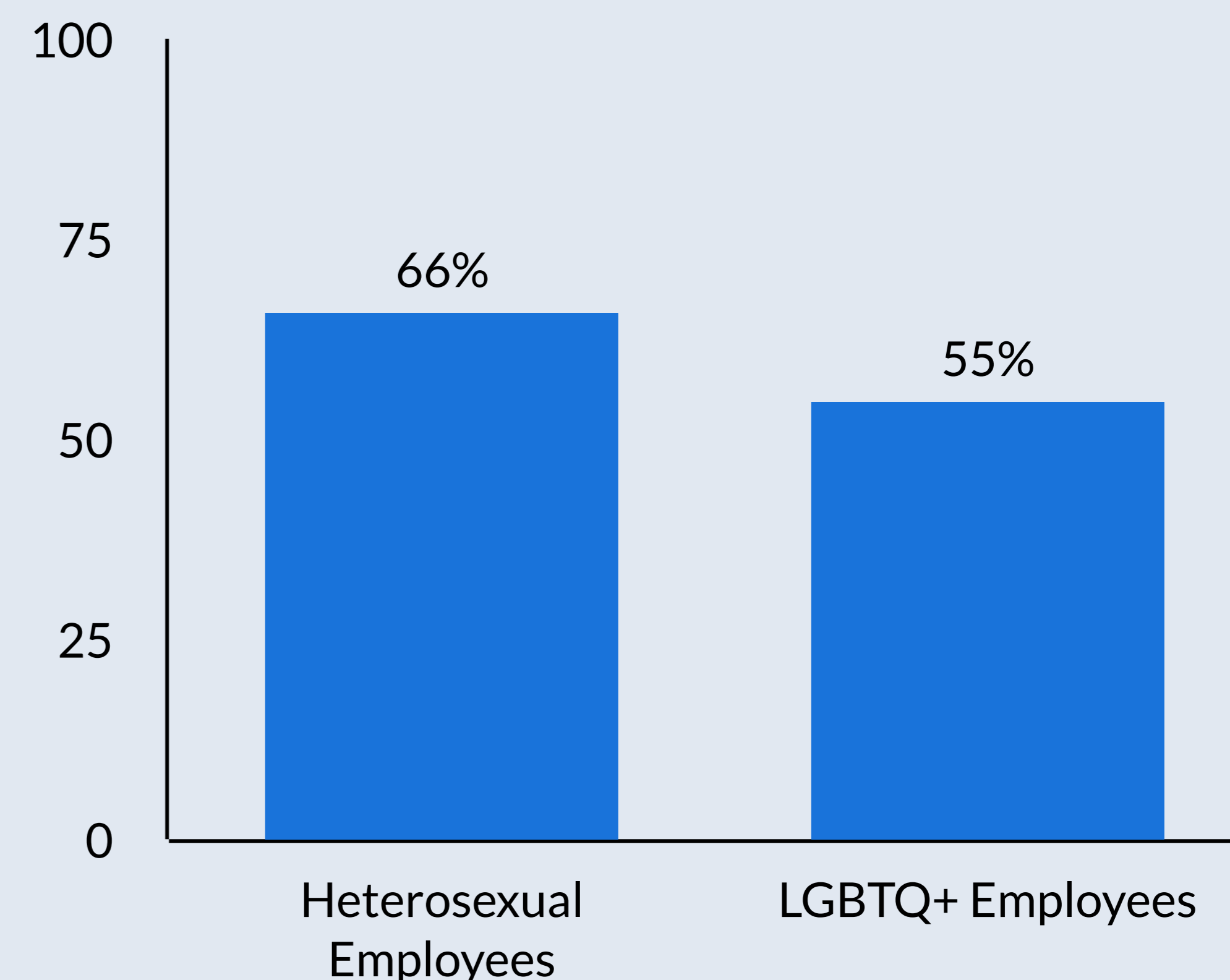
By Sex



By Ethnicity



By Sexual Orientation



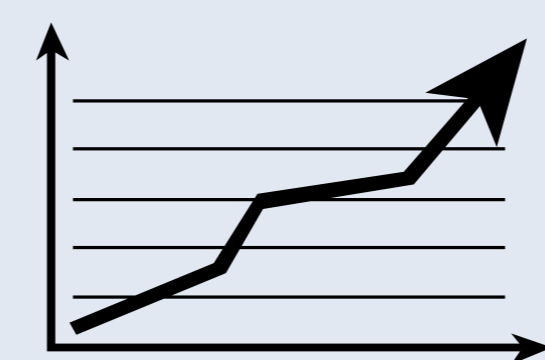
Percent of employees who **strongly agree** or **agree** they have an equal opportunity for growth and development

By Sex



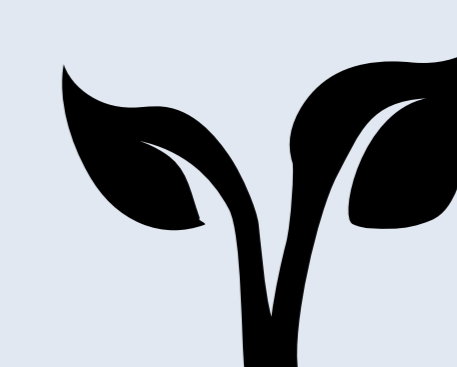
55% of female employees feel they have an equal opportunity for growth and development compared to **62%** of male employees and **100%** of non-binary employees.

By Ethnicity



65% of white employees feel they have an equal opportunity for growth and development compared to **56%** of employees of color.

By Sexual Orientation



61% of heterosexual employees feel they have an equal opportunity for growth and development compared to **60%** of LGBTQ+ employees.

Percent of employees who **strongly agree** or **agree** the Mayor and City Council promote diversity, equity, and inclusion within the City of Sacramento

By Sex

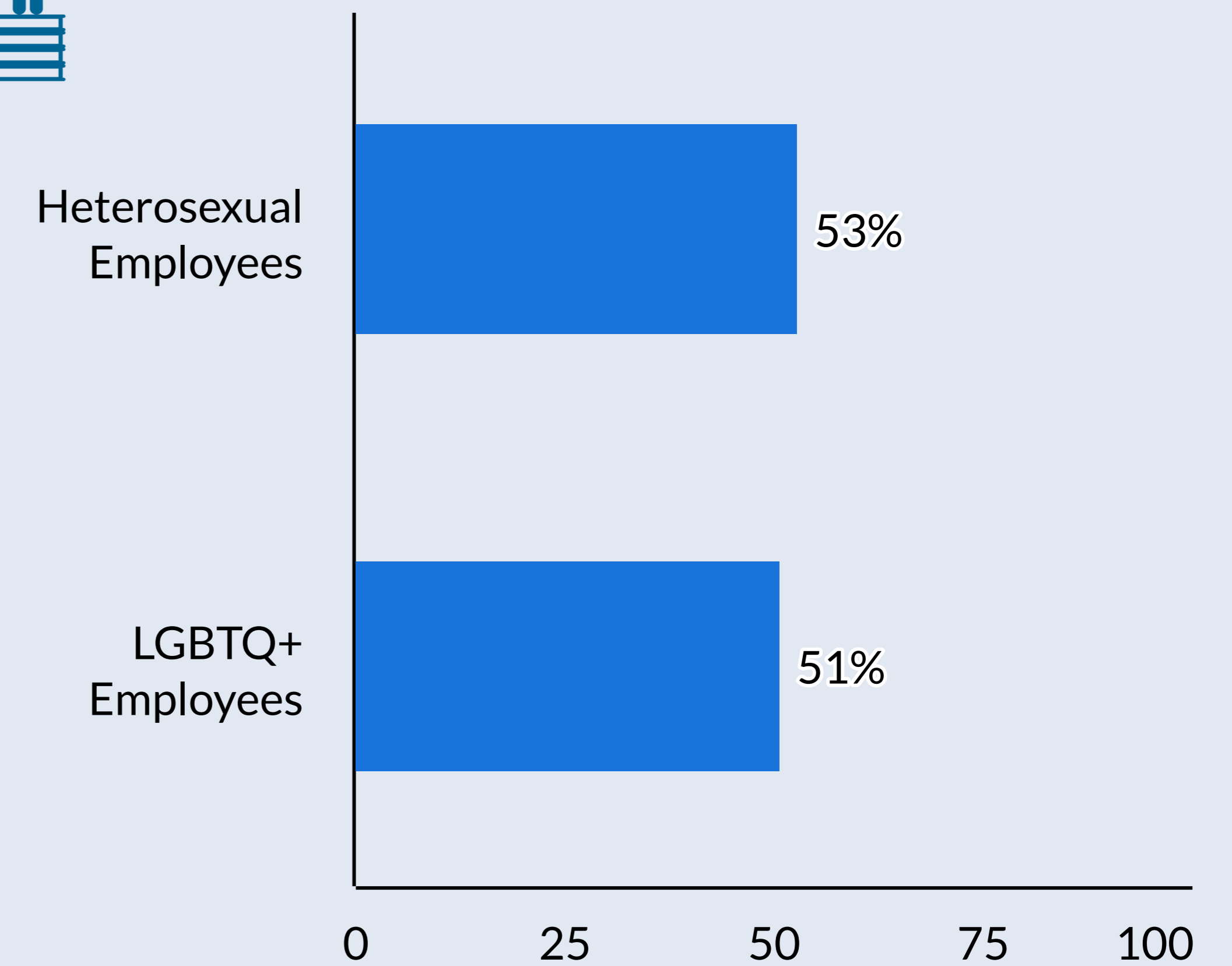
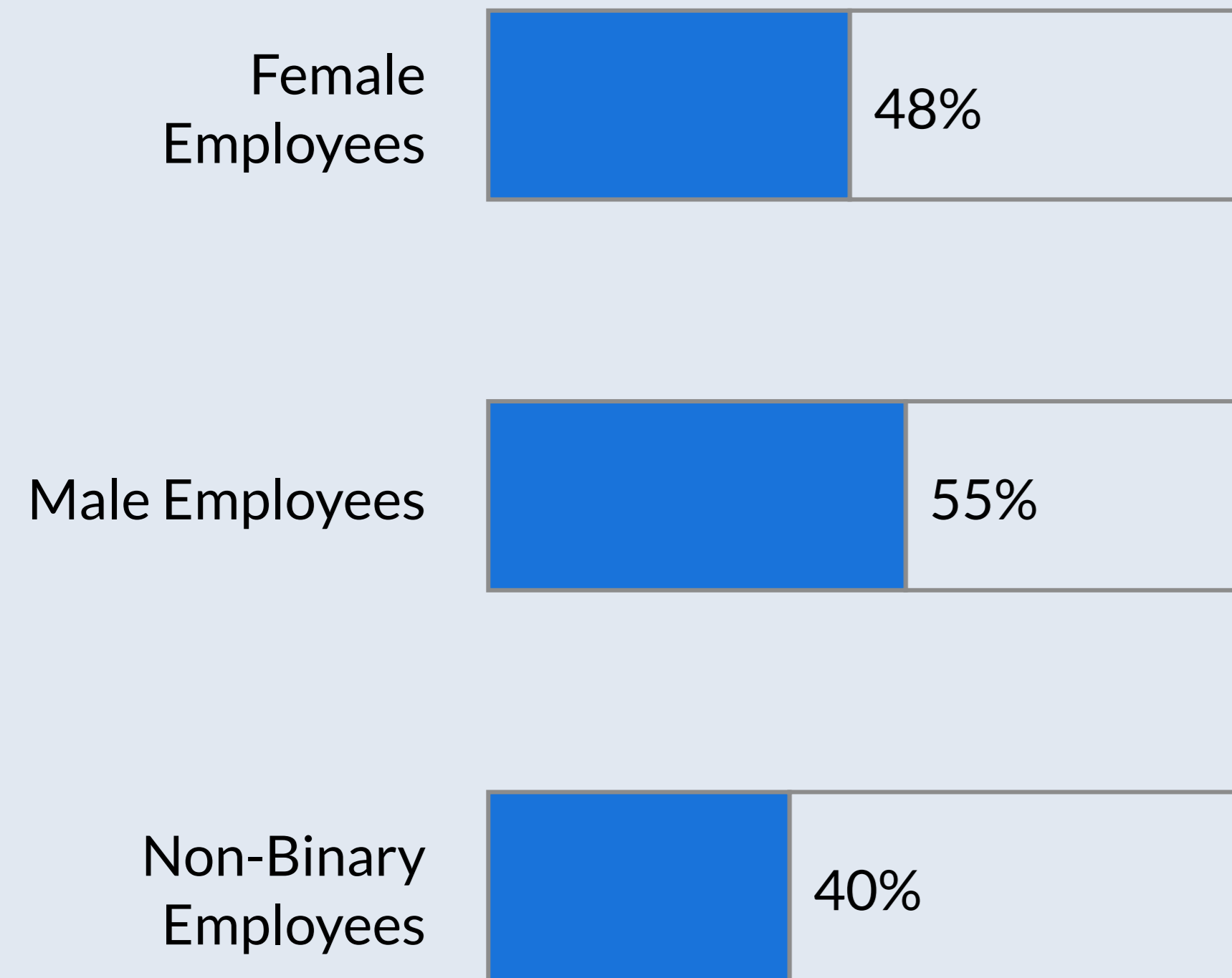


By Ethnicity



By Sexual Orientation

55% of white employees believe the Mayor and City Council promote diversity, equity, and inclusion within the City of Sacramento compared to 52% of employees of color.



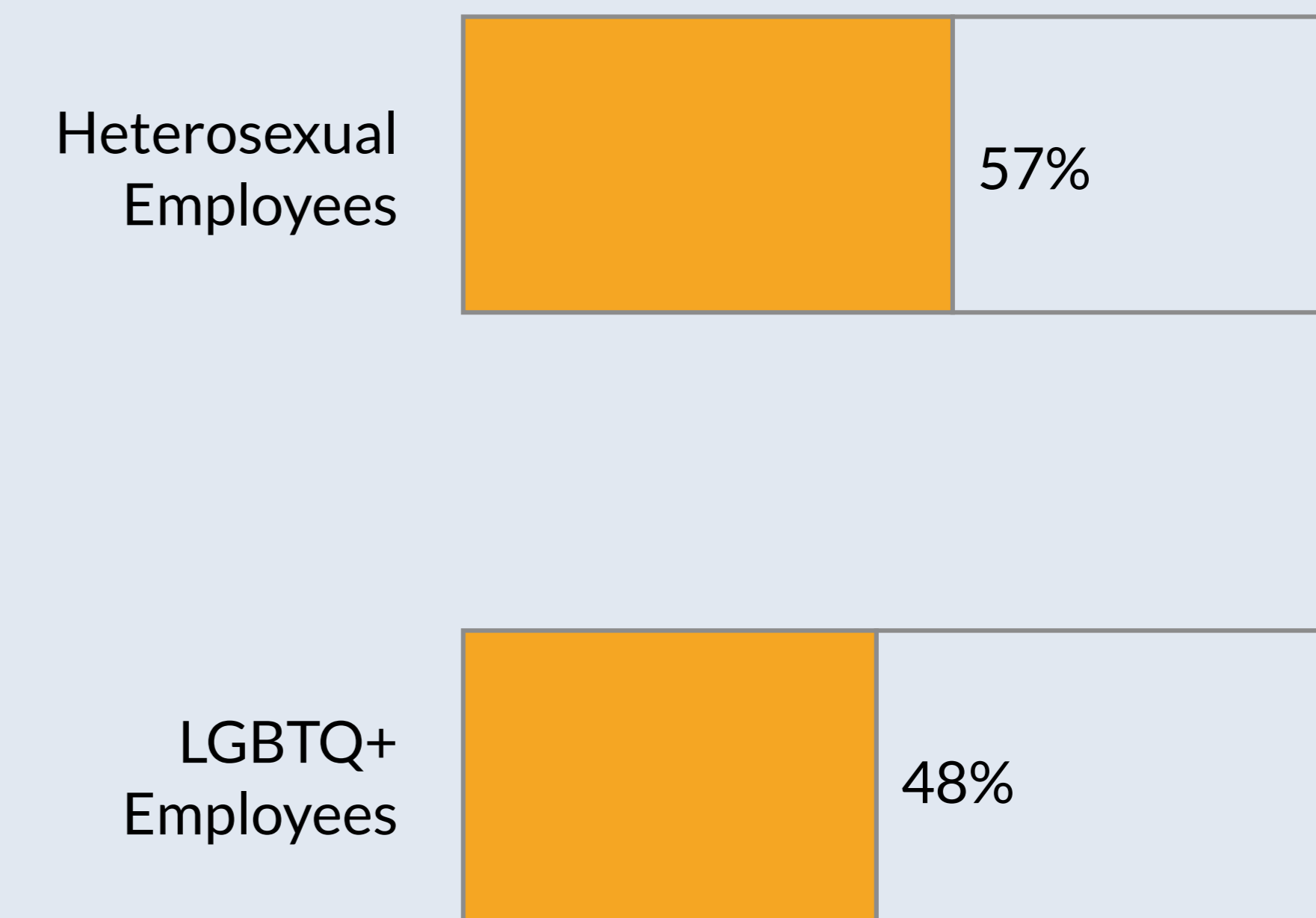
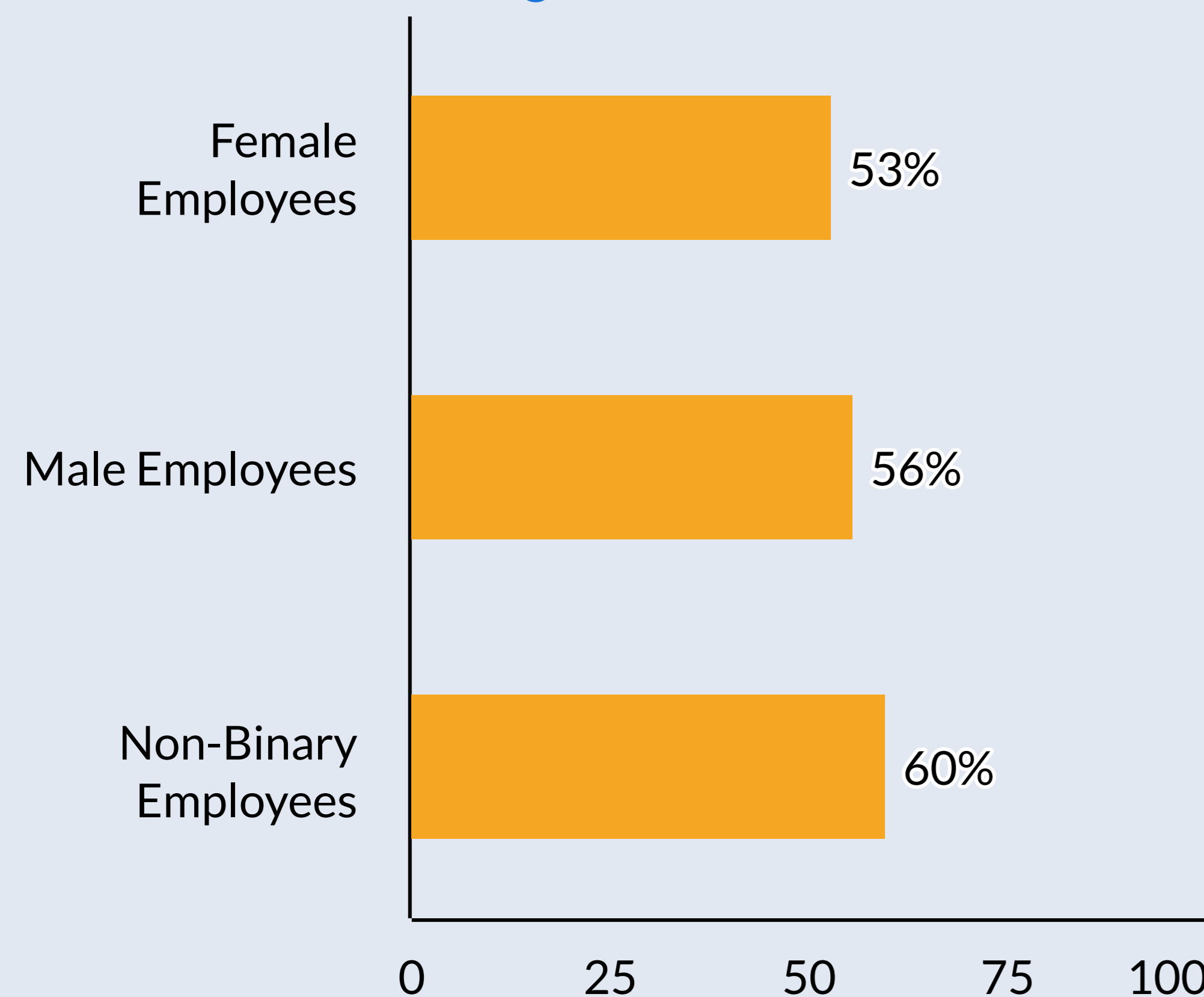
Percent of employees who **strongly agree** or **agree** department managers promote diversity, equity, and inclusion within their departments

By Sex

By Ethnicity

By Sexual Orientation

61% of white employees believe department managers promote diversity equity, and inclusion within their departments compared to 52% of employees of color.

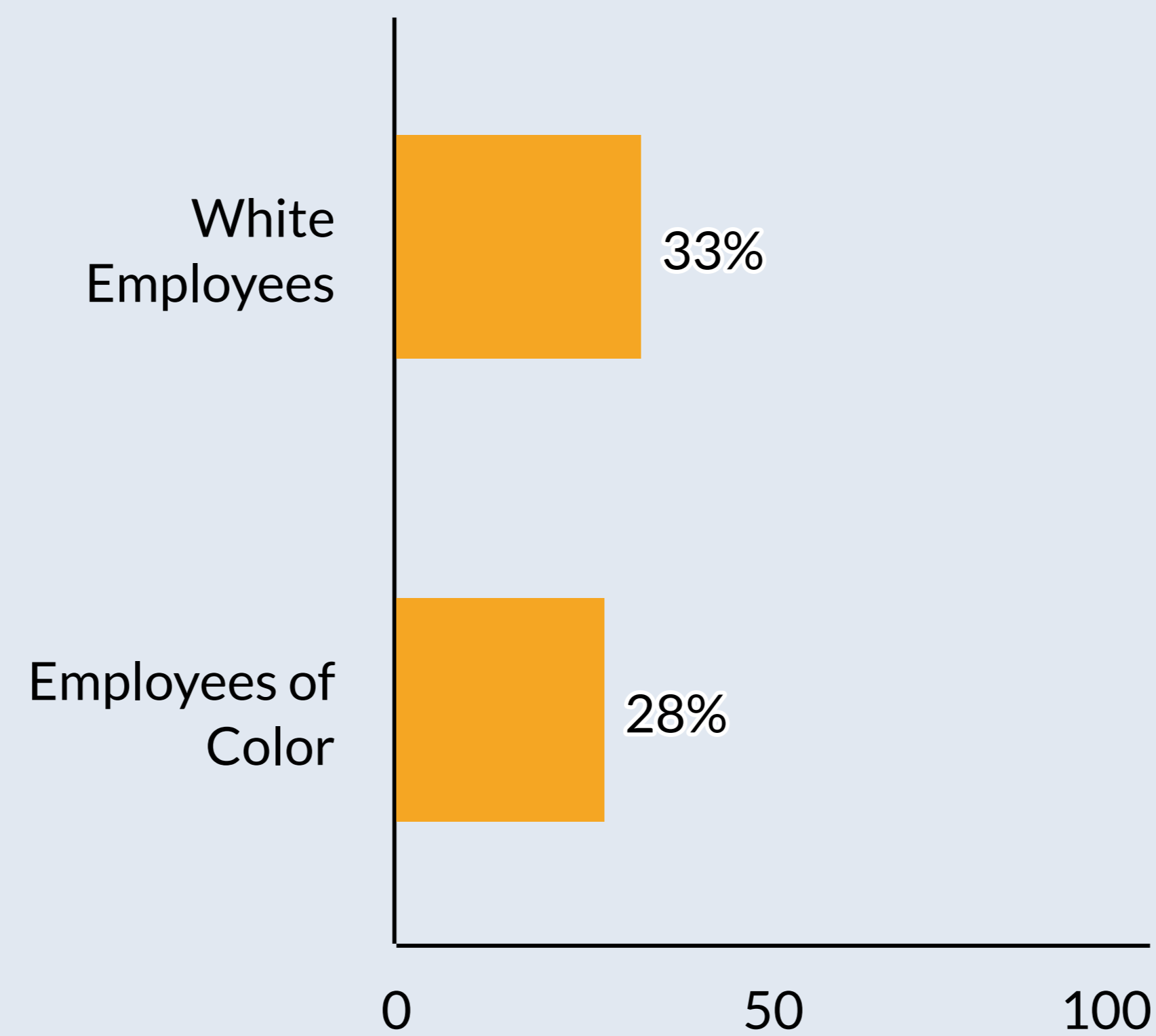


Percent of employees who **strongly agree** or **agree** that promotions are fair throughout the City of Sacramento

By Sex

22% of female employees feel promotions are fair throughout the City compared to **36%** of male employees and **60%** of non-binary employees.

By Ethnicity



By Sexual Orientation

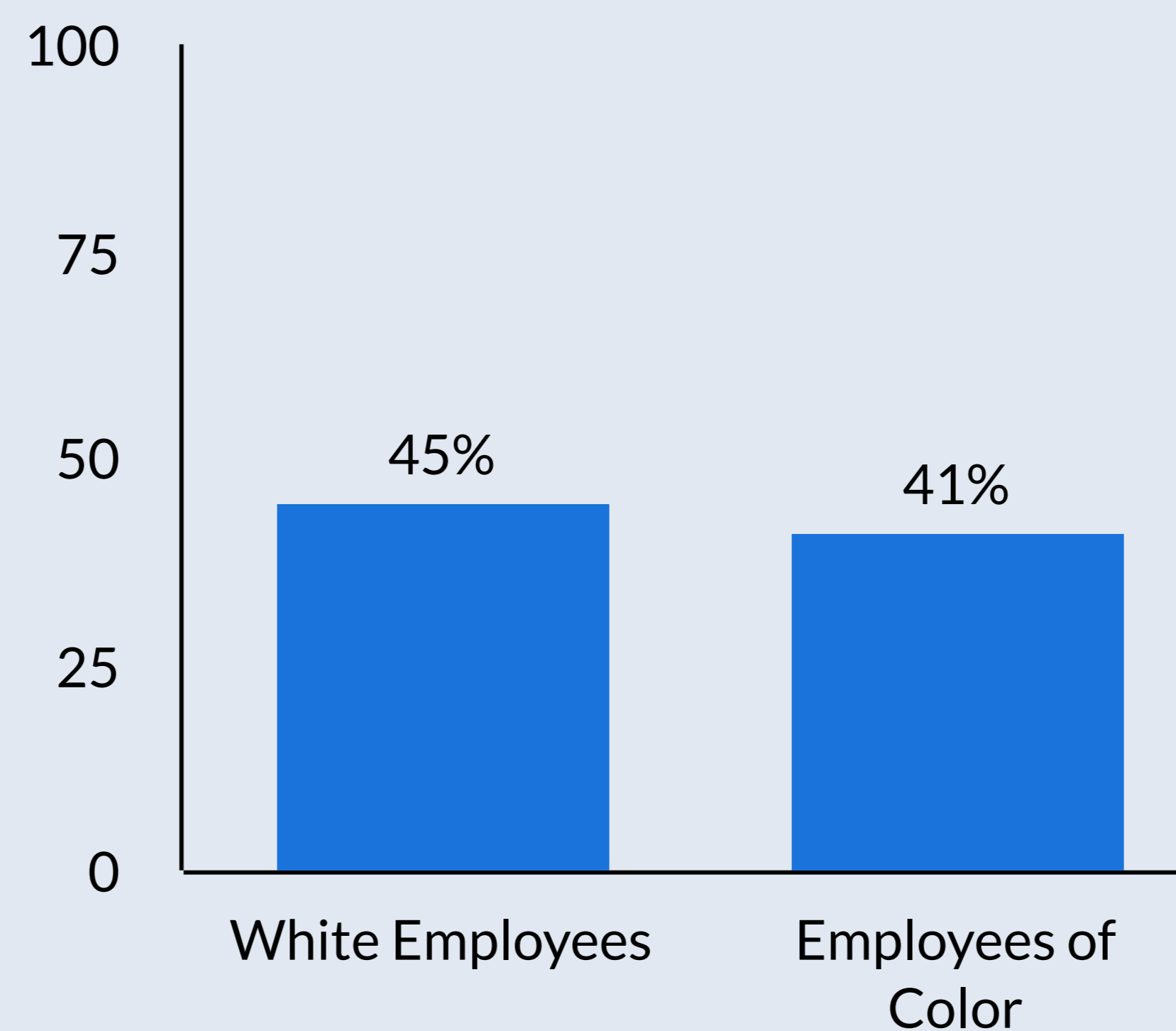
32% of heterosexual employees feel promotions are fair throughout the City compared to **23%** of LGBTQ+ employees.

Percent of employees who **strongly agree** or **agree** that promotions are fair within their departments

By Sex

36% of female employees feel promotions are fair within their departments compared to **46%** of male and **60%** of non-binary employees.

By Ethnicity

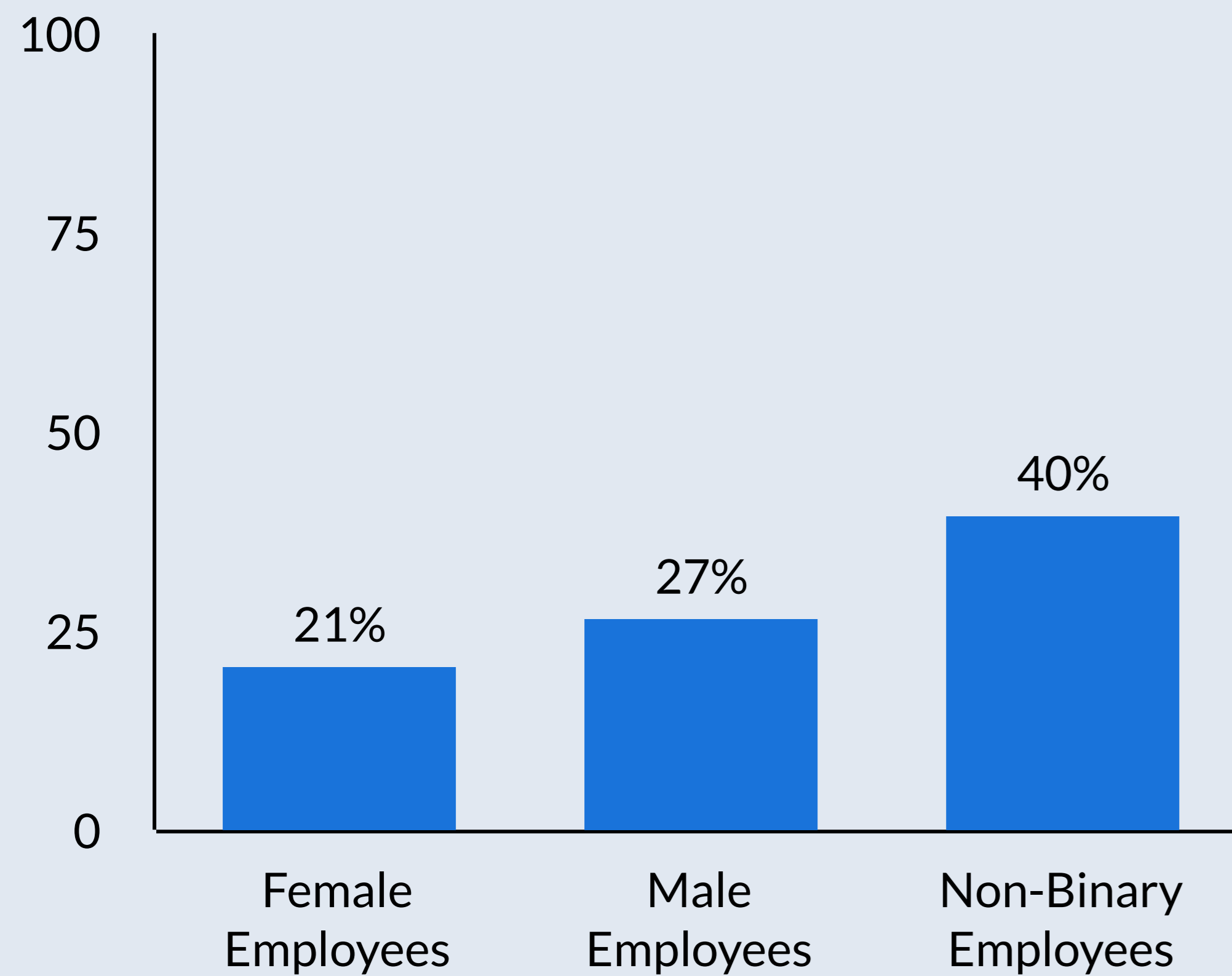


By Sexual Orientation

44% of heterosexual employees feel promotions are fair within their departments compared to **32%** of LGBTQ+ employees.

Percent of employees who **strongly agree** or **agree** that the most qualified candidates are promoted throughout the City of Sacramento

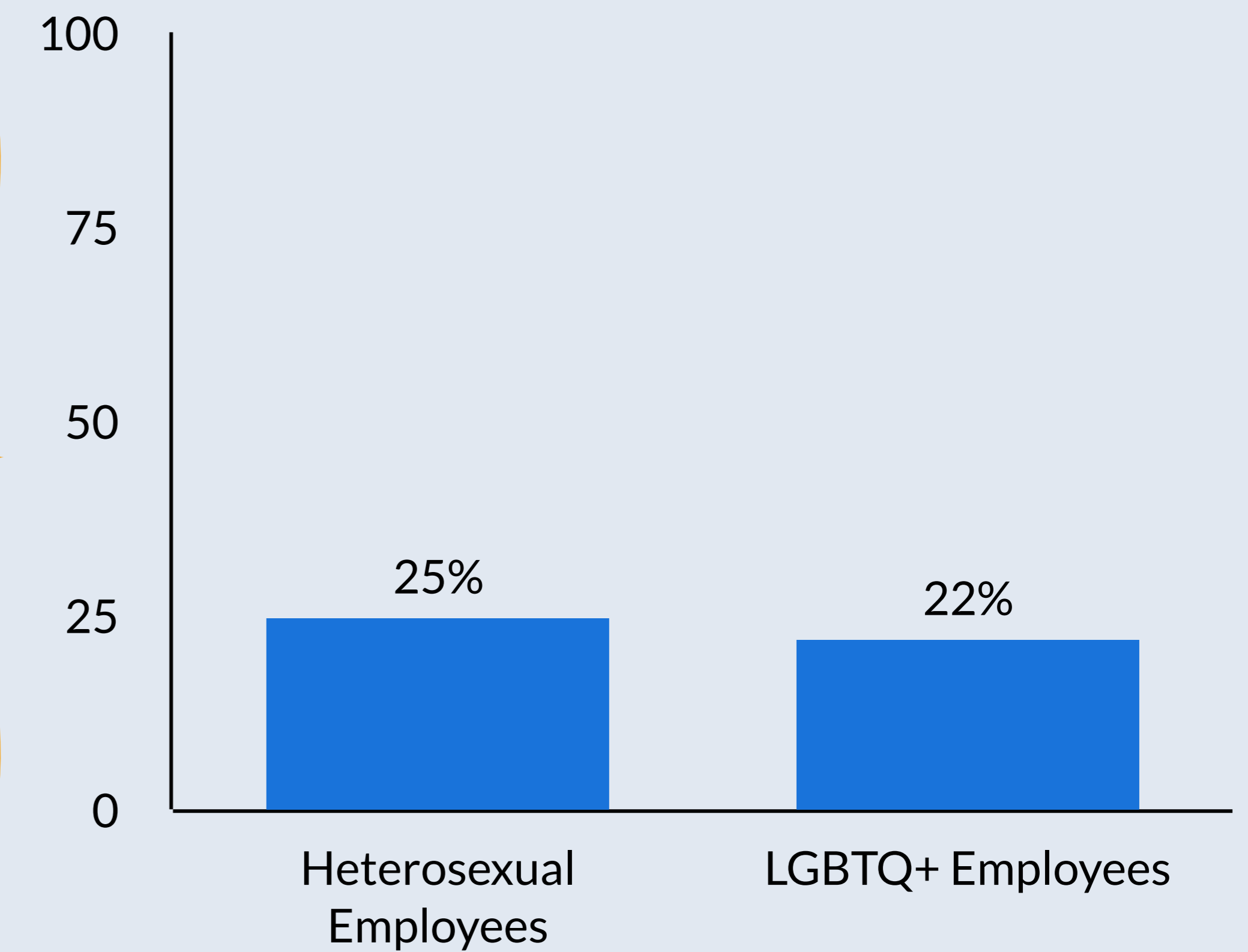
By Sex



By Ethnicity

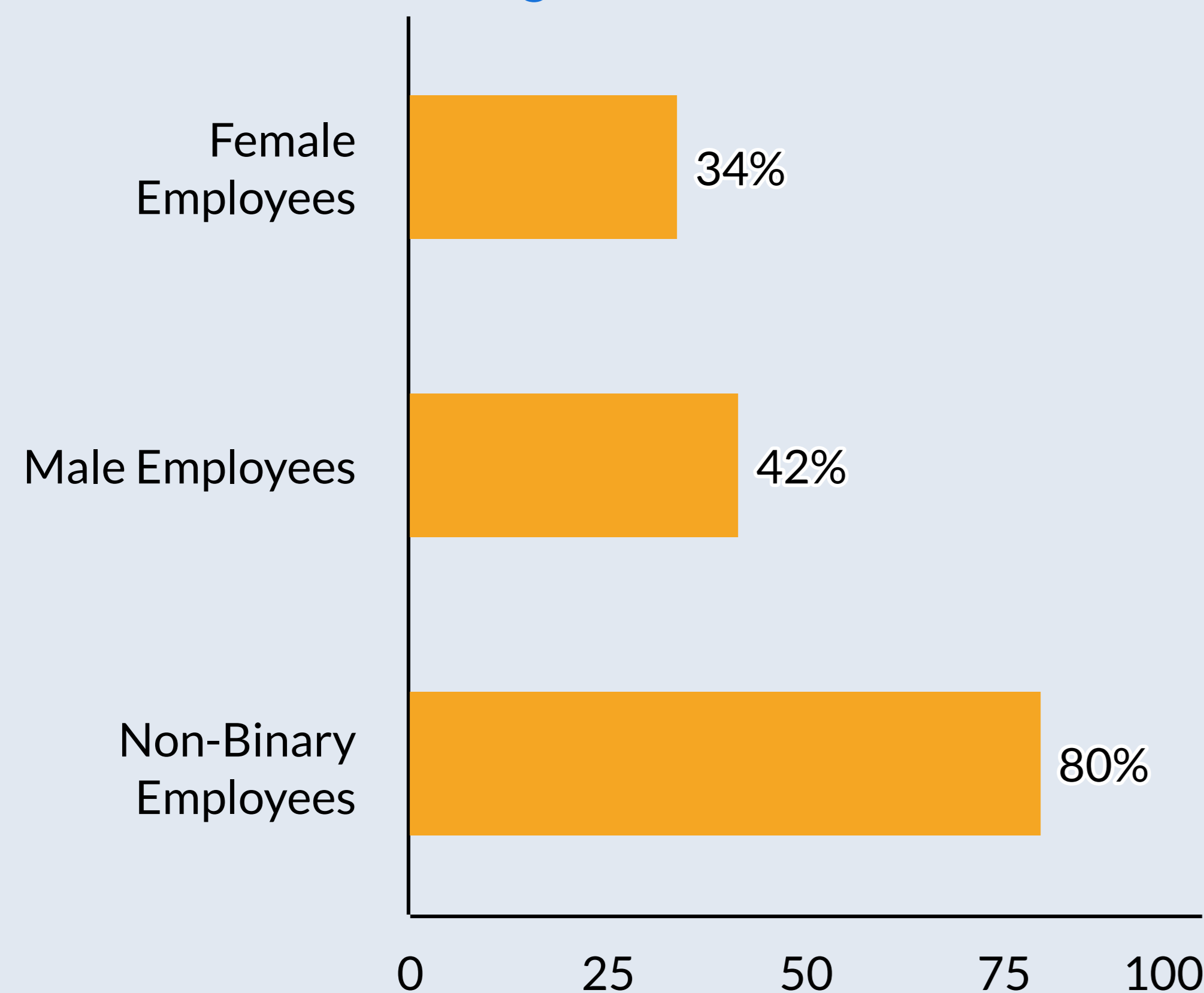
26% of white employees believe the most qualified candidates are promoted throughout the City compared to 24% of employees of color.

By Sexual Orientation



Percent of employees who **strongly agree** or **agree** that the most qualified candidates are promoted within their departments

By Sex



By Ethnicity

42% of white employees believe the most qualified candidates are promoted within their departments compared to 38% of employees of color.

By Sexual Orientation



Percent of employees who have **sometimes** or **often** experienced harassment in the workplace within the past 12 months

By Sex



14% of female employees have experienced harassment in the workplace within the past 12 months compared to **11%** of male employees and **0%** of non-binary employees.

By Ethnicity



9% of white employees have experienced harassment in the workplace within the past 12 months compared to **13%** employees of color.

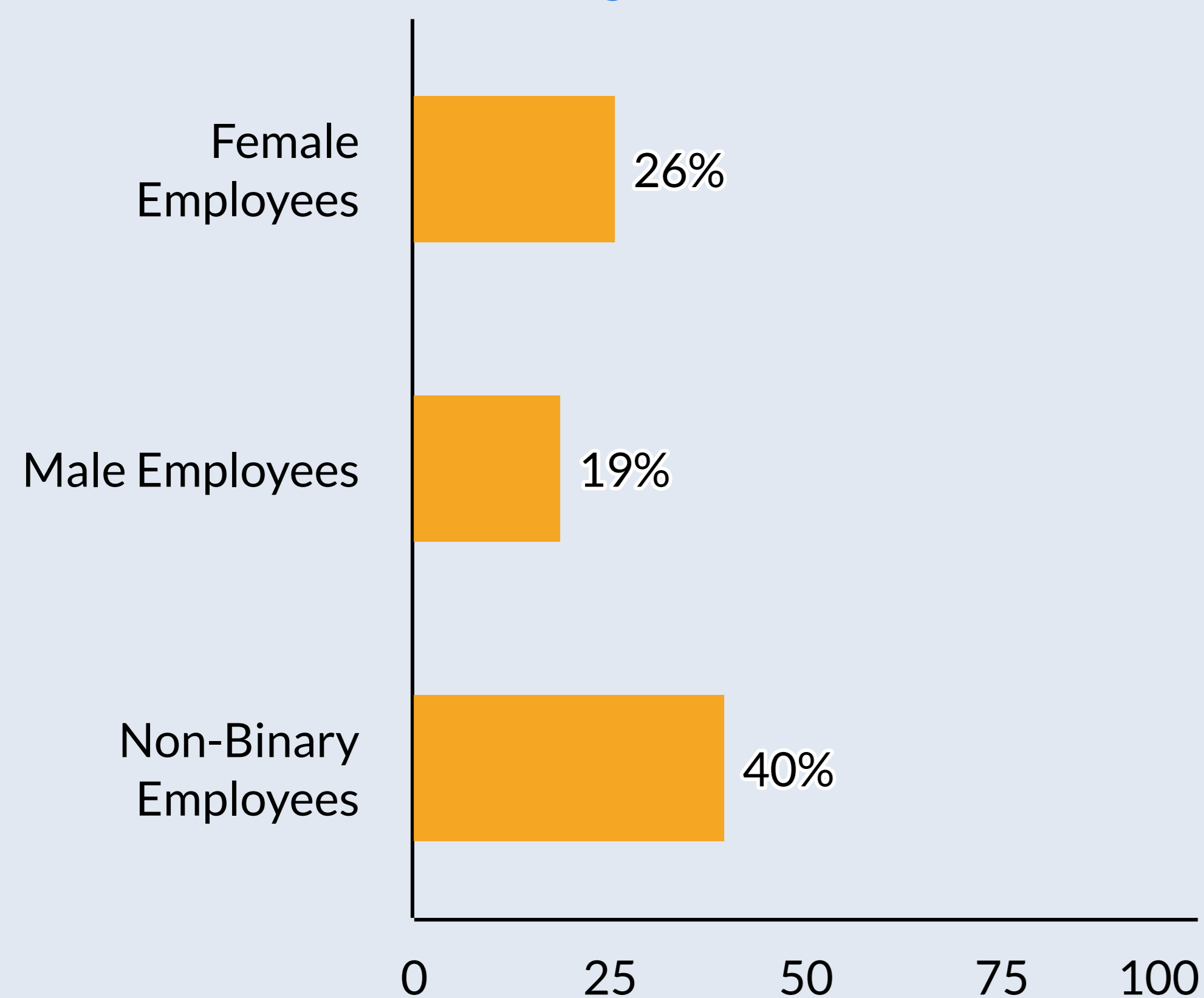
By Sexual Orientation



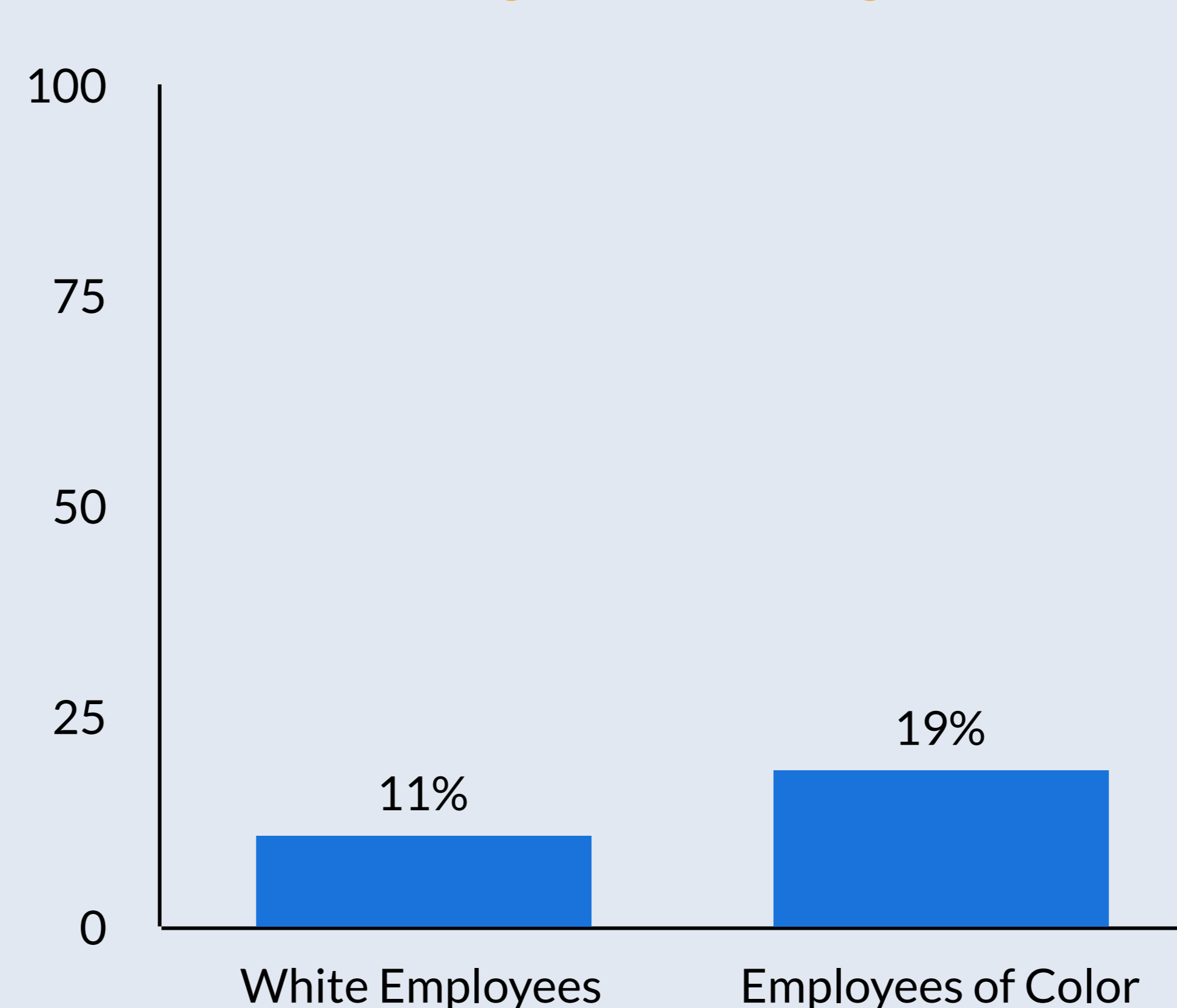
10% of heterosexual employees have experienced harassment in the workplace within the past 12 months compared to **15%** LGBTQ+ employees.

Percent of employees who have **sometimes** or **often** experienced discriminatory behavior in the workplace within the past 12 months

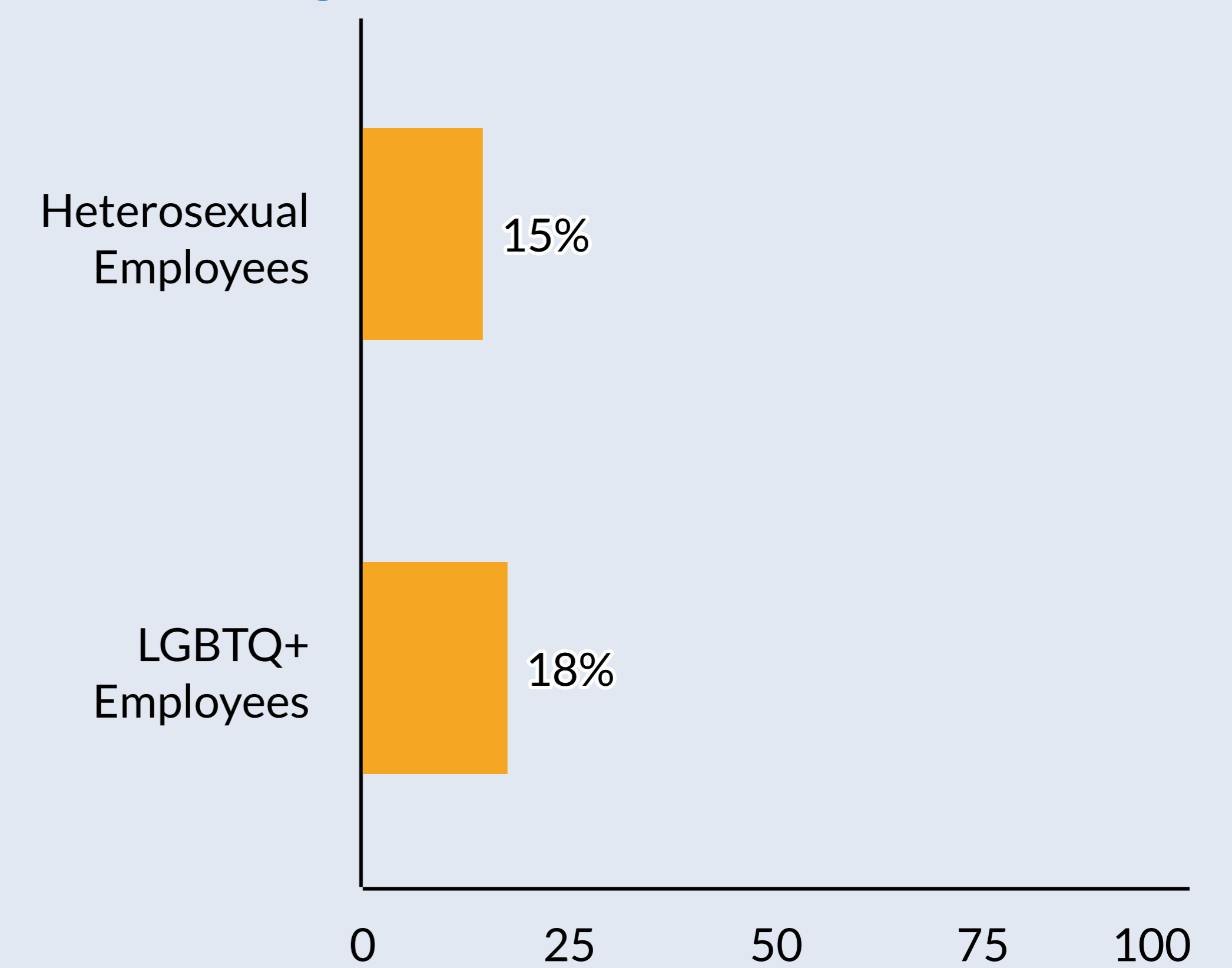
By Sex



By Ethnicity



By Sexual Orientation



Percent of employees who have witnessed or experienced microaggressions in the workplace

By Sex

31% of female employees have witnessed or experienced microaggressions in the workplace compared to **19%** of male employees and **40%** of non-binary employees.

By Ethnicity

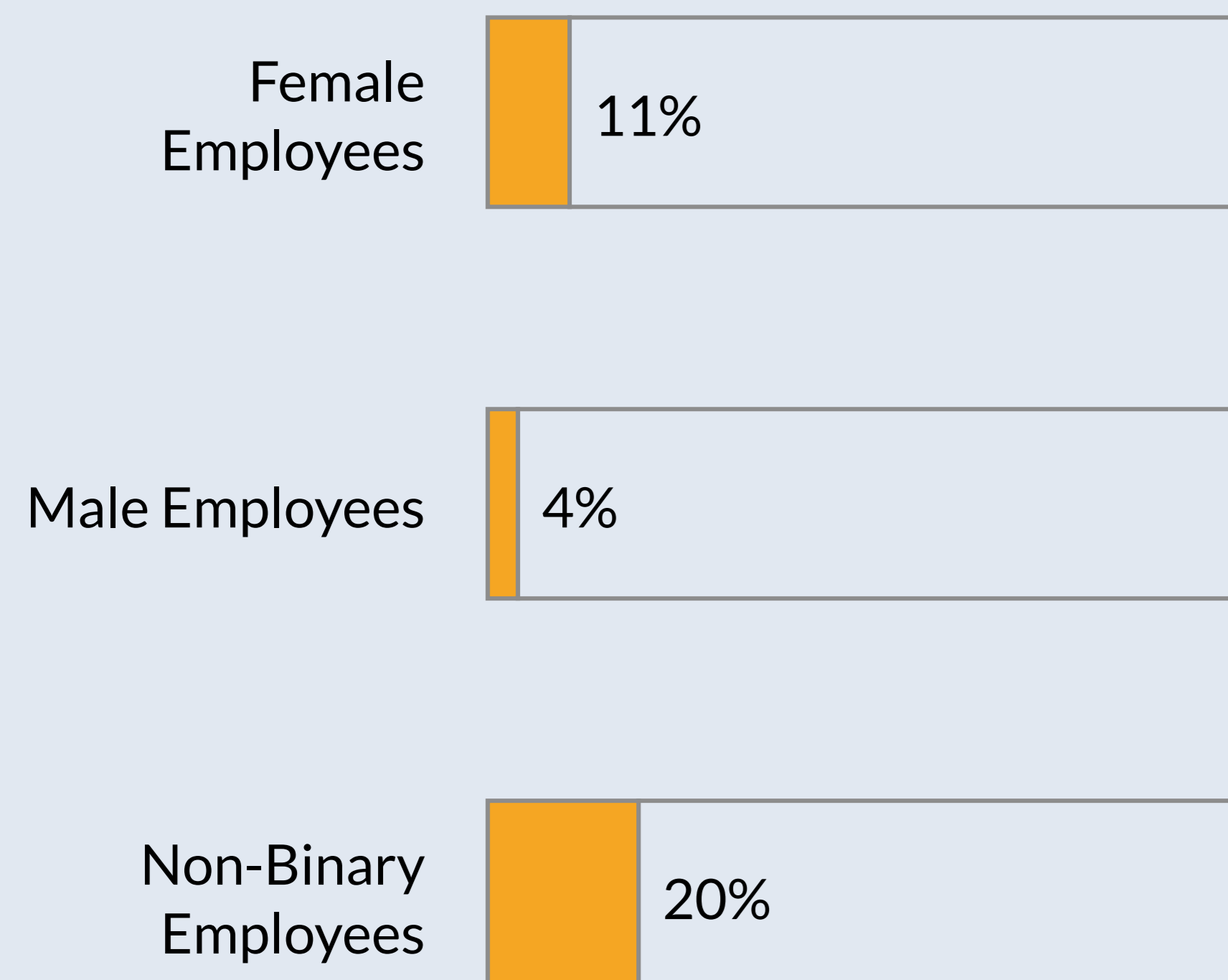
24% of white employees have witnessed or experienced microaggressions in the workplace compared to **29%** of employees of color.

By Sexual Orientation

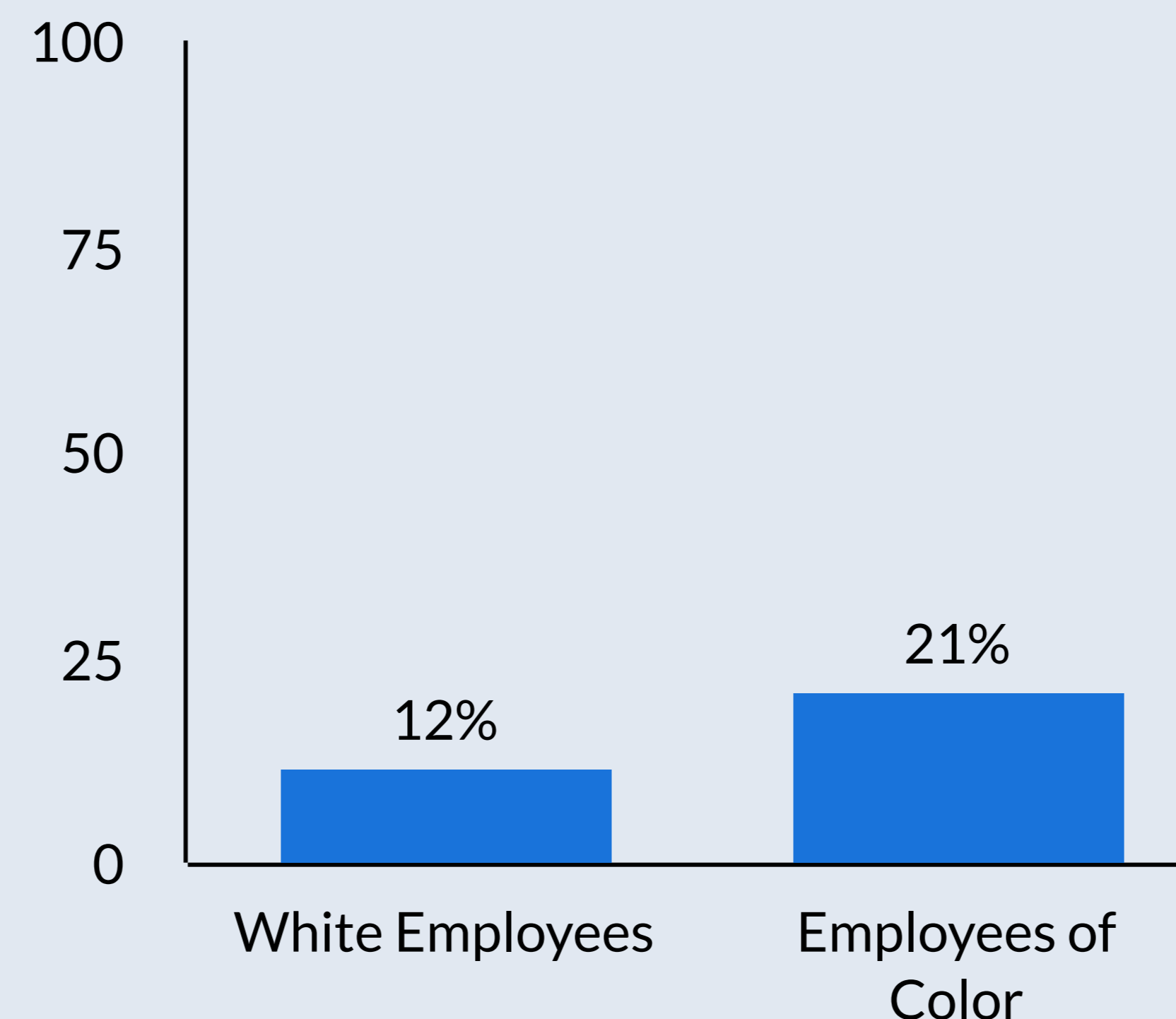
24% of heterosexual employees have witnessed or experienced microaggressions in the workplace compared to **35%** of LGBTQ+ employees.

Percent of employees who have **sometimes** or **often** witnessed bias or unequal treatment in the workplace...

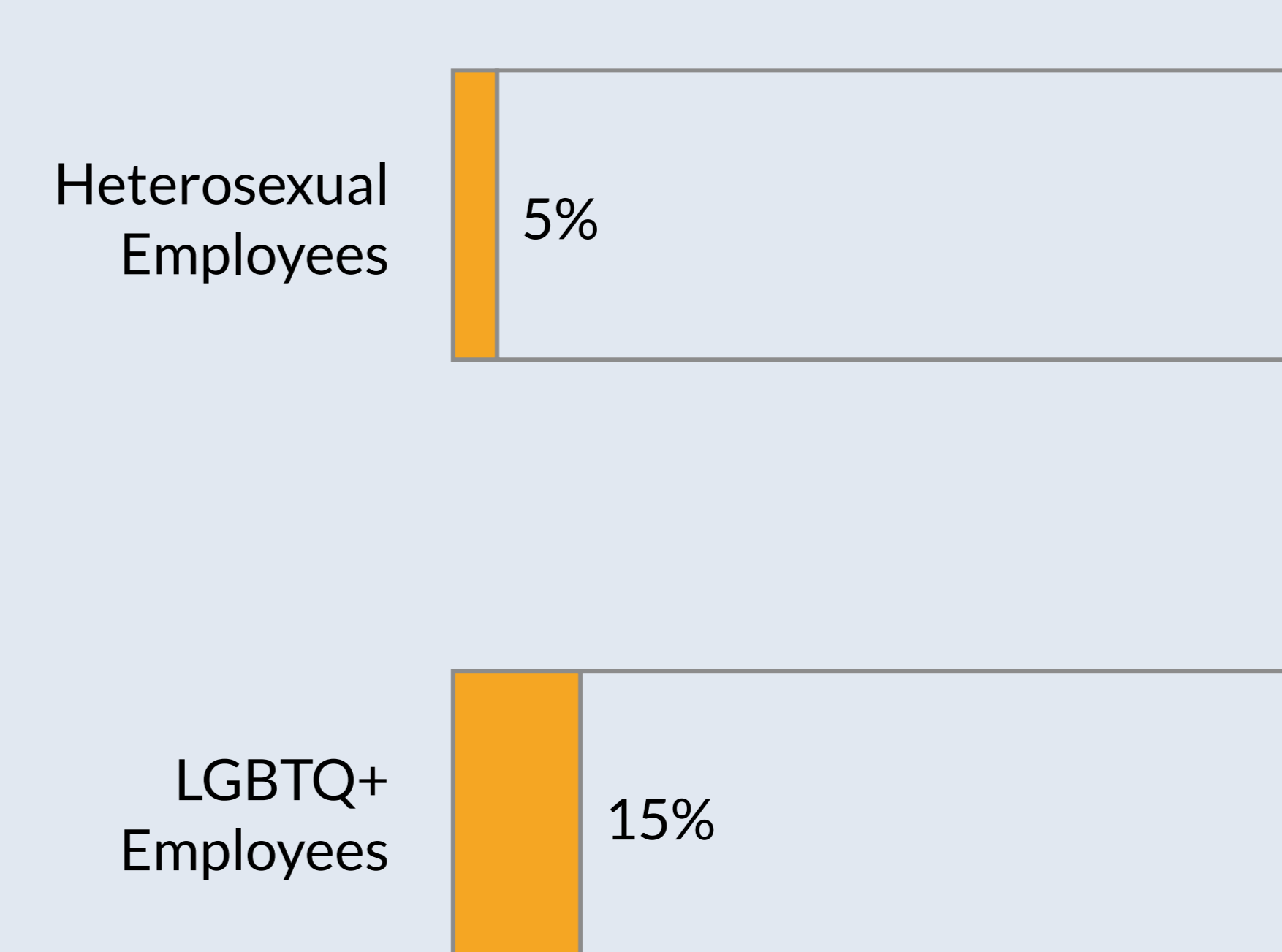
...because of someone's gender identity



...because of someone's ethnicity or racial identity

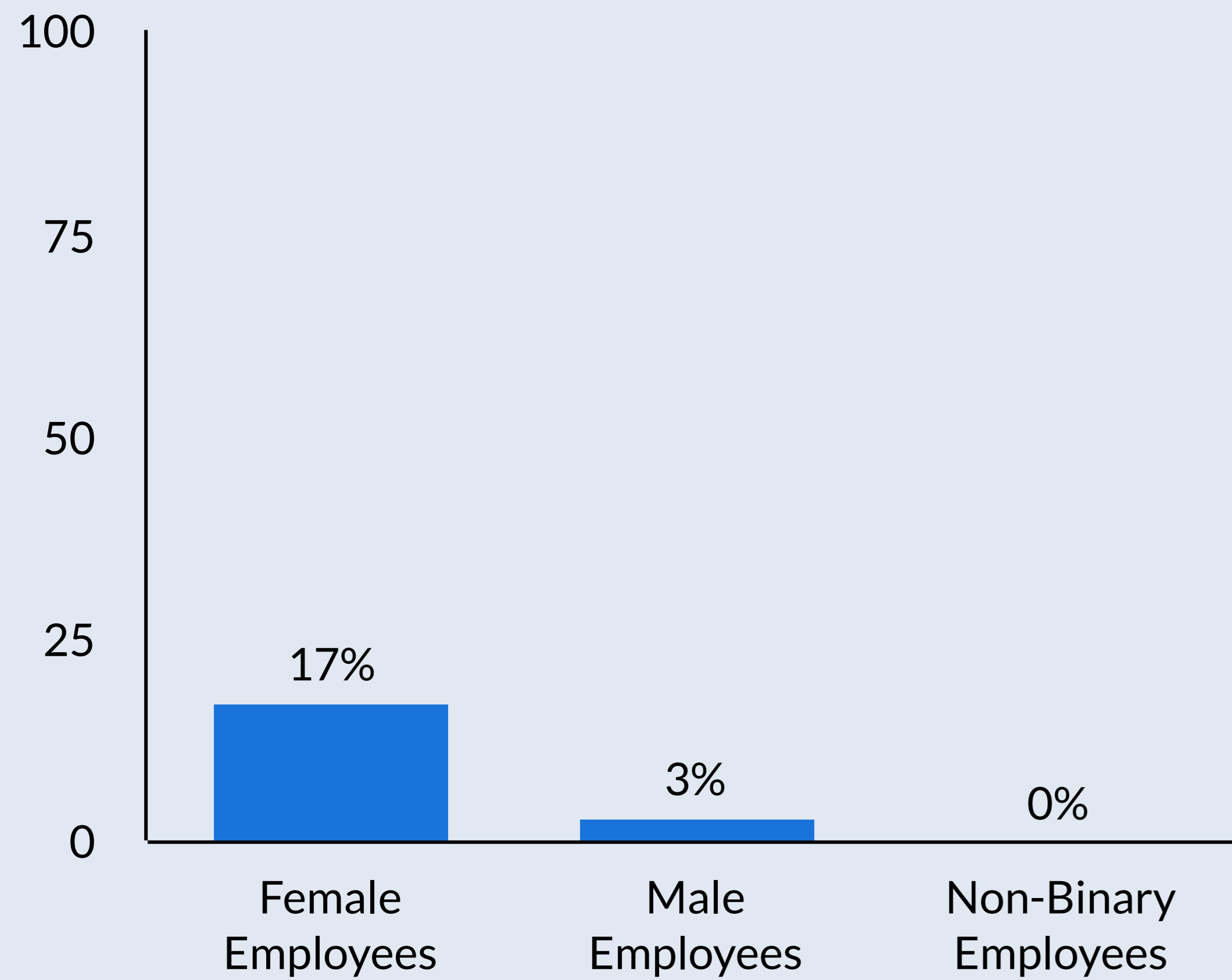


...because of someone's sexual orientation

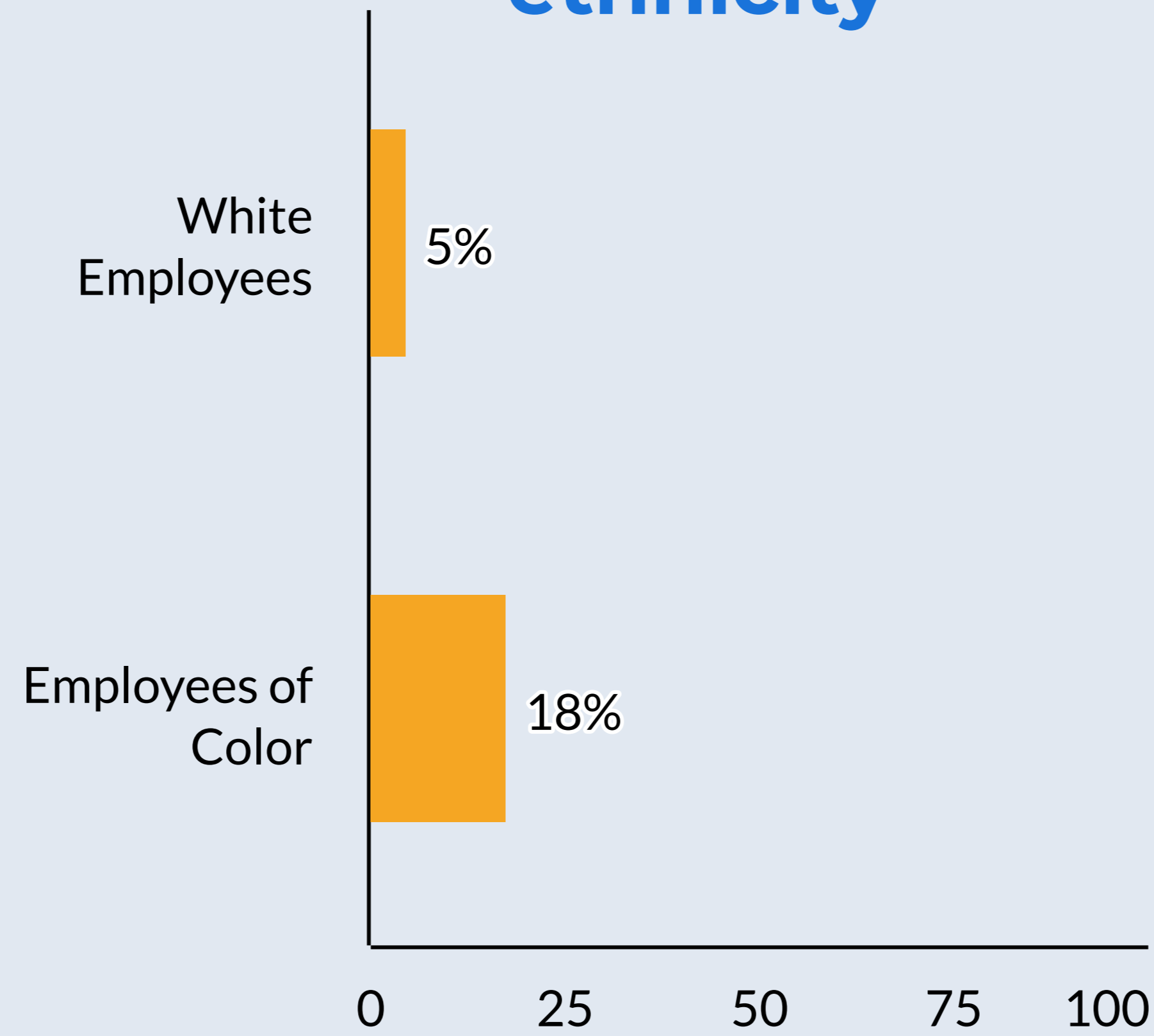


Percent of employees who **sometimes** or **often** feel excluded or not welcome in the workplace...

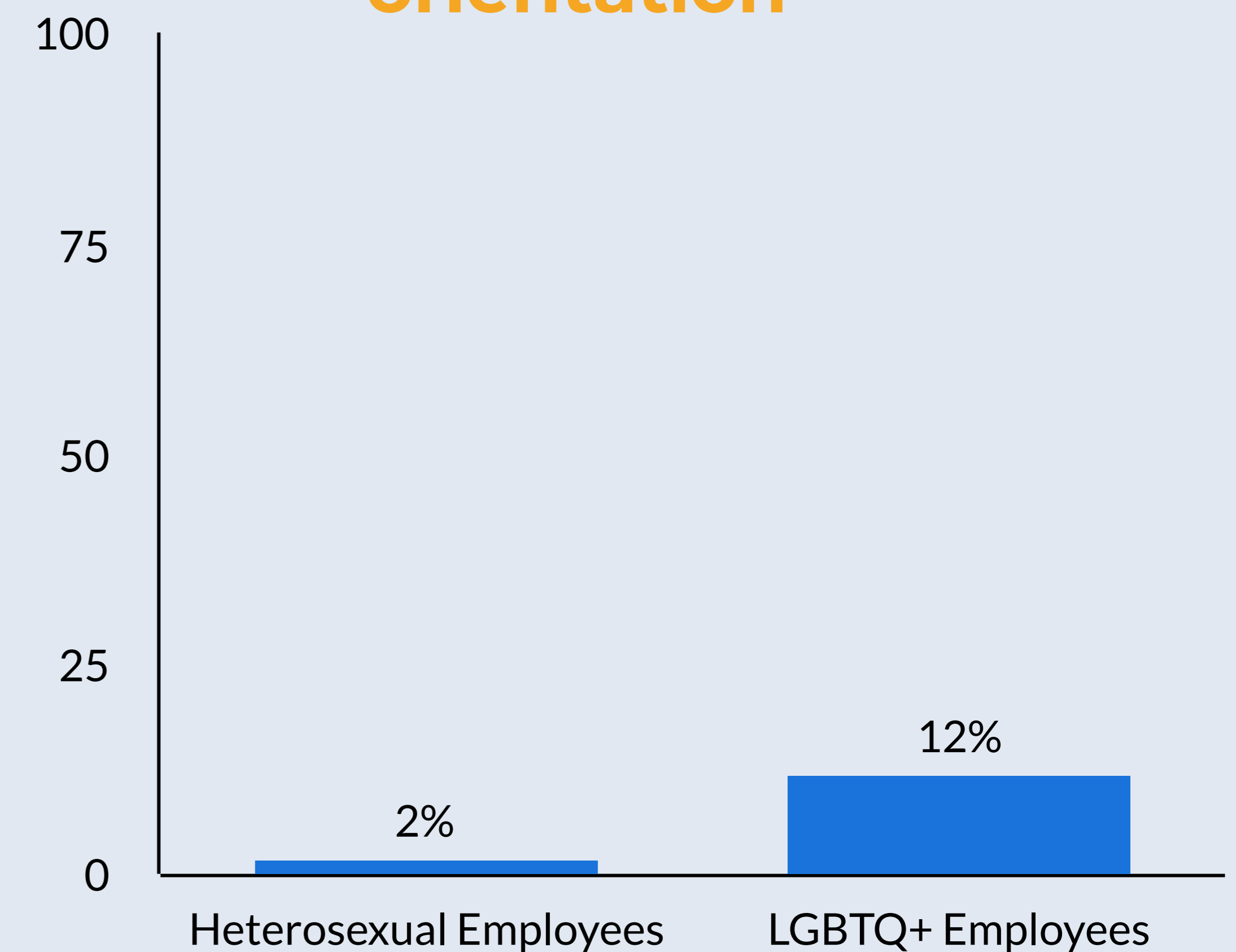
...due to their gender



...due to their race or ethnicity



...due to their sexual orientation



Percent of employees who **strongly agree** or **agree** they see themselves working for the City in two years' time

By Sex

80% of female employees see themselves working for the City in two years' time compared to **84%** of male employees and **100%** of non-binary employees.

By Ethnicity

85% of white employees see themselves working for the City in two years' time compared to **81%** of employees of color.

By Sexual Orientation

83% of both heterosexual and LGBTQ+ employees see themselves working for the City in two years' time.

EMPLOYEE COMMENTS

Are there any diversity, equity, and inclusion initiatives or programs you'd like to see the City take on in the future?

"The City needs to act by creating programs/trainings that will give everyone the hope of moving up in the City structure"



- Anonymous City Employee

"Hire the best candidates"

"Hire and promote based on merit alone."



"Bring back our Asian-Pacific luncheon and activities, the Latino and Black luncheons and include other multicultural programs. The City should sponsor these programs to support inclusion and diversity."

Please provide ways to make the workplace a more positive environment for you as an employee.

"The City offers great training courses on the various laws in place to protect certain groups of persons against discrimination and harassment, but it may be helpful to provide managers with courses on how best to address some of this behavior when it's not bluntly practiced or how to create work culture/environment that helps reduce discrimination and harassment."

"My workplace is already very positive; our department feels like a family."

"Making sure that everyone is treated fair, kind, respected, and equal to all regardless of your color or gender."

"More education about racial and ethnic diversity. More unconscious bias trainings."

"I think surveys like this are good to ascertain what we do not know."

"Highlighting City Departments wins and successes."

"Better flexible work hour schedules."