

City Auditor's 2022 Diversity and Workplace Climate Survey Results

Report# 2021/22-13 | June 2022



City of
SACRAMENTO
Office of the City Auditor
Research and Analysis Division

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Suggest an Audit

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https://forms.cityofsacramento.org/f/Suggest_an_Audit_Form

Whistleblower Hotline

In the interest of public accountability and being responsible stewards of public funds, the City has established a whistleblower hotline. The hotline protects the anonymity of those leaving tips to the extent permitted by law. The service is available 24 hours a day, 7 days week, 365 days per year. Through this service, all phone calls and emails will be received anonymously by third party staff.

Report online at www.cityofsacramento.ethicspoint.com or call
toll-free: 888-245-8859.

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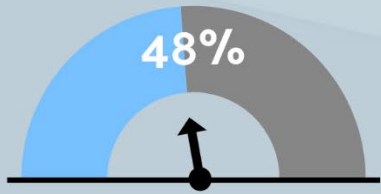
2022 Diversity and Workplace Climate Survey Results - Fact Sheet

Survey available from : 3/1/2022 - 3/15/2022

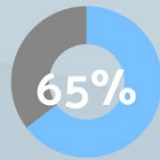
949 Total Employee Responses*

*Not all employees answered every question.

DIVERSITY, EQUITY, AND INCLUSION

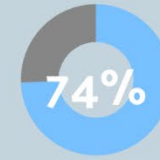


of respondents feel the Mayor and City Council promote diversity, equity, and inclusion

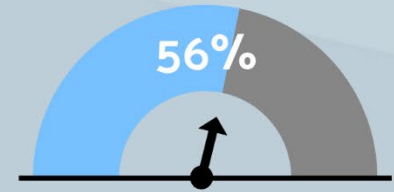


of respondents feel a sense of belonging at the City

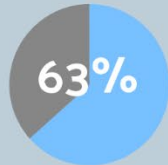
Percent of respondents that agree or strongly agree



of respondents feel a sense of belonging within their department

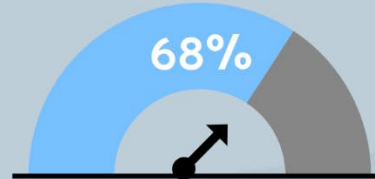


of respondents feel that Department Managers promote diversity, equity, and inclusion



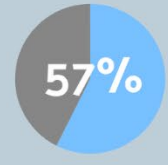
+12% since 2020 survey

of respondents feel that gender diversity is a priority within the City



of respondents feel that ethnic diversity is a priority within the City

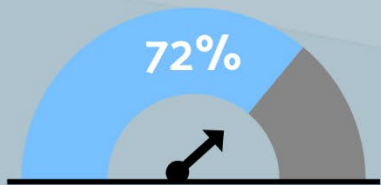
+8% since 2020 survey



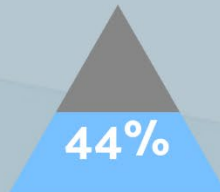
+8% since 2020 survey

of respondents feel that advancement of LGBTQ+ inclusivity is a priority within the City

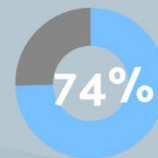
WORKPLACE CLIMATE



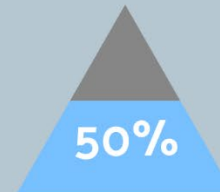
of respondents feel they are treated fairly at the City



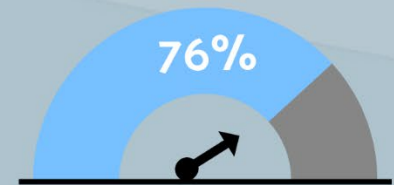
of respondents feel promotions are fair at the City



of respondents are proud to work for the City

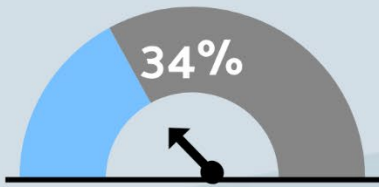


of respondents feel hiring policies are fair to individuals

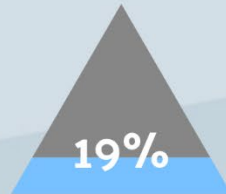


of respondents see themselves working for the City in two years

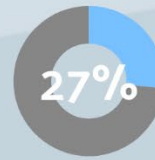
DISCRIMINATION AND HARASSMENT



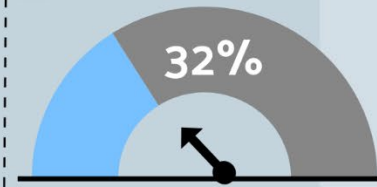
34%
of respondents have witnessed discriminatory behavior in the workplace within the last 12 months



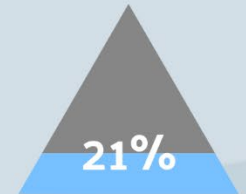
19%
of respondents have felt excluded or not welcome in the workplace due to their race/ethnicity



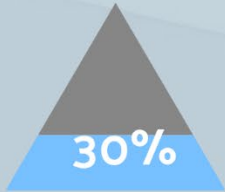
27%
of respondents have witnessed or experienced microaggressions in the workplace



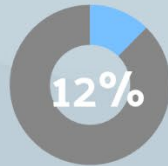
32%
of respondents have witnessed bias or unequal treatment because of someone's race/ethnicity



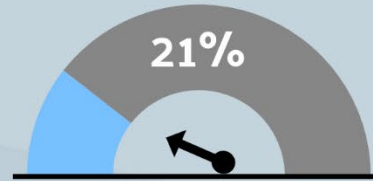
21%
of respondents have experienced harassment in the workplace within the last 12 months



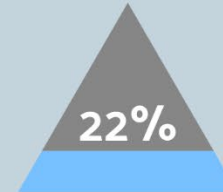
30%
of respondents reported the discrimination



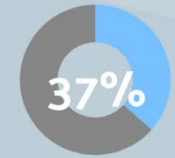
12%
of respondents have felt excluded or not welcome in the workplace due to their gender identity



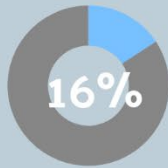
21%
of respondents reported the microaggression



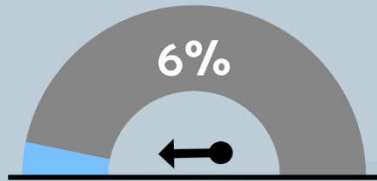
22%
of respondents have witnessed bias or unequal treatment because of someone's gender identity



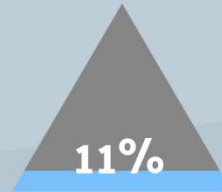
37%
of respondents reported the harassment



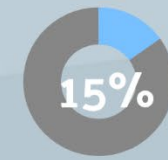
16%
of respondents were somewhat or very satisfied with the City's response to the discrimination



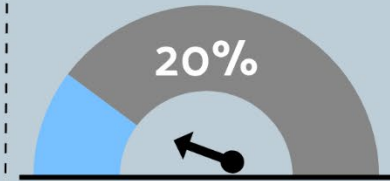
6%
of respondents have felt excluded or not welcome in the workplace due to their sexual orientation



11%
of respondents were somewhat or very satisfied with the City's response to the microaggression



15%
of respondents have witnessed bias or unequal treatment because of someone's sexual orientation



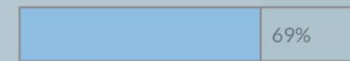
20%
of respondents were somewhat or very satisfied with the City's response to the harassment

FAMILIARITY WITH REPORTING PROCESSES

Whistleblower Hotline



EEO Complaint Process



Department Reporting Procedures



of respondents are somewhat or very familiar

Introduction

In accordance with the City Auditor's 2021/22 Audit Plan, we have completed the *2022 City Employee Diversity and Workplace Climate Survey*. The City Auditor's Office would like to thank all City employees who participated in the survey.

Background

The City of Sacramento strives to be a diverse and inclusive agency that is representative of the entire community. The Sacramento City Council directed the City Auditor to regularly perform a review of the diversity of City employees to ensure they are reflective of Sacramento residents. While most of this information is already collected, certain employee-specific information has not been collected in the past.

In early 2020, with feedback from the Diversity and Equity Manager, City Attorney's Office, Human Resources Department and Sacramento LGBTQ+ Community Center, the Office of the City Auditor used Survey Monkey, an opt-in survey software, to collect and analyze employee data that is not available in the City's accounting and personnel system. We used Survey Monkey to create a survey to measure employee perception of inclusion and work environment. The survey also included additional demographic questions such as the sexual orientation and gender identity of survey respondents. The results were reported in the *2020 Diversity, Equity, and Inclusion Survey Results*.

In early 2022, we updated and reinitiated the employee survey. The *2022 City Employee Diversity and Workplace Climate Survey* was available for City employees to take from March 1, 2022 to March 15, 2022. We distributed the survey to City employees through their City email account. Figure 1 displays the survey announcement graphic that was included in the citywide email to employees. We highlighted the purpose of the survey and topics that were covered in the survey.

Figure 1: 2022 City Employee Diversity and Workplace Climate Survey Announcement



Source: Auditor generated graphic.

“Thank you for providing the opportunity to share our feedbacks [sic].”

“Listen, really listen.”

There were 4,436 full-time and part-time employees when the survey was launched on March 1, 2022. We received a total of 949 survey responses (21 percent of City staff participated in the survey). City employees provided responses to questions that measured employee perception of inclusion and work environment, provided informative feedback in open-ended response questions, and provided demographic information that will allow the City to expand inclusion measures.

Objective, Scope, and Methodology

Similar to the *2020 Diversity, Equity, and Inclusion Survey*, the objective of this survey was to assess diversity, equity, and inclusion in the City’s workplace climate. Our analysis focused on work-life balance, leadership, and employee experiences with discrimination and harassment. To conduct this assessment, we analyzed responses from the *2022 City Employee Diversity and Workplace Climate Survey* (see Appendix B for survey questions). We performed cross-tabular analysis to assess trends by various factors, such as employee: age, annual salary, department, disability status, education, ethnicity, gender identity, household income, length of City service, military/veteran status, role within the organization, sex, and sexual orientation (see Appendix A for definitions).

All figures were generated based on the 2022 *City Employee Diversity and Workplace Climate Survey* results. It should be noted that due to the voluntary nature of this survey, not all respondents answered all questions; the number of responses received is noted under each figure. Additionally, we included employee write-in responses throughout the report to provide additional perspective from employees; not all employee responses were included to preserve anonymity.

The results of this survey may not represent a statistical sample of employees and their subgroups (e.g. ethnicity, sex, gender identity, sexual orientation, etc.). Because not all employee subgroups are tracked in accounting and personnel system, we cannot determine the minimum number of responses required from each subgroup to be able to project the survey results onto the entire population of employees and their subgroups. Therefore, we consider this dataset a nonstatistical sample and any observations noted may not be representative of the entire population of employees or their subgroups.

This report details observations made during our analysis of the survey results; observations noted in this report primarily highlight differences of ten or more percentage points. However, we did not want to limit management and employees' ability to draw their own conclusions based on the data. Therefore, we created several dashboards that can be used to evaluate the survey results; these dashboards can be found on our website at: <http://www.cityofsacramento.org/Auditor/Reports/IBA-Reports>

“act on real change, don’t just speak on it and talk about it, live it in your daily life [sic].”

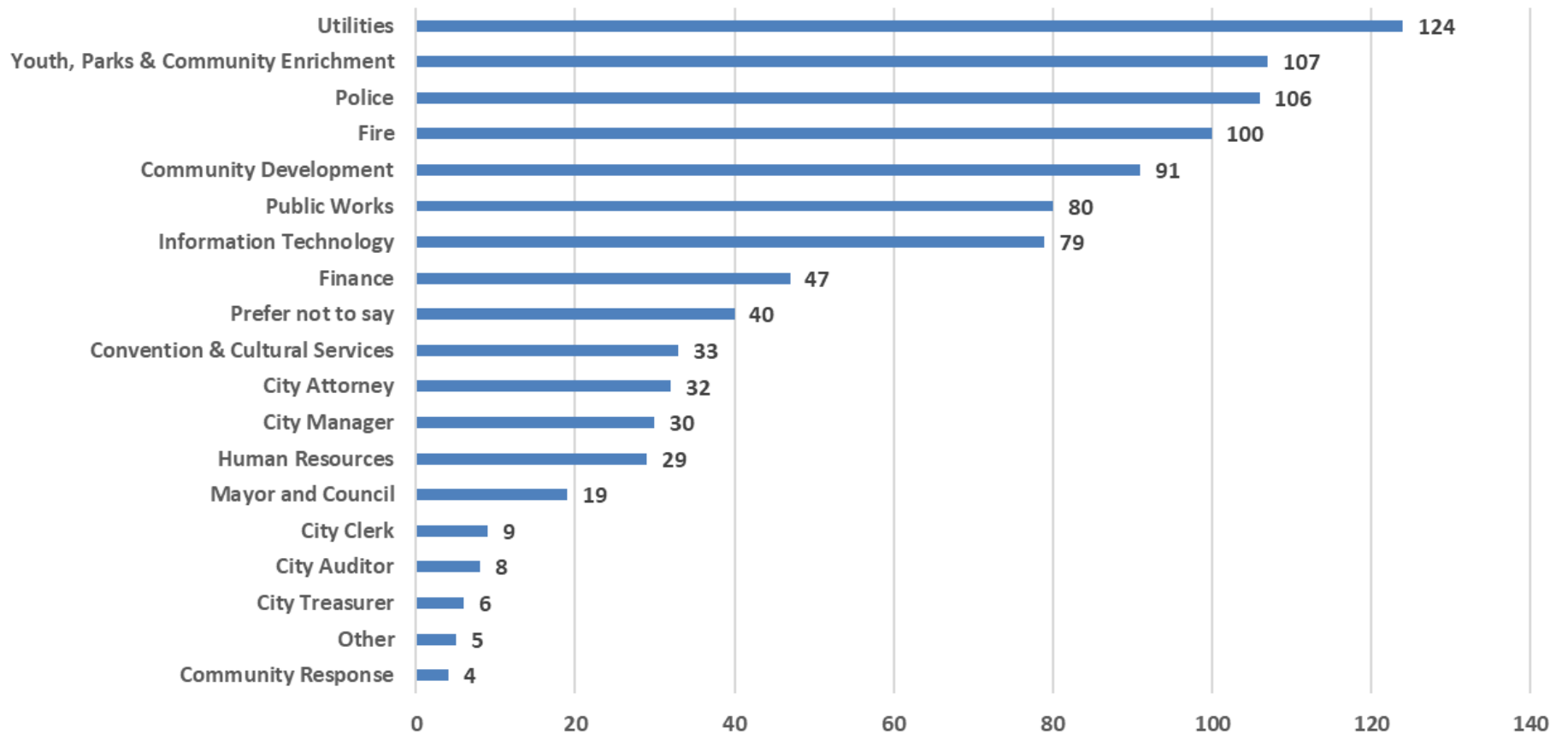
“It is already a great climate for employees.”

“This survey is difficult for employees who have worked in more than one City department. My current environment is drastically better than my environment [redacted to protect anonymity]. Small departments with management issues can be extremely difficult for employees to navigate. Implementing check in structures outside of the small chain of command could help expose/address issues that staff might not have a comfortable outlet to report without fear of retaliation/hostile work environments.”

Chapter 1: Respondent Demographics

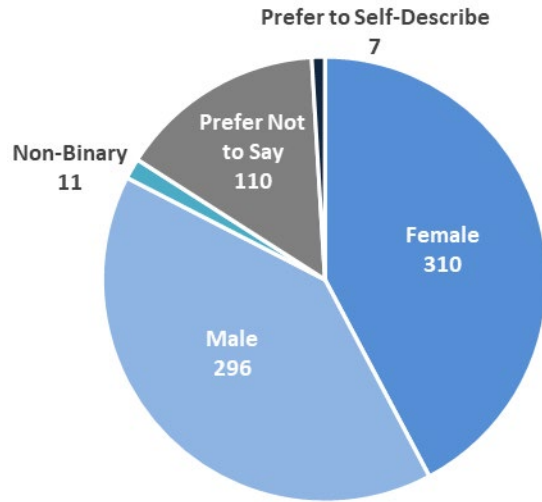
To facilitate a more detailed assessment of the City’s diversity and workplace climate, we requested employees provide certain demographic information as part of our survey. This information included employee: age, annual salary, department, disability status, education, ethnicity, gender identity, household income, length of City service, military/veteran status, position, relationship status, role within the organization, sex, and sexual orientation. Appendix A provides definitions for some of these factors.

Figure 2: Number of Responses by Department



Number of responses: 949

Figure 3: Number of Responses by Sex



Number of responses: 734

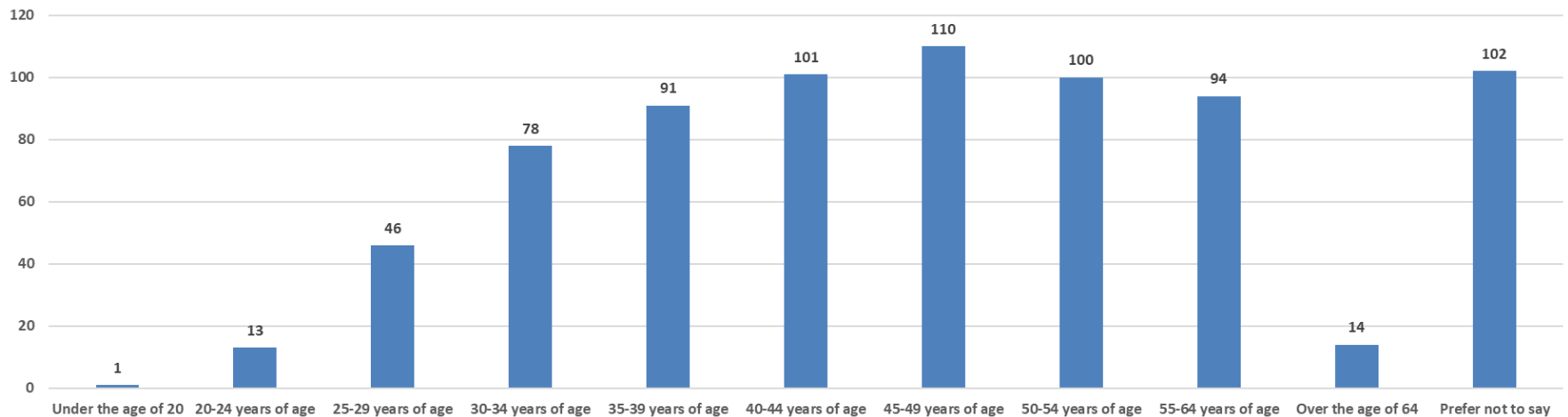
Figure 4: Number of Responses by Gender Identity

Gender Identity	Number of Employees
Cisgender Man	245
Cisgender Woman	255
Non-Binary	6
Questioning	1
Transgender Man	1
Two-Spirit	3
Two or More	4
Prefer to Self-Describe	42
I Don't Know	12
Prefer Not to Say	138

Number of responses: 707

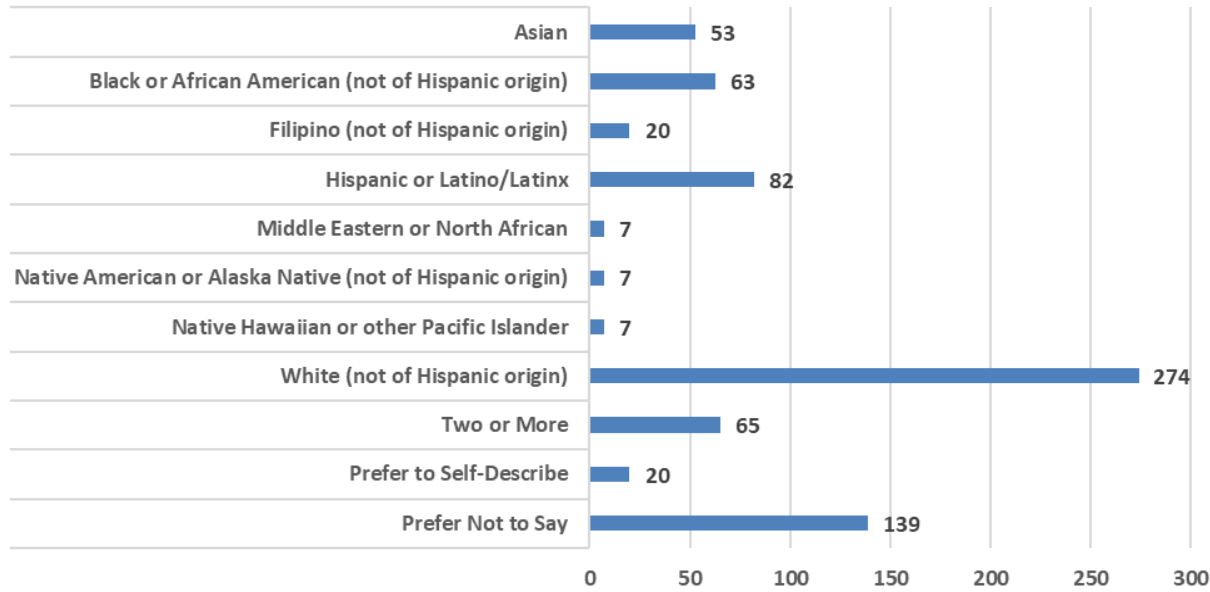
“I find the City's good-faith efforts on diversity, equity, and inclusion to be encouraging and appreciate the opportunity to participate.”

Figure 5: Number of Responses by Age



Number of responses: 750

Figure 6: Number of Responses by Ethnicity

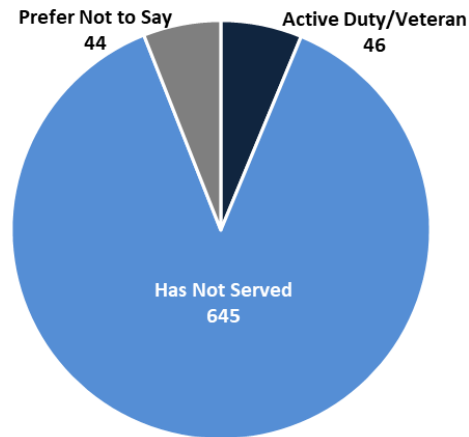


“Leadership doesn’t know what I do or that I even exist.”

“Maybe some sort of break or kick back for city employees to live within the city limits of where they work. Something to aid them in living within the community they serve.”

Number of responses: 737

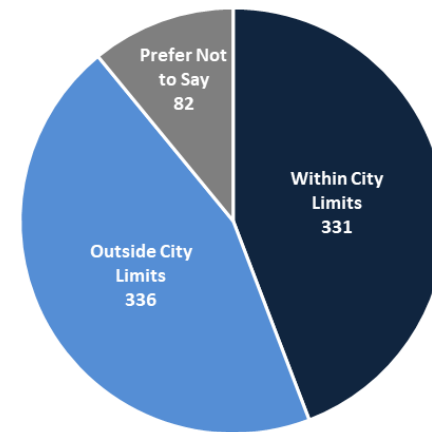
Figure 7: Number of Responses by Active Duty/Veteran Status



Number of responses: 735

Office of the City Auditor

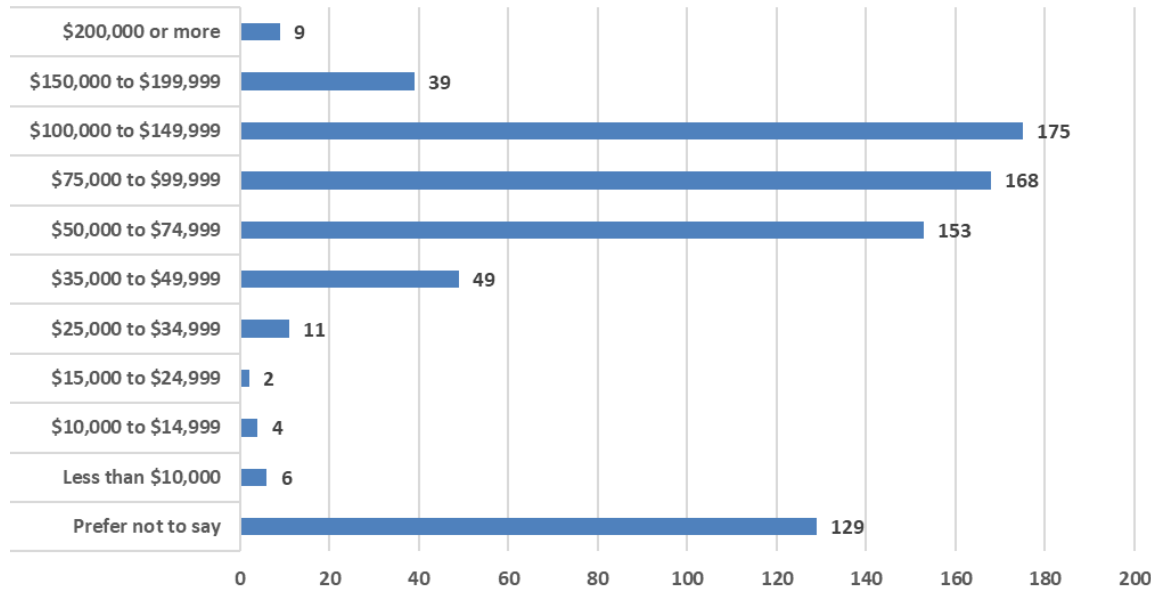
Figure 8: Number of Responses by Employee Home Address



Number of responses: 749

June 2022

Figure 9: Number of Responses by Annual Salary



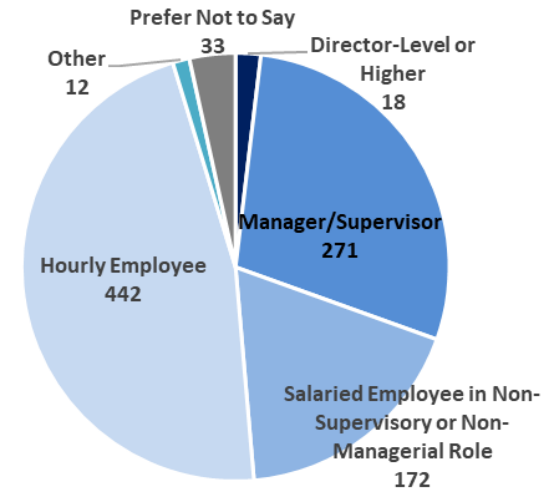
Number of responses: 745

“Overall, I think the employee climate has been really nice and feel supported by supervisors.”

“Pay closer attention to how management and senior supervisory staff treat their lower staff. Hold them accountable for their behavior.”

“Provide competitive wages, merit increases and consistent annual cost of living allowances to help retain qualified workers and to meet inflation.”

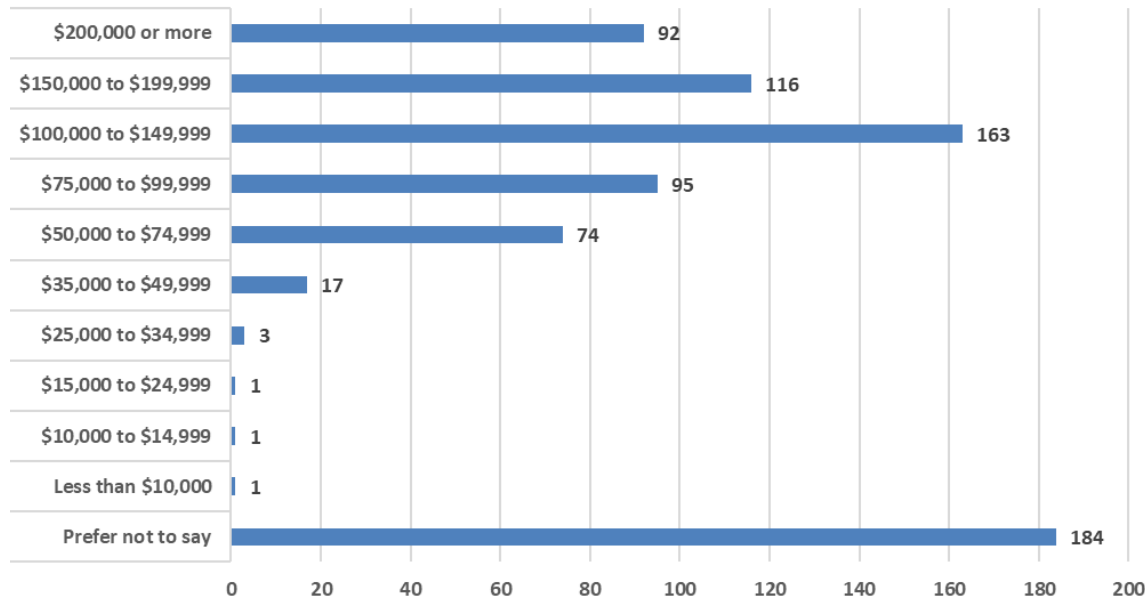
Figure 10: Number of Responses by Role



Number of responses: 948

June 2022

Figure 11: Number of Responses by Household Income



Number of responses: 747

“Learning to be flexible and understanding, lead with empathy, cooperation and trust. Building healthy relationship environments that support one another, and allow all employees to thrive and facilitate success from top down.”

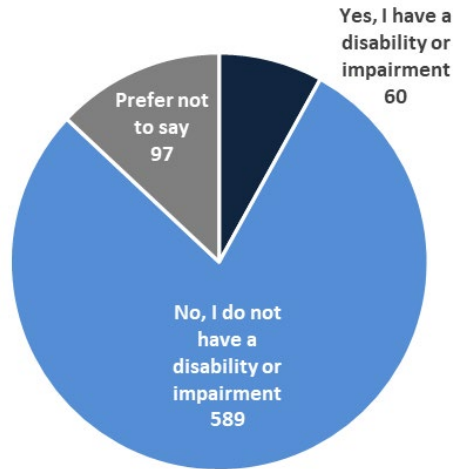
Figure 12: Number of Responses by Relationship Status

Are you currently in a dual career marriage or relationship?	Number of Employees
Yes, my partner and I both have full-time careers.	475
Yes, I have a full-time career and my partner has a part-time career.	42
Yes, I have a part-time career and my partner has a full-time career.	7
Yes, my partner and I both have part-time careers.	2
No, I have a full-time career and my partner does not have a career. This may include a stay-at-home partner.	76
No, I have a part-time career and my partner does not have a career.	5
No, I do not have a partner.	150
Prefer Not to Say	68

Number of responses: 825

“We should have a colorblind and genderblind workplace.”

Figure 13: Number of Responses by Disability Status



Number of responses: 746

Figure 15: Number of Responses by Sexual Orientation

Sexual Orientation	Number of Employees
Asexual	14
Bisexual	12
Gay	16
Lesbian	11
Heterosexual	471
Pansexual	5
Queer	7
Questioning	3
Two or More	6
Prefer to Self-Describe	17
I Don't Know	3
Prefer Not to Say	151

Number of responses: 716

Figure 14: Breakdown of Employees Reporting Disabilities or Impairments

Disability/Impairment	Number of Employees
Acquired/Traumatic Brain Injury	1
Attention Deficit/Hyperactivity Disorder	9
Asperger's/Autism Spectrum	1
Blind/Low Vision	2
Deaf/Hard of Hearing	5
Cognitive or Learning Disability	4
Chronic Illness/Medical Condition	14
Mental Health/Psychological Condition	10
Physical/Mobility condition that affects walking	8
Physical/Mobility condition that does not affect walking	3
Speech/Communication Condition	1
Other	5
Prefer Not to Say	17

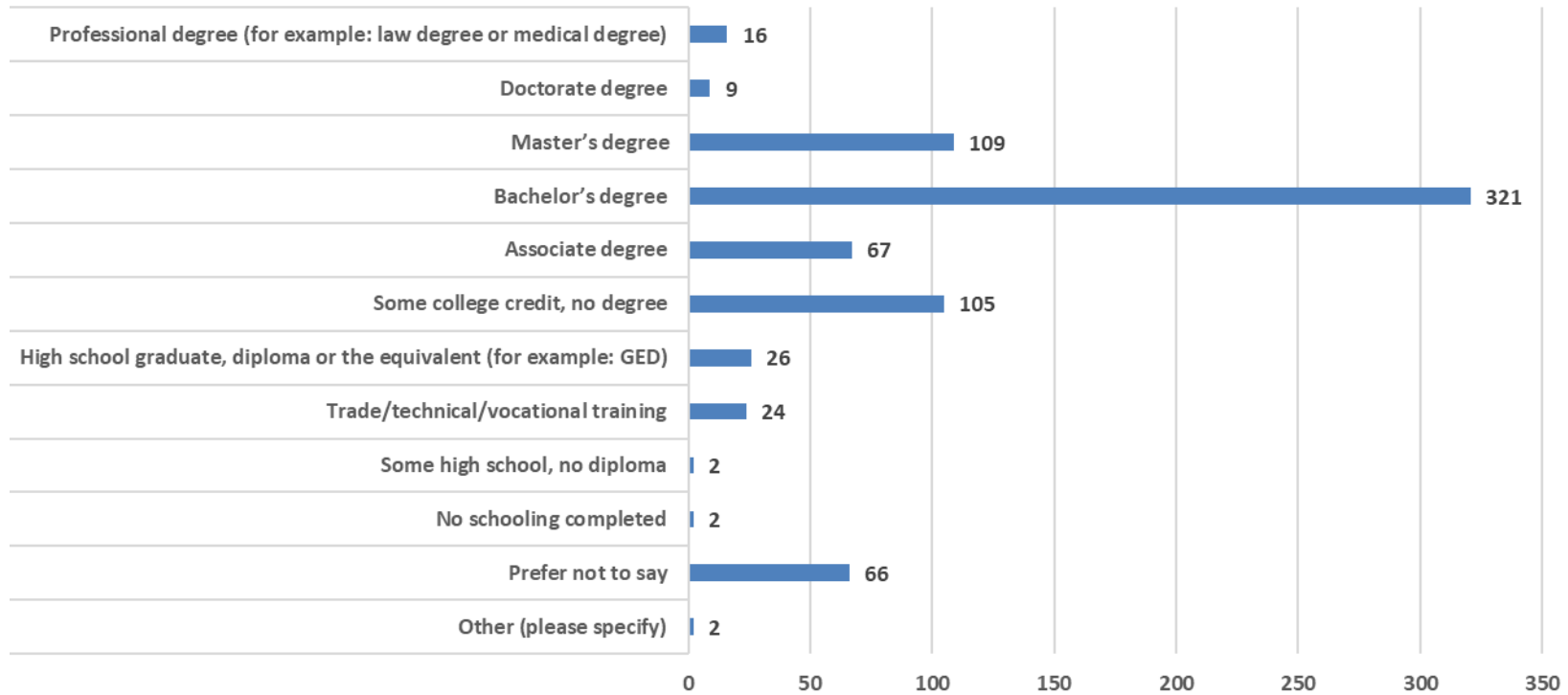
Number of responses: 60

Note: Because employees may have multiple disabilities or impairments, the total number of disabilities is more than the number of responses.

“To be inclusive and take into account the whole person. Not all employees are the same [sic]”

“Continue to promote the messages on having a diverse and inclusive agency – great work and keep up the good work!”

Figure 16: Number of Responses by Education



Number of responses: 749

“I feel that HR's current review of applications for employment is very narrow in their interpretation of minimum qualifications. I believe this narrow interpretation omits viable candidates from the candidate pool. Not only does this narrow focus omit viable candidates, it's creating frustration within the team because we are short staffed and in terms of equity, I believe it's creating barriers to people who might otherwise have been included in [sic] interview process.”

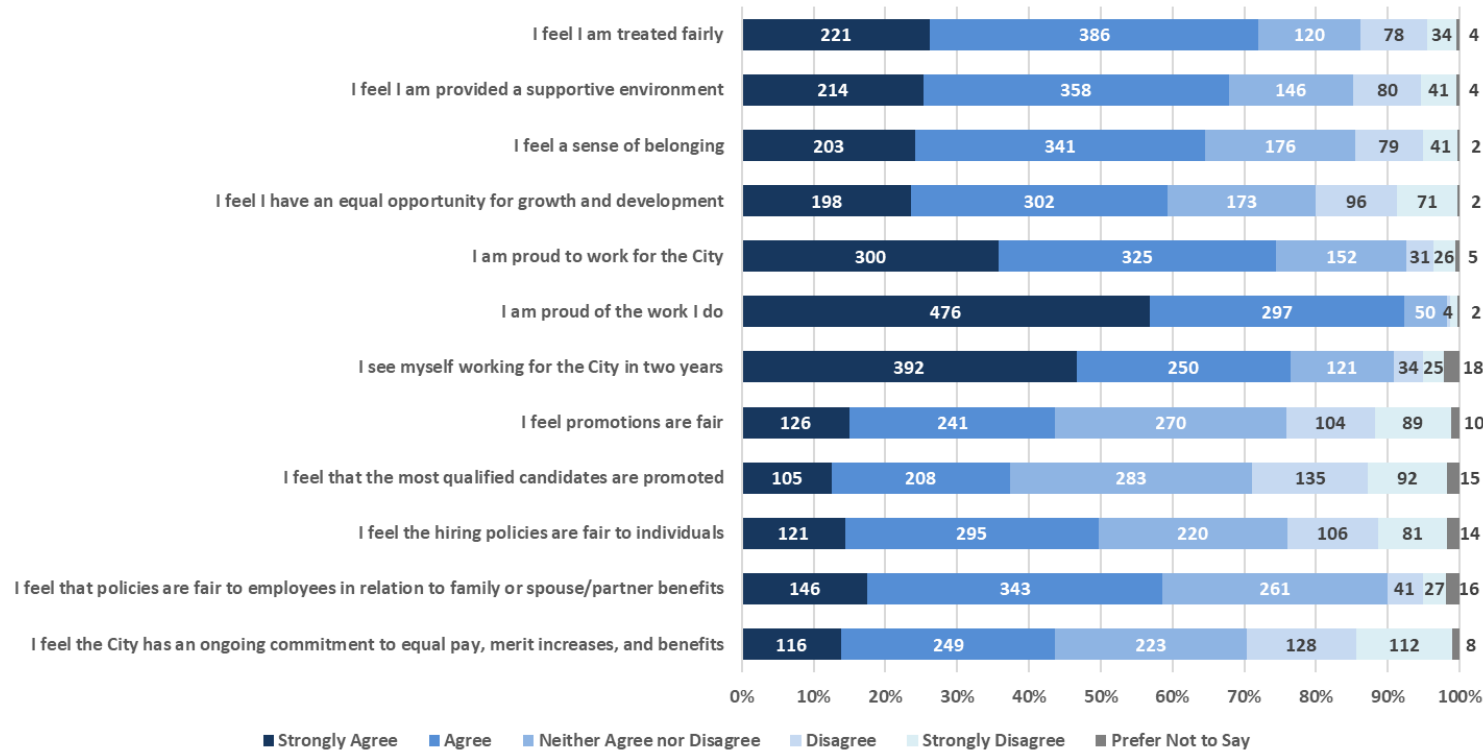
Chapter 2: Workplace Climate, Workforce Development, Benefits, and Policies

This chapter focuses on employee feelings about the City’s workplace climate, workforce development, benefits, and policies.

Chapter 2.1: City of Sacramento

This section focuses on whether employees feel they are treated fairly, whether they feel promotions are fair, and whether they feel policies and benefits are fair in the City of Sacramento in general. Figure 17 details how respondents felt about the City of Sacramento in general. Most respondents affirm they are proud of the work they do and 76 percent of respondents see themselves working for the City in two years.

Figure 17: Workplace Climate, Workforce Development, Benefits, and Policies Survey Questions as it Pertains to the City of Sacramento in General



“Benefits should be reviewed. Paid Family leave for those not paying toward SDI is not comparable to SDI. It takes 3 years to get that leave and no other leave takes that long. This disproportionately affects women who have given birth.”

Number of responses: 834 to 843

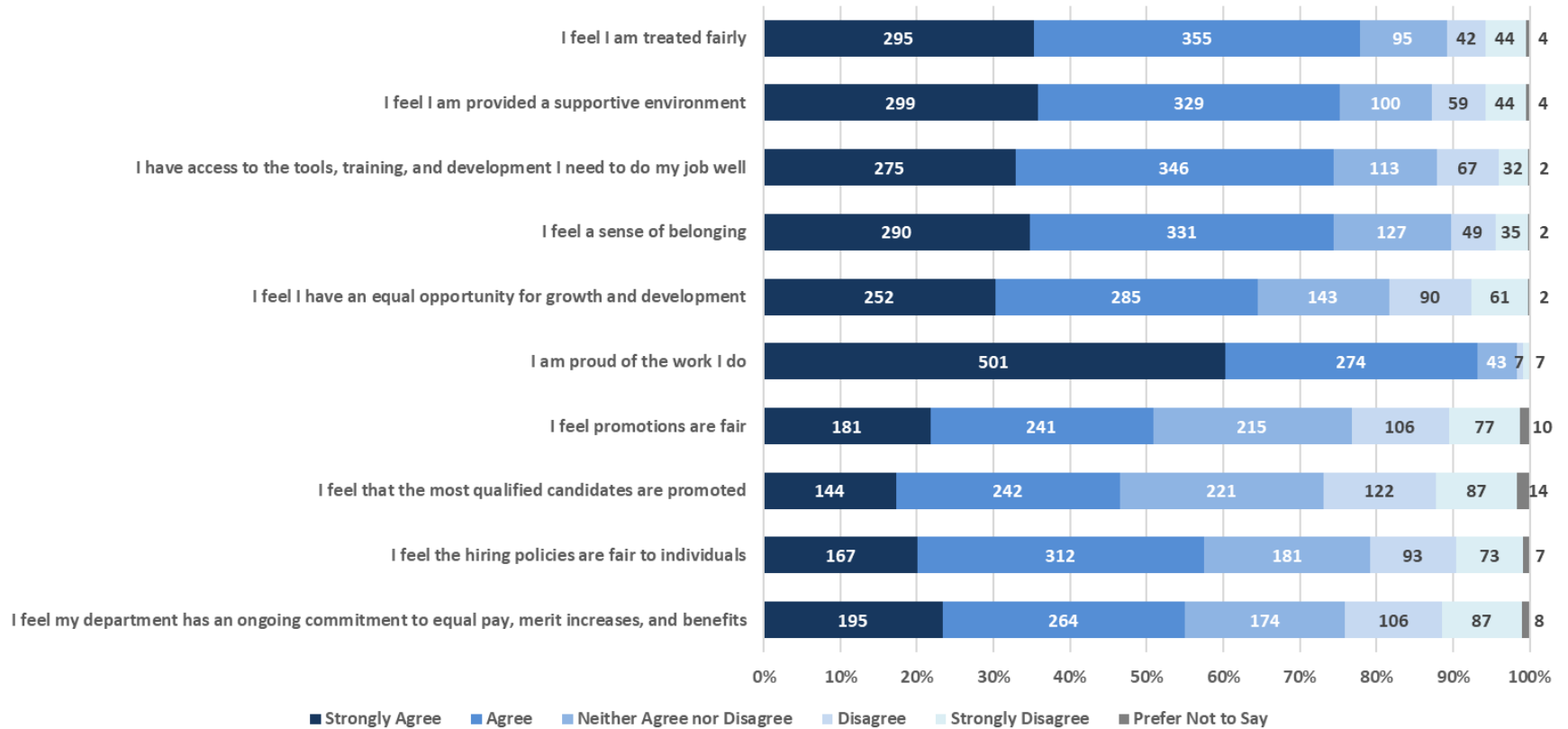
We performed a more detailed analysis to determine if any trends or correlations exist based on employee demographics. Based on this analysis, we noted:

- As the chain of command goes down from director-level or higher to hourly employees, respondents were less likely to agree or strongly agree that promotions are fair at the City of Sacramento. For example, while 75% of respondents that are director-level or higher employees (12 of 16) either agreed or strongly agreed that promotions are fair at the City of Sacramento, only 38% of respondents that are hourly employees (151 of 393) agreed or strongly agreed.
- While only 11 respondents identified as non-binary in this survey, non-binary respondents were less likely than respondents of other sexes to feel positively about most questions related to the City's workplace climate, workforce development, benefits, and policies as they pertain to the City of Sacramento in general.
- While 59% of respondents (500 of 842) either agreed or strongly agreed that they have an equal opportunity for growth and development at the City of Sacramento, only 43% of African American (27 of 63) and 43% of Native Hawaiian (3 of 7) respondents agreed or strongly agreed.
- While 80% of respondents under 40 (183 of 229) either agreed or strongly agreed that they are provided a supportive environment at the City of Sacramento, only 68% of respondents 40 and above (286 of 418) agreed or strongly agreed.
- While 43% of respondents without disabilities (254 of 588) either agreed or strongly agreed that the most qualified candidates are promoted, only 20% of respondents with disabilities (12 of 59) agreed or strongly agreed.
- While there were a small number of respondents in some education groups, in general, the more education a respondent has, the more likely they were to feel they are treated fairly, feel they are provided a supportive environment, and feel a sense of belonging at the City of Sacramento.
- While 47% of cisgender men (114 of 243) and 41% of cisgender women (104 of 255) either agreed or strongly agreed that the most qualified candidates are promoted at the City of Sacramento, only 27% of other gender identities (55 of 207) agreed or strongly agreed.
- While 59% of respondents (500 of 842) either agreed or strongly agreed that they have an equal opportunity for growth and development at the City of Sacramento, only 29% of asexual (4 of 14) and 36% of lesbian (4 of 11) respondents agreed or strongly agreed.
- While 50% of respondents (416 of 837) either agreed or strongly agreed that hiring policies are fair to individuals at the City of Sacramento, only 21% of asexual (3 of 14) and 27% of lesbian (3 of 11) respondents agreed or strongly agreed.

Chapter 2.2: Departments

Similar to section one, this section focuses on whether employees feel they are treated fairly, whether they feel promotions are fair, and whether employees feel they are provided the tools, training, and development they need to do their jobs in their own departments. Figure 18 details how respondents felt about their own department. Most respondents affirm they are proud of the work they do and 78 percent of respondents feel they are treated fairly.

Figure 18: Workplace Climate, Workforce Development, Benefits, and Policies Survey Questions as it Pertains to the Respondents Own Department



Number of responses: 830 to 835

We performed a more detailed analysis to determine if any trends or correlations exist based on employee demographics. Based on this analysis, we noted:

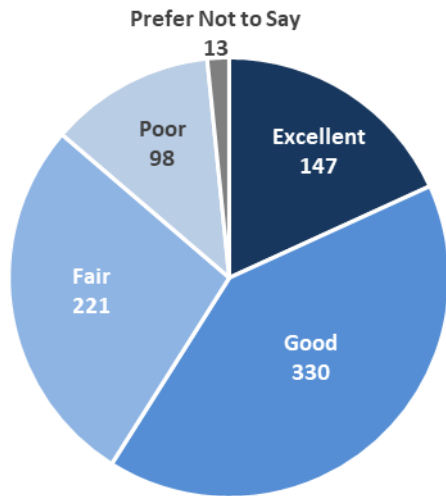
- While 78% of respondents (650 of 835) either agreed or strongly agreed they are treated fairly within their department, 100% of respondents in the City Auditor’s Office (6 of 6), 96% of respondents in the City Manager’s Office (24 of 25), and 92% of respondents in the Mayor and Councilmember offices (12 of 13) either agreed or strongly agreed.
- While 75% of respondents (628 of 835) either agreed or strongly agreed they are provided a supportive environment within their department, 100% of respondents in the City Auditor’s Office (6 of 6), 96% of respondents in the City Manager’s Office (24 of 25), and 92% of respondents in the Mayor and Councilmember offices (12 of 13) either agreed or strongly agreed.
- While there were a small number of responses in some tenure groups, in general, the longer a respondent has worked for the City, the less likely they are to feel a sense of belonging or feel that the most qualified candidates are promoted within their department.
- While some roles within the organization contained a small number of responses, in general, as the chain of command goes down from director-level or higher to hourly employees, respondents were less likely to feel positively about the City’s workplace climate, workforce development, benefits, and policies as they pertain to the employee’s department.
- While only 11 respondents identified as non-binary in this survey, non-binary respondents were less likely than male and female respondents to feel positively about most questions related to the City’s workplace climate, workforce development, benefits, and policies as they pertain to the employee’s department.
- Respondents with disabilities or impairments were less likely to feel positively about most questions related to the City’s workplace climate, workforce development, benefits, and policies as they pertain to the respondent’s department.
- While there were a small number of respondents in some education groups, in general, the more education a respondent has, the more likely they were to feel they are provided a supportive environment, have access to the tools, training, and development they need to do their jobs well, have an equal opportunity for growth and development, and that their department has an ongoing commitment to equal pay, merit increases, and benefits.

“Increasing focus on employee retention and advancement. I believe most City employees are proud of their roles and happy to be here. Let’s work to create viable career pathways and growth opportunities to keep folks “on the team”.”

Chapter 3: Employee Work-Life Balance

This chapter focuses on how employees feel about their personal work-life balance and how they perceive their professional relationships with their peers and colleagues. Figure 19 details how respondents felt about their work-life balance. Fifty-nine percent of respondents rated their work-life balance as excellent or good.

Figure 19: Respondent Rating of Work-Life Balance



Number of responses: 809

“I believe that teleworking has greatly contributed to work life balance and an extreme reduction in stress [sic]”

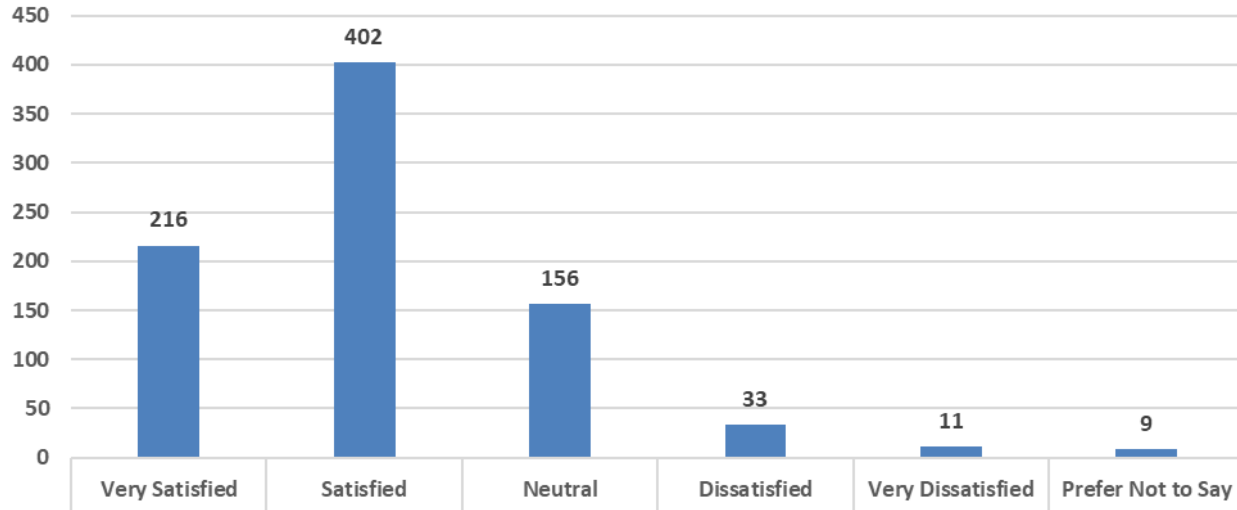
“There is burnout in my area and I think having more programs or resources that can help employee maintain that healthy work-life balance would help.”

We performed a more detailed analysis to determine if any trends or correlations exist based on employee demographics. Based on this analysis, we noted:

- While 62% of male (181 of 292) and 65% of female (196 of 300) respondents rated work-life balance as good or excellent, only 45% of non-binary (5 of 11) respondents rated work-life balance as good or excellent.
- While 59% of respondents (477 of 809) rated work-life balance as good or excellent, only 26% of Filipino (5 of 19) respondents rated work-life balance as good.
- While 92% of respondents with annual salaries under \$25,000 (11 of 12) rated work-life balance as good or excellent, only 61% of respondents with annual salaries at or above \$25,000 (357 of 590) rated work-life balance as good or excellent.

Figure 20 details how respondents felt about their professional relationships with peers and colleagues. Seventy-five percent of respondents felt satisfied or very satisfied with their professional relationships with peers and colleagues.

Figure 20: Respondent Satisfaction with Professional Relationships with Peers and Colleagues



Number of responses: 827

“Work as a team, be kind and respect one another.”

“I am looking forward to being more in the office to have more interaction and build rapport with colleagues.”

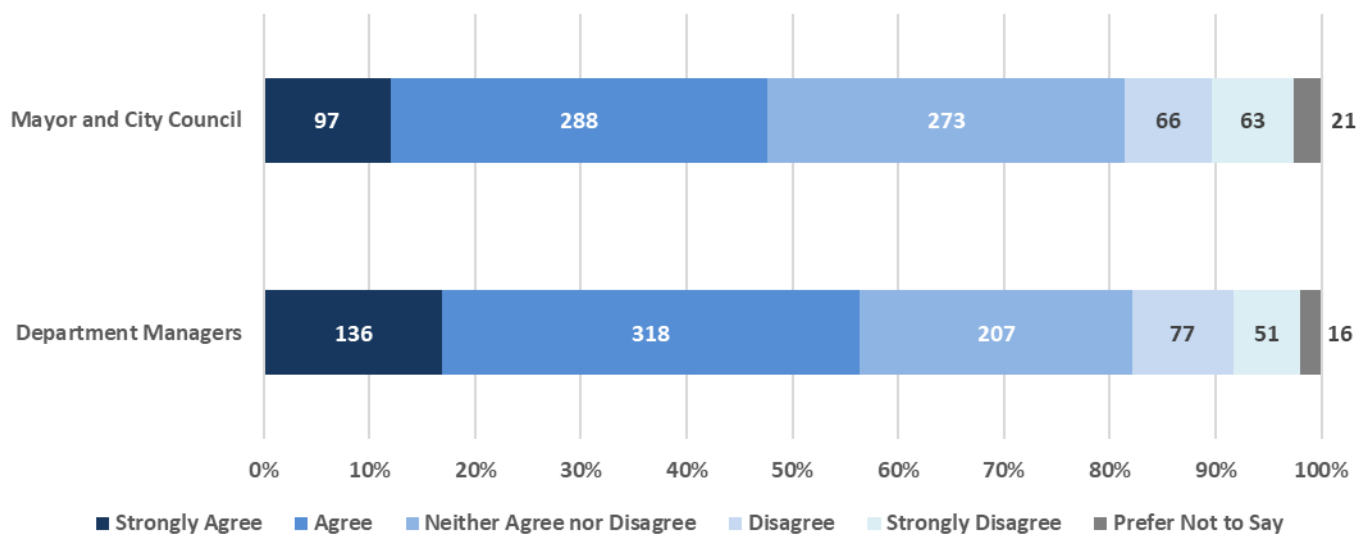
We performed a more detailed analysis to determine if any trends or correlations exist based on employee demographics. Based on this analysis, we noted:

- While 94% of respondents that are director-level or higher employees (15 of 16) rated satisfaction with their professional relationships as satisfied or very satisfied, only 70% of respondents that are hourly employees (269 of 384) rated satisfaction with their professional relationships as satisfied or very satisfied.
- While 81% of male (241 of 296) and 77% of female (240 of 310) respondents rated satisfaction with their professional relationships as satisfied or very satisfied, only 45% of non-binary (5 of 11) respondents rated satisfaction with their professional relationships as satisfied or very satisfied.

Chapter 4: City Leadership

This chapter focuses on how employees perceive the City’s leadership promote diversity, equity, and inclusion (DEI) and maintain high quality standards. Figure 21 details how respondents felt the Mayor and City Council and Department Managers promote DEI within the City of Sacramento. Forty-eight percent of respondents feel that the Mayor and City Council and 56 percent of respondents feel that Department Managers promote DEI within the City of Sacramento.

Figure 21: I feel that _____ promote diversity, equity, and inclusion within the City of Sacramento. This may include leading from the top, hiring practices, providing support, creating a culture of inclusion, establishing feedback mechanisms, communication, etc.



“I think the work the City is doing with the GARE program is very good. I would like to see all employees get the opportunity to participate in more programs such as those that the Executive team gets to participate in.”

Number of responses: 808 and 805, respectively

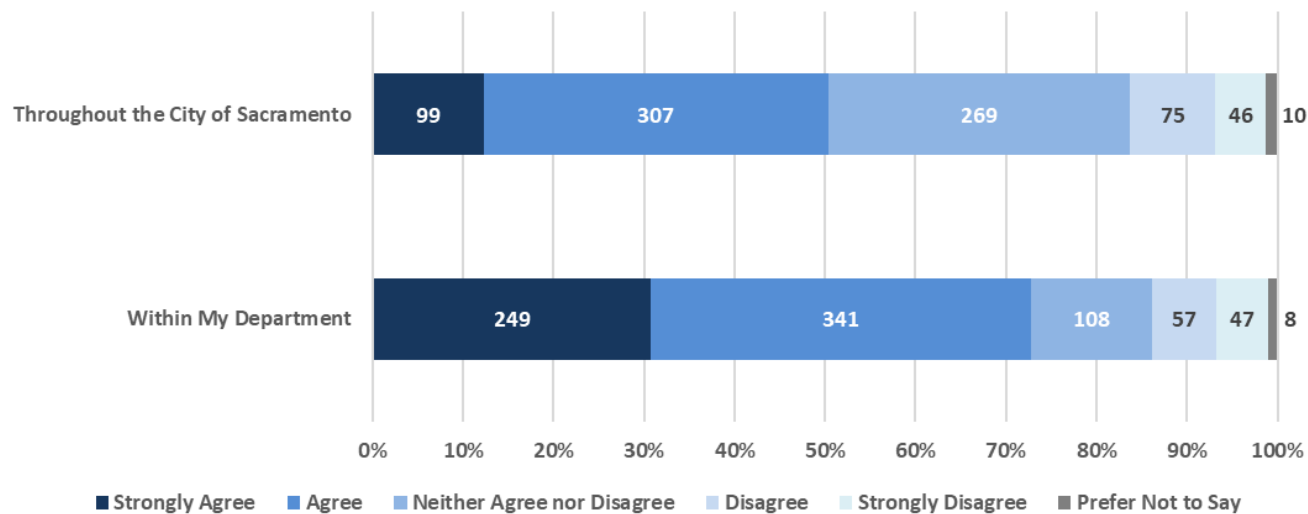
We performed a more detailed analysis to determine if any trends or correlations exist based on employee demographics. Based on this analysis, we noted:

- While some roles within the organization contained a small number of responses, in general, as the chain of command goes down from director-level or higher to hourly employees, respondents were less likely to agree or strongly agree that the Mayor and City Council and Department Managers promote diversity, equity, and inclusion within the City of Sacramento.

- While only 11 respondents identified as non-binary in this survey, non-binary respondents were less likely than male and female respondents to agree or strongly agree that the Mayor and City Council and Department Managers promotes diversity, equity, and inclusion within the City of Sacramento.
- While 56% of respondents (454 of 805) either agreed or strongly agreed their Department Managers promote diversity, equity, and inclusion within the City of Sacramento, only 42% of African American (26 of 62) respondents agreed or strongly agreed.
- While 56% of respondents (454 of 805) either agreed or strongly agreed their Department Managers promote diversity, equity, and inclusion with the City of Sacramento, only 36% of asexual (5 of 14) respondents and 27% of lesbian (3 of 11) respondents agreed or strongly agreed.

Figure 22 details how respondents felt about the City’s commitment to maintaining high quality standards. While 50 percent of respondents feel managers and supervisors throughout the City of Sacramento are committed to maintaining high quality standards, 73 percent of respondents feel managers and supervisors within their department are committed to maintaining high quality standards.

Figure 22: I feel managers and supervisors are committed to maintaining high quality standards



Number of responses: 806 and 810, respectively

“No, I think the City’s standards are too low and people should be hired or put into positions based on ability, not their race/gender/sexual preference.”

We performed a more detailed analysis to determine if any trends or correlations exist based on employee demographics. Based on this analysis, we noted:

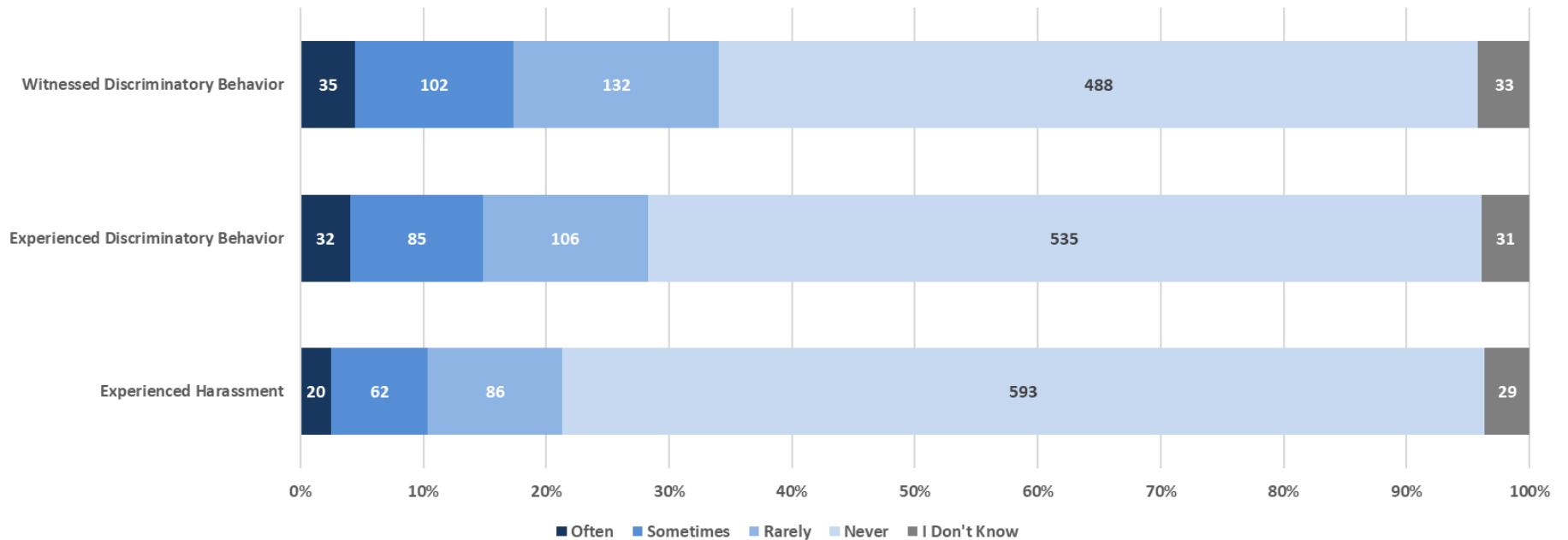
- While 50% of respondents (406 of 806) either agreed or strongly agreed that the City is committed to maintaining high quality standards, only 32% of respondents in the Police Department (25 of 79) and 32% of respondents in the Fire Department (27 of 84) agreed or strongly agreed.
- While some roles within the organization contained a small number of responses, in general, as the chain of command goes down from director-level or higher to hourly employees, respondents were less likely to agree or strongly agree that the City and their department are committed to maintaining high quality standards.
- While 79% of male (234 of 295) and 75% of female (234 of 310) respondents either agreed or strongly agreed that their department is committed to maintaining high quality standards, only 45% of non-binary (5 of 11) respondents agreed or strongly agreed.
- While 73% of respondents (590 of 810) either agreed or strongly agreed that their department is committed to maintaining high quality standards, only 60% of African American (38 of 63) respondents agreed or strongly agreed.
- In general, the more education a respondent has, the more likely they are to agree or strongly agree that their department is committed to maintaining high quality standards. For example, while 88% of respondents with professional degrees (14 of 16) (e.g. law degree or medical degree) either agreed or strongly agreed that their department is committed to maintaining high quality standards, only 58% of respondents with trade/technical/vocational training (14 of 24) agreed or strongly agreed.
- While 73% of respondents (590 of 810) either agreed or strongly agreed that their department is committed to maintaining high quality standards, only 36% of lesbian (4 of 11) respondents agreed or strongly agreed.

“Very siloed – and if someone wants to collaborate or innovate, the responsibility falls on the person seeking change. Managers seem very comfortable with the status quo/how they’ve always done things. Doesn’t feel like there is much appetite, staff time, or funding for creativity or bold actions (which are repeatedly called for by Council and Leadership).”

Chapter 5: Discrimination and Harassment

This chapter focuses on employee experiences with discrimination and harassment, including bias and microaggressions. Figure 23 details how often respondents stated they witnessed or experienced discrimination and harassment in the workplace within the last twelve months. While most respondents stated they have not witnessed or experienced discrimination or harassment in the workplace within the last twelve months, 34 percent of respondents stated they have witnessed discriminatory behavior, 28 percent of respondents stated they have experienced discriminatory behavior, and 21 percent of respondents stated they have experienced harassment.

Figure 23: Respondent Experiences with Discrimination and Harassment Within the Last 12 Months

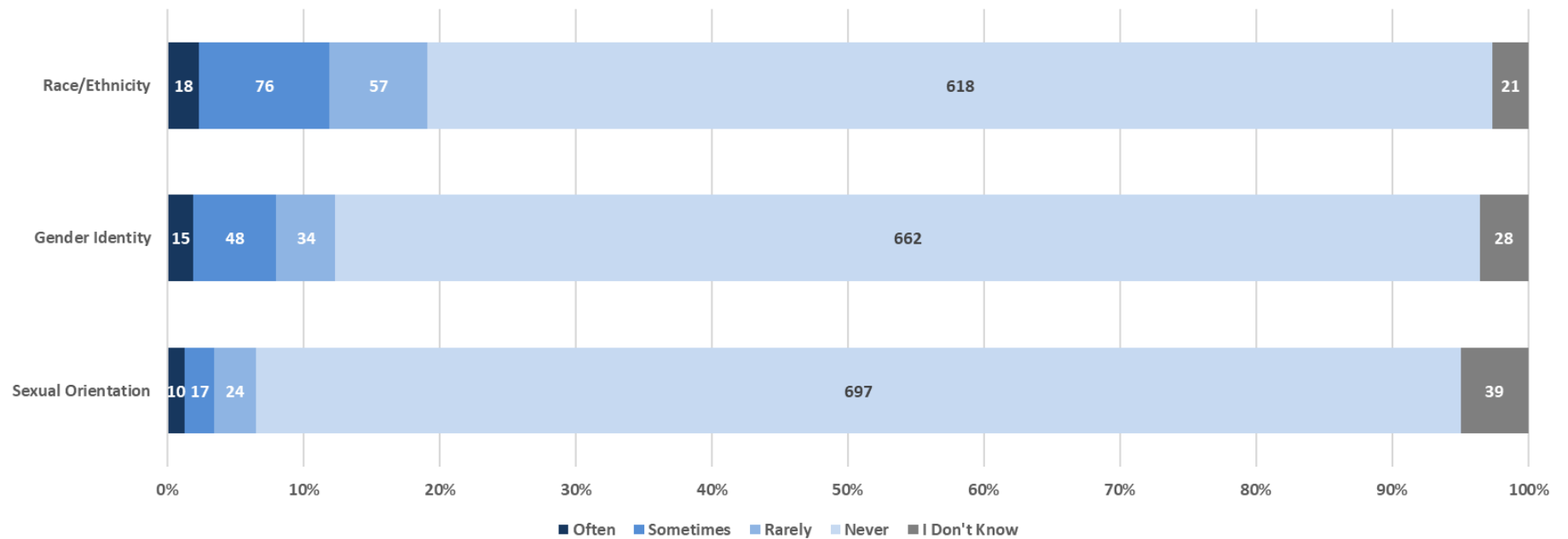


Number of responses: 789 to 790

“There are some incidents that are tough to bring forward because they are subtle. Unless incidents are egregious, it's sometime [sic] not worth bringing to forward because of the amount of work required to report it.”

Figure 24 details how often respondents stated they felt excluded or unwelcome in the workplace due to being a member of a protected class. While most respondents stated they have not felt excluded or unwelcome in the workplace due to a protected class, 19 percent of respondents stated they have felt excluded or unwelcome due to their race or ethnicity, 12 percent of respondents stated they have felt excluded or unwelcome due to their gender identity, and 6 percent of respondents stated they have felt excluded or unwelcome due to their sexual orientation.

Figure 24: Respondent Experiences with Feeling Excluded or Unwelcome in the Workplace Due to a Protected Class

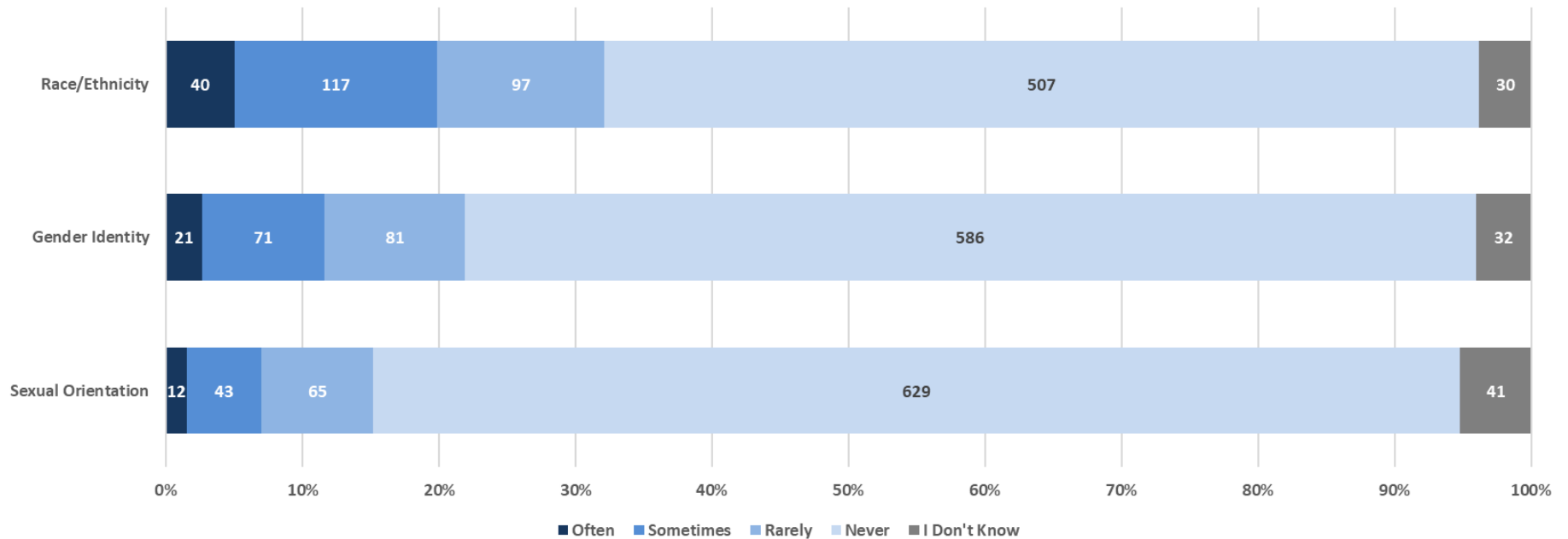


Number of responses: 787 to 790

“Creating a clean and welcoming work desk for employees [sic] promotion and coming in to [sic] a new position. Its [sic] the small things that make employees feel welcome.”

Figure 25 details how often respondents stated they witnessed bias or unequal treatment in the workplace due to a protected class. While most respondents stated they have not witnessed bias or unequal treatment in the workplace due to a protected class, 32 percent of respondents stated they have witnessed bias or unequal treatment due to race or ethnicity, 22 percent of respondents stated they have witnessed bias or unequal treatment due to gender identity, and 15 percent of respondents stated they have witnessed bias or unequal treatment due to sexual orientation.

Figure 25: Respondent Experiences with Witnessing Bias or Unequal Treatment in the Workplace Due to a Protected Class



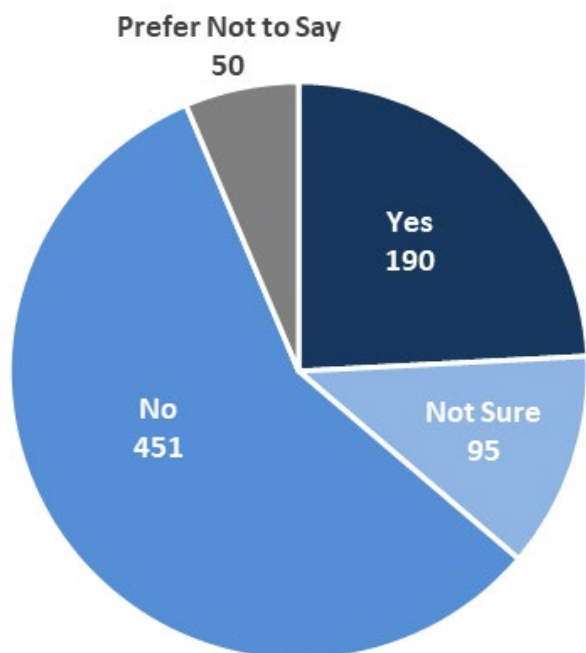
Number of responses: 790 to 791

“Not only focus on treating everyone equally, but kindly. There are not very many ‘good job’, ‘thank you’ or ‘great suggestion’. Those things feel good and aren’t heard often.”

Chapter 5.1: Bias

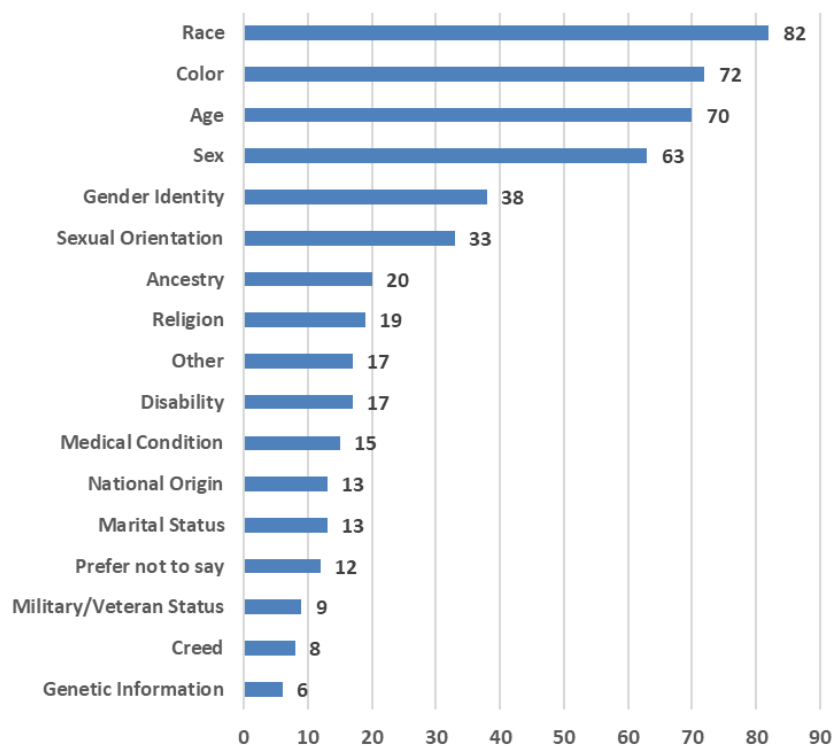
This section focuses on employee experiences with biased behavior in the workplace. Figures 26 and 27 detail how many respondents stated they have ever witnessed, overheard, or seen biased behavior towards any protected classes in the workplace and which protected class experienced the bias, respectively. Twenty-four percent of respondents stated they have witnessed, overheard, or seen biased behavior in the workplace with race, color, age, and sex being the most common protected classes experiencing bias.

Figure 26: Have Respondents Ever Witnessed, Overheard, or Seen Biased Behavior Towards any Protected Classes in the Workplace



Number of responses: 786

Figure 27: Protected Class That Experienced the Bias

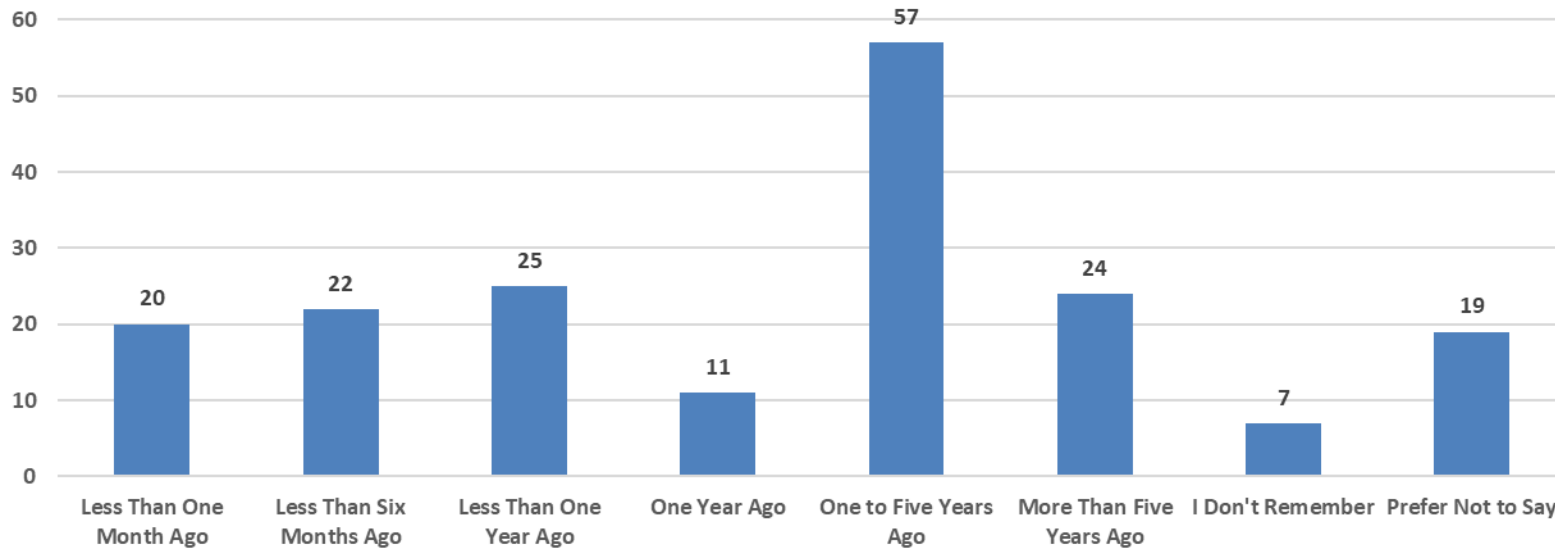


Number of responses: 190

Note: Because employees can belong to multiple protected classes and respondents could be referring to multiple incidents, this question allowed respondents to select all that applied; therefore, the total number of protected classes that experienced bias is more than the number of responses.

Figure 28 details how long ago the most recent occurrence of biased behavior respondents witnessed, overheard, or saw in the workplace. Of these respondents, 42 percent have witnessed, overheard, or seen biased behavior in the workplace within the last year.

Figure 28: Most Recent Occurrence of Bias



Number of responses: 185

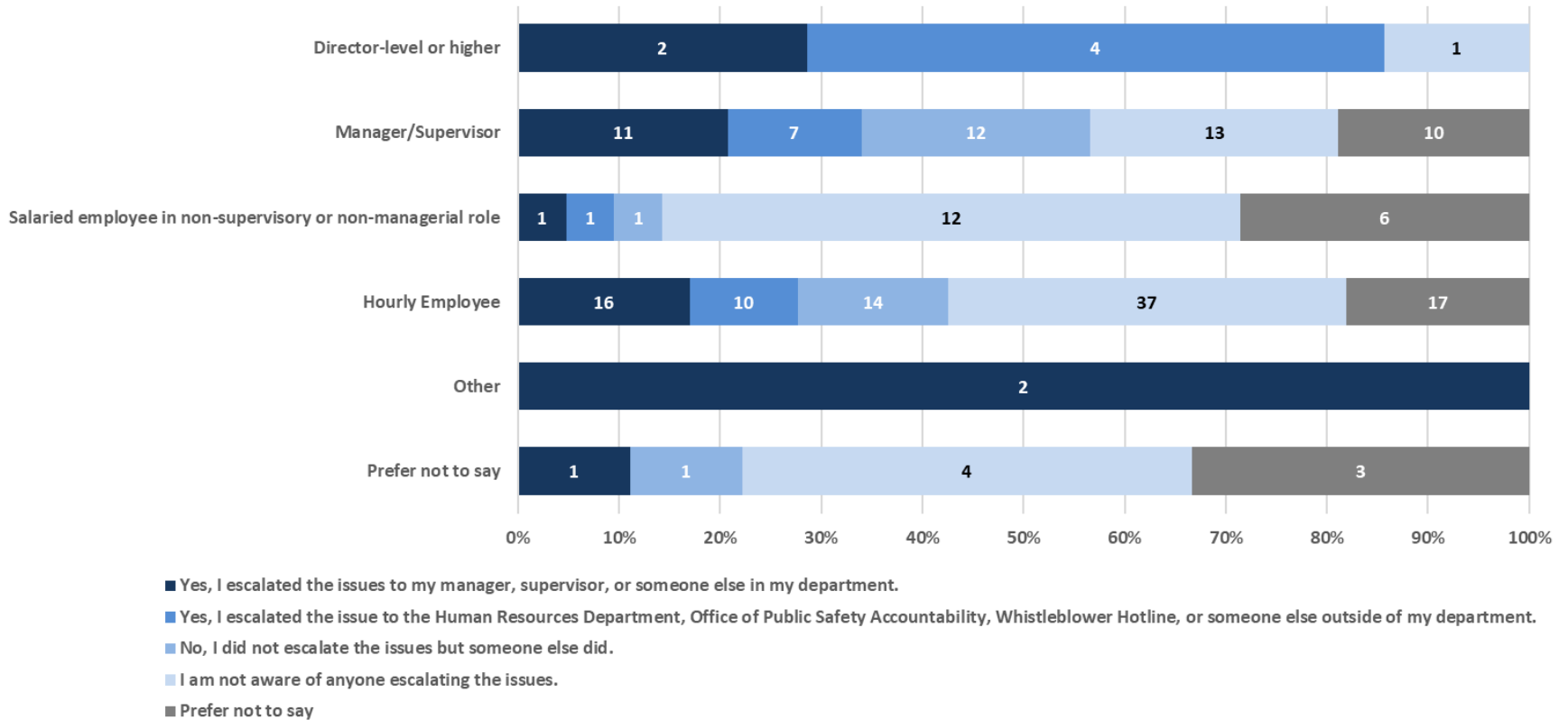
“I do not know the reporting process and am extremely fearful of retaliation [sic]”

“Promotion bias can be seen as subjective and can be difficult to voice to [sic] chain of command. If you feel that you are not being promoted because of bias, and report it, you’ll feel a lot of pressure to provide evidence and concrete examples to prove that bias occurred. The burden of proof falls on you. It’s an uphill battle that can be very damaging if you fail.”

“I have been with the City since [redacted to protect anonymity], and these observations are old ones, but worth mentioning since they did happen even if not recent.”

Figure 29 details whether respondents that have witnessed, overheard, or seen biased behavior reported the incident(s). Overall, 30 percent of respondents stated they escalated the biased behavior.

Figure 29: Reporting of Biased Behavior

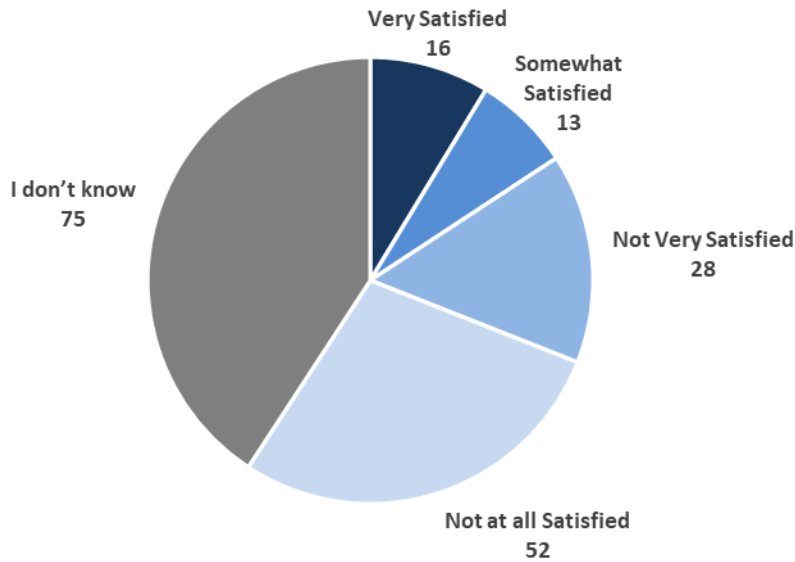


Number of responses: 186

“I was satisfied with the response I received when I reported the incident, but I do not know what the outcome was.”

Figure 30 details whether respondents that have witnessed, overheard, or seen biased behavior were satisfied with the City’s response, including any known discipline. Only 16 percent of respondents were somewhat or very satisfied with the City’s response.

Figure 30: Satisfaction with City’s Response, Including Any Known Discipline, to the Biased Behavior



Number of responses: 184

“I am not aware of any action taken to prevent the behavior [sic]”

“Issue didn’t seem to be taken seriously, no real repercussions for the behavior.”

“Decreased morale within the unit due to lack of discipline.”

We performed a more detailed analysis to determine if any trends or correlations exist based on employee demographics. Based on this analysis, we noted:

- While 44% of respondents that are director-level or higher employees (7 of 16) stated they have witnessed, overheard, or seen biased behavior, only 26% of respondents that are hourly employees (96 of 365) stated they have witnessed, overheard, or seen biased behavior.
- While 20% of male (58 of 295) respondents stated they have witnessed, overheard, or seen biased behavior, 26% of female (80 of 310) respondents and 27% of non-binary (3 of 11) respondents stated they have witnessed, overheard, or seen biased behavior.

- While 35% of respondents with disabilities or impairments (21 of 60) stated they have witnessed, overheard, or seen biased behavior, only 21% of respondents without disabilities or impairments (122 of 587) stated they have witnessed, overheard, or seen biased behavior.
- While 41% of female (32 of 79) respondents stated they reported the biased behavior, only 28% of male (16 of 58) respondents and 0% of non-binary (0 of 3) respondents stated they reported the biased behavior.
- While 48% of respondents with disabilities or impairments (10 of 21) stated they reported the biased behavior, only 29% of respondents without disabilities or impairments (35 of 121) stated they reported the biased behavior.
- While 37% of respondents 40 and older (37 of 101) stated they reported the biased behavior, only 20% of employees under 40 (9 of 46) stated they reported the biased behavior.
- In general, employees that were more familiar with City resources were more likely to report biased behavior.
- While 43% of respondents that are director-level or higher employees (3 of 7) stated they were somewhat satisfied or very satisfied with the City’s response, only 11% of respondents that are hourly employees (10 of 93) stated they were somewhat satisfied or very satisfied with the City’s response, including any known discipline, to the biased behavior.

“Making sure that everyone follows the same rules. It’s really demoralizing when some have to play by the rules and others don’t.”

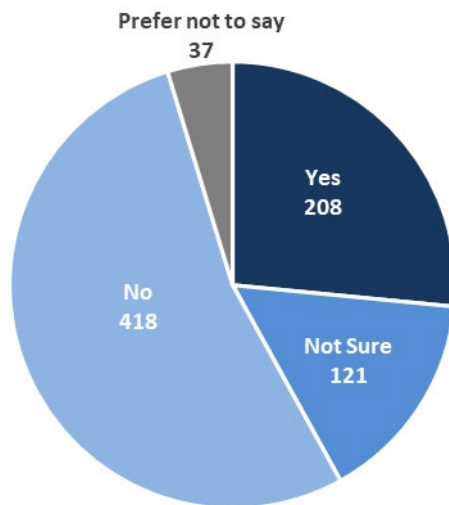
“Most of the discriminatory practices that I have personally seen are because someone is a protected class and they are not disciplined to the same standards as everyone else is.”

“Hold Managers and Department heads and Assistant City Managers more accountable for the actions of employees under them. When a football team does not have a winning season, it is the coach that gets fired. The leaders of the organization have a huge role in shaping the environment – and thats [sic] often why negative environments persist.”

Chapter 5.2: Microaggressions

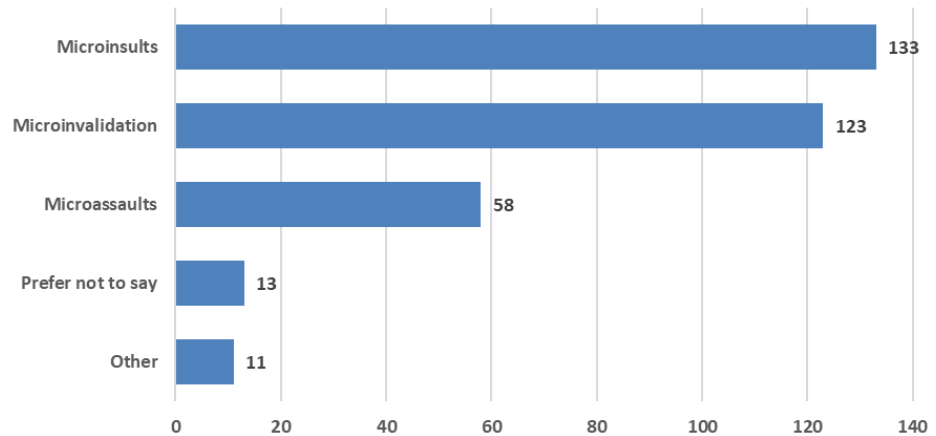
This section focuses on employee experiences with microaggressions in the workplace. Figures 31 and 32 detail how many respondents stated they have ever witnessed or experienced microaggressions in the workplace and the form of microaggression witnessed or experienced, respectively. Twenty-seven percent of respondents stated that had witnessed or experienced microaggressions in the workplace with microinsults and microinvalidation as the most common forms.

Figure 31: Have Respondents Ever Witnessed or Experienced Microaggressions in the Workplace



Number of responses: 784

Figure 32: Microaggression Witnessed or Experienced



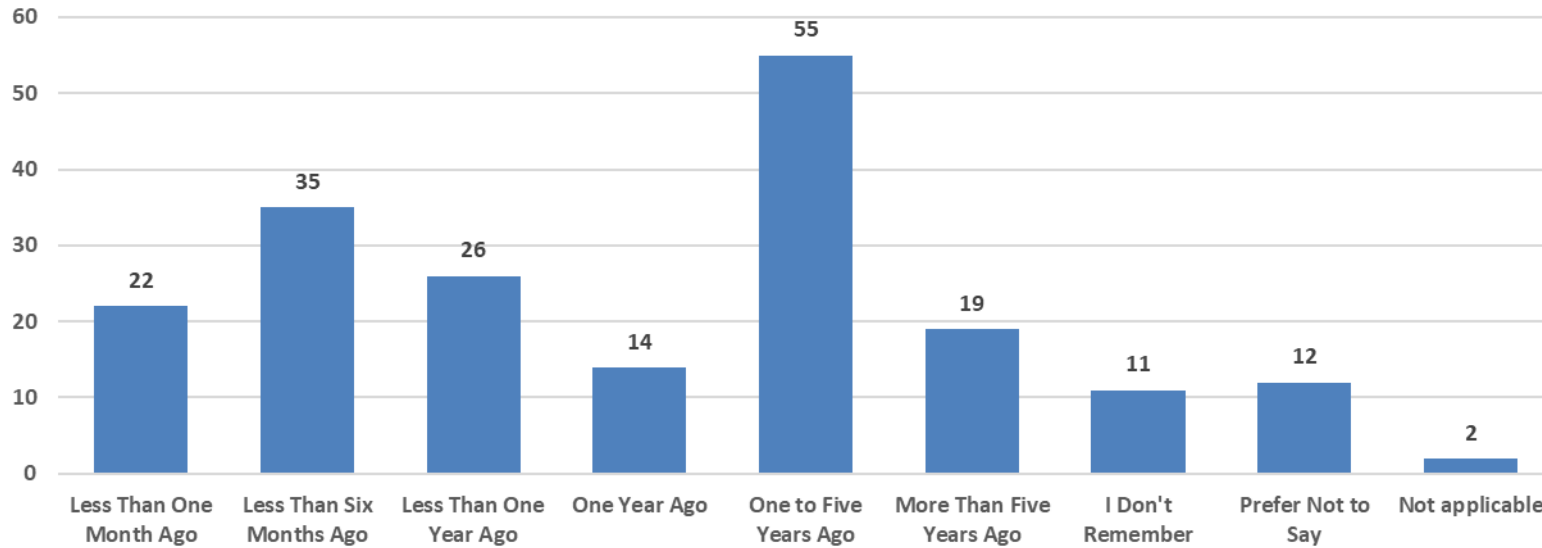
Number of responses: 197

Note: Not all employees who answered “Yes” in figure 31 answered this question. Additionally, because employees could be referring to multiple incidents, this question allowed respondents to select all that applied; therefore, the total number of microaggressions experienced is more than the number of responses.

“Because of the “work from home” order, remarks being made in staff and work related calls are not documented and ultimately not reported.”

Figure 33 details how long ago the most recent microaggression was witnessed or experienced by respondents. Of these respondents, 49 percent witnessed or experienced microaggressions within the last year.

Figure 33: Most Recent Occurrence of Microaggression



*“Less whining
more work [sic]”*

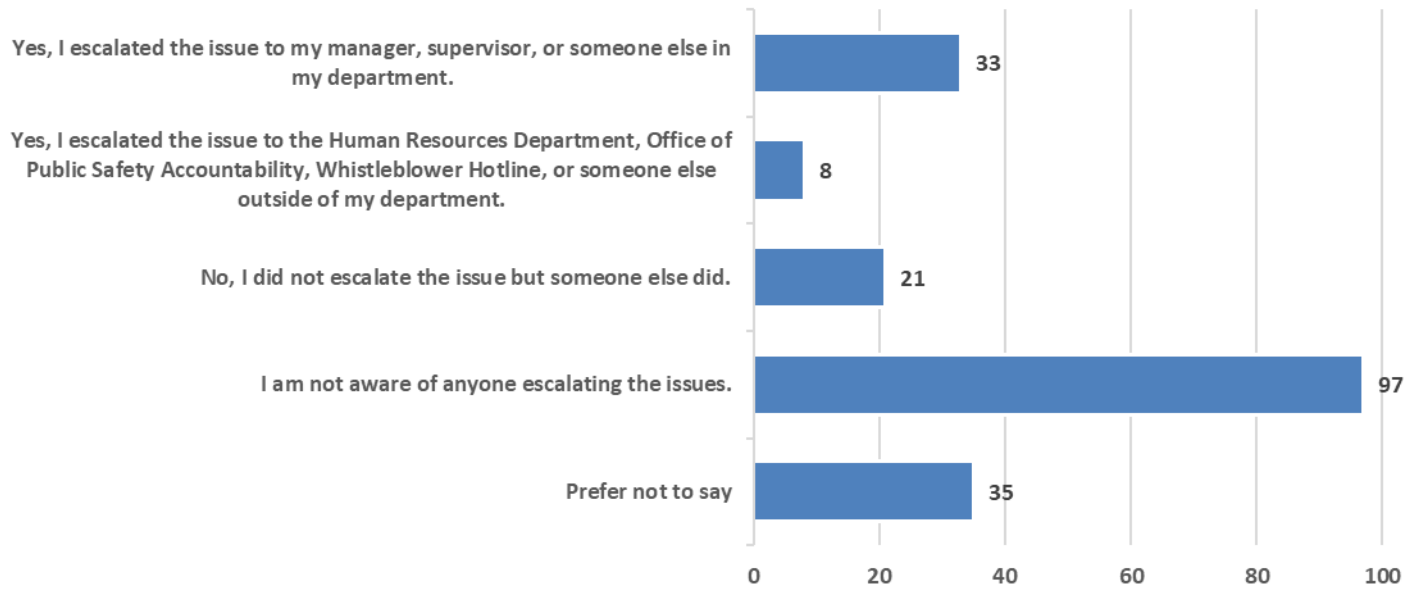
Number of responses: 196

“Having only joined the City [redacted to protect anonymity], I do not have deep enough knowledge of policies and procedures to be able to take action. So far, I'm taking notes on these attitudes to try to help correct flawed decision making processes in decisions I collaborate on.”

“These things happen over the course of a career, some events before the term microaggression existed.”

Figure 34 details whether respondents that have witnessed or experienced microaggressions reported the incident(s). Overall, 21 percent of respondents stated they escalated the microaggression(s).

Figure 34: Reporting of Microaggressions



“The policies and process to report discrimination, microaggressions etc. need to be made much clearer to employees. Who to report to first, how to do it, etc.”

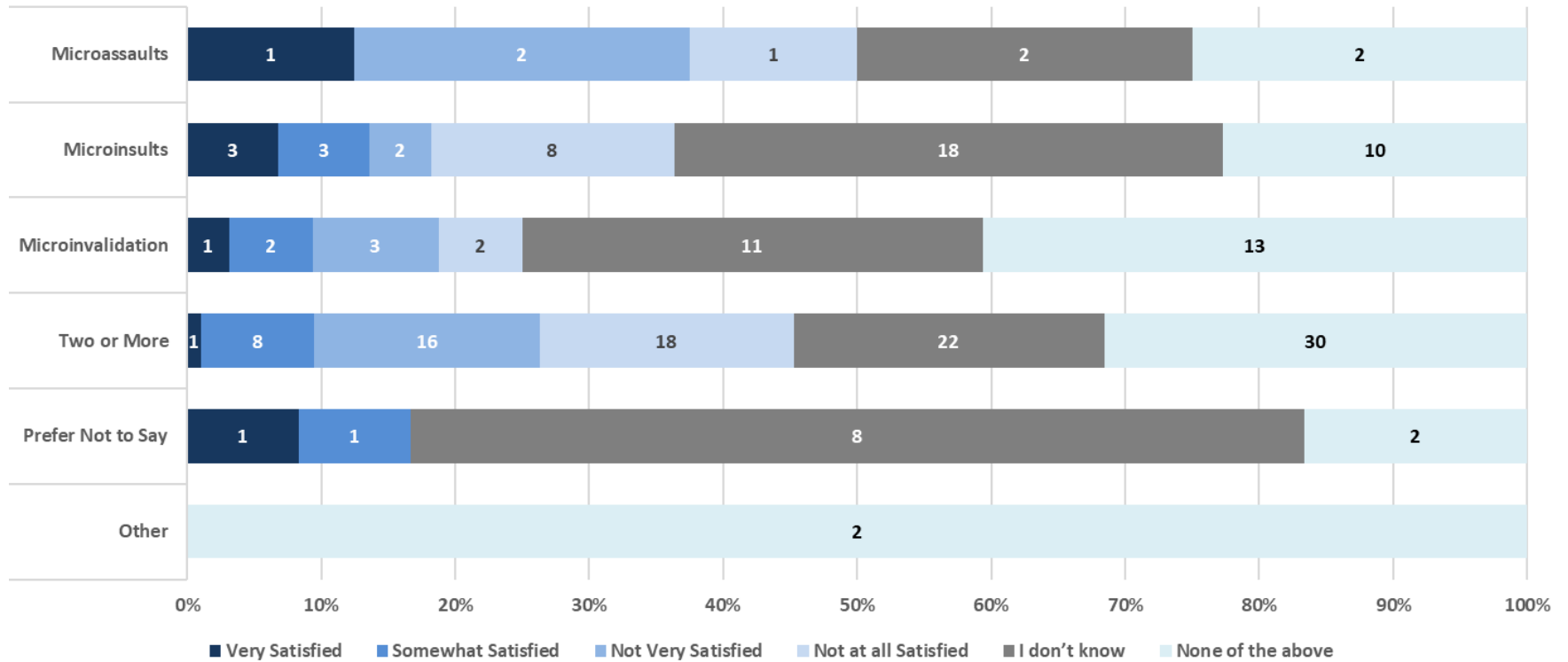
Number of responses: 194

“Allow full time remote work to be an option for everyone who is able to carry out their duties this way. This is the easiest way to advance inclusiveness. Office environments prioritize a certain type of personality and default to the culture of the majority (white/male/straight/cisgender etc [sic]), making it uncomfortable (and at worst, oppressive) for those who are not of those groups.”

“Fix the retaliation problem with reporting. I know retaliation is against the law but it still happens. People are ostracized for speaking out.”

Figure 35 details whether respondents that have witnessed or experienced microaggressions were satisfied with the City’s response, including any known discipline. Only 11 percent of respondents were somewhat or very satisfied with the City’s response to all types of microaggressions.

Figure 35: Satisfaction with City’s Response, Including Any Known Discipline, to the Microaggression



Number of responses: 193

“The intent to correct the issue is there, but the issue continues.”

“Nothing was done to change or correct the behavior.”

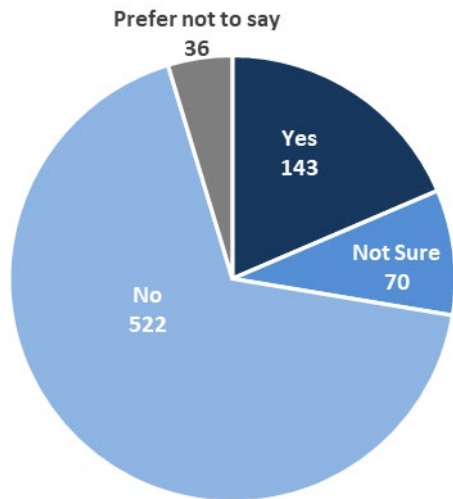
We performed a more detailed analysis to determine if any trends or correlations exist based on employee demographics. Based on this analysis, we noted:

- While there were a small number of responses in some tenure groups, in general, the longer a respondent has worked for the City, the more likely they were to state they have witnessed or experienced microaggressions. For example, while 42% of respondents with 35 years or more of City service (5 of 12) stated they have witnessed or experienced microaggressions, only 15% of respondents with less than one year of City service (12 of 78) stated they have witnessed or experienced microaggressions.
- While 27% of respondents (208 of 784) stated they have witnessed or experienced microaggressions, 63% of respondents that are director-level or higher employees (10 of 16) stated they had witnessed or experienced microaggressions.
- While only 11 respondents identified as non-binary in this survey, 45% of non-binary (5 of 11) respondents stated they have witnessed or experienced microaggressions, while only 22% of male (65 of 296) and 30% of female (93 of 310) respondents stated they have witnessed or experienced microaggressions.
- While 40% of respondents with disabilities or impairments (24 of 60) stated they have witnessed or experienced microaggressions, only 24% of respondents without disabilities or impairments (140 of 589) stated they have witnessed or experienced microaggressions.
- While 50% of employees that are director-level or higher employees (5 of 10) stated they reported the microaggression, only 17% of respondents that are hourly employees (17 of 98) stated they reported the microaggression.
- While 29% of respondents with disabilities or impairments (7 of 24) stated they reported the microaggression, only 20% of respondents without disabilities or impairments (27 of 137) stated they reported the microaggression.
- While 40% of respondents who have previously served in the military (4 of 10) stated they reported the microaggression, only 19% of respondents who haven't served in the military (32 of 167) stated they reported the microaggression.
- While there were a small number of responses in some tenure groups, in general, the longer a respondent has worked for the City, the less likely they were to state they are satisfied with the City's response, including any known discipline, to the microaggression. For example, while 13% of respondents with 15 years or less of City service (15 of 116) stated they were somewhat satisfied or very satisfied with the City's response, 8% of respondents with more than 15 years of City service (6 of 74) stated they were somewhat satisfied or very satisfied with the City's response, including any known discipline, to the microaggression.
- While 27% of respondents who have previously served in the military (3 of 11) stated they were somewhat satisfied or very satisfied with the City's response, only 11% of respondents who haven't served in the military (18 of 165) stated they were somewhat satisfied or very satisfied with the City's response, including any known discipline, to the microaggression.

Chapter 5.3: Harassment

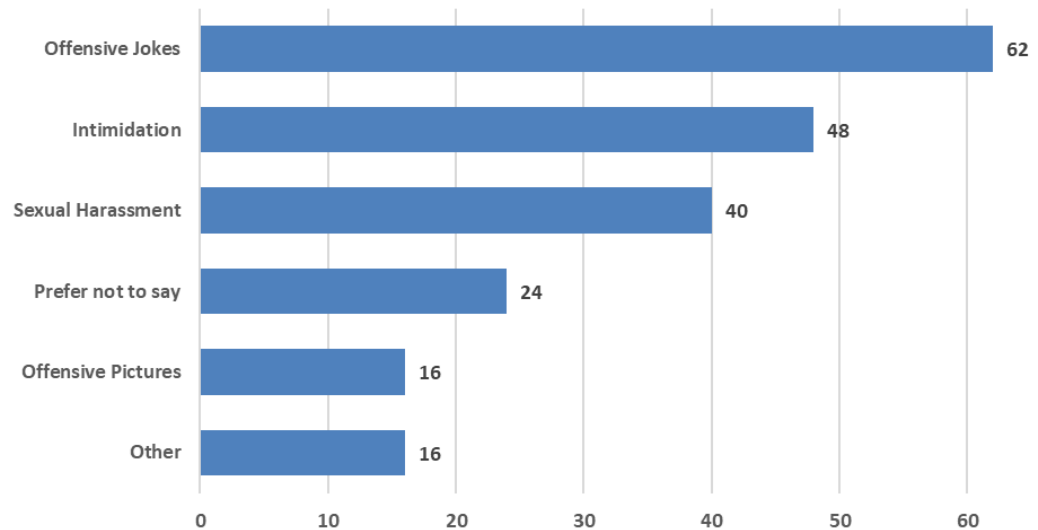
This section focuses on employee experiences with harassment in the workplace. Figures 36 and 37 detail how many respondents stated they have ever witnessed or experienced harassment in the workplace and the form of harassment witnessed or experienced, respectively. Nineteen percent of respondents stated that had witnessed or experienced harassment in the workplace with offensive jokes being the most common form.

Figure 36: Have Respondents Ever Witnessed or Experienced Harassment in the Workplace



Number of responses: 771

Figure 37: Harassment Witnessed or Experienced



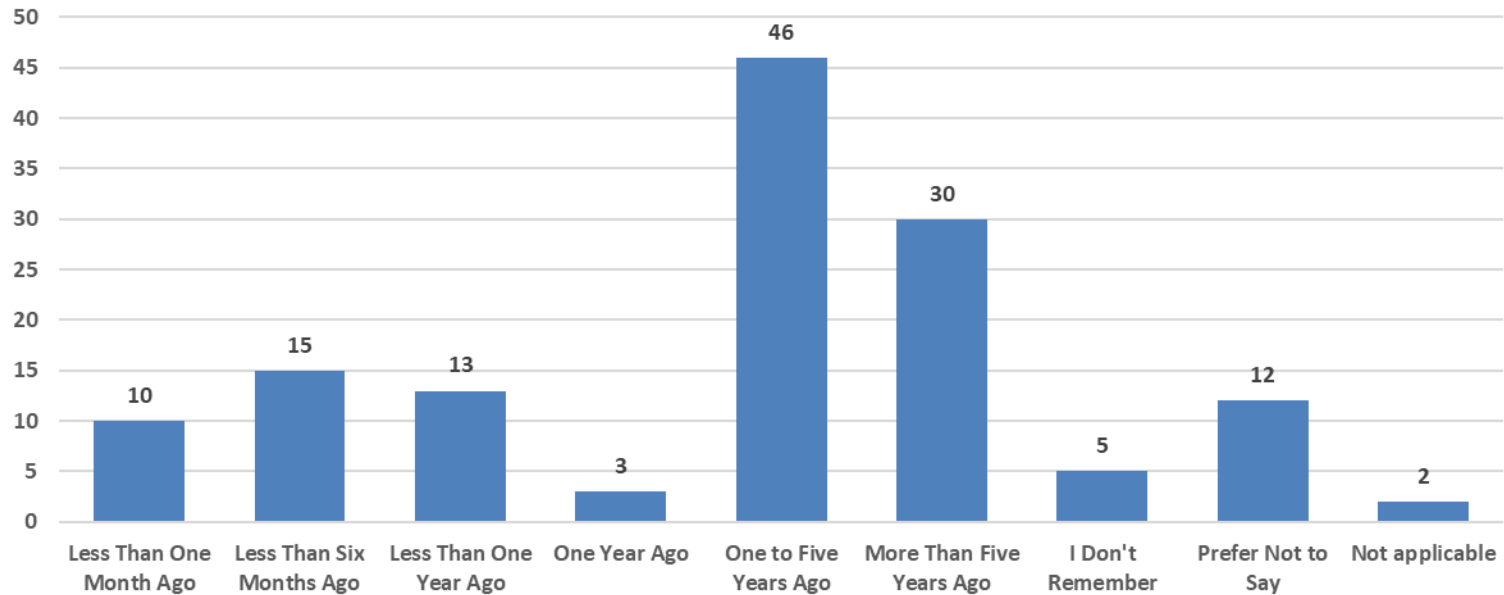
Number of responses: 136

Note: Because employees could be referring to multiple incidents, this question allowed respondents to select all that applied; therefore, the total number of harassment experienced is more than the number of responses.

“Almost any conversation taken out of context is subject to every one of these harassment criteria [sic]”

Figure 38 details how long ago the most recent harassment was witnessed or experienced by respondents. Of these respondents, 30 percent witnessed or experienced harassment within the last year.

Figure 38: Most Recent Occurrence of Harassment



Number of responses: 136

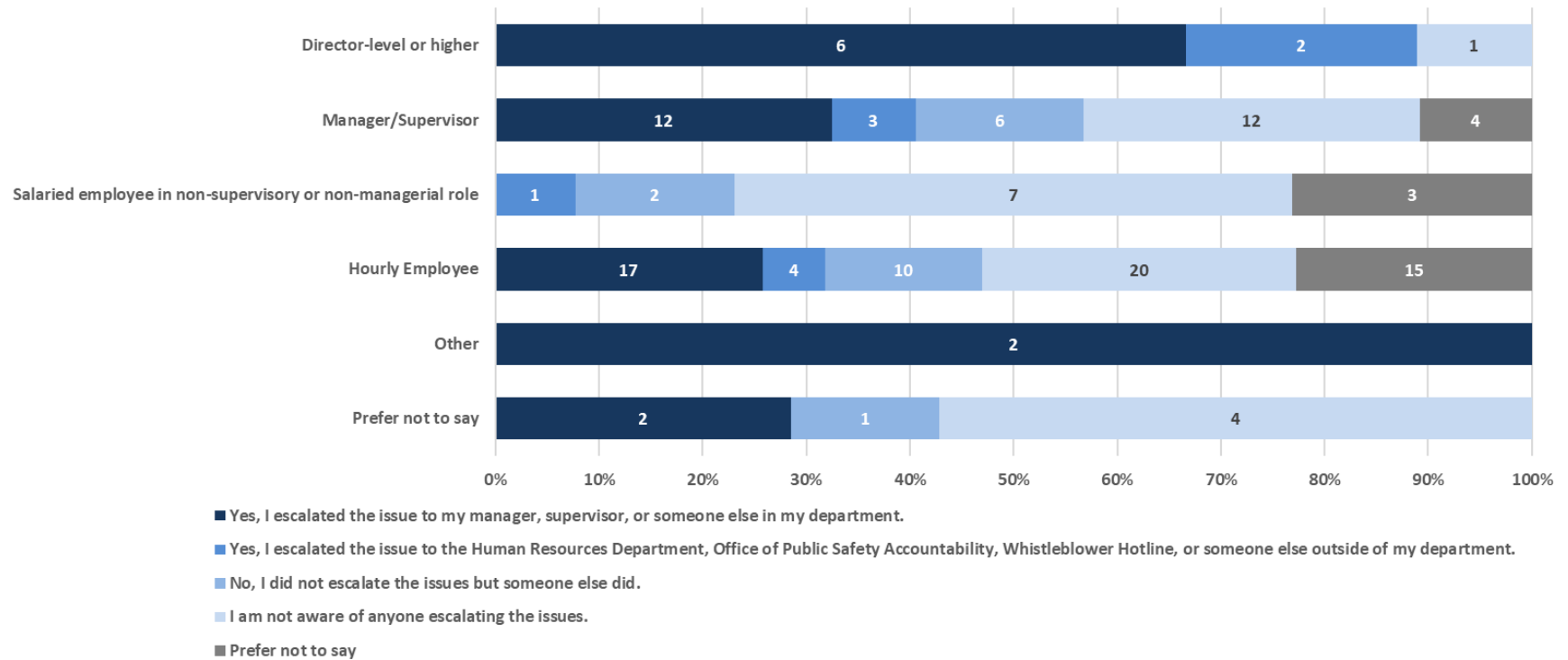
“Over the years, the reporting has changed, but not in my opinion, the outcome.”

“I chose not to speak up about it, unfortunately I am used to inappropriate comments in my field.”

“There are so many incidents where I've seen this occur. Sometimes it's dealt with. Other times they are not. A lot of times situations are dealt with by just "separating" employees instead of dealing with the issue.”

Figure 39 details whether respondents that have witnessed or experienced harassment reported the incident(s). Overall, 37 percent of respondents stated they escalated the harassment.

Figure 39: Reporting of Harassment

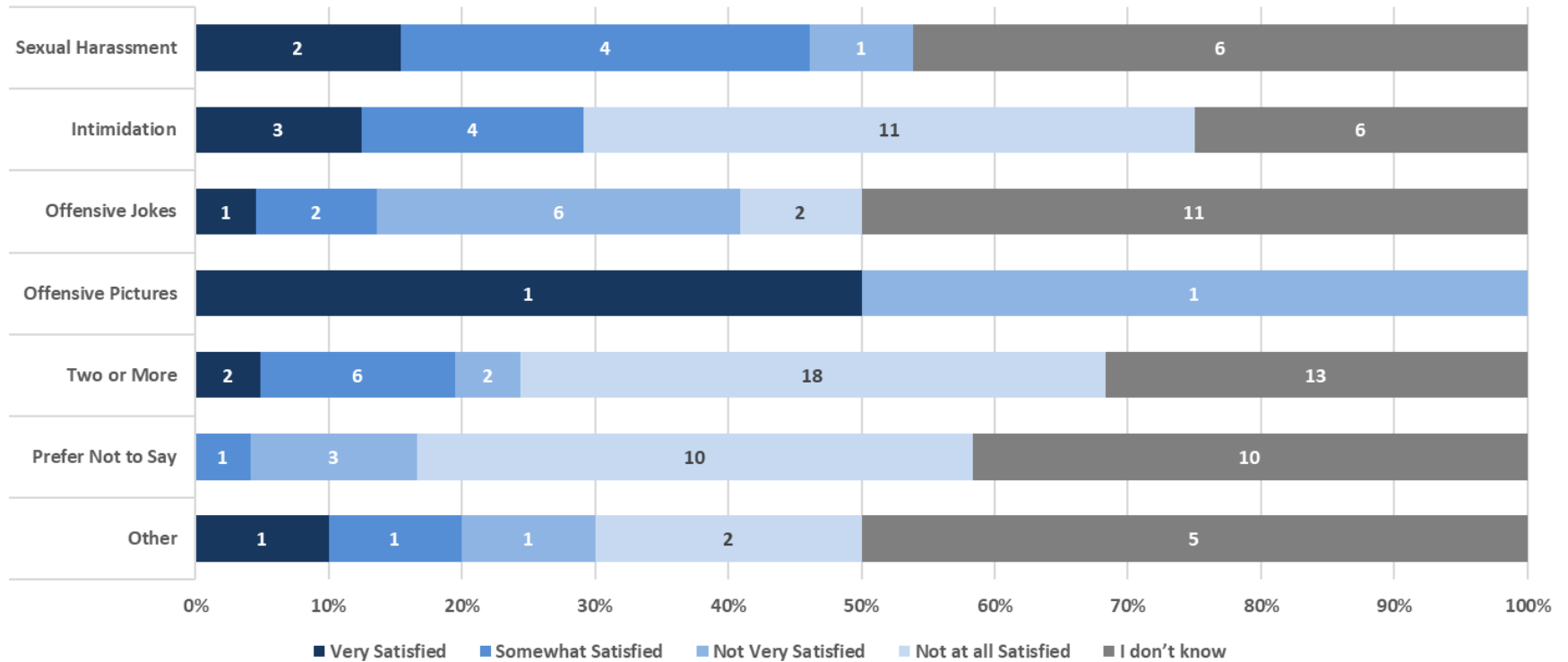


Number of responses: 134

“Because of the position of power these managers hold, they can cause serious long term consequences on individuals careers. Instead of enforcing the laws they cover up and hide these issues and then continue to retaliate against the person and anyone who assisted them.”

Figure 40 details whether respondents that have witnessed or experienced harassment were satisfied with the City’s response, including any known discipline. Only 20 percent of respondents were somewhat or very satisfied with the City’s response to all types of harassment.

Figure 40: Satisfaction with City’s Response, Including Any Known Discipline, to the Harassment



Number of responses: 136

“Again, the City has a track record of not disciplining [sic] managers, so employees seldom complain or face retaliation.”

We performed a more detailed analysis to determine if any trends or correlations exist based on employee demographics. Based on this analysis, we noted:

- While 19% of respondents (143 of 771) stated they have witnessed or experienced harassment, 40% of respondents in the Convention and Cultural Services Department (10 of 25) and 34% of respondents in the Fire Department (27 of 80) stated they have witnessed or experienced harassment.
- While there were a small number of responses in some tenure groups, in general, the longer a respondent has worked for the City, the more likely they were to state they have witnessed or experienced harassment. For example, while 33% of respondents with 35 or more years of City service (4 of 12) stated they have witnessed or experienced harassment, only 6% of respondents with less than one year of City service (5 of 78) stated they have witnessed or experienced harassment.
- While 19% of respondents (143 of 771) stated they have witnessed or experienced harassment, 56% of respondents that are director-level or higher employees (9 of 16) stated they have witnessed or experienced harassment.
- While only 11 respondents identified as non-binary in this survey, 36% of non-binary (4 of 11) respondents stated they have witnessed or experienced harassment, while only 13% of male (39 of 296) and 18% of female (56 of 310) respondents stated they have witnessed or experienced harassment.
- While 19% of respondents (143 of 771) stated they have witnessed or experienced harassment, only 6% of Asian (3 of 53) respondents stated they have witnessed or experienced harassment.
- While some age groups contained a small number of responses, in general, as age increases, respondents were more likely to state they have witnessed or experienced harassment. For example, while 19% of respondents 40 and older (80 of 418) stated they have witnessed or experienced harassment, only 10% of respondents under 40 (23 of 229) stated they have witnessed or experienced harassment.
- While 25% of respondents with disabilities or impairments (15 of 60) stated they have witnessed or experienced harassment, only 15% of respondents without disabilities or impairments (90 of 588) stated they have witnessed or experienced harassment.
- While 19% of respondents (143 of 771) stated they have witnessed or experienced harassment, only 11% of cisgender men (28 of 245) stated they have witnessed or experienced harassment.
- While 37% of respondents (49 of 134) stated they reported the harassment, 60% of Hispanic (9 of 15) respondents stated they reported the harassment.
- While 60% of respondents with disabilities or impairments (9 of 15) stated they reported the harassment, only 38% of respondents without disabilities or impairments (33 of 88) stated they reported the harassment.

- While 29% of respondents who live outside City limits (14 of 48) stated they reported the harassment, 42% of respondents who live within City limits (26 of 62) stated they reported the harassment.
- In general, respondents that were more familiar with City resources were more likely to report harassment.
- While 67% of respondents that are director-level or higher employees (6 of 9) stated they were somewhat satisfied or very satisfied with the City’s response, only 12% of respondents that are hourly employees (8 of 68) stated they were somewhat satisfied or very satisfied with the City’s response, including any known discipline, to the harassment.

Chapter 5.4: Trends Over Time

We compared employee experiences with discrimination and harassment reported in this survey to the results of our *2020 Diversity, Equity, and Inclusion Survey*. We created heat maps that show the percentage point difference between the 2022 and 2020 survey results for select questions². Figure 41 compares the results related to respondents witnessing or experiencing bias, microaggressions, and harassment in the workplace. In general, percentage point differences between the 2022 and 2020 surveys did not exceed three percentage points.

Figure 41: Percentage Point Difference Between 2022 and 2020 Survey Results Related to Witnessing or Experiencing Bias, Microaggressions, and Harassment in the Workplace

Survey Question	Yes	Not Sure	No	Prefer Not to Say
Have you ever witnessed, overheard or seen biased behavior towards any protected class in the workplace?	-3%	0%	3%	0%
Have you witnessed or experienced microaggressions in the workplace?	2%	-1%	0%	-1%
Have you ever witnessed or experienced harassment in the workplace?	-1%	3%	-1%	-1%

Scale	Yes	-10%	-5%	Percentage Point Difference from 2020 Survey	5%	10%
	No	-10%	-5%	Percentage Point Difference from 2020 Survey	5%	10%

“City is on the right path. Keep going.”

² Due to differences in some survey questions and answers, we did not compare all survey questions.

Figure 42 compares the results related to specific respondent experiences with discrimination and harassment in the workplace. In general, percentage point differences between the 2022 and 2020 surveys did not exceed five percentage points.

Figure 42: Percentage Point Difference Between 2022 and 2020 Survey Results Related to Experiences with Discrimination and Harassment in the Workplace

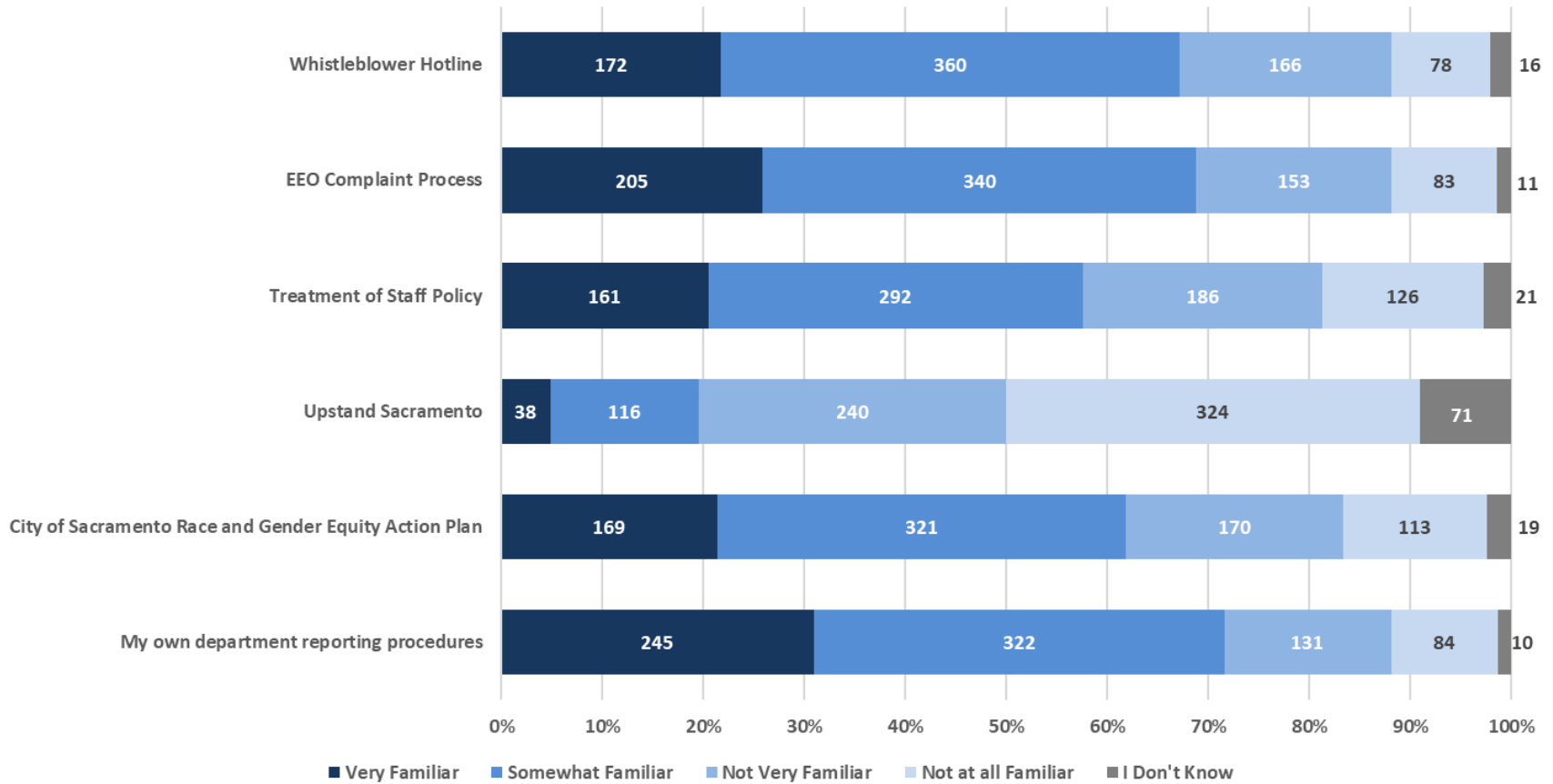
Survey Question	Often	Sometimes	Rarely	Never	I Don't Know
Witnessed discriminatory behavior within the last 12 months.	-2%	-4%	1%	9%	-3%
Experienced discriminatory behavior within the last 12 months.	0%	-1%	1%	5%	-3%
Experienced harassment in the workplace within the last 12 months.	0%	0%	1%	2%	-2%
Felt excluded or not welcome in the workplace due to my sexual orientation.	1%	0%	-1%	-1%	2%
Felt excluded or not welcome in the workplace due to my gender identity.	0%	-3%	-4%	6%	1%
Felt excluded or not welcome in the workplace due to my race/ethnicity.	-2%	1%	-2%	4%	-1%
Witnessed bias or unequal treatment because of someone's sexual orientation.	1%	-1%	1%	1%	-1%
Witnessed bias or unequal treatment because of someone's gender identity.	1%	2%	4%	-3%	-4%
Witnessed bias or unequal treatment because of someone's race/ethnicity.	0%	0%	0%	3%	-3%

Scale	Often/Sometimes/Rarely	-10%	-5%	Percentage Point Difference from 2020 Survey	5%	10%
	Never	-10%	-5%	Percentage Point Difference from 2020 Survey	5%	10%

Chapter 5.5: City Resources

This section focuses on how familiar employees are with various City resources aimed at creating and maintaining a high-quality workforce. Figure 43 details how familiar respondents are with the City’s Whistleblower Hotline, EEO complaint process, *Treatment of Staff Policy*, Upstand Sacramento, City of Sacramento Race and Gender Equity Action Plan, and the respondent’s own department reporting procedures. Overall, respondents are significantly less familiar with Upstand Sacramento than other City resources.

Figure 43: Respondent Familiarity with City Resources



Number of responses: 786 to 792

“I haven't escalated my concerns, because of my demographic background I don't matter to the City of Sacramento, I don't meet the definition of “...diversity, equity, and inclusion...”.”

We performed a more detailed analysis to determine if any trends or correlations exist based on employee demographics. Based on this analysis, we noted:

- While some roles within the organization contained a small number of responses, in general, as the chain of command goes down from director-level or higher to hourly employees, employees were less likely to be familiar with City resources.
- While some tenure groups contained a small number of responses, in general, the longer an employee has worked for the City, the more familiar they were with the Equal Employment Opportunity (EEO) complaint process and the employee’s own department reporting procedures.
- While only 11 respondents identified as non-binary in this survey, in general, non-binary employees were less likely than male and female employees to be familiar with City resources.
- While some age groups contained a small number of responses, in general, as the age increased, familiarity with City resources increased.
- While some salary groups contained a small number of responses, in general, as annual salary increased, familiarity with City resources increased.

“A good step is the RGEAP program. This cannot be like other City diversity programs that faded after a few years.”

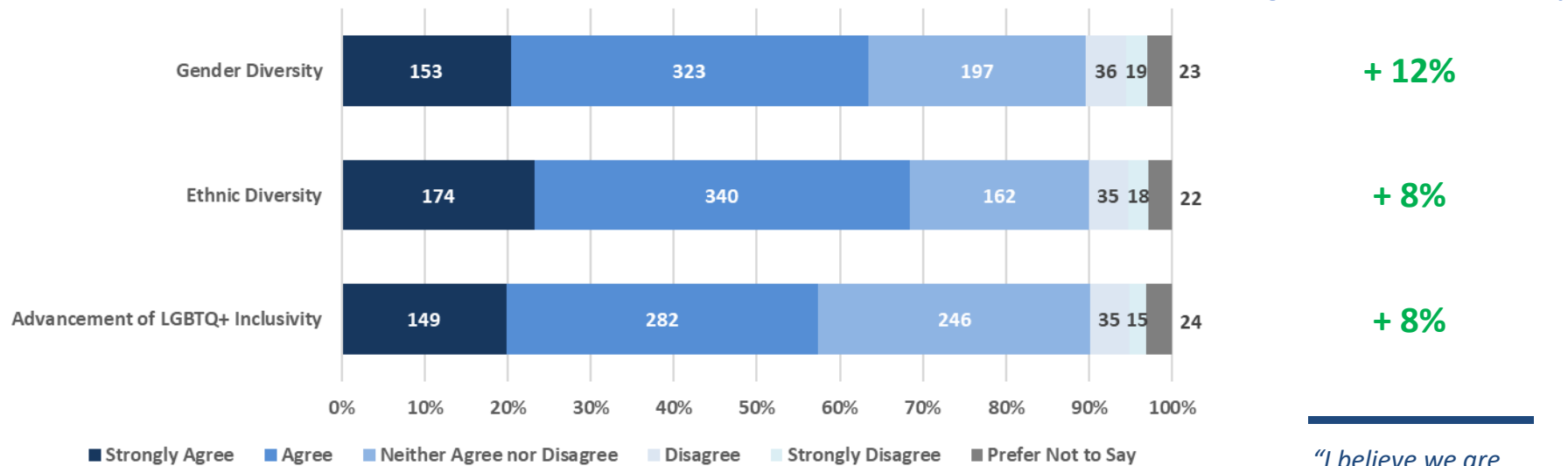
“To [sic] much focus is on equity, diversity and inclusion. This is a cure looking for a disease. We do not have a problem within the city.”

“Quit focusing on trying to make the percentages of various groups within the City match the City. When the primary education and experience within the City falls to manual labor specialties, you can't suddenly expect that educational background to shift and match the percentages of those roles among City staff members. Encourage applications, teach those who want to be taught, but quit trying to make a square fit in a round hole. It's insulting to everyone if employees or new hires believe someone was hired just to expand the various groups hired within the City, instead of focusing on hiring the one who is most qualified.”

Chapter 6: Diversity, Equity, and Inclusion Within the City of Sacramento

This chapter focuses on how employees perceive the priority of diversity, equity, and inclusion within the City of Sacramento. Figure 44 details whether respondents felt gender diversity, ethnicity diversity, and the advancement of LGBTQ+ inclusivity are priorities in the City of Sacramento and compares the results to the 2020 survey. Since the 2020 survey, employee agreement that gender diversity, ethnicity diversity, and the advancement of LGBTQ+ inclusivity are priorities in the City of Sacramento has increased twelve percentage points, eight percentage points, and eight percentage points, respectively.

Figure 44: I feel that _____ is a priority within the City of Sacramento. Percentage Point Increase in Agreement Since 2020 Survey



Number of responses: 751

“I believe we are on the right track!”

“In addition to all initiatives, also foster an environment where all races, ethnicities and people of various national origins feel equally valued and not feel guilty for belonging to any group.”

We performed a more detailed analysis to determine if any trends or correlations exist based on employee demographics. Based on this analysis, we noted:

- While some roles within the organization contained a small number of responses, in general, as the chain of command goes down from director-level or higher to hourly employees, employees were less likely to feel diversity, equity, and inclusion is a priority within the City of Sacramento.
- While some salary groups contained a small number of responses, in general, as annual salary and household income increase, respondents were more likely to feel diversity, equity, and inclusion is a priority within the City of Sacramento.
- While some education groups contained a small number of responses, in general, the more education an employee has, the more likely they were to feel diversity, equity, and inclusion is a priority within the City of Sacramento.

“Value employees’ contributions and show appreciation, celebrate success or give credit where credit is due, respect each other’s opinions, treat all employees fairly, zero tolerance to double standard.”

“People need to practice the training and apply it. They just attend the class and get a certificate. If you don’t apply the teachings, there can never be real change.”

“Better practices in vetting personnel in charge of other human beings on a daily basis. This entire culture can be affected/infected by some of the personnel entrusted to be supervisors/managers. While some people can be talented/valuable in their perspective fields; that does not make them ideal candidates to lead or be in charge of other human beings.”

Chapter 6.1: Employee Suggestions for Improvement

Employees were asked to provide input on how to improve the employment climate at the City of Sacramento. Specifically, employees were asked 1) Are there any diversity, equity and inclusion initiatives or programs you’d like to see the City take on in the future?; 2) Please provide ways to make the workplace a more positive environment for you as an employee; 3) Please provide any additional information you feel would help in improving the employment climate for employees here at the City of Sacramento. Figure 45 illustrates a sample of employee responses to these questions.

Figure 45: Employee Suggestions for Improvement



Appendix A: Definitions

Asexual – Having a lack of (or low level of) sexual attraction to others.³

Asian – A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including for example Cambodia, China, Japan, Korea, Malaysia, Pakistan, Thailand, and Vietnam.⁴

Bisexual – A term for someone who is attracted to individuals or more than one gender identity.³

Black or African American (not of Hispanic origin) – A person having origins in any of the Black racial groups of Africa.⁴

Cisgender Man – A term for a man whose gender identity and sex assigned at birth correspond in a way that is culturally accepted.

Cisgender Woman – A term for a woman whose gender identity and sex assigned at birth correspond in a way that is culturally accepted.

Dual Career – A situation in which both people in a marriage or relationship have a job.⁵

Ethnicity – A social group that shares a common and distinctive culture, religion, language, or the like.⁶

Female – A person with XX chromosomes usually has female sex and reproductive organs and is therefore usually assigned biologically female.⁷

Filipino (not of Hispanic origin) – All persons having origins from the Philippine Islands.

Gay – A term for someone who is attracted to members of their same gender identity.³

³ Sacramento LGBT Community Center

⁴ U.S. Equal Employment Opportunity Commission

⁵ Cambridge Dictionary

⁶ Dictionary.com

⁷ Planned Parenthood

Gender Identity – People’s inner sense of their gender, which may or may not correspond with the sex they were assigned at birth.⁸

Genderqueer – People who typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as “genderqueer” may see themselves as being both male and female, neither male nor female or as falling completely outside these categories.⁹

Gender Non-Conforming/Non-Binary – A term used to describe a person whose gender identity and/or expression does not conform within the traditional binary of masculine or feminine.³

Harassment – Unwelcome conduct that is based on race, color, religion, sex (including sexual orientation, gender identity, or pregnancy), national origin, age (beginning at age 40), disability or genetic information (including family medical history).⁴

Heterosexual – A tendency to direct sexual desire toward the opposite sex.¹⁰

Hispanic or Latino/Latinx – A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.⁴

Intimidation – When a superior, coworker, or direct report uses physical violence or threats, blackmail, or verbal abuse to manipulate a company employee for some professional advantage.¹¹

Lesbian – A term for someone who identifies as a woman and is attracted to other woman.³

⁸ Catalyst.org

⁹ University of Colorado

¹⁰ USlegal.com

¹¹ Eisenberg and Baum, LLP

LGBTQ+ – An acronym for “lesbian, gay, bisexual, transgender and queer” with a “+” sign to recognize the limitless sexual orientations and gender identities.¹²

Male – A person with XY chromosomes usually has male sex and reproductive organs and is therefore usually assigned biologically male.⁷

Microaggression – A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority).¹³

Microassaults – Conscious and intentional discriminatory actions.¹⁴

Microinsults – Verbal, nonverbal, and environmental communications that subtly convey rudeness and insensitivity that demean a person’s racial heritage or identity.

Microinvalidation – A form of microaggression that excludes or negates a person’s thoughts or feelings.

Middle Eastern or North African – All persons having origins in any of the original peoples of the Middle East or North Africa.

Native American or Alaska Native (not of Hispanic origin) – A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.⁴

Native Hawaiian or other Pacific Islander – A person having origins in any of the peoples of Hawaii, Guan, Samoa, or other Pacific Islands.⁴

Non-Binary – An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do.⁹

¹² Hrc.org

¹³ Merriam Webster Dictionary

¹⁴ Turner Consulting Group

Pansexual – Describes someone who has the potential for emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree.⁹

Protected Classes – Ancestry, age (40 and older), color, creed, disability (mental and physical), genetic information, gender identity, gender expression, marital status, medical condition, military or veteran status, national origin, race, religion, sex/gender (including pregnancy, childbirth, breastfeeding or related medical conditions), sexual orientation.¹⁵

Offensive Jokes – Racist, sexual, and other demeaning jokes.

Offensive Pictures – Racist, sexual, or other distasteful pictures.

Queer – An umbrella term to describe individuals who don't identify as heterosexual and/or cisgender.³

Questioning – A term for someone who is questioning or exploring their sexual orientation or gender identity.³

Sex – A person's biological characteristics including the internal and external sex organs, chromosomes, and hormones that make up their anatomy and physiology.⁸

Sexual Harassment – Unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.⁴

Sexual Orientation – A person's sexual, emotional, physical, or psychological attraction to other people.³

Small Number of Responses – For the purposes of analyzing this survey, we considered 30 or less respondents a small number of responses.

Transgender Man – A man who was assigned female at birth.¹⁶

Transgender Woman – A woman who was assigned male at birth.¹⁶

¹⁵ California Department of Fair Employment and Housing

¹⁶ Penn State University

Two-Spirit – A person who identifies as having both a masculine and a feminine spirit and is used by some Indigenous people to describe their sexual, gender and/or spiritual identity.¹⁷

White (not of Hispanic origin) – A person having origins in any of the original peoples of Europe.

Work-Life Balance – A comfortable state of equilibrium achieved between an employee’s primary priorities of their employment position and their private lifestyle.¹⁸

¹⁷ [Lgbtqhealth.ca](http://lgbtqhealth.ca)

¹⁸ Business Dictionary

Appendix B: 2022 City Employee Diversity and Workplace Climate Survey Questions



2022 City Employee Diversity and Workplace Climate Survey

The City of Sacramento strives to be a diverse and inclusive agency that is representative of the entire community. The Sacramento City Council directed the City Auditor to regularly perform a review of the diversity of City employees to ensure they are reflective of Sacramento residents. While most of this information is already collected, certain employee-specific information has not been collected in the past. Similar to the 2020 employee diversity survey, we are conducting a survey to measure inclusion and climate.

We respectfully request that you assist us in our review by completing the following survey. Although the survey is voluntary, your response will greatly assist the City Council and City of Sacramento's leadership in gathering valuable input from employees about their opinions and experiences related to working at the City of Sacramento. Summaries of the data may be made available to others for related input to evaluate programs and trainings, assess policies, improve protocols and studies of these topics, or provide background for measuring inclusion and climate. This response feedback will:

- Be essential to facilitating development and organizational change
- Allow the organization to focus on needs and leverage its strengths
- Inform the organization to direct resources to redress areas of challenge as a priority
- Provide management with employee feedback (both positive and negative) on the internal health of the organization

The Office of the City Auditor will analyze the data and publish the results in a public report.

The City prohibits all forms of discrimination. Please review the City's [Equal Opportunity Policy](#). We may elevate any responses related to discrimination and harassment to the Human Resources department.

Your participation in this survey is voluntary and you may refuse to participate. Please complete the survey as soon as possible and no later than March 15, 2022.

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

- Hourly Employee
- Salaried employee in non-supervisory or non-managerial role
- Manager/Supervisor
- Director-level or higher
- Prefer not to say
- Other (Please specify):

2. How long have you worked for the City of Sacramento?

- Less than one year
- One year to five years
- Six years to ten years
- Eleven years to fifteen years



- Sixteen years to twenty years
- Twenty-one to twenty-five years
- Twenty-six years to thirty years
- Thirty-one to thirty-four years
- Thirty-five years or more
- Prefer not to say

3. Which department do you work in? If you prefer not to say, please leave blank or write N/A.

4. What is your position? If you prefer not to say, please leave blank or write N/A.

Please provide responses to the following questions based on your employment in the City of Sacramento. Please indicate your level of agreement with the statements below.

SECTION 1. WORKPLACE CLIMATE, WORKFORCE DEVELOPMENT, BENEFITS, AND POLICIES

5. Please indicate your level of agreement with the following statements as it pertains to the City of Sacramento in general:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Prefer Not to Say
I feel I am treated fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I am provided a supportive environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of belonging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I have an equal opportunity for growth and development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am proud to work for the City	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am proud of the work I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I see myself working for the City in two years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel promotions are fair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that the most qualified candidates are promoted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel the hiring policies are fair to individuals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that policies are fair to employees in relation to family or spouse/partner benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel the City has an ongoing commitment to equal pay, merit increases, and benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Please indicate your level of agreement with the following statements as it pertains to your own department:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Prefer Not to Say
I feel I am treated fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I am provided a supportive environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have access to the tools, training, and development I need to do my job well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of belonging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I have an equal opportunity for growth and development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am proud of the work I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel promotions are fair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that the most qualified candidates are promoted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel the hiring policies are fair to individuals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel my department has an ongoing commitment to equal pay, merit increases, and benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SECTION 2. WORK-LIFE BALANCE

7. How would you rate your work-life balance? Business Dictionary defines work-life balance as “a comfortable state of equilibrium achieved between an employee’s primary priorities of their employment position and their private lifestyle.”

Excellent	Good	Fair	Poor	Prefer Not to Say
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Are you currently in a dual career marriage or relationship? Cambridge Dictionary defines a dual career as, “a situation in which both people in a marriage or relationship have a job.”

- Yes, my partner and I both have full-time careers.
- Yes, I have a full-time career and my partner has a part-time career.
- Yes, I have a part-time career and my partner has a full-time career.
- No, I have a part-time career and my partner does not have a career.
- No, I have a full-time career and my partner does not have a career. This may include a stay-at-home partner.
- No, I do not have a partner.
- Prefer not to say

9. How satisfied are you with your professional relationships with your peers and colleagues in your department?

Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Prefer Not to Say
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SECTION 3: LEADERSHIP

10. I feel that _____ promote diversity, equity, and inclusion within the City of Sacramento. This may include leading from the top, hiring practices, providing support, creating a culture of inclusion, establishing feedback mechanisms, communication, etc.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Prefer Not to Say
Mayor and City Council	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Department managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. I feel managers and supervisors are committed to maintaining high quality standards:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Prefer Not to Say
Throughout the City of Sacramento	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Within my department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SECTION 4: DISCRIMINATION AND HARASSMENT

12. Please indicate your level of familiarity with each of the resources below.

	Very Familiar	Somewhat Familiar	Not Very Familiar	Not at all Familiar	I don't know
Whistleblower Hotline	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
EEO Complaint Process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Treatment of Staff Policy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Upstand Sacramento	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
City of Sacramento Race and Gender Equity Action Plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My own department reporting procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

California Department of Fair Employment and Housing enforces laws that protect the following protected classes from discrimination and harassment: ancestry, age (40 and older), color, creed, disability (mental and physical), genetic information, gender identity, gender expression, marital status, medical condition, military or veteran status, national origin, race, religion, sex/gender (including pregnancy, childbirth, breastfeeding or related medical conditions), sexual orientation.

The U.S. Equal Employment Opportunity Commission defines harassment as "unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information."

A microaggression is defined as "a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority)."

Please indicate the level of frequency each of the things below has occurred.

13. I have _____ in the workplace within the last 12 months.

	Often	Sometimes	Rarely	Never	I don't know
Witnessed discriminatory behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Experienced discriminatory behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Experienced harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. I have felt excluded or not welcome in the workplace due to my:

	Often	Sometimes	Rarely	Never	I don't know
Race/ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender identity	<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"/>

15. I have witnessed bias or unequal treatment because of someone's _____ while working for the City of Sacramento.

	Often	Sometimes	Rarely	Never	I don't know
Race/ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender identity	<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"/>

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

Laws exist to protect the following groups: ancestry, age (40 and above), color, creed, disability (mental and physical), genetic information, gender identity, gender expression, marital status, medical condition, military or veteran status, national origin, race, religion, sex/gender (including pregnancy, childbirth, breastfeeding or related medical conditions), sexual orientation.

- Yes
- No
- Not Sure
- Prefer not to say

a) Which marginalized group experienced the biased behavior? (Select all that apply):

- Ancestry
- Age (40 and above)
- Color
- Creed
- Disability (physical or mental)
- Genetic information
- Gender identity, gender expression
- Marital status
- Medical condition (genetic characteristics, cancer or a record or history of cancer)
- Military or veteran status
- National origin (includes language use and possession of a driver's license issued to persons unable to prove their presence in the United States is authorized under federal law)
- Race (including, but not limited to, hair texture and protective hairstyles. Protective hairstyles include, but is not limited to, such hairstyles as braids, locks, and twists)
- Religion (includes religious dress and grooming practices)
- Sex/gender (includes pregnancy, childbirth, breastfeeding and/or related medical conditions)
- Sexual orientation
- Prefer not to say
- Other (please specify) _____

b) Did you report the biased behavior?

- Yes, I escalated the issues to my manager, supervisor, or someone else in my department.
- Yes, I escalated the issue to the Human Resources Department, Office of Public Safety Accountability, Whistleblower Hotline, or someone else outside of my department.

- No, I did not escalate the issues but someone else did.
- I am not aware of anyone escalating the issues.
- Prefer not to say

c) When did the most recent biased behavior occur?

- Less than one month ago
- Less than six months ago
- Less than one year ago
- One year ago
- More than one year up to five years ago
- More than five years ago
- I do not remember
- Prefer not to say

d) How satisfied are you with the response (including any known discipline) to the biased behavior?

- Very Satisfied
- Somewhat Satisfied
- Not Very Satisfied (Please explain why: _____)
- Not at all Satisfied (Please explain why: _____)
- I don't know

17. Have you witnessed or experienced microaggressions in the workplace?

A microaggression is defined as "a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group such as a racial minority."

- Yes
- No
- Not Sure
- Prefer not to say

a) Which type of microaggression did you experience? (Select all that apply):

- Microassaults is defined as "conscious and intentional discriminatory actions."
- Microinsults is defined as "verbal, nonverbal, and environmental communications that subtly convey rudeness and insensitivity that demean a person's racial heritage or identity."
- Microinvalidation is defined as "a form of microaggression that excludes or negates a person's thoughts or feelings."
- Prefer not to say
- Other (please specify) _____
- Not applicable

b) Did you report the microaggression?

- Yes, I escalated the issue to my manager, supervisor, or someone else in my department.
- Yes, I escalated the issue to the Human Resources Department, Office of Public Safety Accountability, Whistleblower Hotline, or someone else outside of my department.
- No, I did not escalate the issue but someone else did.
- I am not aware of anyone escalating the issues.
- Prefer not to say
- Not applicable

c) When did the most recent microaggression occur?

- Less than one month ago
- Less than six months ago
- Less than one year ago
- One year ago
- More than one year up to five years ago
- More than five years ago
- I do not remember
- Prefer not to say
- Not applicable

d) How satisfied are you with the response (including any known discipline) to the microaggression?

- Very Satisfied
- Somewhat Satisfied
- Not Very Satisfied (Please explain why: _____)
- Not at all Satisfied (Please explain why: _____)
- I don't know
- Not applicable

18. Have you ever witnessed or experienced harassment in the workplace?

The U.S. Equal Employment Opportunity Commission defines harassment as, "unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information."

- Yes
- No
- Not Sure
- Prefer not to say

a) Which type of harassment did you experience? (Select all that apply):

- Sexual Harassment is defined as "unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature."
- Intimidation occurs "when a superior, coworker, or direct report uses physical violence or threats, blackmail, or verbal abuse to manipulate a company employee for some professional advantage."
- Offensive Jokes such as racist, sexual, and other demeaning jokes.
- Offensive Pictures such as racist, sexual, or other distasteful pictures.
- Prefer not to say
- Other (please specify) _____
- Not applicable

b) Did you report the harassment?

- Yes, I escalated the issue to my manager, supervisor, or someone else in my department.
- Yes, I escalated the issue to the Human Resources Department, Office of Public Safety Accountability, Whistleblower Hotline, or someone else outside of my department.
- No, I did not escalate the issues but someone else did.
- I am not aware of anyone escalating the issues.
- Prefer not to say
- Not applicable

c) When did the most recent harassment occur?

- Less than one month ago
- Less than six months ago
- Less than one year ago
- One year ago
- More than one year up to five years ago
- More than five years ago
- I do not remember
- Prefer not to say
- Not applicable

d) How satisfied are you with the response (including any known discipline) to the harassment?

- Very Satisfied
- Somewhat Satisfied
- Not Very Satisfied (Please explain why: _____)
- Not at all Satisfied (Please explain why: _____)
- I don't know
- Not applicable

SECTION 5: DIVERSITY, EQUITY, AND INCLUSION WITHIN THE CITY OF SACRAMENTO

19. I feel that _____ is a priority within the City of Sacramento.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Prefer Not to Say
Gender diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnic diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advancement of LGBTQ+ inclusivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. Are there any diversity, equity and inclusion initiatives or programs you'd like to see the City take on in the future? If so, please specify below.

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

22. Please provide any additional information you feel would help in improving the employment climate for employees here at the City of Sacramento.

SECTION 6: DEMOGRAPHICS QUESTIONS

23. How old are you?

- Under the age of 20
- 20-24 years of age
- 25-29 years of age
- 30-34 years of age
- 35-39 years of age
- 40-44 years of age
- 45-49 years of age
- 50-54 years of age
- 55-64 years of age
- Over the age of 64
- Prefer not to say

24. Do you live within the City of Sacramento?

- Yes, I live within the city limits.
- No, I do not live within the city limits. This includes West Sacramento, Elk Grove, Galt, Roseville, etc.
- Prefer not to say

25. What is the highest degree or level of education you have completed?

- No schooling completed
- Nursery school to 8th grade
- Some high school, no diploma
- High school graduate, diploma or the equivalent (for example: GED)
- Some college credit, no degree
- Trade/technical/vocational training
- Associate degree
- Bachelor's degree
- Master's degree
- Professional degree (for example: law degree or medical degree)
- Doctorate degree
- Other: _____
- Prefer not to say

26. What is your annual salary? Dictionary.com defines salary as "a fixed annual compensation periodically paid to a person for regular work or services."

- Less than \$10,000
- \$10,000 to \$14,999
- \$15,000 to \$24,999
- \$25,000 to \$34,999
- \$35,000 to \$49,999
- \$50,000 to \$74,999
- \$75,000 to \$99,999
- \$100,000 to \$149,999
- \$150,000 to \$199,999
- \$200,000 or more
- Prefer not to say

27. What is your household income? The U.S. Census Bureau defines household income as, "the income of the householder and all other individuals 15 years old and over in the household, whether they are related to the householder or not."

- Less than \$10,000
- \$10,000 to \$14,999
- \$15,000 to \$24,999
- \$25,000 to \$34,999
- \$35,000 to \$49,999
- \$50,000 to \$74,999
- \$75,000 to \$99,999
- \$100,000 to \$149,999
- \$150,000 to \$199,999
- \$200,000 or more
- Prefer not to say

28. Have you been diagnosed with any disability or impairment? This can include mental, physical, behavioral, and emotional disabilities.

- Yes, I have a disability or impairment
- No, I do not have a disability or impairment.
- Prefer not to say

28a. What type(s) of disabilities do you have? (Check all that apply)

- Acquired/Traumatic Brain Injury
- Attention Deficit/Hyperactivity Disorder
- Asperger's/Autism Spectrum

- Blind/Low Vision
 - Deaf/Hard of Hearing
 - Cognitive or Learning Disability
 - Chronic Illness/Medical Condition
 - Mental Health/Psychological Condition
 - Physical/Mobility condition that affects walking
 - Physical/Mobility condition that does not affect walking
 - Speech/Communication Condition
 - Other (please specify): _____
 - Prefer not to say
29. Have you ever served on active duty in the U.S. Armed Forces?
- Yes, I am currently on active duty.
 - Yes, I was on active duty in the past.
 - No, I have never served in the U.S Armed Forces.
 - Prefer not to say
30. What is your ethnicity? Dictionary.com defines ethnicity as, "a social group that shares a common and distinctive culture, religion, language, or the like." (Please select one):
- Asian - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including for example Cambodia, China, Japan, Korea, Malaysia, Pakistan, Thailand, and Vietnam.
 - Black or African American (not of Hispanic origin) - A person having origins in any of the Black racial groups of Africa.
 - Filipino (not of Hispanic origin) - All persons having origins from the Philippine Islands.
 - Hispanic or Latino/Latinx - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
 - Middle Eastern or North African - All persons having origins in any of the original peoples of the Middle East or North Africa.
 - Native American or Alaska Native (not of Hispanic origin) - A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.
 - Native Hawaiian or other Pacific Islander - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
 - White (not of Hispanic origin) - A person having origins in any of the original peoples of Europe.
 - Two or more ethnicities: _____
 - Prefer to self-describe _____
 - Prefer not to say

31. What is your sex? Catalyst.org defines sex as "a person's biological characteristics including the internal and external sex organs, chromosomes, and hormones that make up their anatomy and physiology." (Please select one):
- Female is defined as "a person with XX chromosomes usually has female sex and reproductive organs and is therefore usually assigned biologically female."
 - Male is defined as "a person with XY chromosomes usually has male sex and reproductive organs and is therefore usually assigned biologically male."
 - Non-binary is defined as "an adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do."
 - Prefer to self-describe: _____
 - Prefer not to say
32. What is your gender identity? Catalyst.org defines gender identity as, "people's inner sense of their gender, which may or may not correspond with the sex they were assigned at birth." (Choose all that apply):
- Cisgender man is "a term for a man whose gender identity and sex assigned at birth correspond in a way that is culturally accepted."
 - Cisgender woman is "a term for a woman whose gender identity and sex assigned at birth correspond in a way that is culturally accepted."
 - Genderqueer refers to "people [who] typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see themselves as being both male and female, neither male nor female or as falling completely outside these categories."
 - Gender non-conforming/Non-binary is, "a term used to describe a person whose gender identity and/or expression does not conform within the traditional binary of masculine or feminine."
 - Questioning is defined as "a term for someone who is questioning or exploring their sexual orientation or gender identity."
 - Transgender man is defined as "a man who was assigned female at birth."
 - Transgender woman is defined as "a woman who was assigned male at birth."
 - Two-Spirit is defined as "a person who identifies as having both a masculine and a feminine spirit and is used by some Indigenous people to describe their sexual, gender and/or spiritual identity."
 - Prefer to self-describe: _____
 - I don't know
 - Prefer not to say

33. What is your sexual orientation? Sexual Orientation is defined as a person's sexual, emotional, physical, or psychological attraction to other people. (Choose all that apply):

- Asexual is defined as "having a lack of (or low level of) sexual attraction to others."
- Bisexual is defined as "a term for someone who is attracted to individuals of more than one gender identity."
- Gay is defined as "a term for someone who is attracted to members of their same gender [identity]."
- Lesbian is defined as "a term for someone who identifies as a woman and is attracted to other woman."
- Heterosexual is defined as "a tendency to direct sexual desire toward the opposite sex."
- Pansexual "describes someone who has the potential for emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree."
- Queer is defined as "an umbrella term to describe individuals who don't identify as heterosexual and/or cisgender."
- Questioning is defined as "a term for someone who is questioning or exploring their sexual orientation or gender identity."
- Prefer to self-describe: _____
- I don't know
- Prefer not to say

If you would like to talk to someone about any questions or concerns you might have relating to your experiences with workplace inclusion, please contact the Diversity & Equity Manager at equity@cityofsacramento.org.

Thank you for taking the time to complete this survey. We value the information you have provided.

The results will be presented in a publicly released report that will be presented to the City Council.

The City prohibits all forms of discrimination. Please review the City of Sacramento's [Equal Opportunity Policy](#).

View the City's [Race and Gender Equity Action Plan](#).