

Racial Equity Action Plan Phase I Feedback Survey. Created by the Racial Equity Community Engagement Sub-Committee and administered with Racial Equity Action Plan Phase I review sessions in November through December 2020.

There were only three responses, and the quantitative feedback to identify prioritization of plan actions is skewed towards strongly agree for all sections. All respondents indicated that they do not want to provide additional feedback in one-on-one or other conversations.

What do you feel the department is already doing in **[HIRING & RECRUITMENT]** that is positive, on the right track, or successful? How do you feel these things might be able to be built upon and/or leveraged in order to achieve racial equity? (n=3)

- *Summary: Two responses indicated that they don't know what the department does to promote hiring and recruitment outside of high-level policies, and one response suggested that the department could give referral points to applicants endorsed by community-based organizations.*

Where do you feel that there have been gaps in practices, approaches, mindsets, that may be contributing to under-performance in **[HIRING & RECRUITMENT]**? Feel free to provide feedback based on personal experience, observation, or something you've heard. (n=3)

- *Summary: Responses indicated that staff do not receive consistent information about department processes, including the results or purpose of projects, how postings are distributed, or the levels of DEI knowledge staff have. One response suggested that OEWD offer a full spectrum of racial equity training offerings so people could access what feels appropriate for them.*

What do you feel the department is already doing in **[RETENTION & PROMOTION]** that is positive, on the right track, or successful? How do you feel these things might be able to be built upon and/or leveraged in order to achieve racial equity? (n=3)

- *Summary: Responses indicated that there is a lack of transparency in the department, and the department would be better served by additional information and continuous feedback loops.*

Where do you feel that there have been gaps in practices, approaches, mindsets, that may be contributing to under-performance in **[RETENTION & PROMOTION]**? (n=3)

- *Summary: Responses indicated that staff do not receive information about OEWD processes. One response suggested that pay scales seem uniform for all.*

What do you feel the department is already doing in this area that is positive, on the right track, or successful **[for DISCIPLINE & SEPARATION]**? How do you feel these things might be able to be built upon and/or leveraged in order to achieve racial equity? (n=3)

- *Summary: Responses indicated that staff do not receive information about OEWD processes.*

Where do you feel that there have been gaps in practices, approaches, mindsets, that may be contributing to under-performance in **[DISCIPLINE & SEPARATION]**? (n=3)

- *Summary: Responses indicated that staff do not receive information about OEWD processes. One response indicated that there is no transparent protocol in place for disciplinary actions.*

What do you feel the department is already doing in **[DIVERSE & EQUITABLE LEADERSHIP]** that is positive, on the right track, or successful? How do you feel these things might be able to be built upon and/or leveraged in order to achieve racial equity? (n=2)

- *Summary: Two responses suggested that OEWD should support all managers to effectively manage cross-cultural teams. One response suggested that OEWD test managers to gauge the need for cross-cultural management skills development.*

Where do you feel that there have been gaps in practices, approaches, mindsets, that may be contributing to under-performance in **[DIVERSE & EQUITABLE LEADERSHIP]**? (n=3)

- *Summary: One response suggested that staff and leadership turnover has contributed to inequitable distribution of work for leadership, which detracts from attention to staff.*

What do you feel the department is already doing in **[MOBILITY AND PROFESSIONAL DEVELOPMENT]** that is positive, on the right track, or successful? How do you feel these things might be able to be built upon and/or leveraged in order to achieve racial equity? (n=2)

- *Summary: One response indicated staff were unaware of professional development at OEWD. One response indicated that leadership tries to prioritize staff development, but the organizational needs are the utmost priority.*

Where do you feel that there have been gaps in practices, approaches, mindsets, that may be contributing to under-performance in **[MOBILITY & PROFESSIONAL DEVELOPMENT]**? (n=3)

- *Summary: Responses indicated that staff do not have knowledge of professional development or gaps, or else that staff do not receive support from leadership to attend professional development opportunities, and the needs of underperforming staff or staff favorites are prioritized to the deficit of staff.*

What do you feel the department is already doing in **[ORGANIZATIONAL CULTURE AND INCLUSION]** that is positive, on the right track, or successful? How do you feel these things might be able to be built upon and/or leveraged in order to achieve racial equity? (n=2)

- *Summary: Responses indicated that staff benefited from community engagement activities such as through the budget process community listening sessions, and that they would benefit from*

quarterly

Where do you feel that there have been gaps in practices, approaches, mindsets, that may be contributing to under-performance in **[ORGANIZATIONAL CULTURE AND INCLUSION]**? (n=2)

- *Summary: Responses suggested that staff may participate in more creative developmental opportunities, such as quarterly teambuilding days, volunteering, or attending events together.*

What do you feel the department is already doing in **[POLICY BODIES & COMMISSIONS]** that is positive, on the right track, or successful? How do you feel these things might be able to be built upon and/or leveraged in order to achieve racial equity? (n=2)

- *Summary: Responses suggested that staff do not have information on initiatives and the appointing entity may consider weighing demographic composition of the existing board in appointments.*