

Race and Social Justice 2012 Employee Survey Results

Department of Neighborhoods
May 2013

Introduction

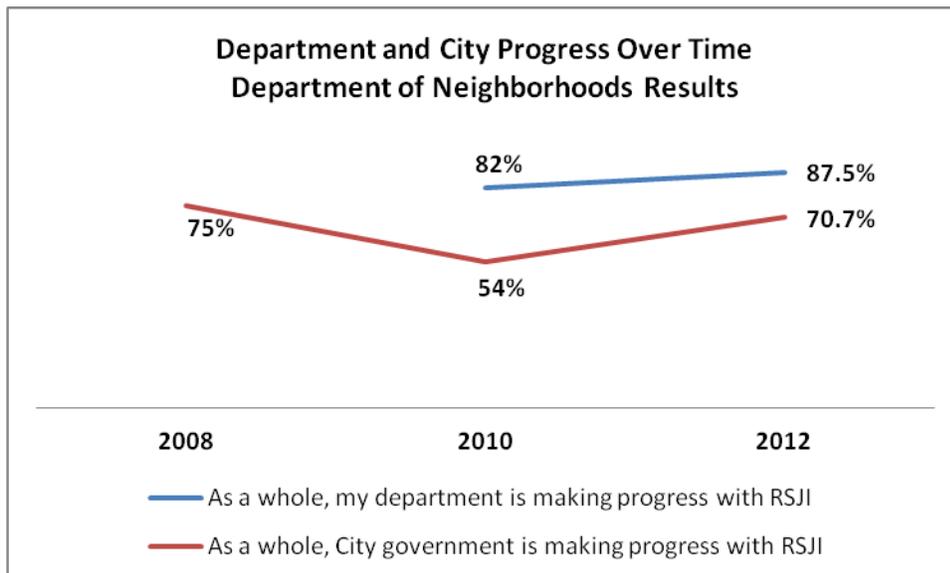
The Race and Social Justice Initiative (RSJI) is a citywide effort to eliminate racial disparities and achieve racial equity in Seattle. Every two years the Seattle Office for Civil Rights conducts a survey of City employees to measure employee understanding of institutional racism, engagement with the Initiative and to track the City's progress over time.

The 2012 Employee Survey included a handful of new questions to gain information on how employees perceive how the Initiative is impacting racial equity in the community. The RSJI 2012 Employee Survey has three primary goals:

1. Assess employee understanding and skill of institutional and structural racism.
2. Gain understanding of how departments are building racial equity into programs, policies, initiatives and budget decisions.
3. Track progress over time.

This overview provides a summary of key findings identified by survey respondents from the Department of Neighborhoods (DON). Responses are based on surveys completed by 66% of DON's total workforce (41 of 62 total employees). The City-wide response rate was 46% (4,559 City employees).

Employees in the Department of Neighborhoods recognize that both their department and City government overall, are making progress on race and social justice.



Responses in the tables below represent those employees that “Agree” with the statement (“strongly agree” and “somewhat agree”).

Race and Social Justice 2012 Employee Survey Results

I. Employee Perceptions Toward Race and Social Justice
(Percentage that "Agree" with Statement)

	Overall DON	Racial Category		Employee Status		City-Wide
		White Employees	Employees of Color	Supervisory	Non-Supervisory	
Have Basic Understanding of RSJI (Disagree=9.5%)	90.5%	80%	100%	100%	86.7%	89%
Actively promote RSJI in the workplace (Disagree=14.3%; Don't know=2.4%)	83.3%	75%	86.7%	100%	76.7%	65%
Found RSJI training to be useful (Disagree=4.9%; Don't know=4.9%)	90.2%	89.5%	93.3%	100%	89.7%	66%
RSJI training gave tools to address institutional racism in workplace (Disagree=22%; Don't know=9.8%)	68.3%	73.7%	60%	75%	69%	58%
Believe it is valuable to discuss impacts of race	100%	100%	100%	100%	100%	86%
Can identify examples of institutional racism (Disagree=2.4%; Don't know=7.1%)	90.5%	90%	86.7%	100%	86.7%	70%
Can identify other forms of oppression (Disagree=17.1%; Don't know=7.3%)	75.6%	63.2%	86.7%	75%	75.9%	63.3%
As a whole, my department is making progress with RSJI (Don't know =12.5%)	87.5%	89.5%	92.9%	87.5%	92.9%	60%
As a whole, City government is making progress with RSJI (Disagree=12.2%; Don't know=17.1%)	70.7%	73.7%	80%	62.5%	75.9%	59%
RSJI making progress eliminating racial inequity in community (Disagree=12.2%; Don't know=24.4%)	63.4%	47.4%	86.7%	50%	69%	46%

Race and Social Justice 2012 Employee Survey Results

II. Departmental Efforts Toward RSJI
(Percentage that "Agree" with Statement)

	Racial Category			Employee Status		
	Overall DON	White Employees	Employees of Color	Supervisory	Non-Supervisory	City-Wide
Department leadership participates & supports discussions of institutional racism (Disagree=9.5%; Don't know=4.8%)	85.7%	90%	86.7%	87.5%	86.7%	64%
Department leadership supports resolving workplace issues regarding institutional racism (Disagree=12.5%; Don't know=20%)	67.5%	66.7%	66.7%	75%	67.9%	59%
Change Team provides effective RSJI support (Disagree=7.5%; Don't know=12.5%)	80%	75%	92.3%	75%	78.6%	47.4%
Comfortable talking about race within the department (Disagree=4.8%)	95.2%	95%	93.3%	100%	93.3%	79%
Aware department makes midyear reports to City Council (Disagree=12.2%; Don't know=7.3%)	80.5%	73.7%	86.7%	87.5%	75.9%	47%
Department encourages staff to participate in RSJI training	100%	100%	100%	100%	100%	77%
Relationships between employees of different racial groups are positive (Disagree=4.8%; Don't know=4.8%)	90.5%	85%	100%	87.5%	90%	86.5%

Race and Social Justice 2012 Employee Survey Results

III. RSJI Work that is shared Across all City Departments (Percentage that "Agree" with Statement)

	Racial Category			Employee Status		City-Wide
	Overall DON	White Employees	Employees of Color	Supervisory	Non-Supervisory	
Aware of Department's efforts to increase workforce equity (Disagree=11.9%; Don't know=9.5%)	78.6%	80%	73.3%	75%	80%	61%
Understand disciplinary policies/procedures (Disagree=26.2%; Don't know=4.8%)	69%	80%	53.3%	75%	70%	58%
Race does not affect outcome of Dept disciplinary process (Disagree=7.3%; Don't know=46.3%)	46.3%	35%	60%	37.5%	46.7%	50%
Dept holds all employees to same standards (Disagree=14.3%; Don't know=21.4%)	64.3%	65%	66.7%	75%	63.3%	58%
Aware of department's commitment to contracting equity/WMBE (Don't know=2.4%)	97.6%	100%	93.3%	100%	96.6%	69%
Department promotes equitable access by WMBE's to compete for contracts (Don't know=4.1%)	95.1%	100%	93.3%	100%	96.6%	62%
Dept improving internal processes to encourage selection of WMBE's (Don't know=22%)	78%	73.7%	80%	100%	75.9%	50%
FAS approaches for WMBE inclusion in construction has helped dept meet WMBE goals (Don't know=68.2%)	31.8%	21.4%	66.7%	40%	33.3%	30%
FAS approaches for consultants have given dept consultants greater clarity about WMBE expectations (Disagree=4.5%;Don't know=68.2%)	27.3%	21.4%	50%	20%	33.3%	29%
Aware of dept's efforts to be	95.2%	95%	100%	87.5%	100%	68%

Race and Social Justice 2012 Employee Survey Results

	Racial Category			Employee Status		City-Wide
	Overall DON	White Employees	Employees of Color	Supervisory	Non-Supervisory	
more inclusive in their outreach and public engagement efforts (Disagree=2.4%; Don't know=2.4%)						
Dept seeks input from communities of color (Disagree=4.9%; Don't know=2.4%)	92.7%	94.7%	93.3%	87.5%	96.6%	57%
Dept partners with other institutions and community to create racial equity (Disagree=2.4%; Don't know=7.1%)	90.5%	100%	86.7%	87.5%	93.3%	53%
Dept uses Inclusion Sign-in Sheet to document who participates in outreach engagement efforts (Disagree=5%; Don't know=17.5%)	77.5%	78.9%	78.6%	62.5%	82.1%	24%
Aware of dept's efforts to improve services for refugee and immigrants	100%	100%	100%	100%	100%	51%
Department is improving access for immigrants and refugees (Don't know=12.5%)	87.5	77.8%	93.3%	100%	86.2%	45%
Department is improving interpretation/translation for immigrants and refugees (Don't know=12.2%)	87.8%	78.9%	93.3%	100%	86.2%	58%
Aware of Department's RSJI Work Plan (Disagree=17.5%; Don't know=2.5%)	80%	70%	84.6%	87.5%	78.6%	59%
Aware of use of Racial Equity Toolkit in dept. (Disagree=9.8%; Don't know=26.8%)	63.4%	68.4%	53.3%	75%	58.6%	42%
Racial Equity Toolkit improved policies, programs, budget decisions (Disagree=2.4%; Don't know=39%)	58.5%	57.9%	60%	50%	65.5%	29%

Race and Social Justice 2012 Employee Survey Results

Please contact your RSJI departmental liaison, Darlene Flynn, SOCR at: (206) 684-0291 or via e-mail at Darlene.Flynn@Seattle.gov if you have additional questions.