

Survey: Staff Racial Equity & Inclusion Competency

Goals of the survey:

Learn the following from Living Cities' staff:

- Where we need to invest in staff training to increase competency around racial equity
- Understand our collective awareness on racial equity and how it impacts our work
- Understand collective awareness of Living Cities' efforts around racial equity

Living Cities conducted its first survey in July of 2017. The data we captured from our staff will serve as our baseline from which to track our organizational progress toward building our competencies and advancing racial equity at Living Cities moving forward. The results of the survey have also proved tremendously useful in helping the internal Colleagues Operationalizing Racial Equity (CORE) team identify potential next steps and opportunities to continue to embed a racial equity lens across the organization. For example, the survey results convinced us to have all staff members complete an “Undoing Racism” training and informed the development of our most recent All-Staff Retreat.

The results of this survey were also an input into our recent scan to identify trends in the field on what organizations are doing internally to advance racial equity, which is available at bit.ly/LCREIreport.

This survey will be confidential. No identifying information will be connected to an individual's survey response and all personal statements will be anonymous. Aggregate results (never individual data) might be shared publicly in service of our spread and adoption goals.

The questions from this survey are adapted from GARE's Employee Survey for Local Governments, D5 initiative's Field Survey, as well as best practices from the field.

Recommendations based on survey administration:

- We recommend that this survey be administered every two years.
- We recommend that future versions of this survey collect demographic data. For best practices on collecting this data, see here: <http://www.d5coalition.org/tools/resources-for-data-collection/>
- We recommend that future versions of this survey have a question reflecting each staff member's current level in the organization.

Experience, Perspectives and Competency

1. How many trainings / workshops about racial equity have you attended either at Living Cities or outside of Living Cities? (foundational)
 - None (Skip to question 2)
 - One or two (go to question 1a)
 - Three or more (go to question 1a)



1a) (if employee has attended at least one training, as indicated in Q1) In general, I have found trainings / workshops about racial equity to be useful. (supplemental)

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

1b) If you have attended trainings, please share what kind of training:

1c) Would you recommend this training as an organization-wide training?

- Yes
- No

2. I think it is valuable to examine and discuss the impacts of race on our work at Living Cities. (foundational)

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

3. I have a basic understanding of concepts related to racial equity. (foundational)

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

We recommend including an open-ended question here that asks staff to articulate the racial equity concepts with which they are familiar.

For questions 4 – 6, we will be using the following definitions for institutional, interpersonal/individual and structural/systemic racism:

Institutional racism:

Institutional racism refers to the policies and practices within and across institutions that, intentionally or not, produce outcomes that chronically favor, or put a racial group at a disadvantage. Poignant examples of institutional racism can be found in school disciplinary policies in which students of color are punished at much higher rates than their white counterparts, in the criminal justice system, and within many employment sectors in which day-to-day operations, as well as hiring and firing practices can significantly disadvantage workers of color.

Interpersonal/individual racism: Individual racism can include face-to-face or covert actions toward a person that intentionally express prejudice, hate or bias based on race.

Structural/systemic racism: A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with “whiteness” and disadvantages associated with “color” to endure and adapt over time. Structural racism is not something that a few people or institutions choose to practice. Instead it has been a feature of the social, economic and political systems in which we all exist.

4. I know how to identify examples of institutional racism (i.e., when organizational programs or policies work better for white people than for people of color, usually unintentionally or inadvertently). (foundational)

- Strongly agree (go to question 4a)
- Somewhat agree (go to question 4a)
- Somewhat disagree (skip to question 5)
- Strongly disagree (skip to question 5)
- Don't know (skip to question 5)

4 a) (if employee can identify examples of institutional racism, as indicated in Q4) I have the tools to address institutional racism in my workplace.

- (foundational)
- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

5. I know how to identify examples of interpersonal/individual racism (i.e. using coded language, questioning someone's competence based on their race or ethnicity). (foundational)

- Strongly agree (go to question 5a)
- Somewhat agree (go to question 5a)
- Somewhat disagree (skip to question 6)
- Strongly disagree (skip to question 6)
- Don't know (skip to question 6)

5 a) (if employee can identify examples of interpersonal racism, as indicated in Q5) I have the tools to address interpersonal racism in my workplace.

- (foundational)
- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know



6. I know how to identify examples of structural racism (i.e. people of color have been left out of wealth creation, home ownership as a result of centuries of structured racialized practices, police are likely to focus on certain areas of a city where there are predominantly black and Latino people etc.). (foundational)

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

6a) (if employee can identify examples of structural racism, as indicated in Q6) I have the tools to address institutional racism in my workplace. (foundational)

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

7. I feel comfortable talking about race. (foundational)

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

8. I am comfortable when others talk about race. (foundational)

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

9. I can articulate Living Cities' commitment to racial equity to external partners.

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

10. I am actively involved in advancing racial equity in my projects and teams. (foundational)

- Strongly agree



- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

11. I would become more active in advancing racial equity if... (Mark all that apply)
(supplemental)

I had more information so I knew what to do

I received training

I had more time

I had the support of my manager

I felt that I have a more supportive environment

I knew that there was senior leadership buy-in

I received acknowledgement on the work I do to advance racial equity

I am happy with my current level of engagement

12. I have used a Racial Equity Tool [LINK TO RACIAL EQUITY] on policy, program, or budget decisions. (foundational)

- Yes (go to question 9a)
- No
- Don't know

12a) I feel confident setting racial equity outcomes and goals when using the Racial Equity Toolkit.

Strongly agree

Somewhat agree

Somewhat disagree

Strongly disagree

13. I have used other racial equity tools on policy, program, or budget decisions.

Yes (If yes, go to question 13a)

No

Don't Know

13a) What are the tools you have used to help you embed racial equity in policy, program, or budget decisions?

Perception on Leadership, Infrastructure and Tools

For these questions, Living Cities leadership is defined as the CEO, COO, and Resources & Results Team (i.e Matt Smith, Nadia Owusu, Elizabeth Reynoso, JaNay Queen, Tonya Banks, Ellen Ward, Ben Hecht, Elodie Baquerot). Please consider the leadership team as a whole rather than focusing on individual members of the team.

14. Living Cities is committed to racial equity. (foundational)

- Strongly agree
- Somewhat agree



- Somewhat disagree
- Strongly disagree
- Don't know

15. Leadership in Living Cities participates in and supports conversations about racial equity internally. (foundational)

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

16. Leadership in Living Cities communicates the importance of addressing racial inequities and achieving racial equity. (foundational)

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

17. Living Cities provides the resources necessary for addressing racial disparities and achieving racial equity. (foundational)

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

18. Living Cities has taken steps to reduce racial inequities internally. (foundational)

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

19. Living Cities has taken steps to reduce racial inequities generally. (foundational)

- Strongly agree
- Somewhat agree



- Somewhat disagree
- Strongly disagree
- Don't know

20. Living Cities leadership is equipped to participate in internal and external conversations around race. (foundational)

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

21. Living Cities leadership has taken bold steps to reduce institutional racism. (foundational)

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

22. Living Cities creates an environment where everyone has equal opportunities to advance. (foundational)

- Strongly agree
- Somewhat agree
- Somewhat disagree
- Strongly disagree
- Don't know

23. My team/project is taking concrete actions to increase equity in our team processes and infrastructure such as in contracting and procurement. (i.e We have prioritized minority-owned businesses etc.), hiring, communications, underwriting etc.

- ž Strongly agree
- ž Somewhat agree
- ž Somewhat disagree
- ž Strongly disagree
- ž Don't know



24. In your own words, what do you think a focus on racial equity and inclusion should mean for our mission and how we work? What should we do more/less of? What would we need to change?

Individual Experience [These questions are adapted from Vanessa Daniel on momsrising.org]

25. I have taken the time to read, attend workshops, watch films and educate myself about what people of color experience in this country and how I can advance racial equity in my current position.

Often
Sometimes
Seldom
Never

26. I have pushed my institution to collect data on racial demographics of the leadership of our grantees/ borrowers

Often
Sometimes
Seldom
Never

27. I have set aside my own discomfort and my own fear of saying the wrong thing when talking about race at work.

Often
Sometimes
Seldom
Never

28. I have spoken up about diversity in hiring practices.

Often
Sometimes
Seldom
Never

29. I feel like I have risked my reputation and my position in order to talk about race at Living Cities.

Often
Sometimes
Seldom
Never