

Welcome to our Annual Employee Survey on Racial Equity and Inclusion capacity:

The goals of this survey are to 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 our collective awareness of Living Cities' efforts around racial equity

The results of this survey will be useful for CORE to think about how to best embed a racial equity lens across the organization. This will also provide our baseline data to track our organizational progress toward advancing racial equity at Living Cities.

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.

In order to track changes most effectively, we kept most of the questions the same as last year. We ask for 100% participation so we can obtain the best insights to support our REI work. One exception is the last section requesting demographic data and is voluntary.

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.

Experience, Perspectives, & Competency

1. In the last fiscal year, how many trainings / workshops about racial equity have you attended either at Living Cities or outside of Living Cities?

- None
- One or two
- Three or more

2. In general, I have found trainings / workshops about racial equity that I have gone to in the last fiscal year to be useful.

Strongly agree

Strongly disagree

Somewhat agree

Don't know

Somewhat disagree

3. If you have attended training(s), please share what kind of training.

4. Would you recommend using these trainings as an organization-wide training?

Yes

No

Please add any comments if you have any

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

- | | |
|---|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Somewhat agree | <input type="radio"/> Don't know |
| <input type="radio"/> Somewhat disagree | |

Please add any comments you may have

6. I have a basic understanding of concepts related to racial equity.

- | | |
|---|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Somewhat agree | <input type="radio"/> Don't know |
| <input type="radio"/> Somewhat disagree | |

For this set of questions, 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.

7. 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).

Strongly agree

Strongly disagree

Somewhat agree

Don't know

Somewhat disagree

8. I have the tools to address institutional racism in my workplace.

Strongly agree

Strongly disagree

Somewhat agree

Don't know

Somewhat disagree

Please add any comments you may have

9. 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).

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

10. I have the tools to address interpersonal racism in my workplace.

Strongly agree

Strongly disagree

Somewhat agree

Don't know

Somewhat disagree

Please add any comments you may have

11. 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.).

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

12. I have the tools to address structural racism in my workplace.

Strongly agree

Strongly disagree

Somewhat agree

Don't know

Somewhat disagree

Please add any comments you may have

13. I feel comfortable talking about race.

- | | |
|---|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Somewhat agree | <input type="radio"/> Don't know |
| <input type="radio"/> Somewhat disagree | |

14. I am comfortable when others talk about race.

- | | |
|---|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Somewhat agree | <input type="radio"/> Don't know |
| <input type="radio"/> Somewhat disagree | |

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

- | | |
|---|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Somewhat agree | <input type="radio"/> Don't know |
| <input type="radio"/> Somewhat disagree | |

16. I am actively involved in advancing racial equity in my projects and teams.

- | | |
|---|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Somewhat agree | <input type="radio"/> Don't know |
| <input type="radio"/> Somewhat disagree | |

17. I would become more active in advancing racial equity if...

- | | |
|---|--|
| <input type="checkbox"/> I had more information so I knew what to do. | <input type="checkbox"/> I felt like I had a more supportive environment. |
| <input type="checkbox"/> I received training. | <input type="checkbox"/> I knew that there was senior leadership buy-in. |
| <input type="checkbox"/> I had more time. | <input type="checkbox"/> I received acknowledgement on the work I do to advance racial equity. |
| <input type="checkbox"/> I had the support of my manager. | <input type="checkbox"/> N/A. I am happy with my current level of engagement. |

Please add any comments you may have

18. In the last fiscal year, I have used the [Racial Equity Assessment Tool](#) for policy, program, or budget decisions.

- Yes
- No
- Don't know

19. I feel confident setting racial equity outcomes and goals when using the Racial Equity Assessment Tool.

Strongly agree

Somewhat disagree

Somewhat agree

Strongly disagree

Please add any comments you may have

20. In the last fiscal year, I have used other racial equity tools on policy, program, or budget decisions.

- Yes
- No
- Don't know

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

Racial Equity Competency and Skills Assessment

This set of questions refer to the Racial Equity and Inclusion Competency and Skill Areas from Living Cities Competency Framework. You can review the details of each skill area [here](#).

22. In the last fiscal year CORE activities (ERGs, coaching, facilitated discussions, resources and tools etc.) have helped me build the following racial equity competencies and skill areas:

- | | |
|--|---|
| <input type="checkbox"/> Commitment to REI | <input type="checkbox"/> Extending Mutual Acknowledgement and Respect |
| <input type="checkbox"/> Command of history of racism, core constructs | <input type="checkbox"/> Supporting colleagues with kindness |
| <input type="checkbox"/> Engaging in crucial conversations | <input type="checkbox"/> Self Awareness |
| <input type="checkbox"/> Applying REI to work | <input type="checkbox"/> Self governance |
| <input type="checkbox"/> Power Analysis | |

Please add any comments you may have

23. In the last fiscal year I have used my professional development and/or my own time to build the following racial equity competencies and skills:

- | | |
|--|---|
| <input type="checkbox"/> Commitment to REI | <input type="checkbox"/> Extending Mutual Acknowledgement and Respect |
| <input type="checkbox"/> Command of history of racism, core constructs | <input type="checkbox"/> Supporting colleagues with kindness |
| <input type="checkbox"/> Engaging in crucial conversations | <input type="checkbox"/> Self Awareness |
| <input type="checkbox"/> Applying REI to work | <input type="checkbox"/> Self governance |
| <input type="checkbox"/> Power Analysis | |

Please add any comments you may have

24. Which CORE activities/tools/resources have you found most helpful in building your racial equity competency?

- Employee Resource Groups (ERGs)
- Coaching
- Timeout Tuesday facilitated conversations
- Racial Equity Project Audit
- One-on-one conversations with CORE team members
- Book club
- Healing Justice spaces during timeout Tuesdays
- CORE curriculum workshops (i.e accountability, interrupting violence, organizing)

Other (please specify)

Perception of Leadership, Infrastructure, & Tools

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

25. Living Cities is committed to racial equity.

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

Please add any comments you may have:

26. Living Cities leadership participates in and supports conversations about racial equity internally.

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

Please add any comments and/or specific examples you may have:

27. Living Cities leadership communicates the importance of addressing racial inequities and achieving racial equity.

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

Please add any comments and/or specific examples you may have:

28. Living Cities has taken steps to reduce racial inequities internally.

- | | |
|---|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Somewhat agree | <input type="radio"/> Don't know |
| <input type="radio"/> Somewhat disagree | |

Please add any comments you may have:

29. Living Cities has taken steps to reduce racial inequities generally.

- | | |
|---|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Somewhat agree | <input type="radio"/> Don't know |
| <input type="radio"/> Somewhat disagree | |

Please add any comments you may have:

30. Living Cities leadership is equipped to participate in internal and external conversations around race.

- | | |
|---|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Somewhat agree | <input type="radio"/> Don't know |
| <input type="radio"/> Somewhat disagree | |

Please add any comments you may have:

31. Living Cities leadership has taken bold steps to reduce institutional racism.

- | | |
|---|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Somewhat agree | <input type="radio"/> Don't know |
| <input type="radio"/> Somewhat disagree | |

Please add any comments you may have:

32. Living Cities creates an environment where everyone has equal opportunities to advance.

Strongly agree

Strongly disagree

Somewhat agree

Don't know

Somewhat disagree

Please add any comments you may have:

33. 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.

Strongly agree

Strongly disagree

Somewhat agree

Don't know

Somewhat disagree

Please add any comments you may have:

34. Have you observed or experienced a policy, system, or practice at Living Cities that seemed inequitably conceived, designed, or implemented, or that you think might contribute to inequitable outcomes for staff of color? If so, please describe this observation or experience.

35. 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? What are current organizational culture and practices that present barriers to transformative change?

36. We wanted to have some space for staff for re-imagination. Tell us is what you would want to see in a re-imagined anti-racist institution

Individual Experience

These questions are adapted from Vanessa Daniel on momsrising.org.

37. 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

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

- Often
- Sometimes
- Seldom
- Never

39. 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

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

- Often
- Sometimes
- Seldom
- Never

41. I feel like there are still some risks in bringing up race/ racial equity (this can be anything from talking about race to interrupting microaggressions/violence) at Living Cities

- Often
- Sometimes
- Seldom
- Never

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

- Often
- Sometimes
- Seldom
- Never

43. If you have risked your reputation and position in order to talk about race at Living Cities, did you feel that it made a difference?

- Often
- Sometimes
- Seldom
- Never

Please add any comment if you have any:

Voluntary Demographic Data Collection

For many people, issues of identity are crucial and they wish to actively share, celebrate and bring these identities to their work. We also know that others will choose not to disclose elements of their identity. For this reason, we want to emphasize the **voluntary** nature of all these fields. **It is voluntary for you to choose how you identify and what to share.** We also want to emphasize that this survey is completely anonymous.

44. What is your gender?

- Male
- Female
- Prefer to self-describe
- Non-conforming
- Prefer not to respond

45. Do you identify as transgender?

- Yes
- No
- Prefer to self-describe
- Prefer not to respond

46. Do you consider yourself a member of the Lesbian, Gay, Bisexual and/or Transgender, Queer (LGBTQ) community?

- Yes
- No
- Prefer not to respond

47. How long have you worked with Living Cities?

- 0 to less than 6 months
- 6 months to 1 year
- 1 year to less than 3 years
- 3 years to less than 5 years
- 5 years to less than 7 years
- 7 years to less than 10 years
- Prefer not to respond

48. What race/ethnic group do you identify with?

- | | |
|--|---|
| <input type="radio"/> Asian/Asian-American | <input type="radio"/> Pacific Islander |
| <input type="radio"/> Black/African-American | <input type="radio"/> White |
| <input type="radio"/> Hispanic/Latino/Latina | <input type="radio"/> Multi-racial or multi-ethnic (2+ races/ethnicities) |
| <input type="radio"/> Native American/American Indian/Alaskan Native/Native Hawaiian | <input type="radio"/> Prefer not to respond |

49. In which office do you primarily work?

- DC
- NY
- Prefer not to respond

50. What is your level?

- | | |
|---|---|
| <input type="radio"/> Coordinator/Assistant | <input type="radio"/> Managing Director/Executive |
| <input type="radio"/> Associate/Senior Associate | <input type="radio"/> Intern |
| <input type="radio"/> Assistant/ Associate Director | <input type="radio"/> Prefer not to respond |