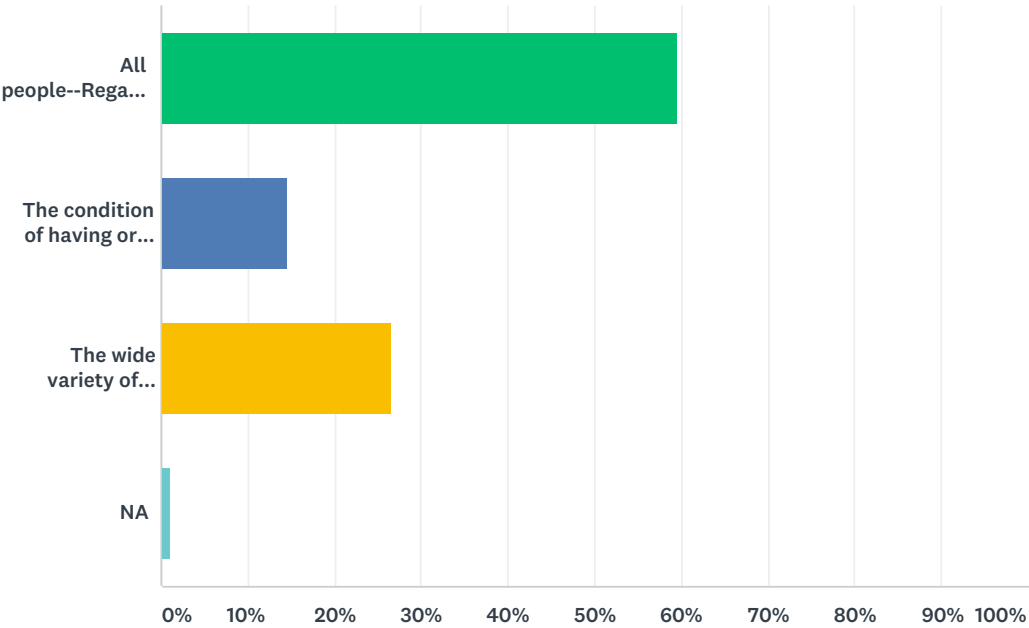


Q1 Which definition best represents what diversity means to you?

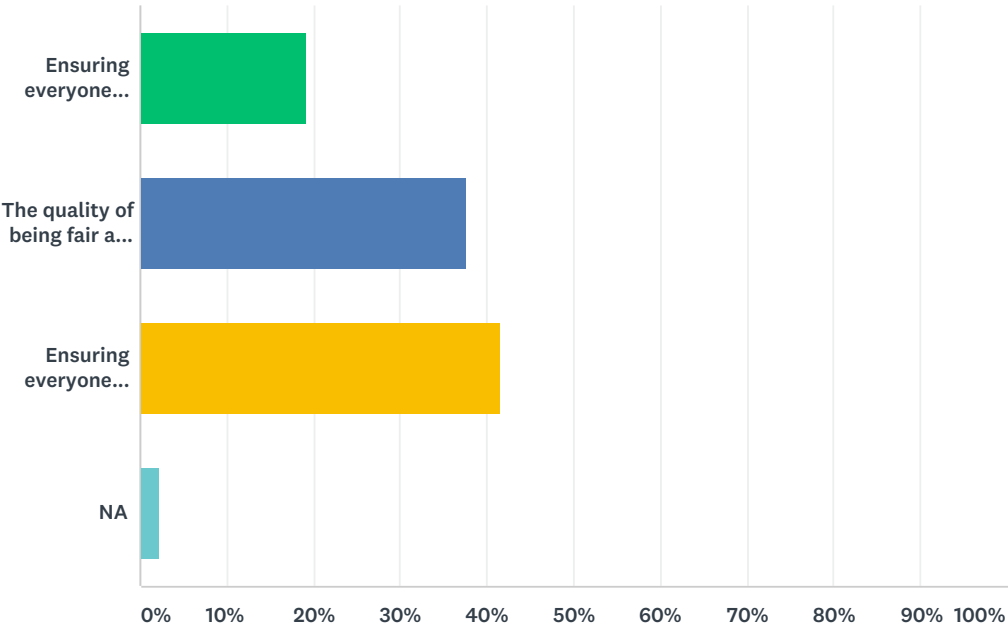
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
All people--Regardless of race, ethnicity, age, income level, physical ability, sexual orientation, gender or religion--are able to take advantage of quality programs, facilities, places and spaces that make their lives and communities great.	59.67%	179
The condition of having or being composed of different elements; variety	14.67%	44
The wide variety of shared and different personal and group characteristics among human beings	26.67%	80
NA	1.00%	3
Total Respondents: 300		

Q2 Which definition best represents what equity means to you?

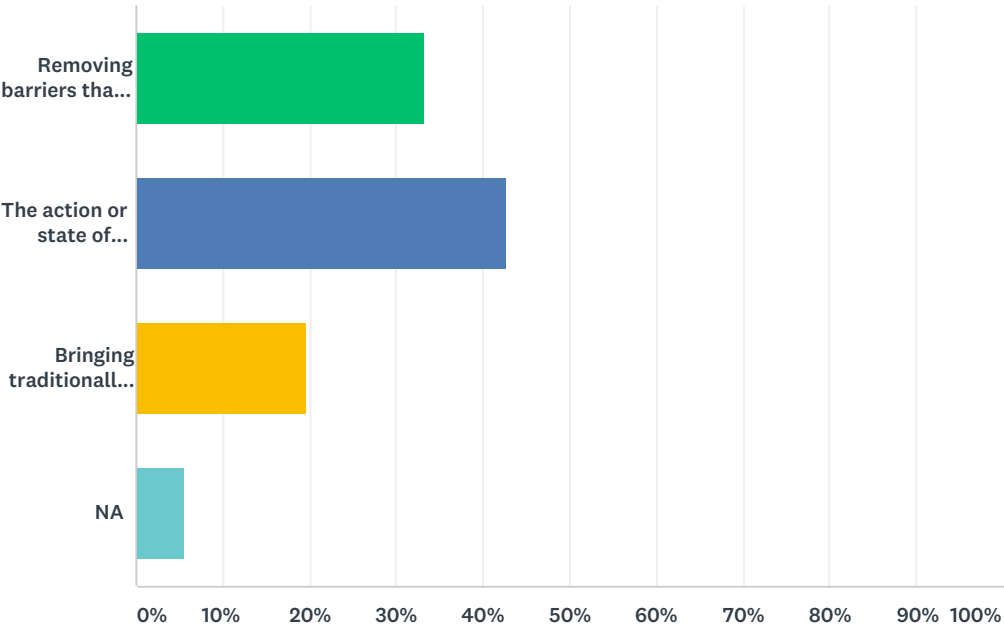
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Ensuring everyone receives the appropriate investment for where they are		19.33%	58
The quality of being fair and impartial		37.67%	113
Ensuring everyone receives equal treatment		41.67%	125
NA		2.33%	7
Total Respondents: 300			

Q3 Which definition best represents what inclusion means to you?

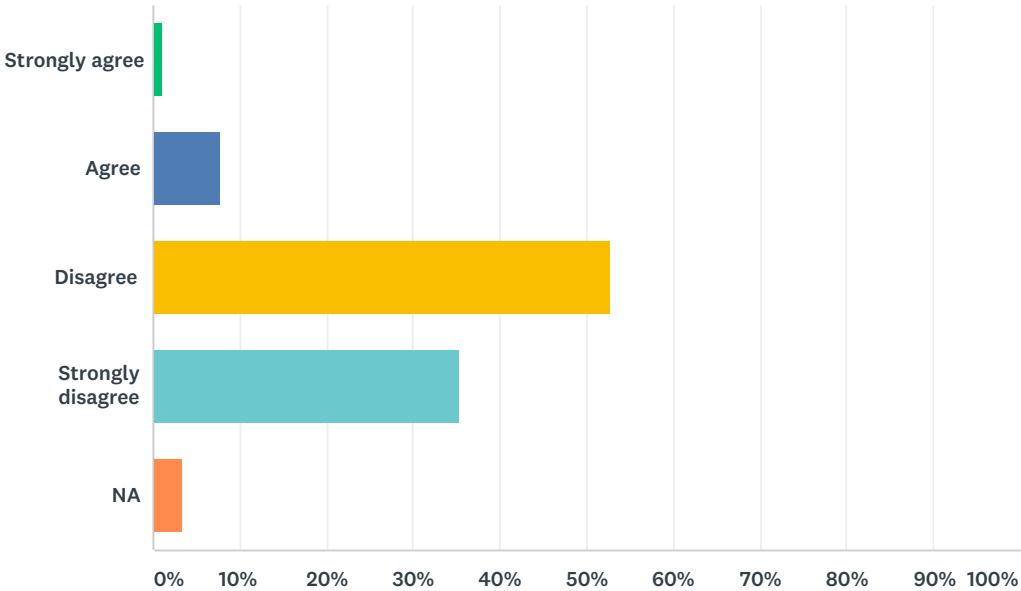
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Removing barriers that can deprive some people of the opportunity to enjoy the benefits of an environment	33.33%	100
The action or state of including or of being included within a group or structure	42.67%	128
Bringing traditionally excluded individuals and/or groups into processes, activities, employment, and decision/policy making	19.67%	59
NA	5.67%	17
Total Respondents: 300		

Q4 Working with people under 21 is challenging for me

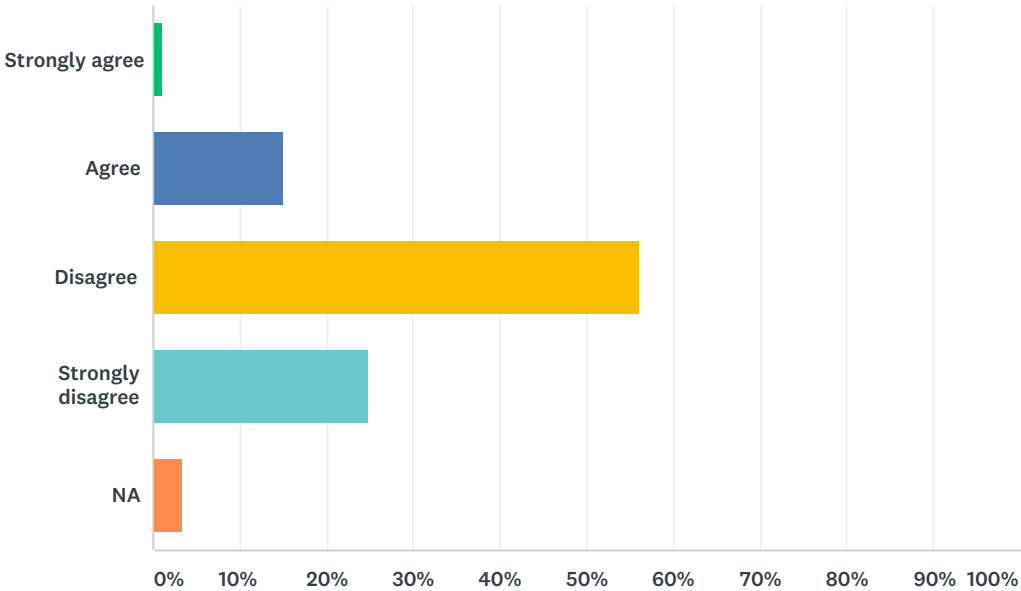
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	1.00%	3
Agree	7.67%	23
Disagree	52.67%	158
Strongly disagree	35.33%	106
NA	3.33%	10
Total Respondents: 300		

Q5 People under 21 have a poor work ethic

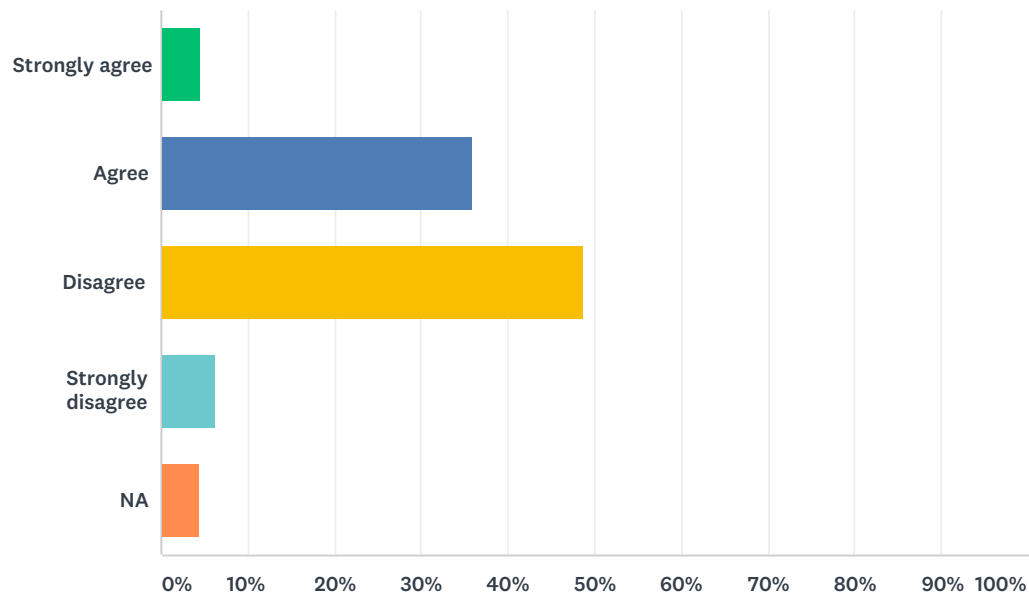
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	1.00%	3
Agree	15.00%	45
Disagree	56.00%	168
Strongly disagree	25.00%	75
NA	3.33%	10
Total Respondents: 300		

Q6 Today class is more of an issue than race

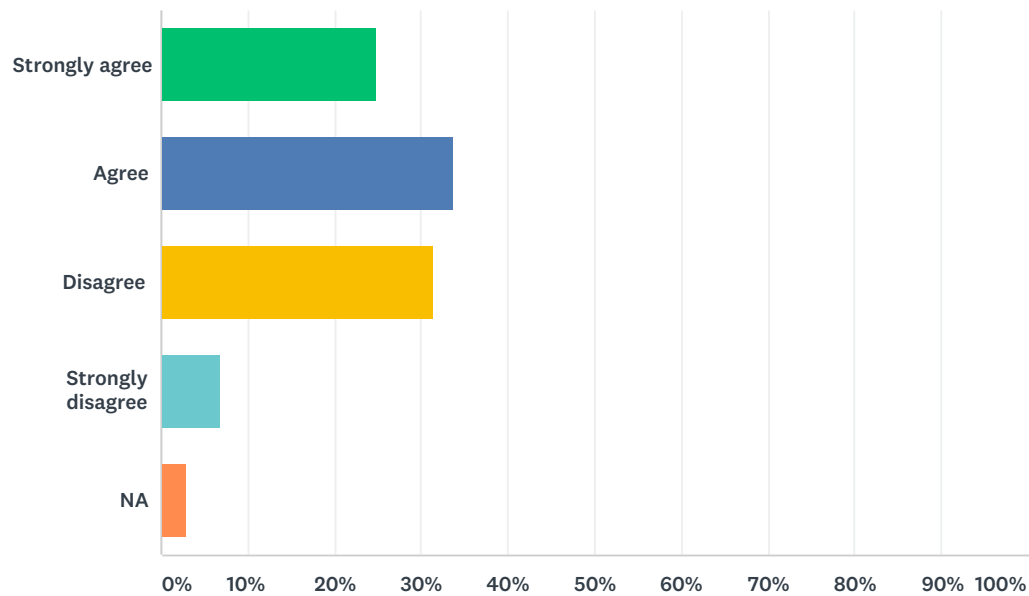
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	4.67%	14
Agree	36.00%	108
Disagree	48.67%	146
Strongly disagree	6.33%	19
NA	4.33%	13
Total Respondents: 300		

Q7 Everyone can succeed in the United States if they work hard enough

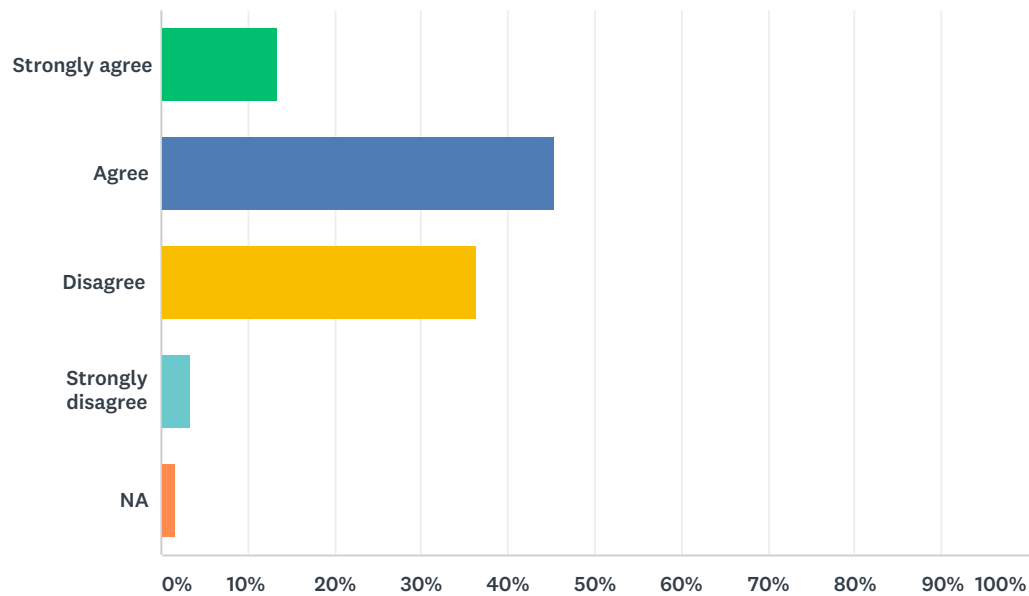
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	25.00%	75
Agree	33.67%	101
Disagree	31.33%	94
Strongly disagree	7.00%	21
NA	3.00%	9
Total Respondents: 300		

Q8 Health is a personal choice

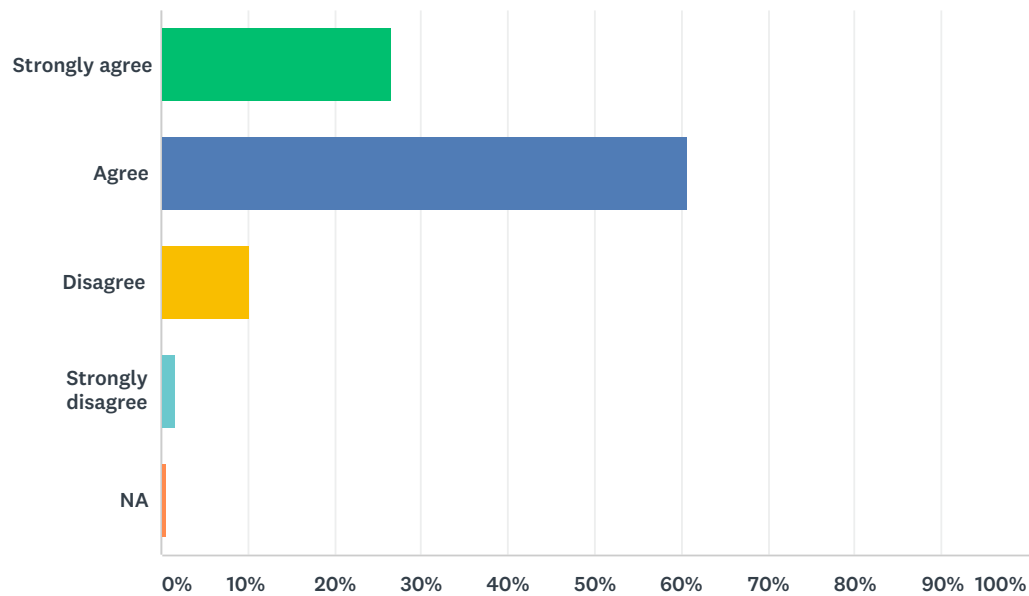
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	13.33%	40
Agree	45.33%	136
Disagree	36.33%	109
Strongly disagree	3.33%	10
NA	1.67%	5
Total Respondents: 300		

Q9 I am comfortable talking about issues of diversity, equity and inclusion

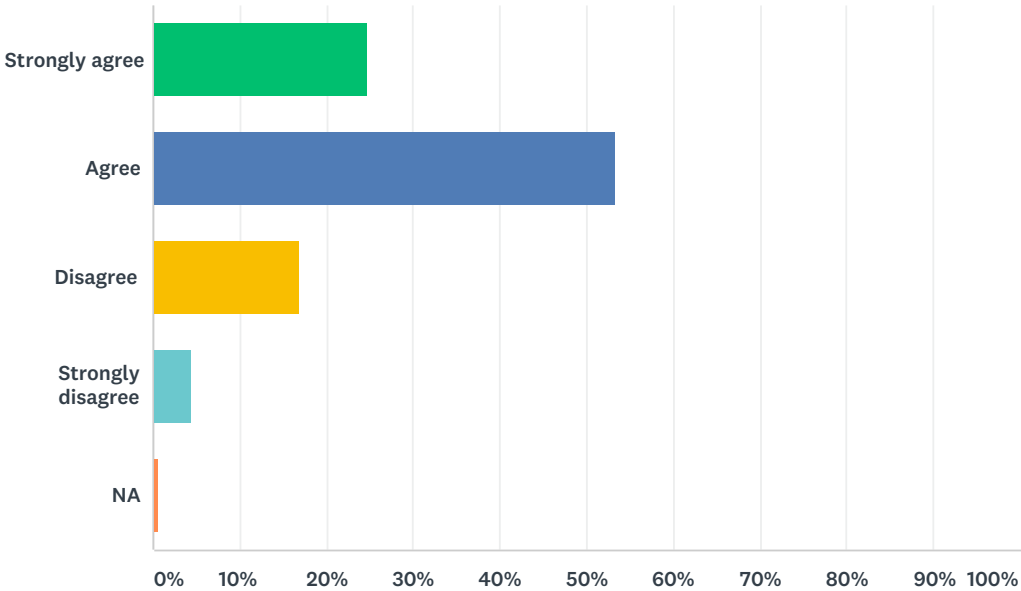
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	26.67%	80
Agree	60.67%	182
Disagree	10.33%	31
Strongly disagree	1.67%	5
NA	0.67%	2
Total Respondents: 300		

Q10 I am comfortable talking about gender identity

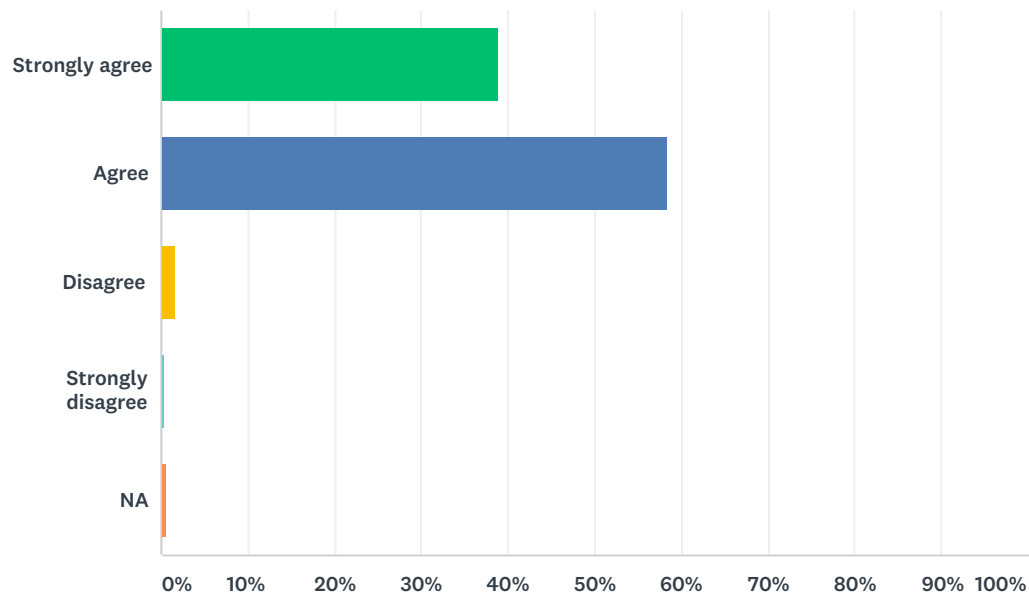
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	24.67%	74
Agree	53.33%	160
Disagree	17.00%	51
Strongly disagree	4.33%	13
NA	0.67%	2
Total Respondents: 300		

Q11 I am comfortable working with people younger than me

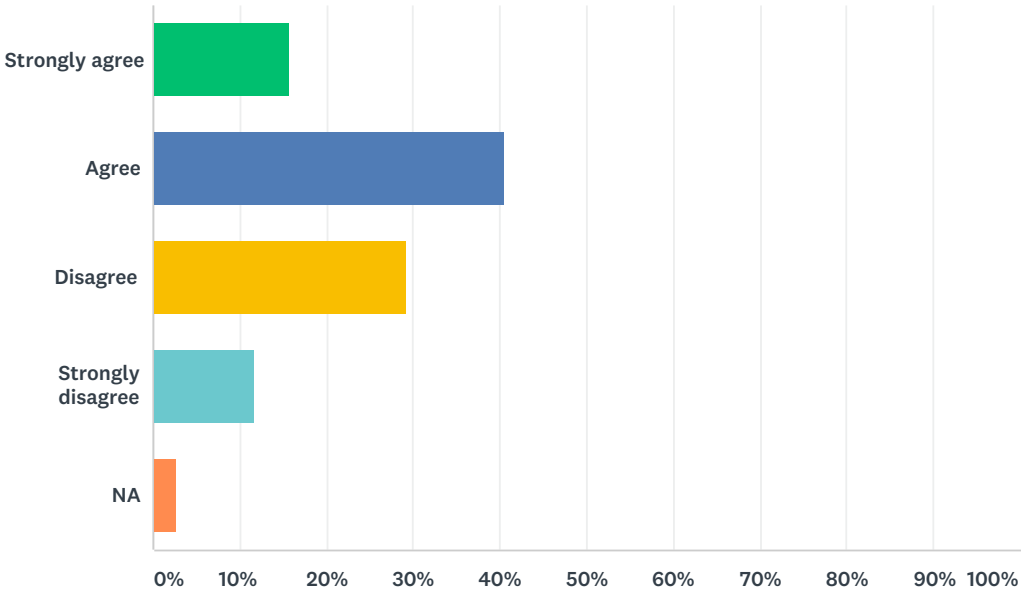
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	39.00%	117
Agree	58.33%	175
Disagree	1.67%	5
Strongly disagree	0.33%	1
NA	0.67%	2
Total Respondents: 300		

Q12 I am concerned about immigration

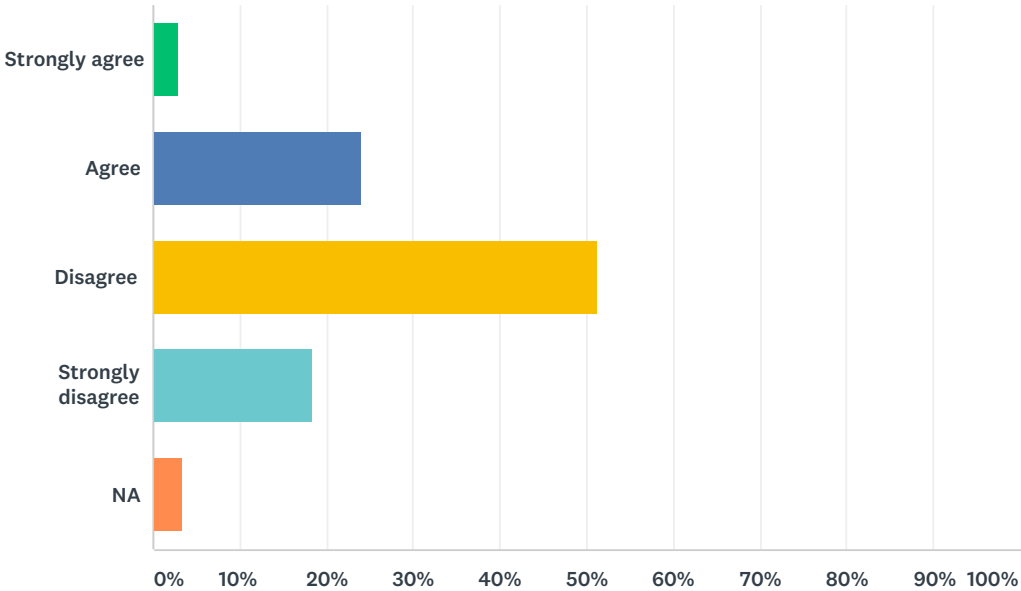
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	15.67%	47
Agree	40.67%	122
Disagree	29.33%	88
Strongly disagree	11.67%	35
NA	2.67%	8
Total Respondents: 300		

Q13 I am uncomfortable discussing topics of diversity, equity and inclusion with fellow employees

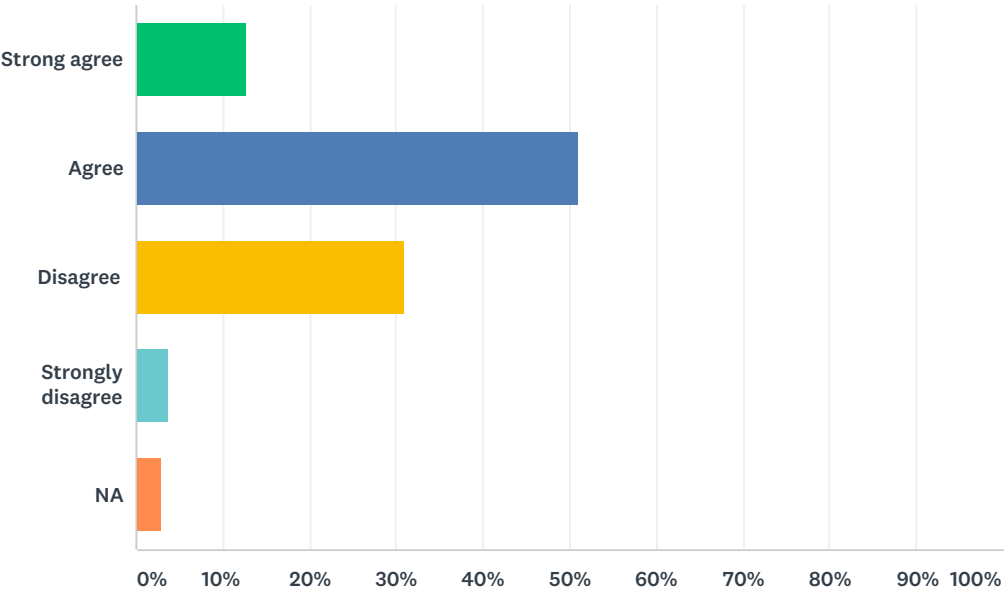
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		3.00%	9
Agree		24.00%	72
Disagree		51.33%	154
Strongly disagree		18.33%	55
NA		3.33%	10
Total Respondents: 300			

Q14 I believe gender identity is personal and should not be discussed at work

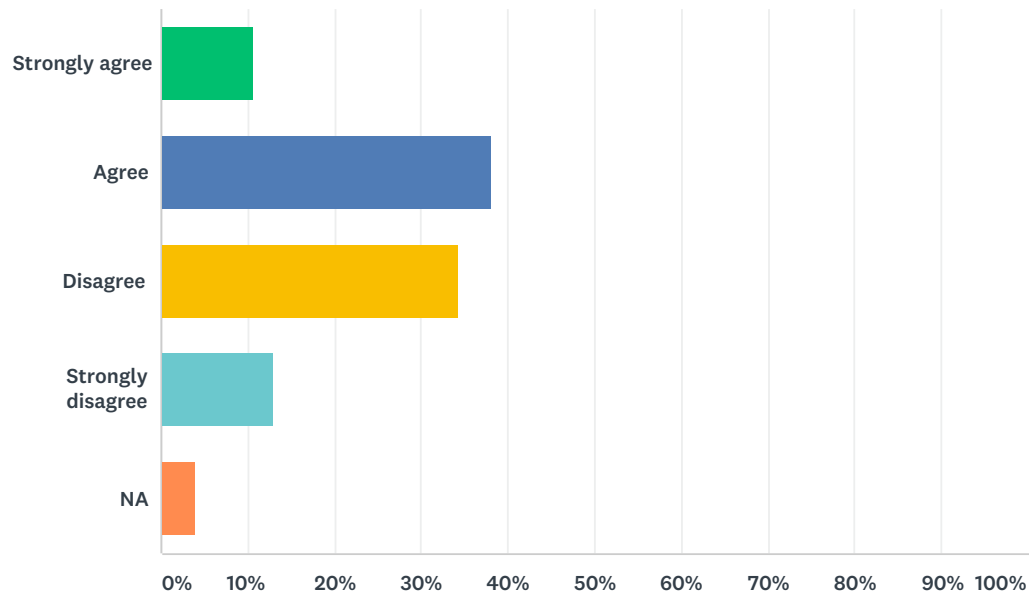
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strong agree		12.67%	38
Agree		51.00%	153
Disagree		31.00%	93
Strongly disagree		3.67%	11
NA		3.00%	9
Total Respondents: 300			

Q15 I believe some people take racial, ethnic and gender-based jokes too seriously

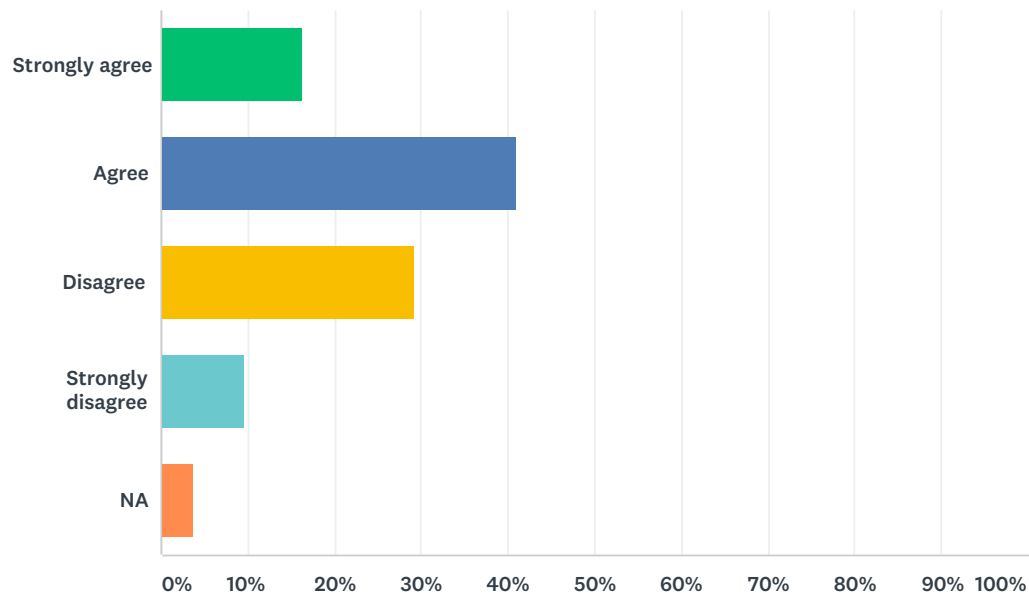
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		10.67%	32
Agree		38.00%	114
Disagree		34.33%	103
Strongly disagree		13.00%	39
NA		4.00%	12
Total Respondents: 300			

Q16 I believe people who live in the United States should speak English

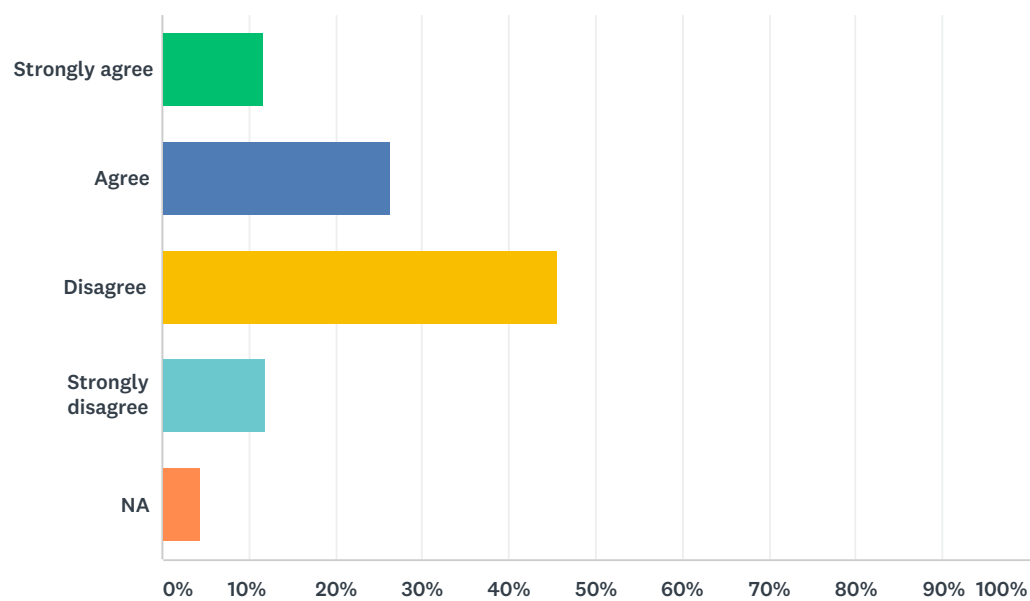
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	16.33%	49
Agree	41.00%	123
Disagree	29.33%	88
Strongly disagree	9.67%	29
NA	3.67%	11
Total Respondents: 300		

Q17 I believe people who live in the Unites States should speak English in public places

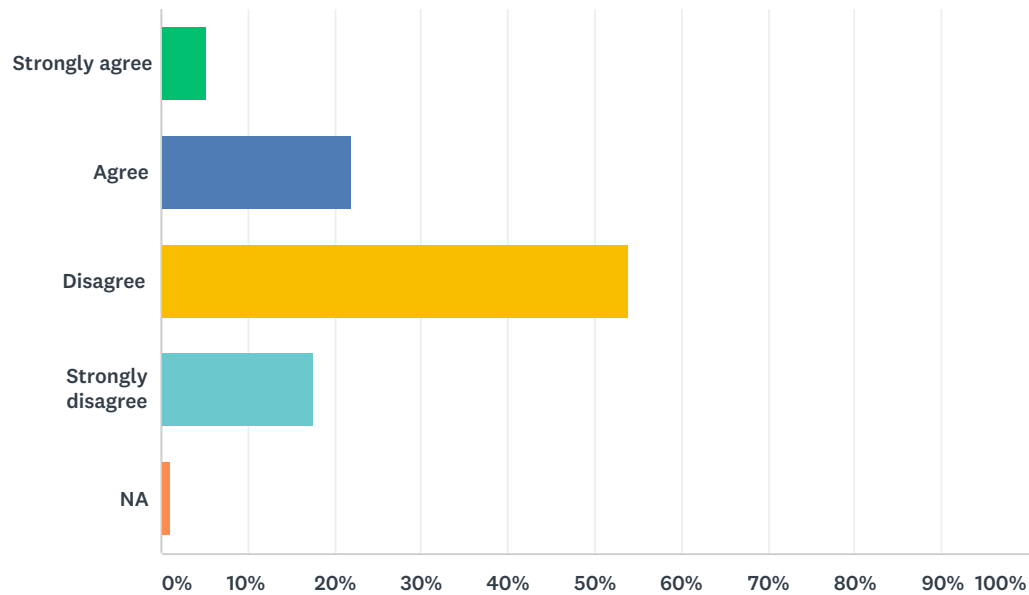
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	11.67%	35
Agree	26.33%	79
Disagree	45.67%	137
Strongly disagree	12.00%	36
NA	4.33%	13
Total Respondents: 300		

Q18 I am uncomfortable when people speak languages I do not understand

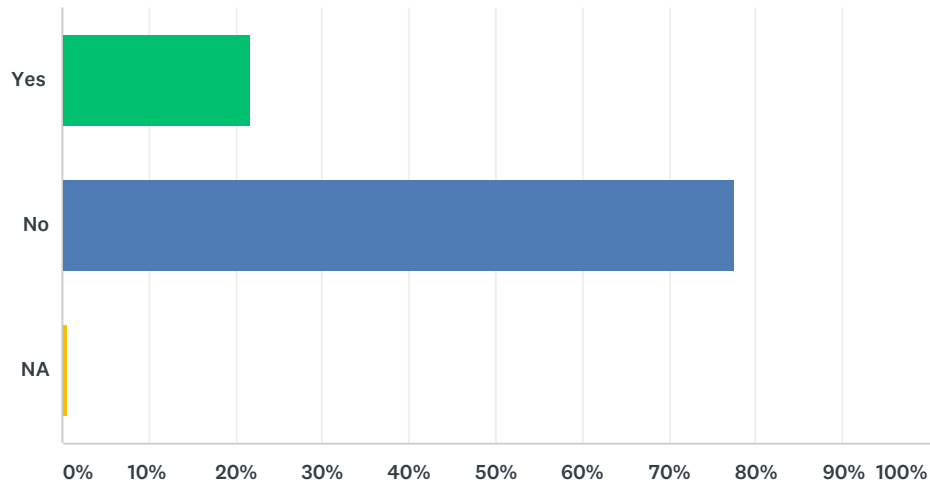
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		5.33%	16
Agree		22.00%	66
Disagree		54.00%	162
Strongly disagree		17.67%	53
NA		1.00%	3
Total Respondents: 300			

Q19 I speak a second language

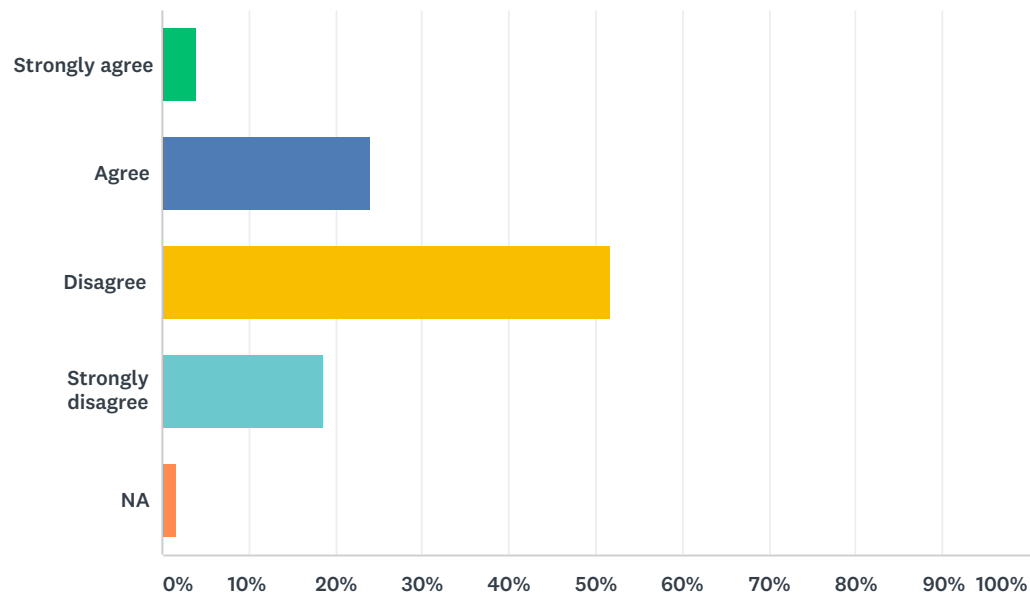
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		21.67%	65
No		77.67%	233
NA		0.67%	2
Total Respondents: 300			

Q20 I believe racial, ethnic, and gender-based jokes are just jokes

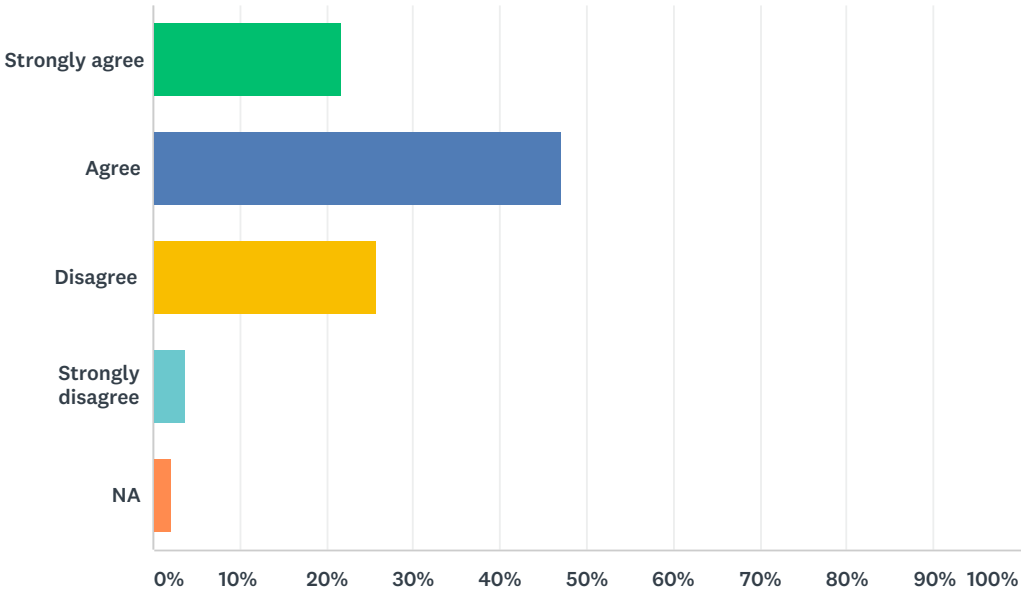
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	4.00%	12
Agree	24.00%	72
Disagree	51.67%	155
Strongly disagree	18.67%	56
NA	1.67%	5
Total Respondents: 300		

Q21 I do not see race; I see everyone as the same

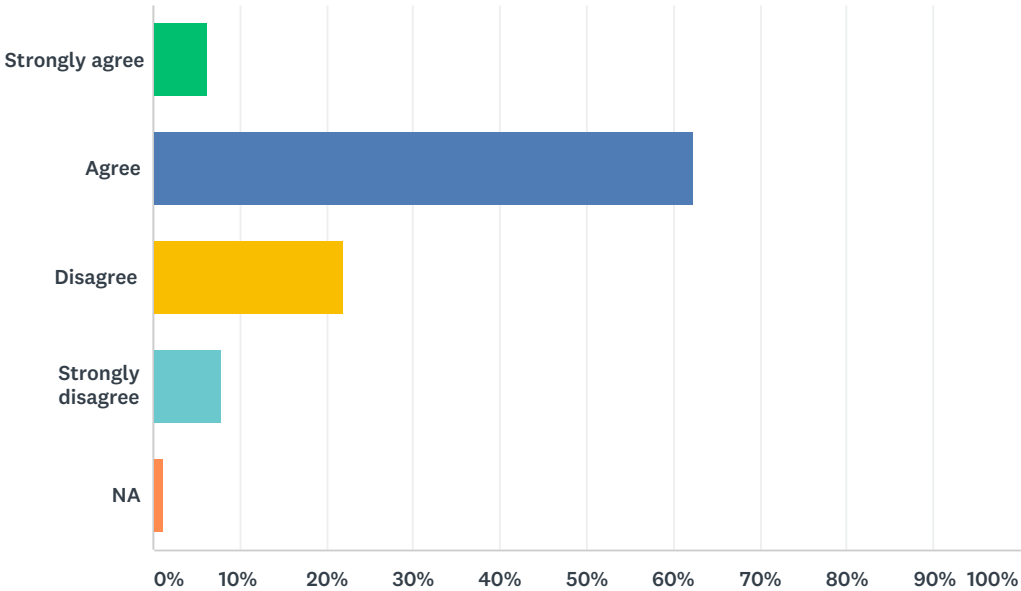
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	21.67%	65
Agree	47.00%	141
Disagree	25.67%	77
Strongly disagree	3.67%	11
NA	2.00%	6
Total Respondents: 300		

Q22 I notice people's skin color

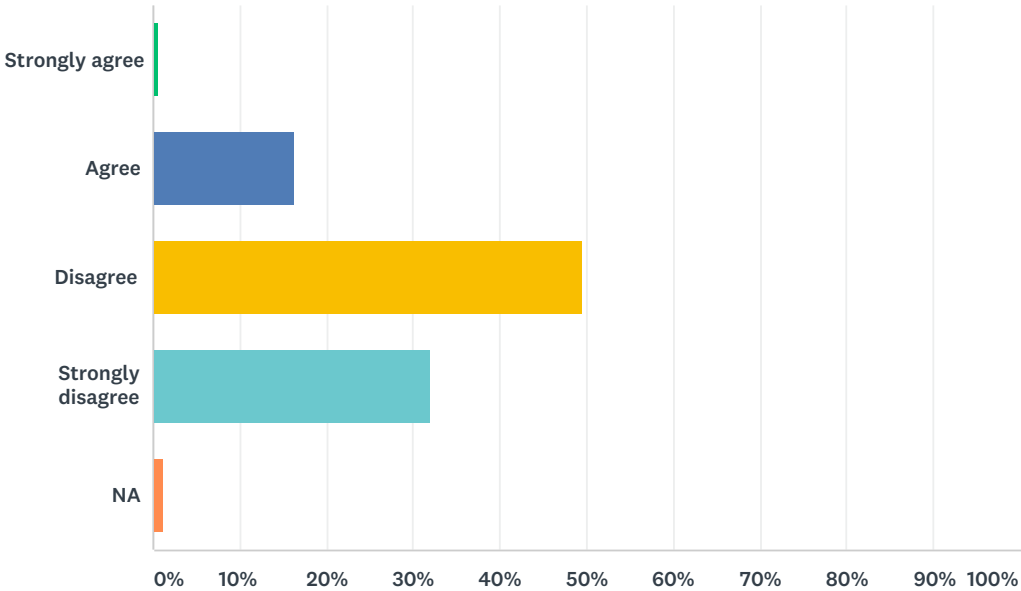
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	6.33%	19
Agree	62.33%	187
Disagree	22.00%	66
Strongly disagree	8.00%	24
NA	1.33%	4
Total Respondents: 300		

Q23 The color of a persons skin tells me something about them

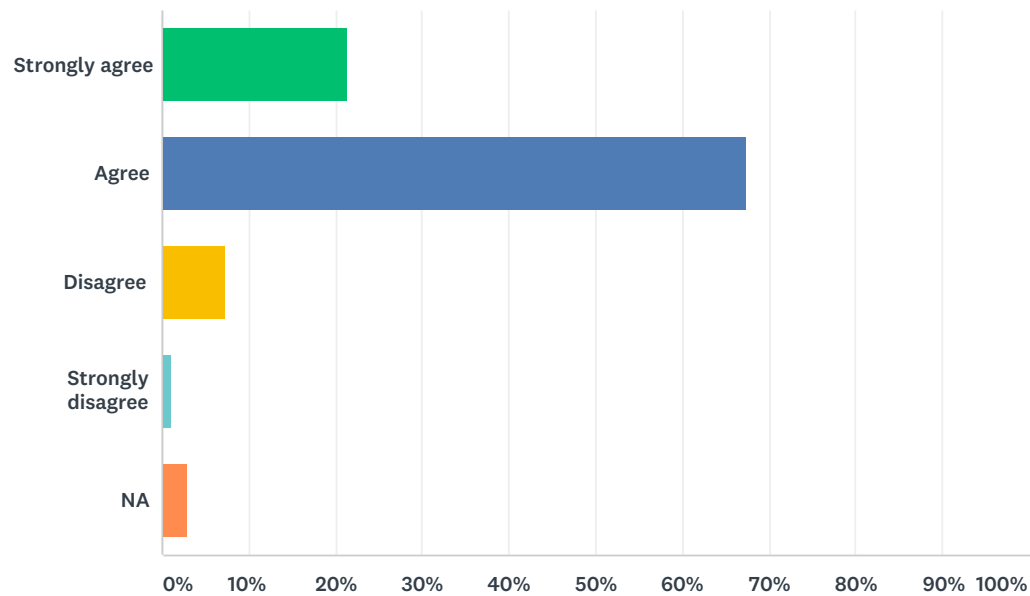
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	0.67%	2
Agree	16.33%	49
Disagree	49.67%	149
Strongly disagree	32.00%	96
NA	1.33%	4
Total Respondents: 300		

Q24 I learn from people younger than I am

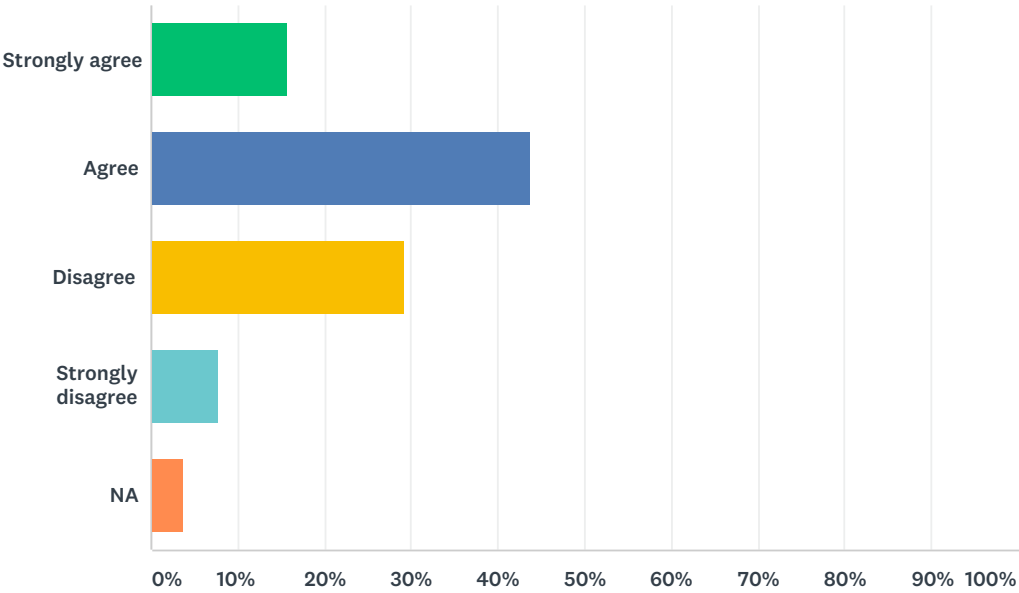
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	21.33%	64
Agree	67.33%	202
Disagree	7.33%	22
Strongly disagree	1.00%	3
NA	3.00%	9
Total Respondents: 300		

Q25 In the United States we talk about race too much

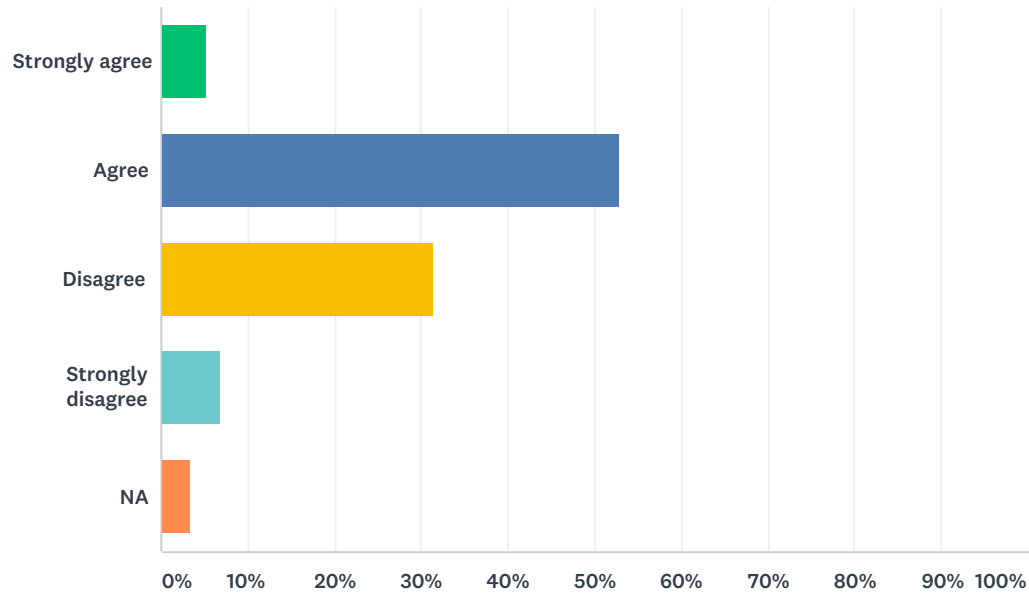
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	15.67%	47
Agree	43.67%	131
Disagree	29.33%	88
Strongly disagree	7.67%	23
NA	3.67%	11
Total Respondents: 300		

Q26 Metroparks leadership has created a culture of diversity, equity and inclusion at our organization

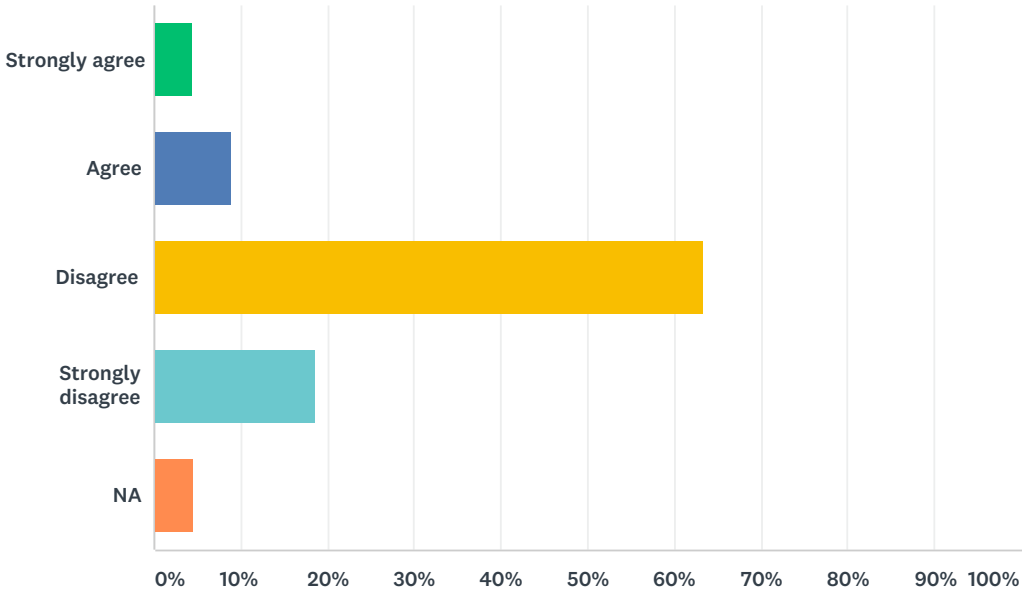
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		5.33%	16
Agree		53.00%	159
Disagree		31.33%	94
Strongly disagree		7.00%	21
NA		3.33%	10
Total Respondents: 300			

Q27 Reverse racism is a real problem at the Metroparks

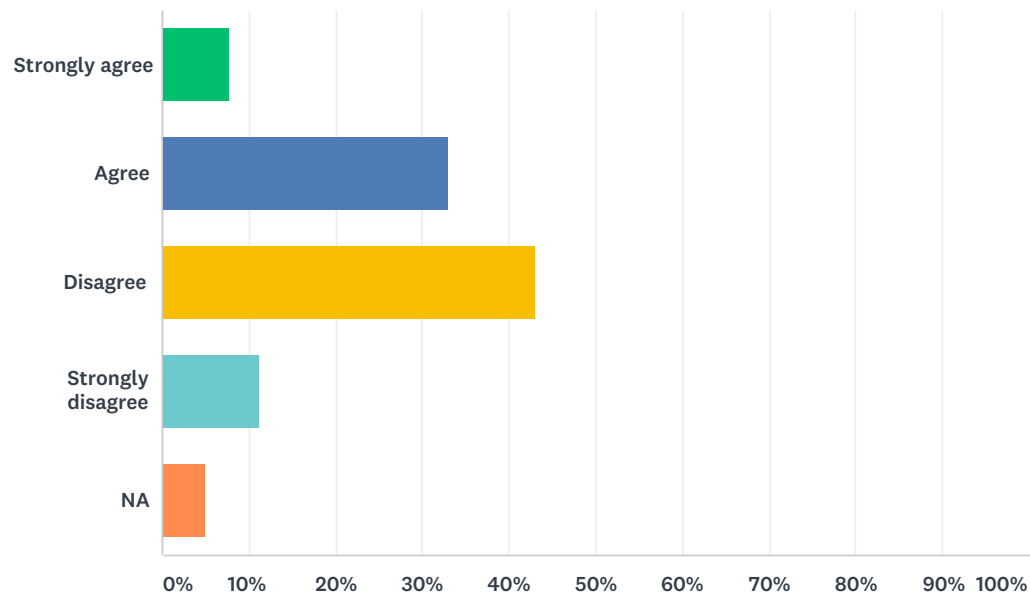
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	4.33%	13
Agree	9.00%	27
Disagree	63.33%	190
Strongly disagree	18.67%	56
NA	4.67%	14
Total Respondents: 300		

Q28 Reverse racism is a real problem today

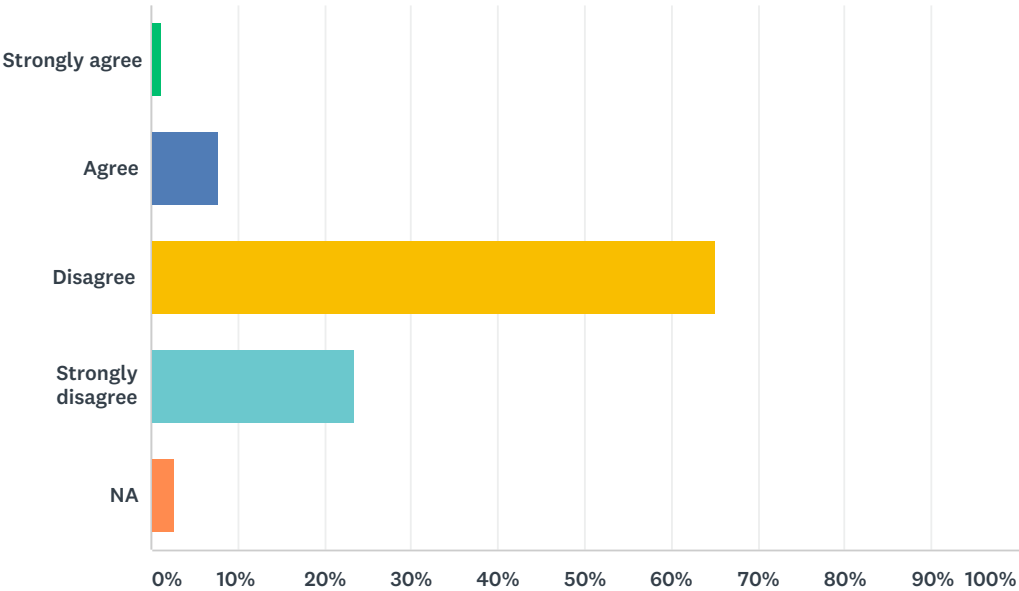
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	7.67%	23
Agree	33.00%	99
Disagree	43.00%	129
Strongly disagree	11.33%	34
NA	5.00%	15
Total Respondents: 300		

Q29 People under age 21 do not know how to work

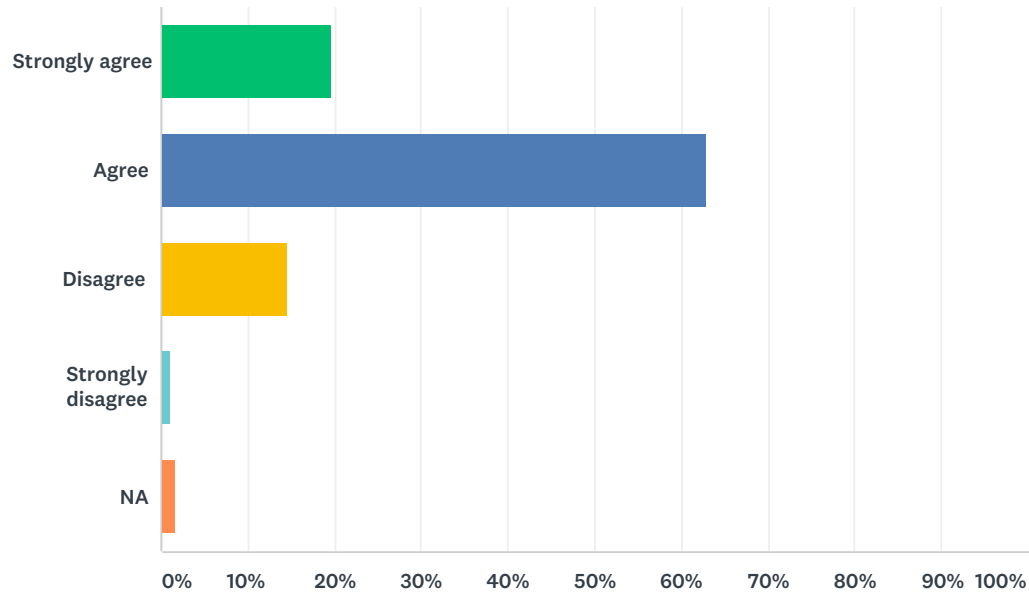
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	1.33%	4
Agree	7.67%	23
Disagree	65.00%	195
Strongly disagree	23.33%	70
NA	2.67%	8
Total Respondents: 300		

Q30 I am comfortable working with people with cognitive disabilities (i.e. ADHD, Mental Retardation)

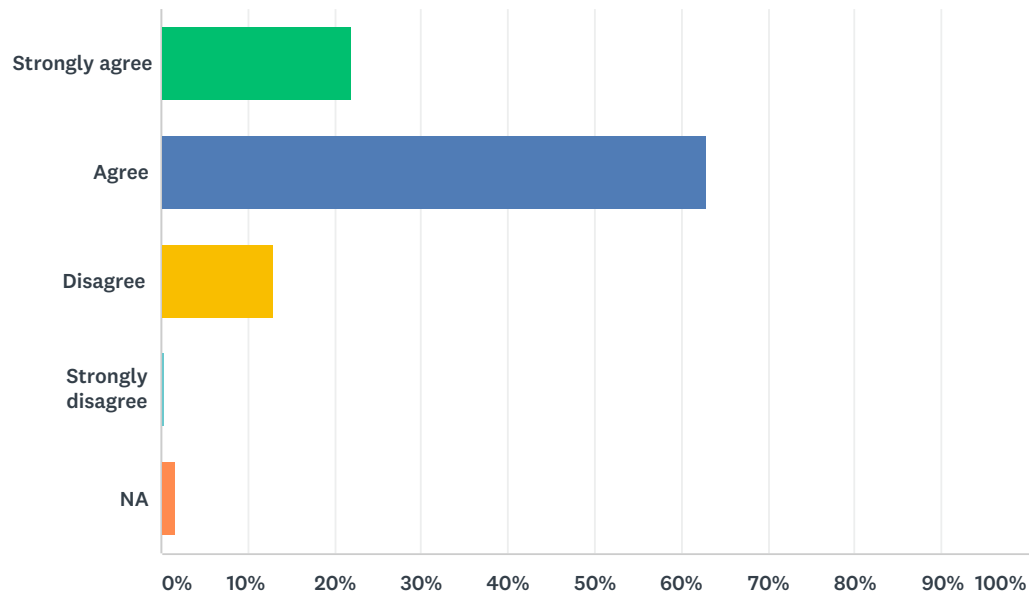
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		19.67%	59
Agree		63.00%	189
Disagree		14.67%	44
Strongly disagree		1.00%	3
NA		1.67%	5
Total Respondents: 300			

Q31 I am comfortable interacting with people who have a developmental disability (i.e. Autism, Cerebral palsy, Down Syndrome)

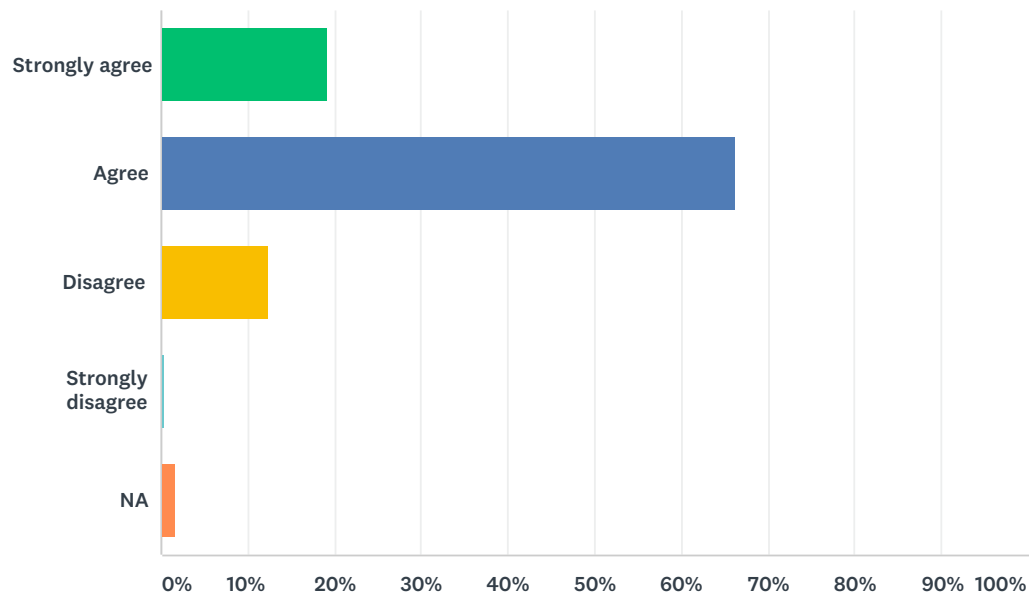
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		22.00%	66
Agree		63.00%	189
Disagree		13.00%	39
Strongly disagree		0.33%	1
NA		1.67%	5
Total Respondents: 300			

Q32 I am comfortable interacting with people who speak limited English

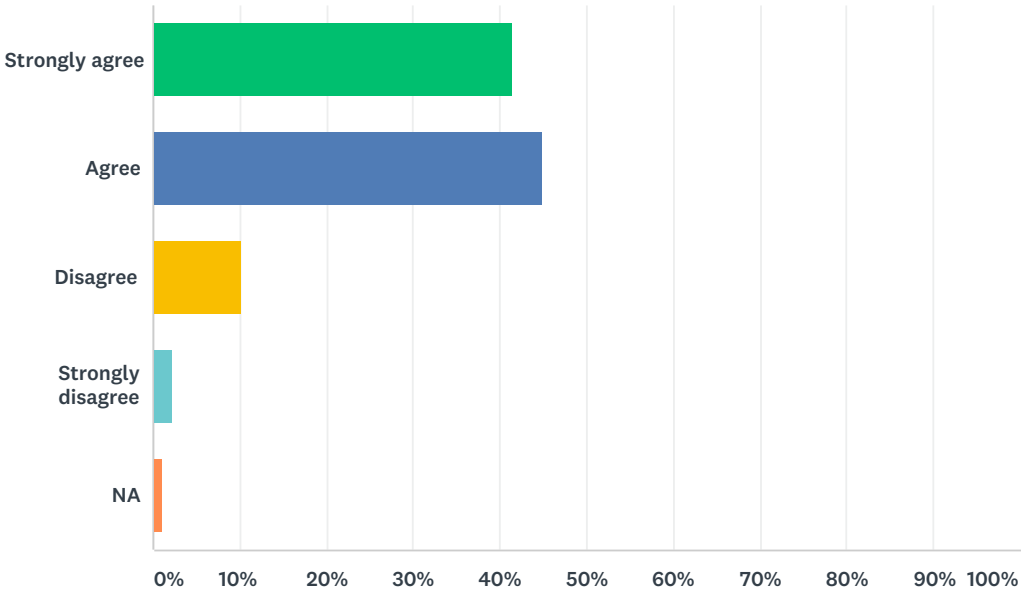
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	19.33%	58
Agree	66.33%	199
Disagree	12.33%	37
Strongly disagree	0.33%	1
NA	1.67%	5
Total Respondents: 300		

Q33 It would be helpful to learn a second language

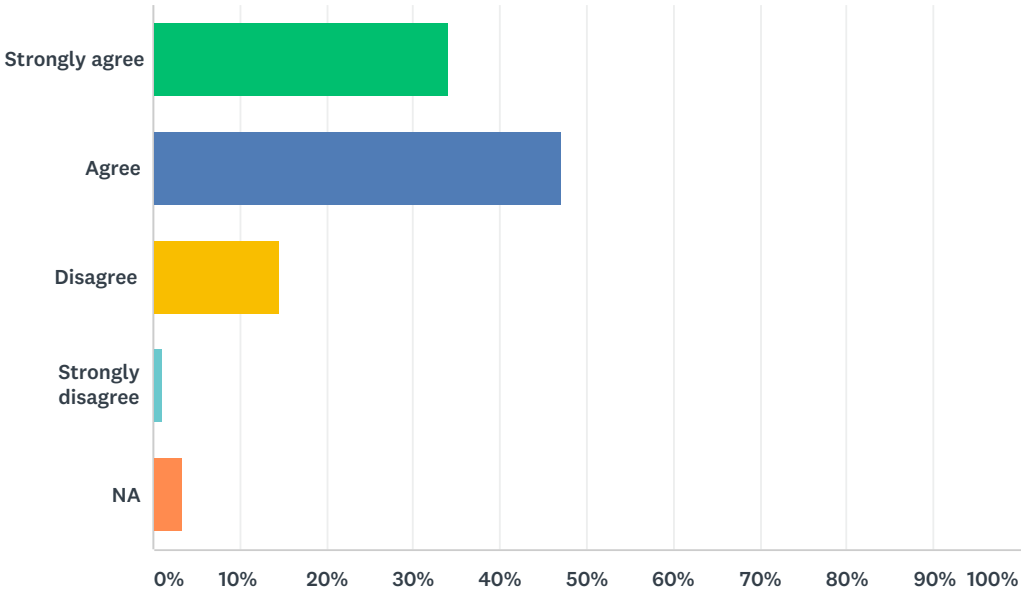
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	41.33%	124
Agree	45.00%	135
Disagree	10.33%	31
Strongly disagree	2.33%	7
NA	1.00%	3
Total Respondents: 300		

Q34 I believe Metroparks staff could work better across department/areas/districts

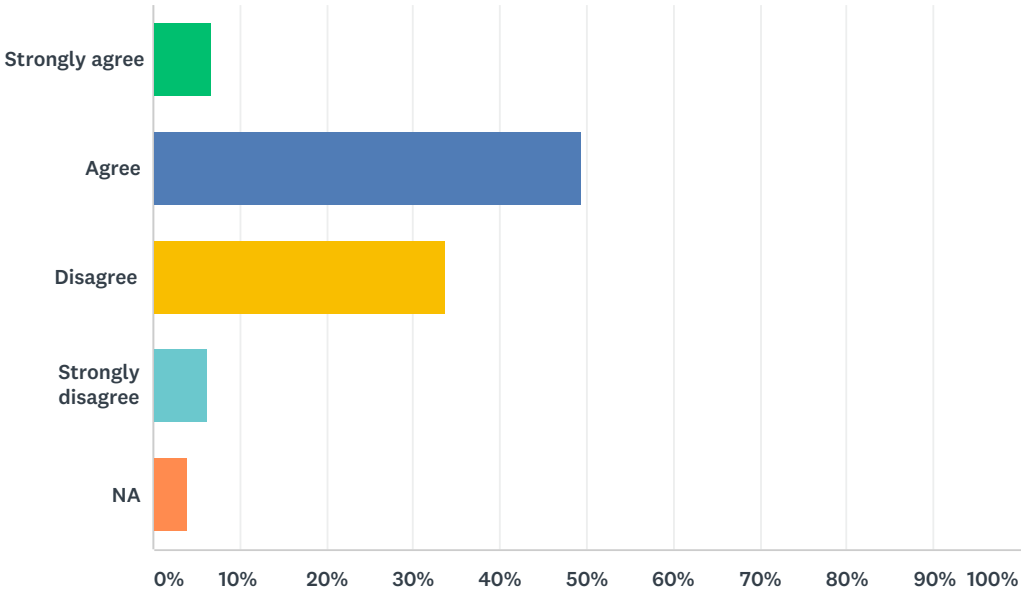
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	34.00%	102
Agree	47.00%	141
Disagree	14.67%	44
Strongly disagree	1.00%	3
NA	3.33%	10
Total Respondents: 300		

Q35 I believe Metroparks staff work well across department/areas/districts

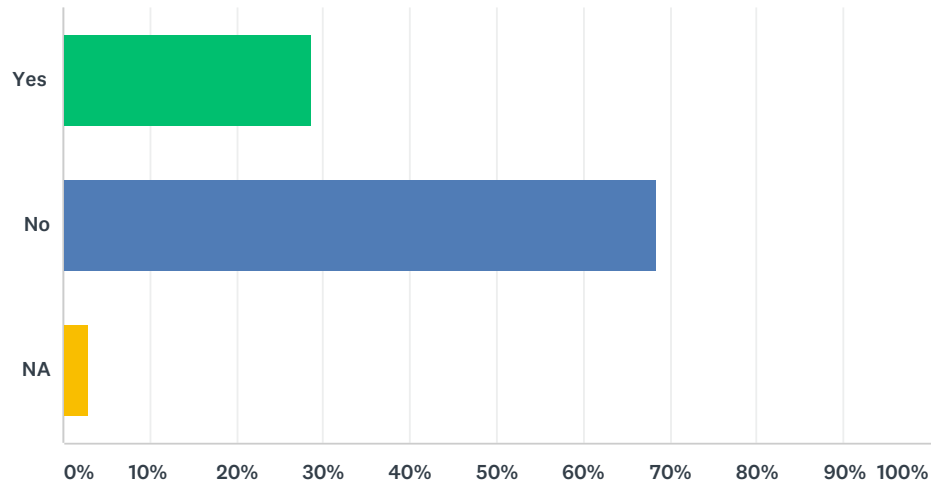
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		6.67%	20
Agree		49.33%	148
Disagree		33.67%	101
Strongly disagree		6.33%	19
NA		4.00%	12
Total Respondents: 300			

Q36 I have been reprimanded in front of others at work

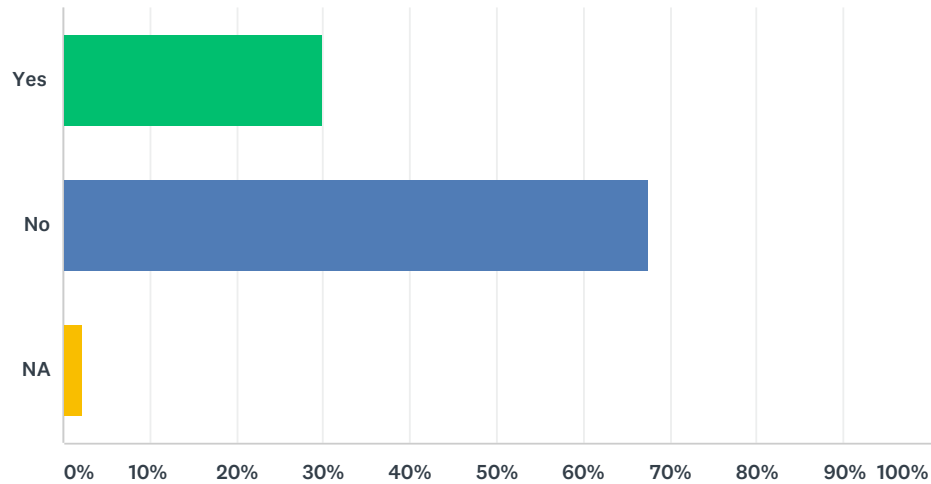
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		28.67%	86
No		68.33%	205
NA		3.00%	9
Total Respondents: 300			

Q37 I have been put down in front of others at work

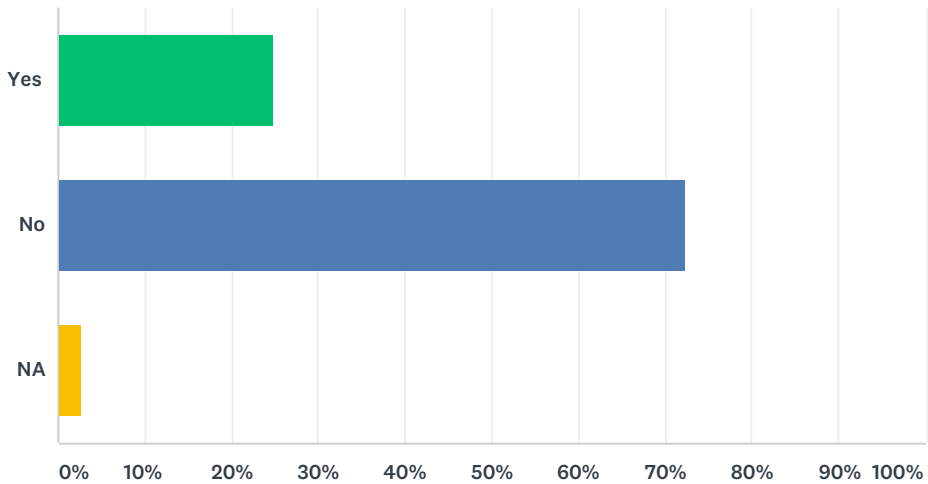
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		30.00%	90
No		67.67%	203
NA		2.33%	7
Total Respondents: 300			

Q38 I have experienced discrimination at work

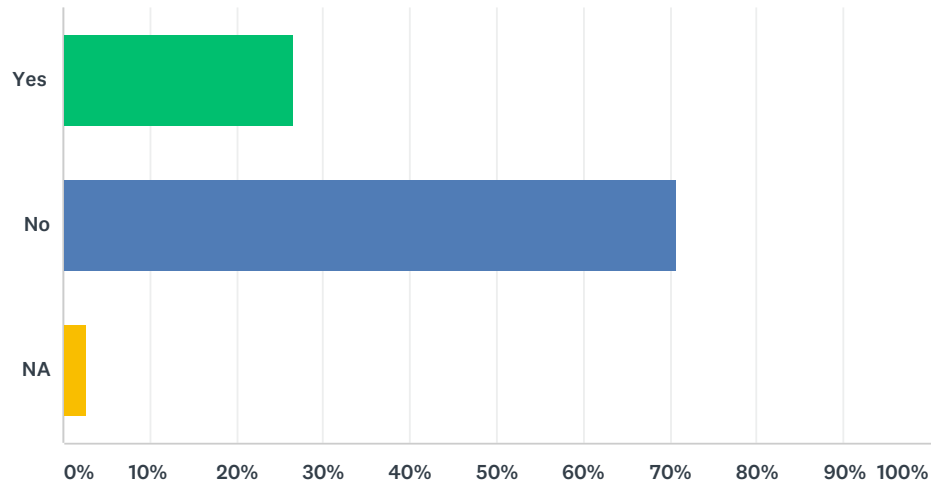
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		25.00%	75
No		72.33%	217
NA		2.67%	8
Total Respondents: 300			

Q39 I have experienced some form of harassment at work

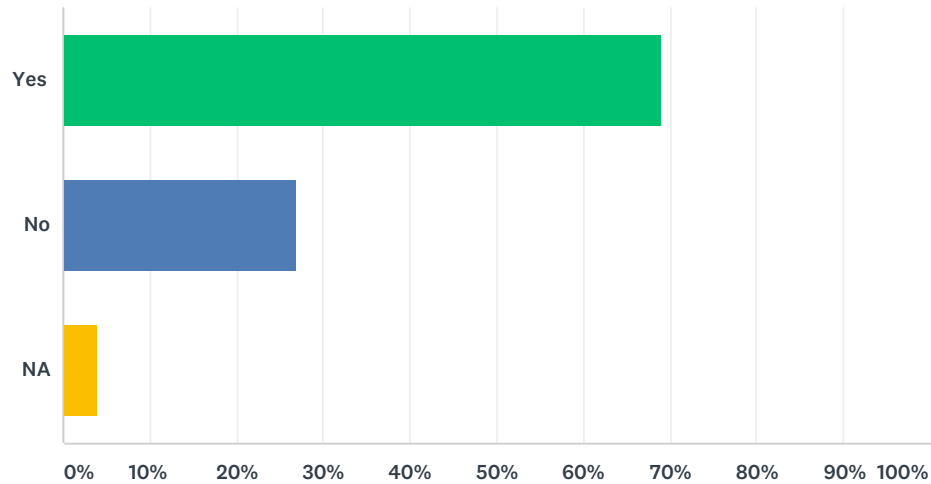
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		26.67%	80
No		70.67%	212
NA		2.67%	8
Total Respondents: 300			

Q40 I have family or friends who are LGBTQ or gender non-binary

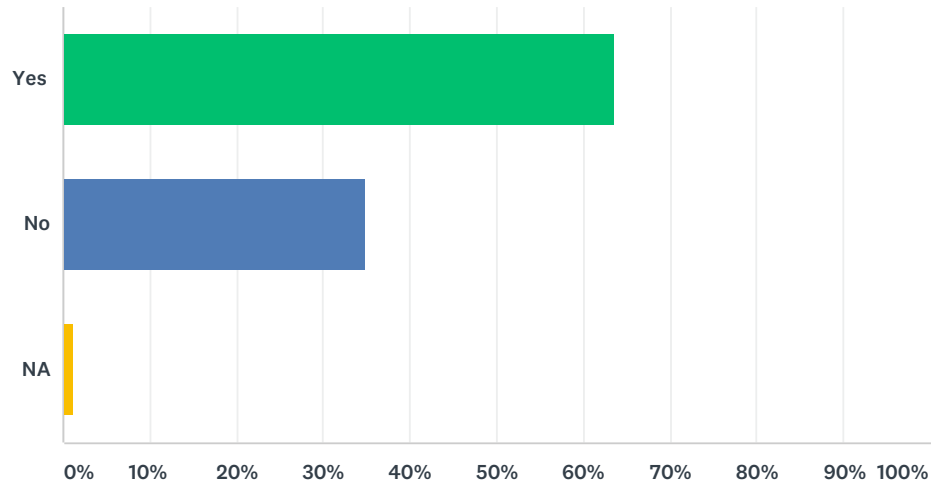
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		69.00%	207
No		27.00%	81
NA		4.00%	12
Total Respondents: 300			

Q41 I have family members and/or friends who have a physical disability (i.e. Blind, Deaf, Wheelchair bound)

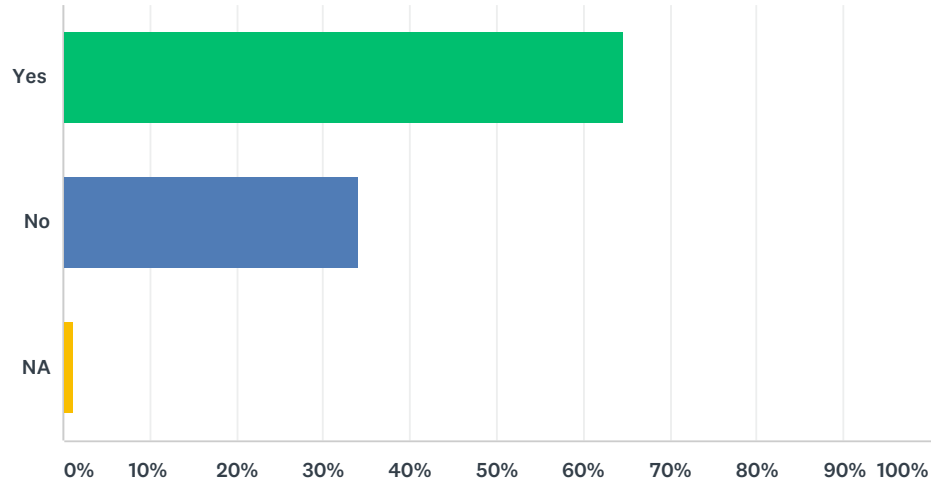
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		63.67%	191
No		35.00%	105
NA		1.33%	4
Total Respondents: 300			

Q42 I have family members and/or friends who have a cognitive disability (i.e. ADHD, Mental Retardation)

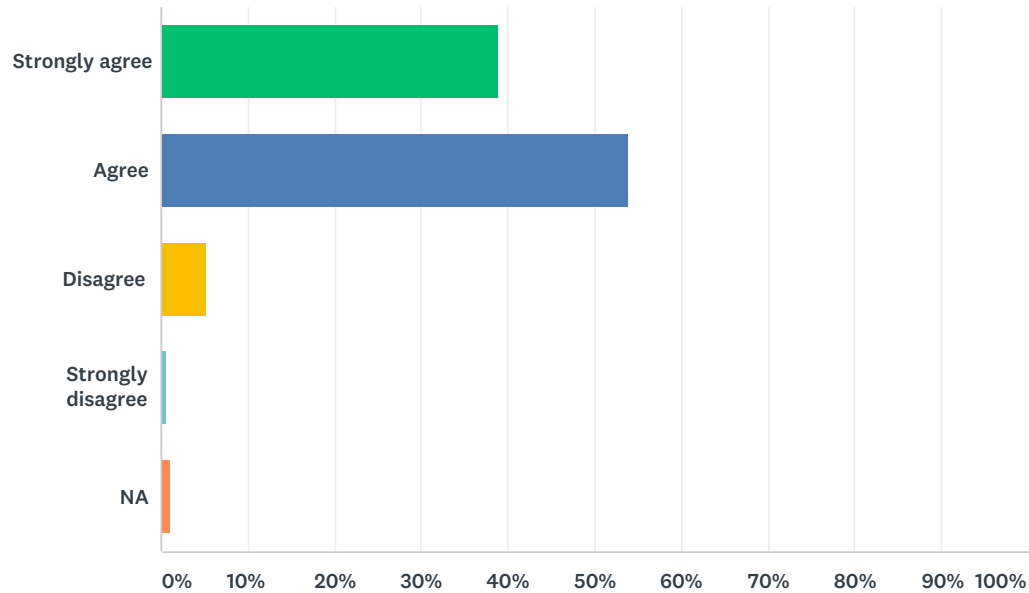
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		64.67%	194
No		34.00%	102
NA		1.33%	4
Total Respondents: 300			

Q43 I am comfortable interacting with people with physical disabilities (i.e. Blind, Deaf, Wheelchair bound)

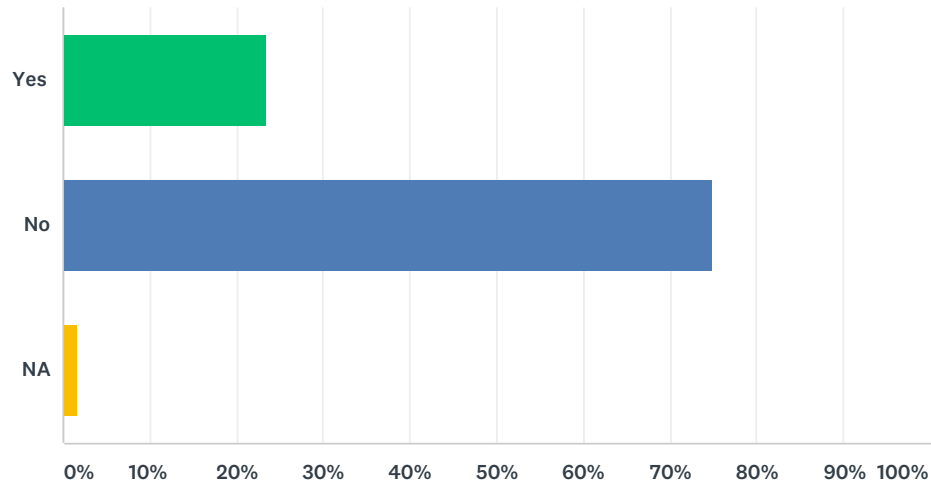
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	39.00%	117
Agree	54.00%	162
Disagree	5.33%	16
Strongly disagree	0.67%	2
NA	1.00%	3
Total Respondents: 300		

Q44 I have heard inappropriate jokes made about people like me at work

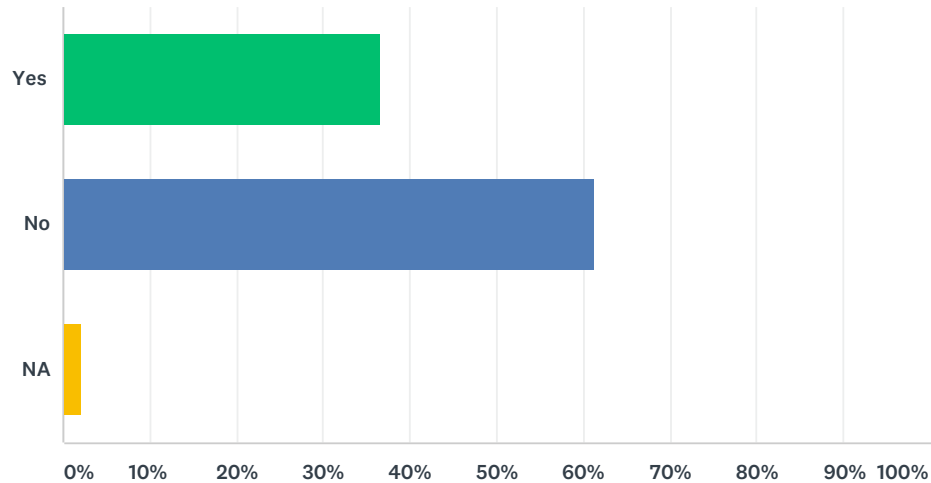
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		23.33%	70
No		75.00%	225
NA		1.67%	5
Total Respondents: 300			

Q45 I have observed bullying behavior by Metropark employees towards co-workers

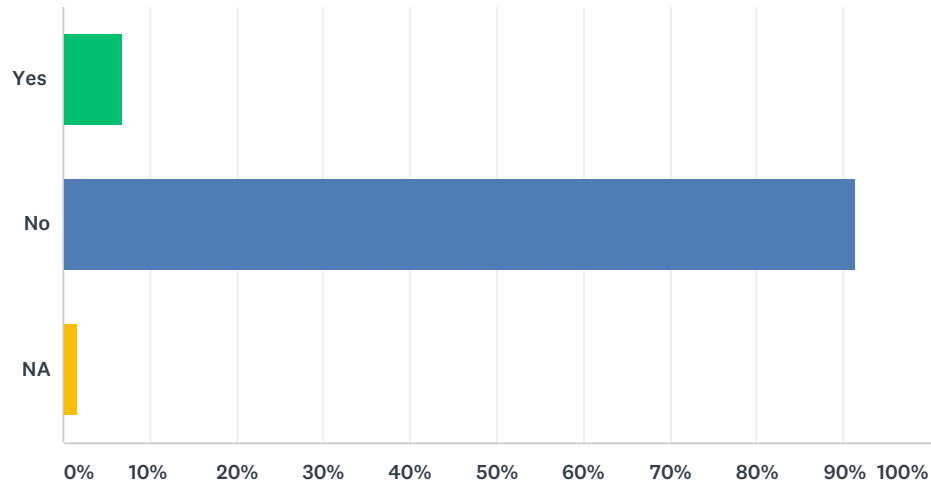
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		36.67%	110
No		61.33%	184
NA		2.00%	6
Total Respondents: 300			

Q46 I have observed bullying behavior by Metropark employees towards visitors

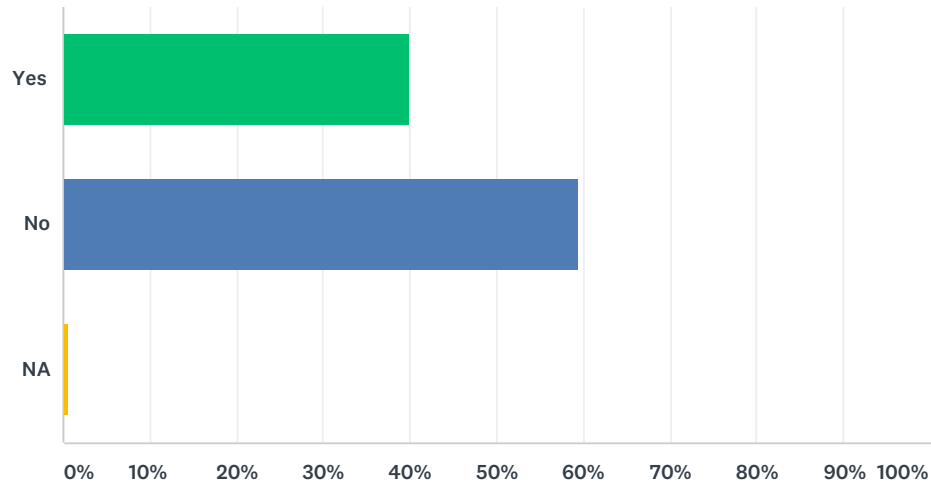
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		7.00%	21
No		91.33%	274
NA		1.67%	5
Total Respondents: 300			

Q47 I have observed co-workers being reprimanded in front of others at work

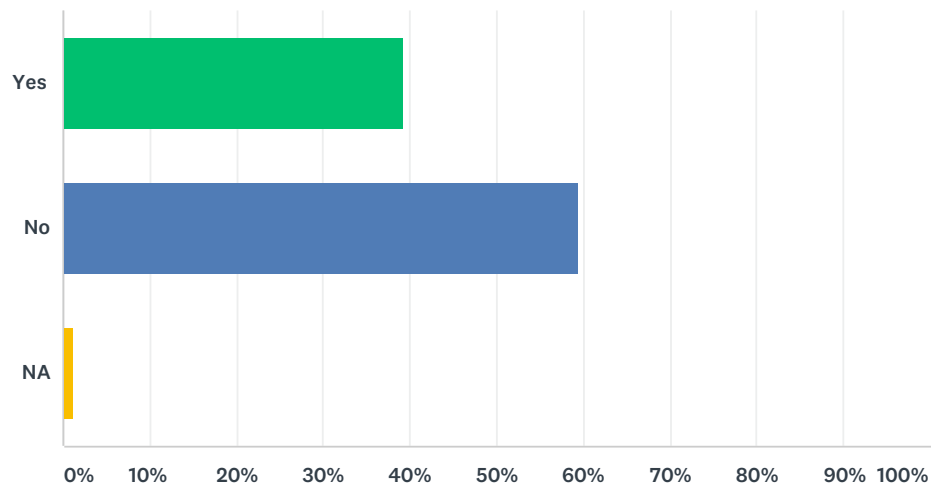
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		40.00%	120
No		59.33%	178
NA		0.67%	2
Total Respondents: 300			

Q48 I have observed co-workers being put down in front of others at work

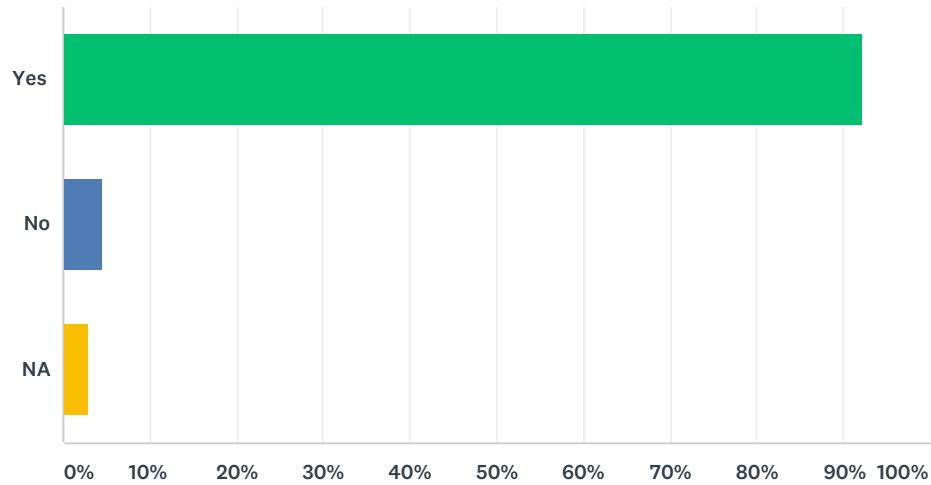
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		39.33%	118
No		59.33%	178
NA		1.33%	4
Total Respondents: 300			

Q49 I have positive interactions with people of different cultures who visit the parks

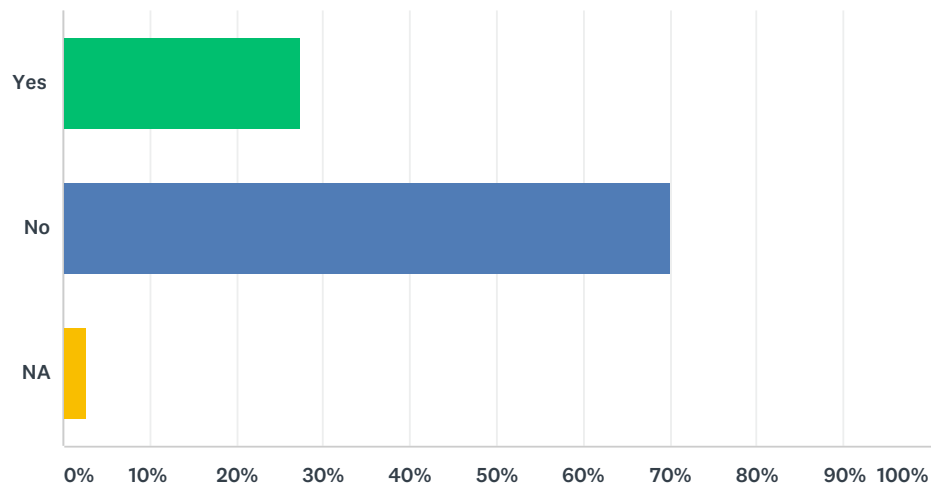
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		92.33%	277
No		4.67%	14
NA		3.00%	9
Total Respondents: 300			

Q50 I have witnessed discrimination toward employees at the Metroparks

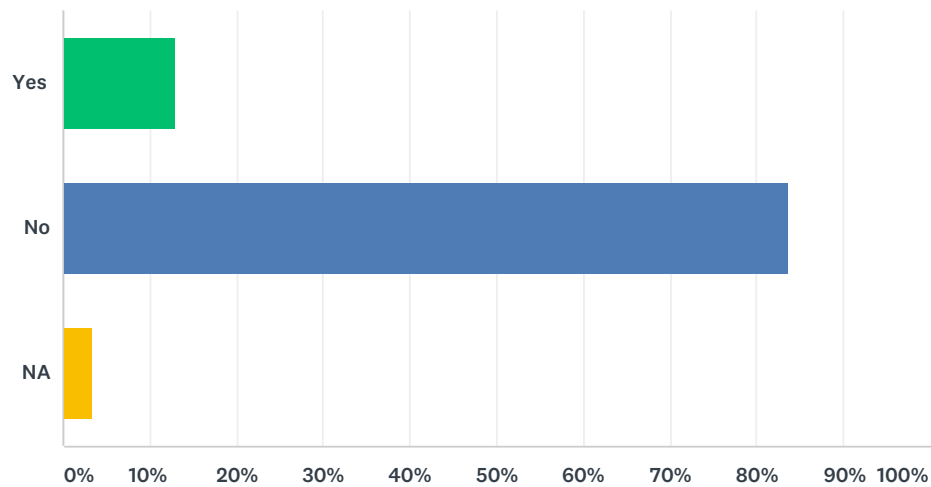
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		27.33%	82
No		70.00%	210
NA		2.67%	8
Total Respondents: 300			

Q51 I have witnessed discrimination toward visitors at the Metroparks

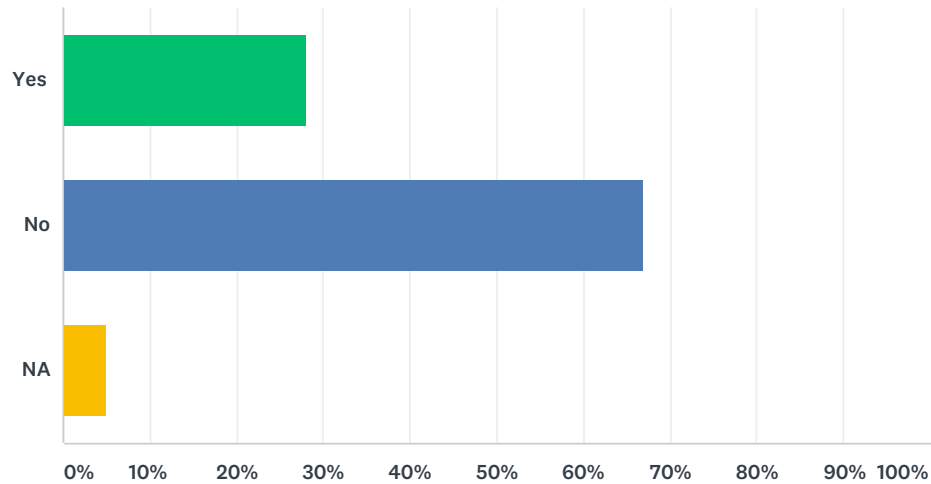
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		13.00%	39
No		83.67%	251
NA		3.33%	10
Total Respondents: 300			

Q52 When I am in meetings, I do not feel my voice is heard

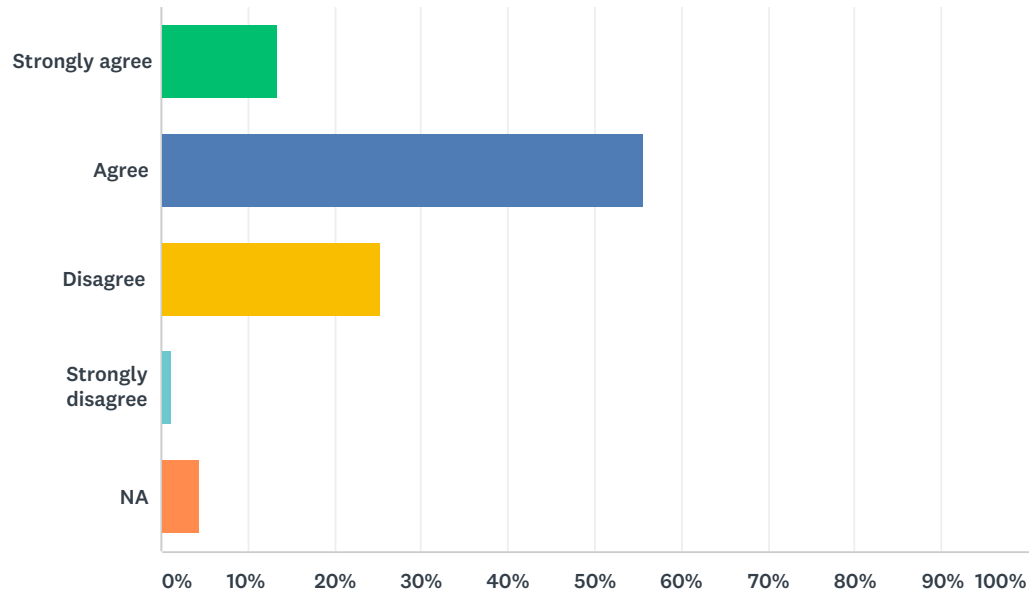
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		28.00%	84
No		67.00%	201
NA		5.00%	15
Total Respondents: 300			

Q53 Getting to know people with racial/ethnic backgrounds different from my own has been easy at the Metroparks

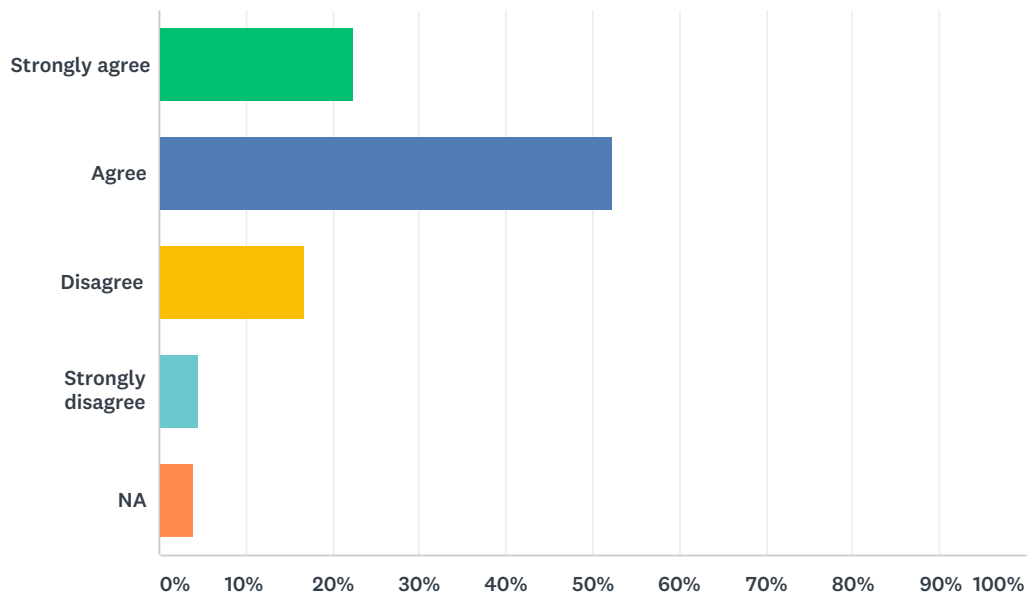
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	13.33%	40
Agree	55.67%	167
Disagree	25.33%	76
Strongly disagree	1.33%	4
NA	4.33%	13
Total Respondents: 300		

Q54 I feel I am a valued member of the Metroparks team

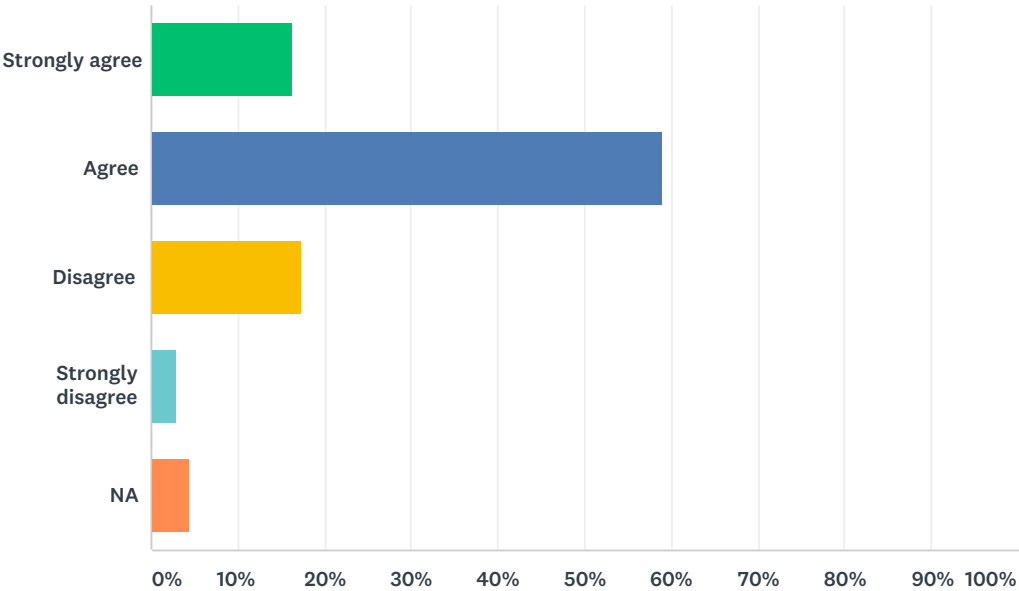
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	22.33%	67
Agree	52.33%	157
Disagree	16.67%	50
Strongly disagree	4.67%	14
NA	4.00%	12
Total Respondents: 300		

Q55 I am encouraged to be myself at the Metroparks

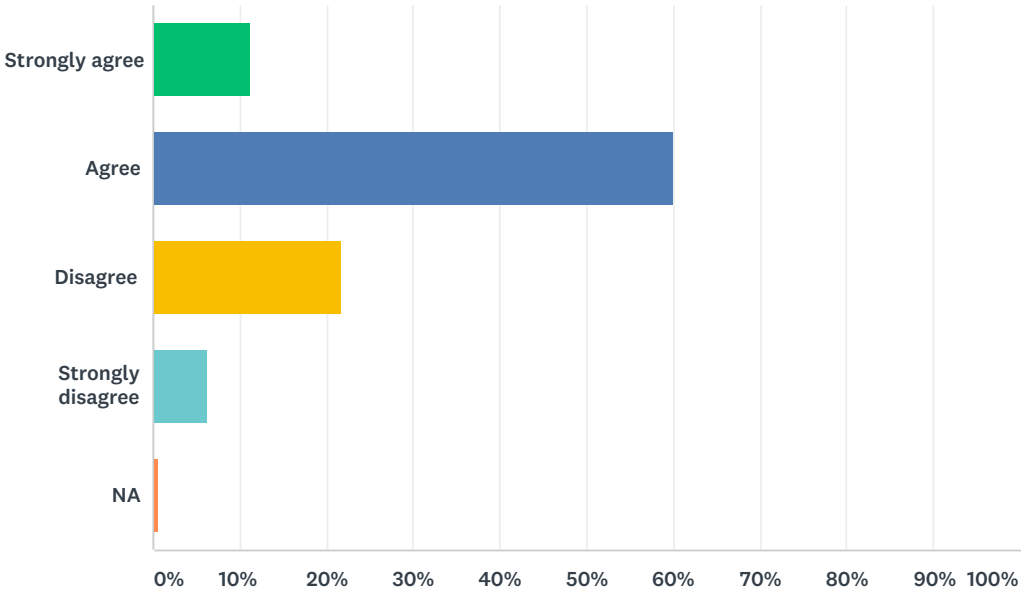
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	16.33%	49
Agree	59.00%	177
Disagree	17.33%	52
Strongly disagree	3.00%	9
NA	4.33%	13
Total Respondents: 300		

Q56 I feel my judgement is valued at the Metroparks

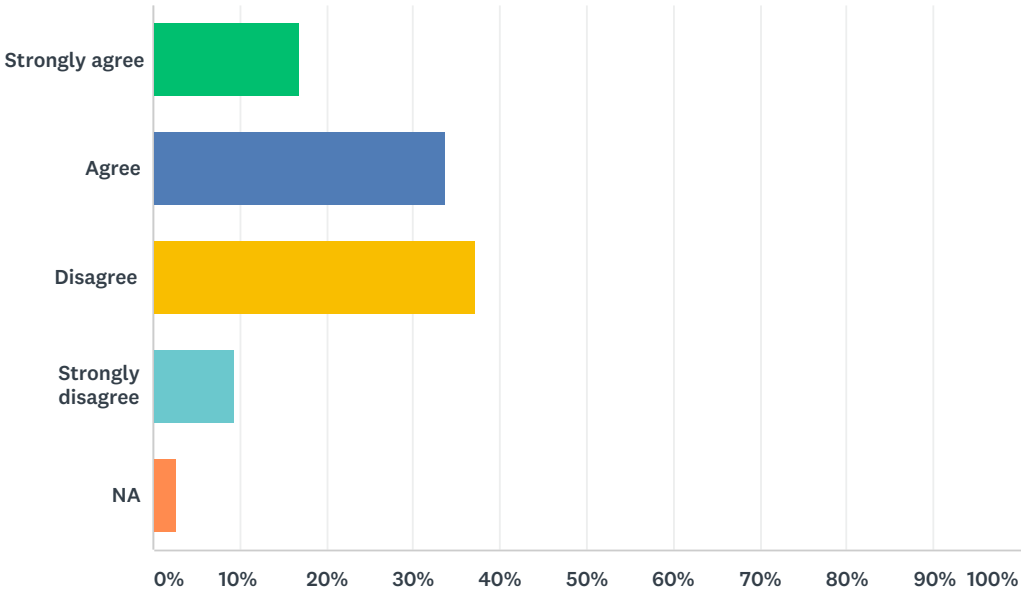
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	11.33%	34
Agree	60.00%	180
Disagree	21.67%	65
Strongly disagree	6.33%	19
NA	0.67%	2
Total Respondents: 300		

Q57 I get offended when I hear racial, ethnic, or gender-based jokes

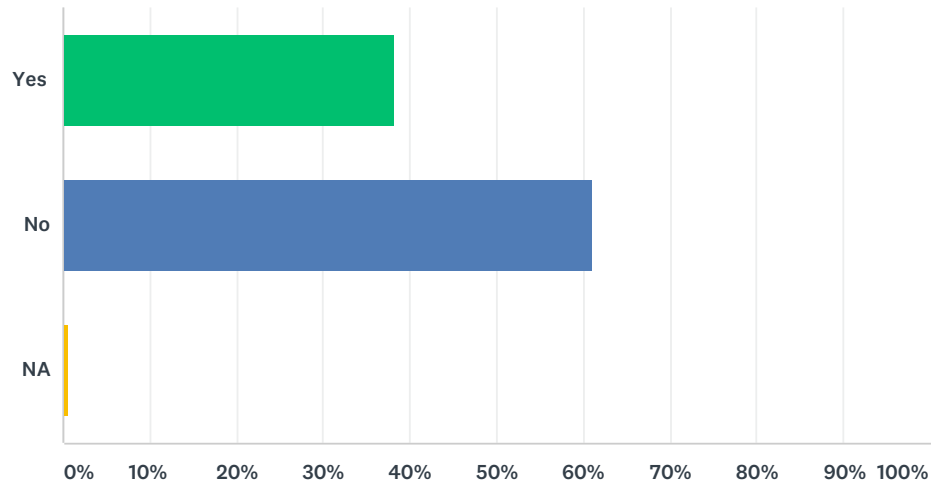
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		17.00%	51
Agree		33.67%	101
Disagree		37.33%	112
Strongly disagree		9.33%	28
NA		2.67%	8
Total Respondents: 300			

Q58 I have participated in diversity training in the past 5 years

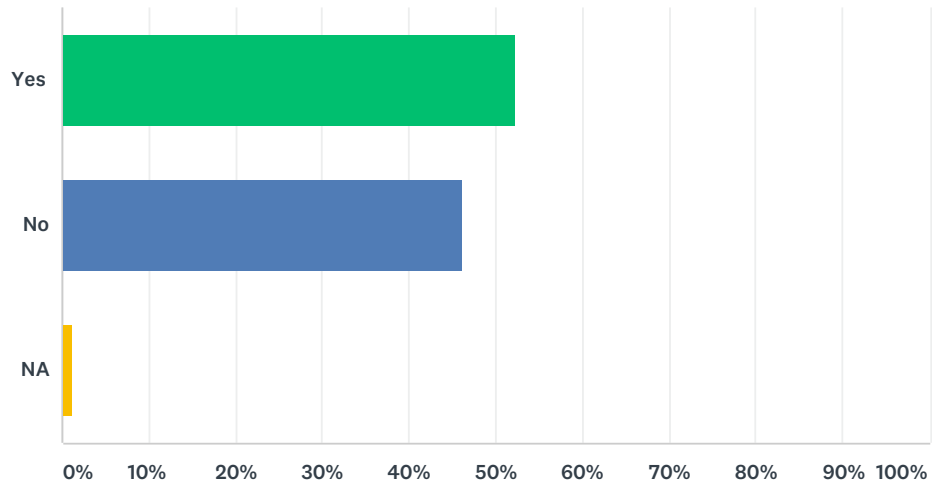
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		38.33%	115
No		61.00%	183
NA		0.67%	2
Total Respondents: 300			

Q59 I live in a racial and ethnically diverse community

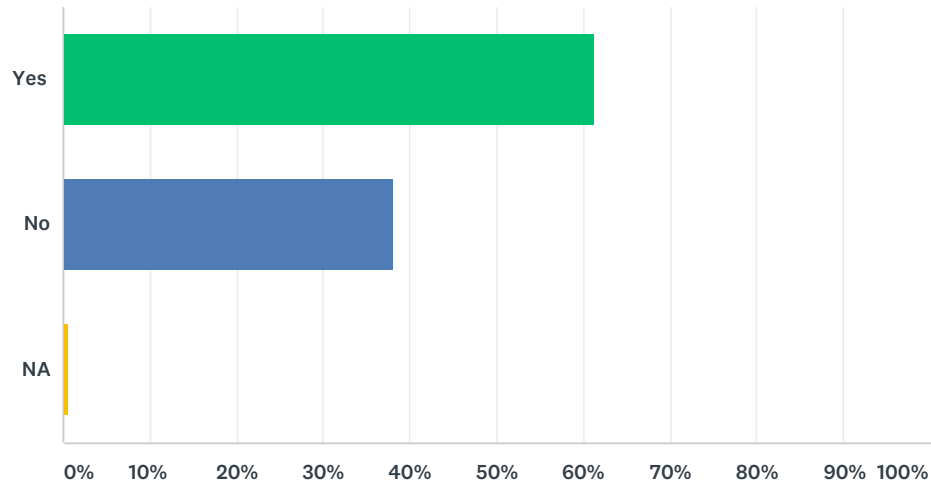
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		52.33%	157
No		46.33%	139
NA		1.33%	4
Total Respondents: 300			

Q60 I often interact with someone from a different race than mine outside work

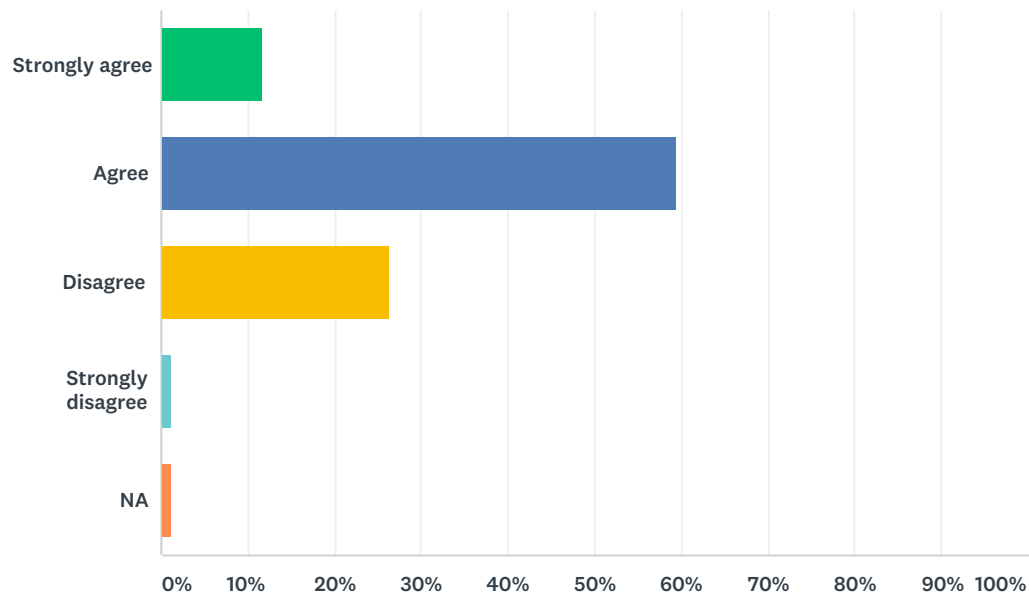
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		61.33%	184
No		38.00%	114
NA		0.67%	2
Total Respondents: 300			

Q61 Issues of diversity rarely come up at work

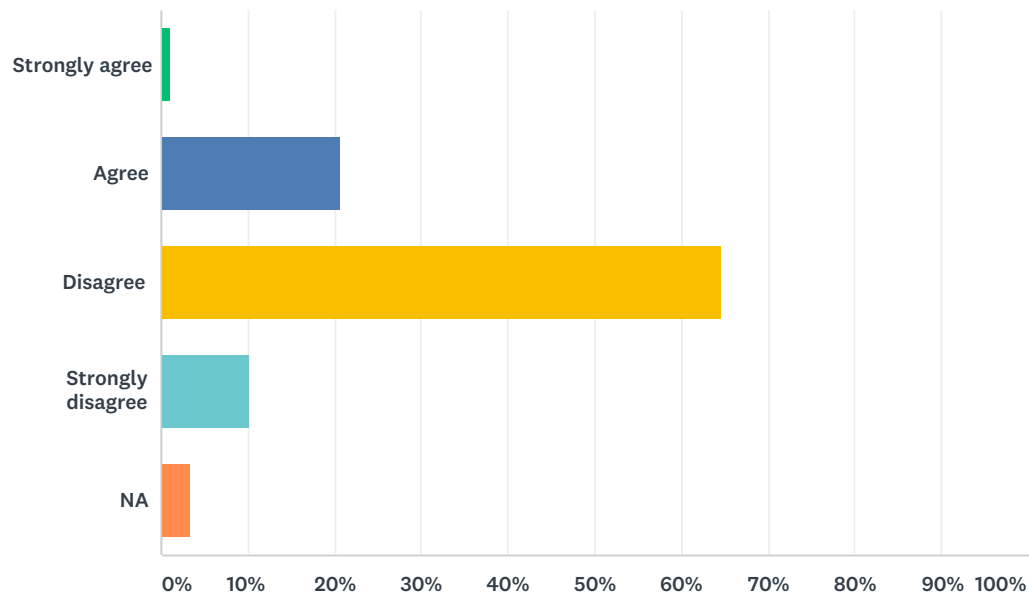
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	11.67%	35
Agree	59.33%	178
Disagree	26.33%	79
Strongly disagree	1.33%	4
NA	1.33%	4
Total Respondents: 300		

Q62 Issues of diversity often come up at work

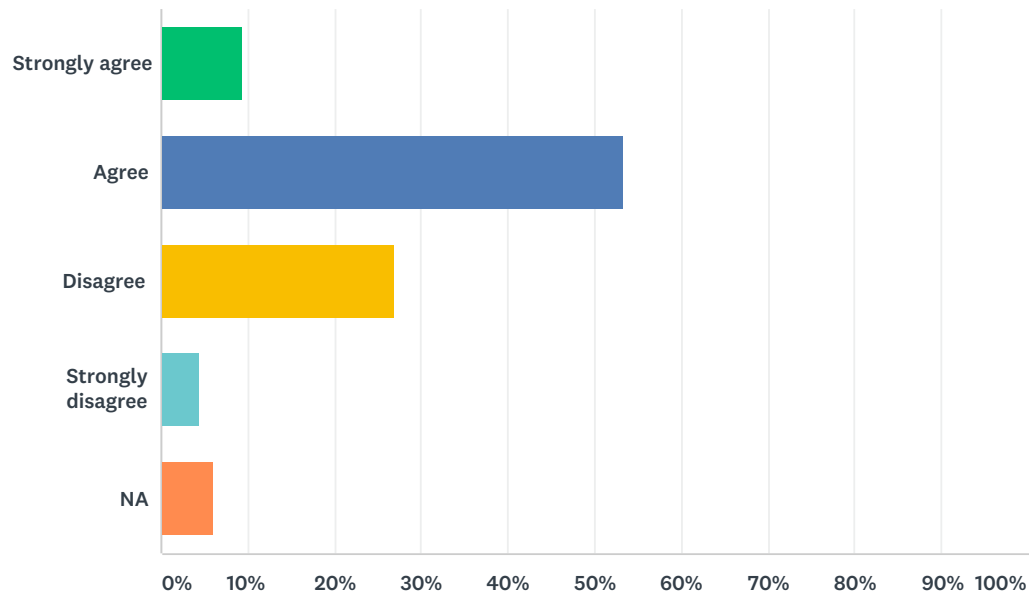
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	1.00%	3
Agree	20.67%	62
Disagree	64.67%	194
Strongly disagree	10.33%	31
NA	3.33%	10
Total Respondents: 300		

Q63 Metroparks leadership show diversity is important through their actions

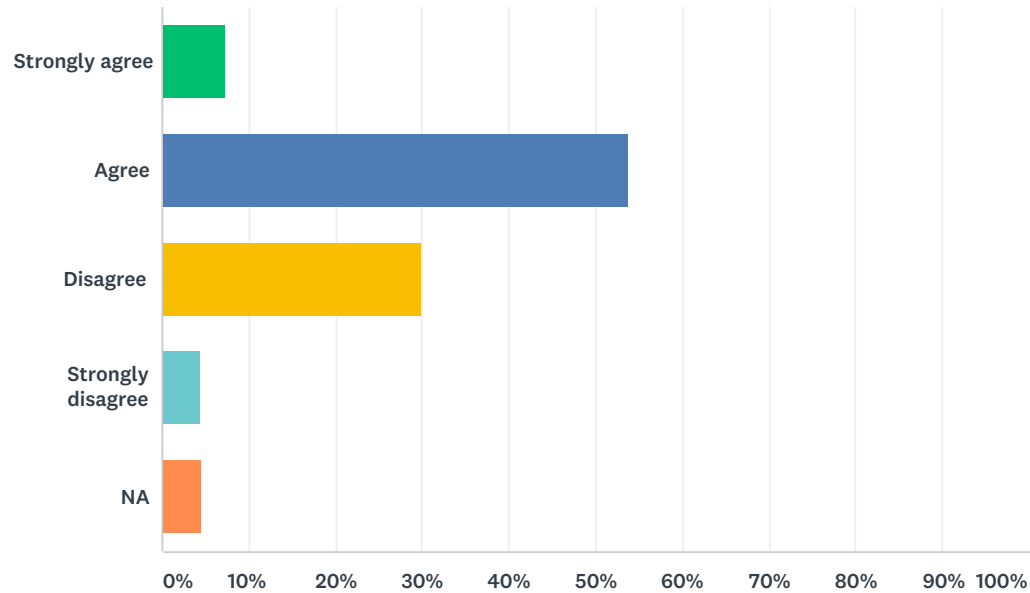
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		9.33%	28
Agree		53.33%	160
Disagree		27.00%	81
Strongly disagree		4.33%	13
NA		6.00%	18
Total Respondents: 300			

Q64 One benefit of working at the Metroparks is the exposure to racial/ethnic diversity

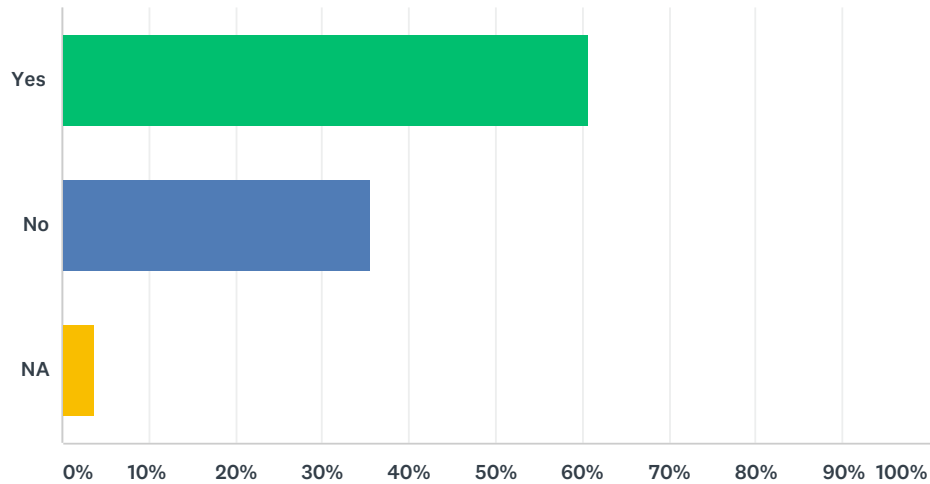
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		7.33%	22
Agree		53.67%	161
Disagree		30.00%	90
Strongly disagree		4.33%	13
NA		4.67%	14
Total Respondents: 300			

Q65 My friends and/or family are racially diverse

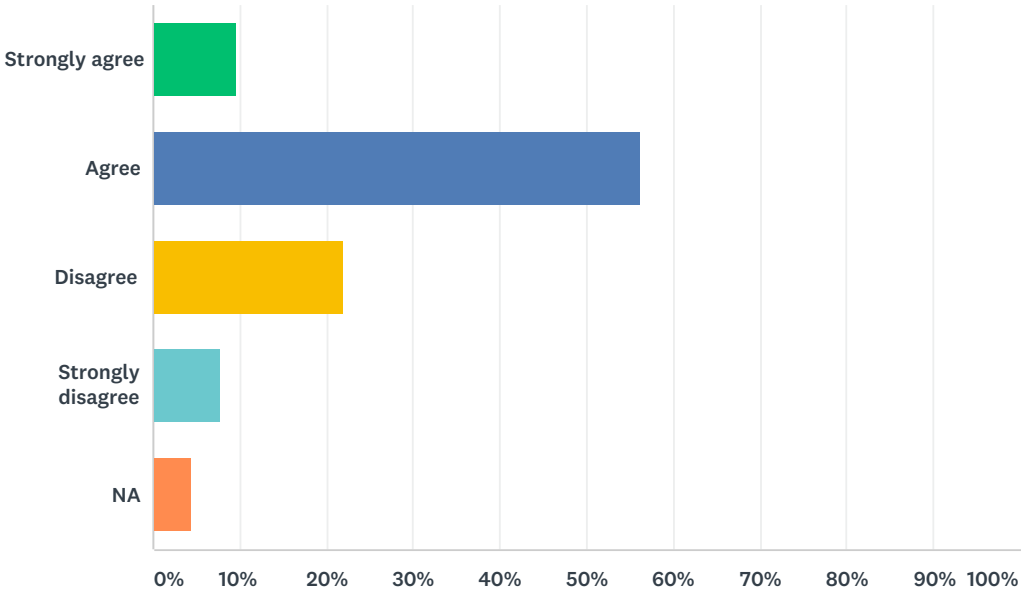
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		60.67%	182
No		35.67%	107
NA		3.67%	11
Total Respondents: 300			

Q66 Policies and procedures are implemented in a fair manner at the Metroparks

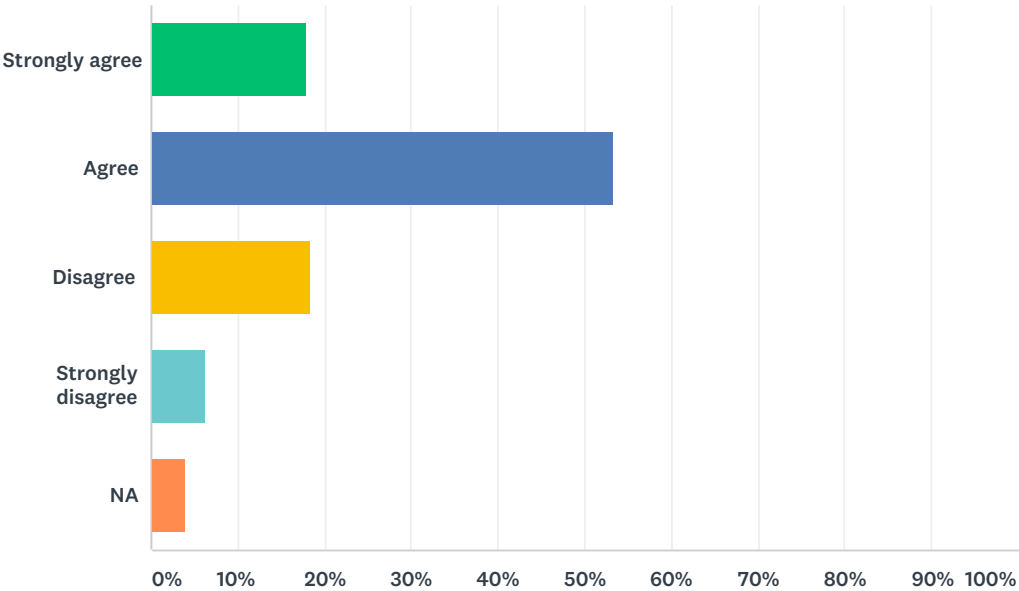
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		9.67%	29
Agree		56.33%	169
Disagree		22.00%	66
Strongly disagree		7.67%	23
NA		4.33%	13
Total Respondents: 300			

Q67 I feel my experience is valued at the Metroparks

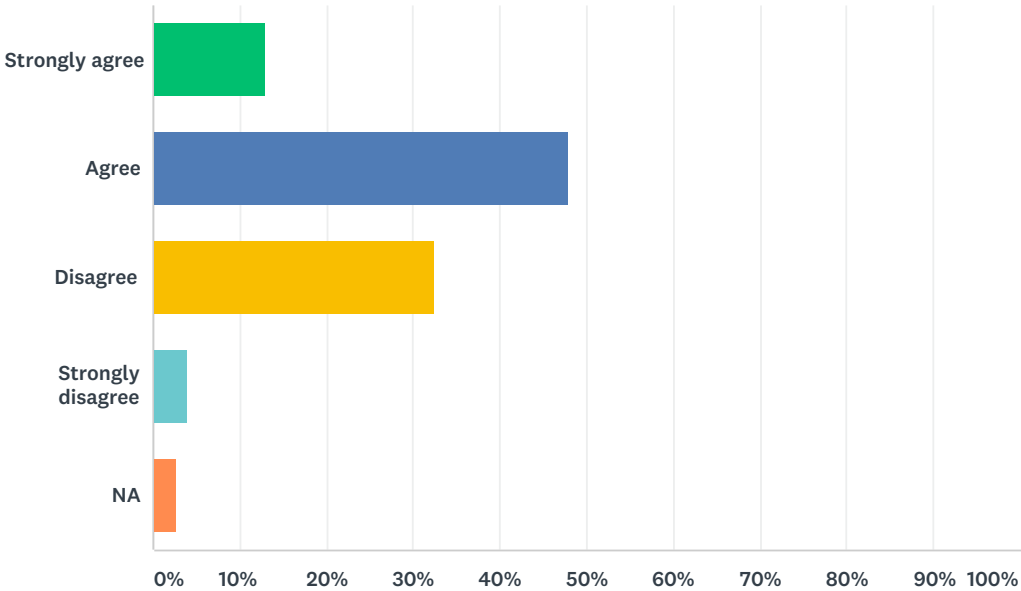
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	18.00%	54
Agree	53.33%	160
Disagree	18.33%	55
Strongly disagree	6.33%	19
NA	4.00%	12
Total Respondents: 300		

Q68 I believe I personally benefit from diversity and inclusion efforts

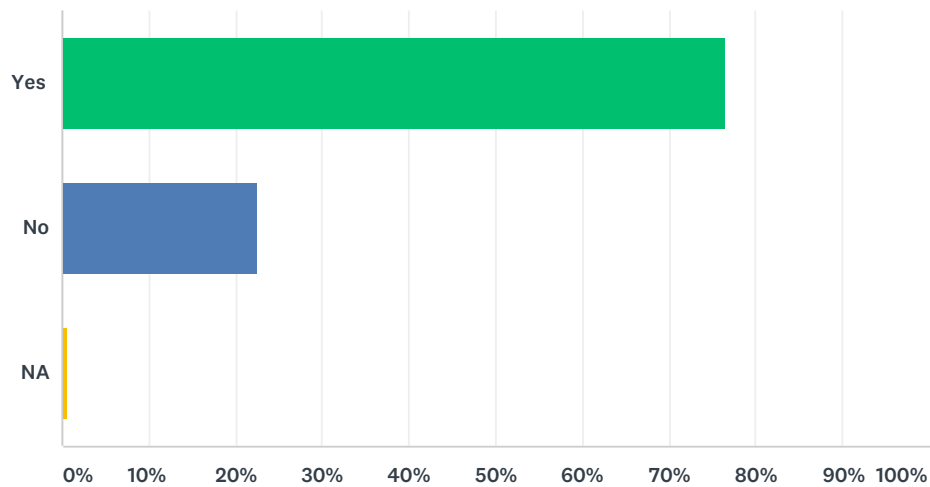
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	13.00%	39
Agree	48.00%	144
Disagree	32.33%	97
Strongly disagree	4.00%	12
NA	2.67%	8
Total Respondents: 300		

Q69 I am familiar with the Metroparks' non-discrimination policy

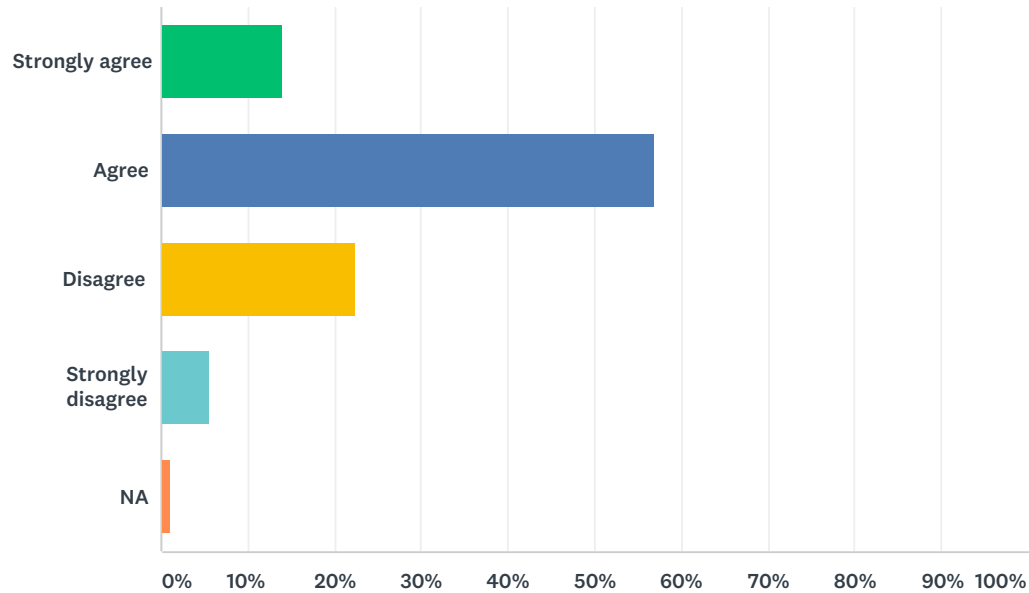
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		76.67%	230
No		22.67%	68
NA		0.67%	2
Total Respondents: 300			

Q70 I know the procedure for reporting issues of discrimination and/or harassment at work

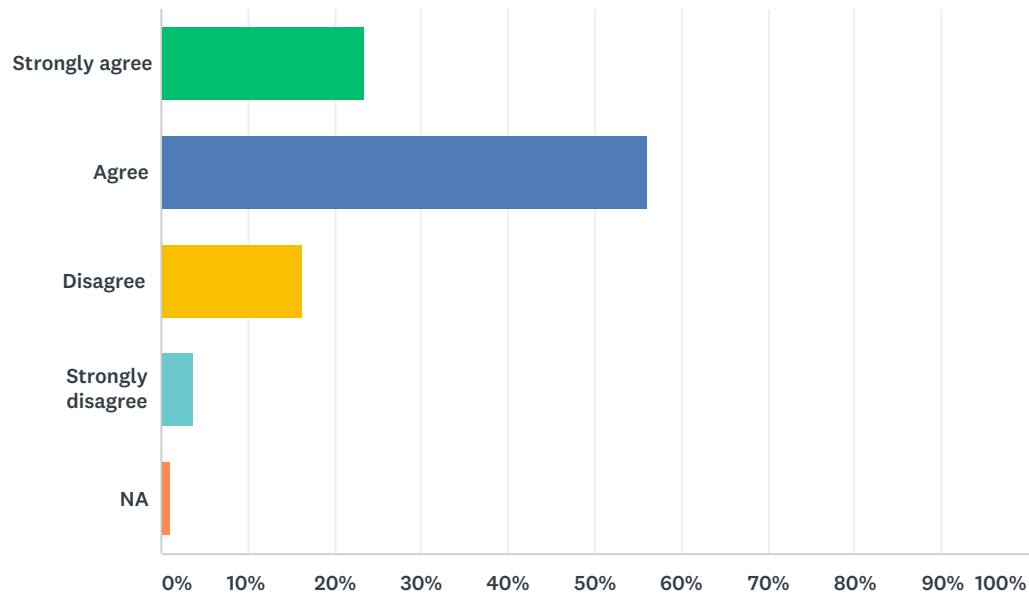
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		14.00%	42
Agree		57.00%	171
Disagree		22.33%	67
Strongly disagree		5.67%	17
NA		1.00%	3
Total Respondents: 300			

Q71 If I were to experience sexual harassment at work I would feel comfortable reporting it

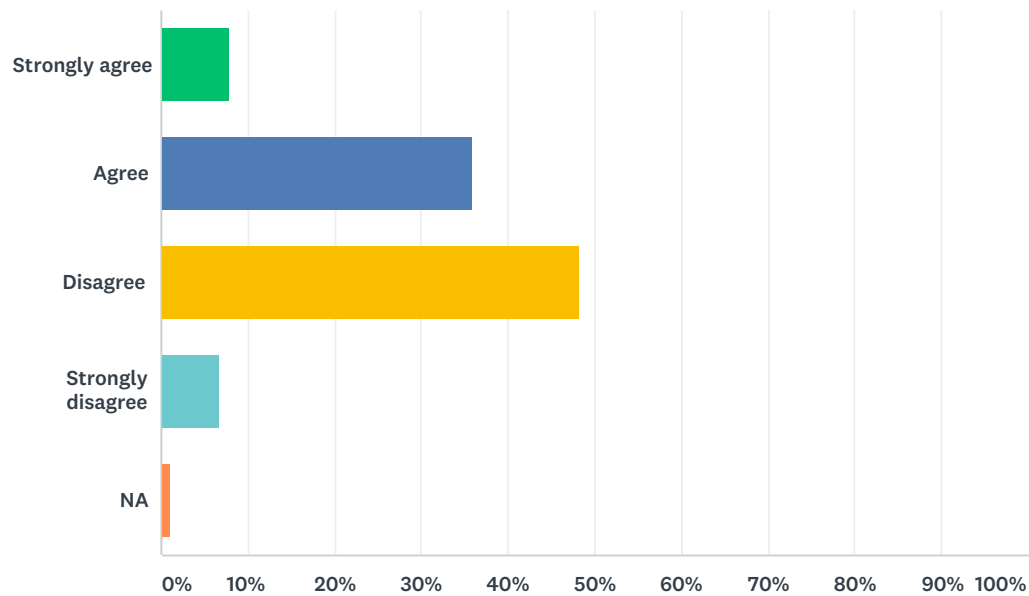
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		23.33%	70
Agree		56.00%	168
Disagree		16.33%	49
Strongly disagree		3.67%	11
NA		1.00%	3
Total Respondents: 300			

Q72 Older people are set in their ways and reluctant to change

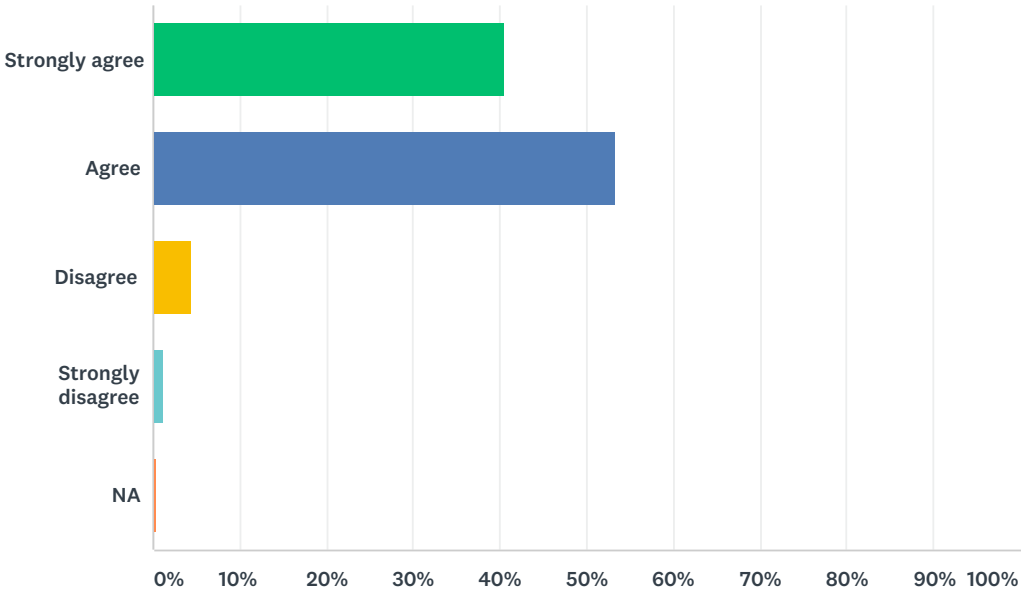
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	8.00%	24
Agree	36.00%	108
Disagree	48.33%	145
Strongly disagree	6.67%	20
NA	1.00%	3
Total Respondents: 300		

Q73 Technology is beneficial at work

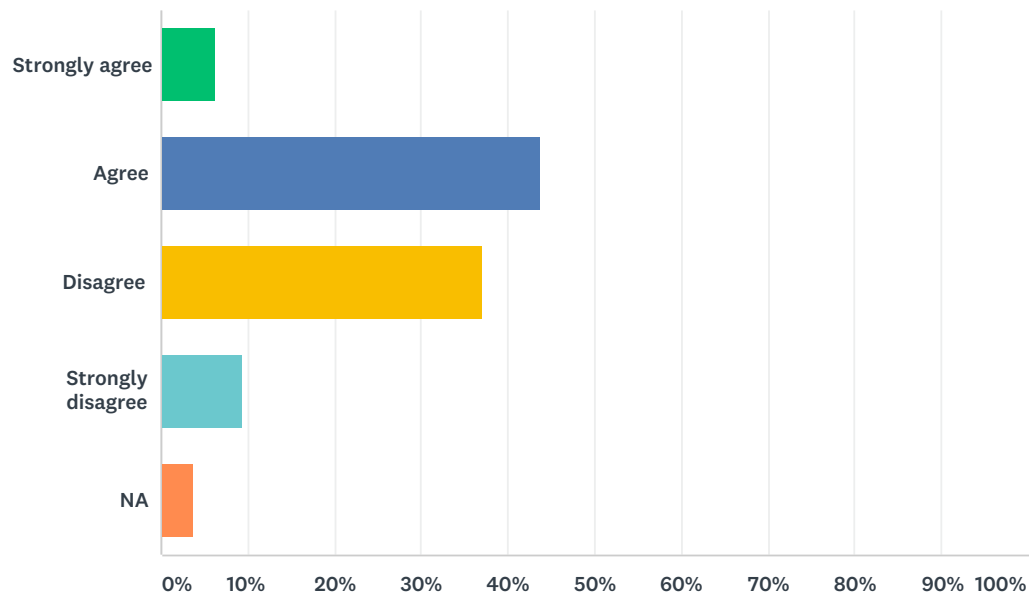
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	40.67%	122
Agree	53.33%	160
Disagree	4.33%	13
Strongly disagree	1.33%	4
NA	0.33%	1
Total Respondents: 300		

Q74 Technology can be a hindrance at work

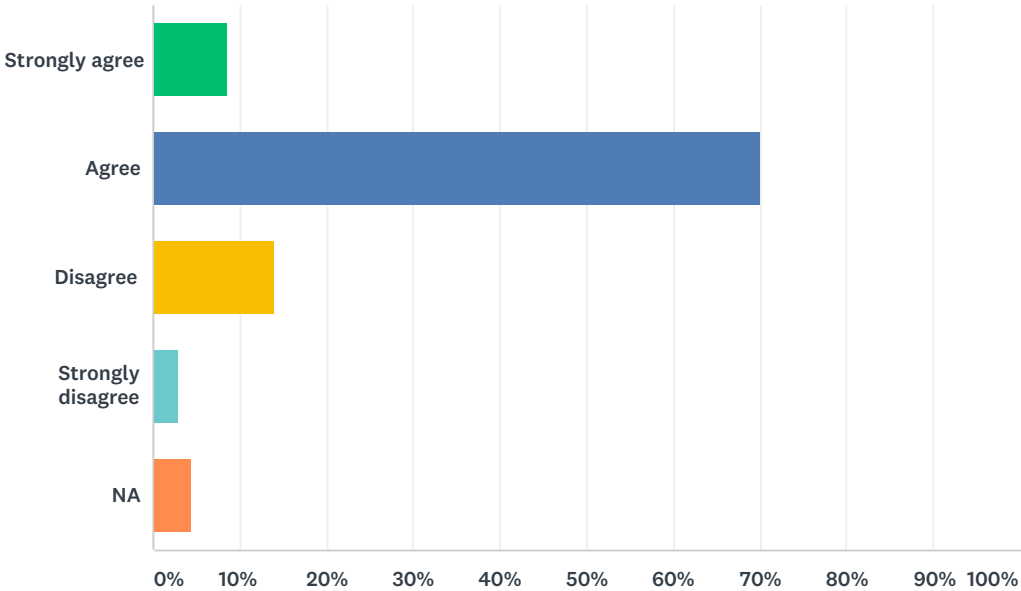
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	6.33%	19
Agree	43.67%	131
Disagree	37.00%	111
Strongly disagree	9.33%	28
NA	3.67%	11
Total Respondents: 300		

Q75 When I work with people older than me, I feel heard and valued

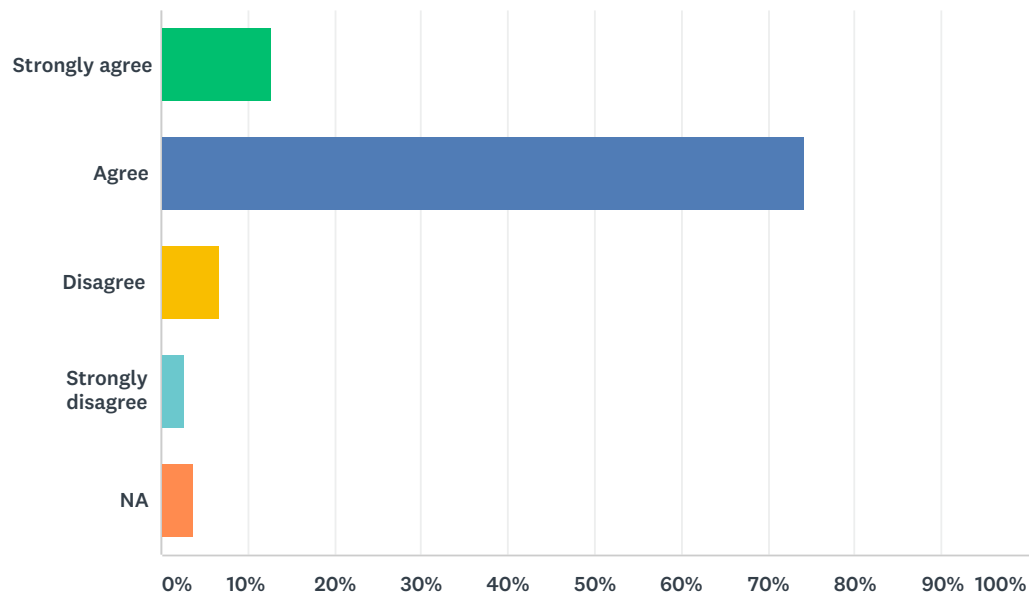
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	8.67%	26
Agree	70.00%	210
Disagree	14.00%	42
Strongly disagree	3.00%	9
NA	4.33%	13
Total Respondents: 300		

Q76 When I work with people younger than me, I feel heard and valued

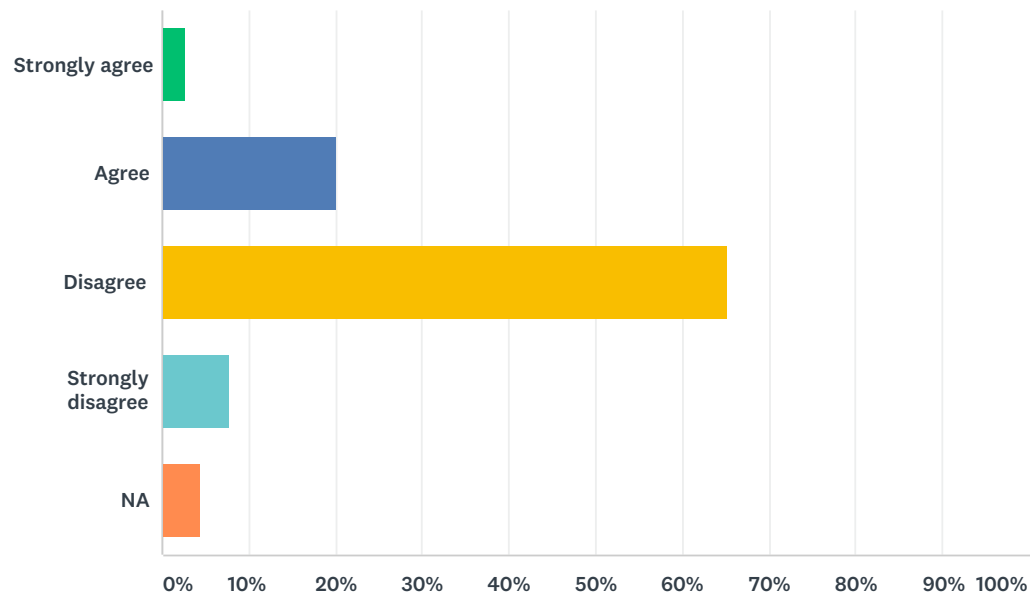
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	12.67%	38
Agree	74.33%	223
Disagree	6.67%	20
Strongly disagree	2.67%	8
NA	3.67%	11
Total Respondents: 300		

Q77 Younger people do not value tradition

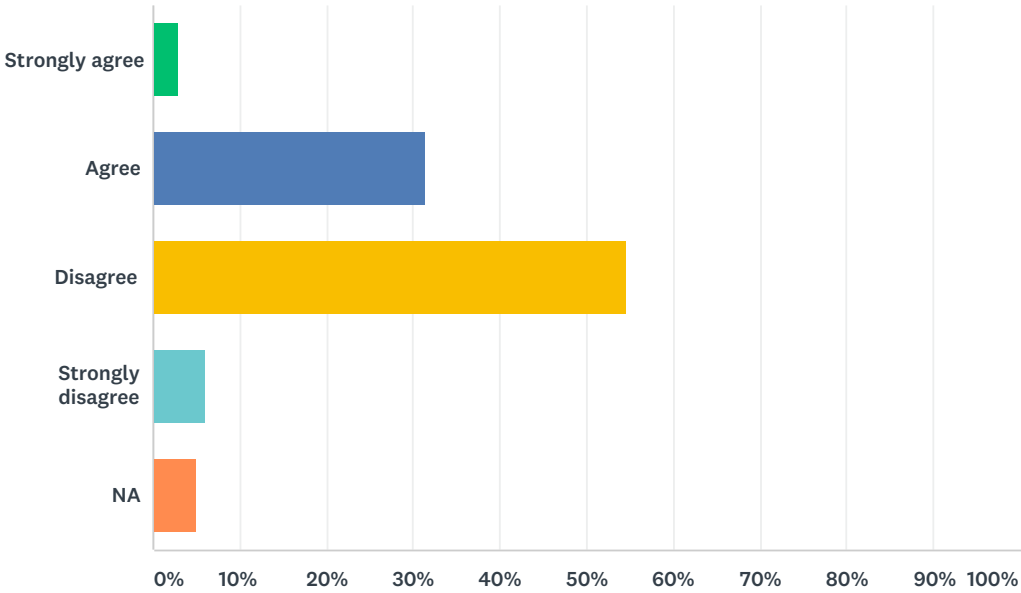
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	2.67%	8
Agree	20.00%	60
Disagree	65.33%	196
Strongly disagree	7.67%	23
NA	4.33%	13
Total Respondents: 300		

Q78 Older people rely too much on tradition

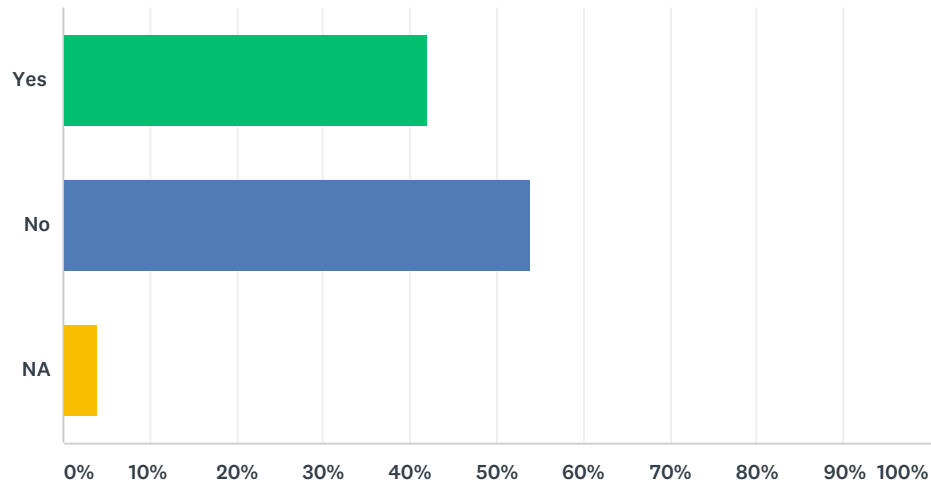
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	3.00%	9
Agree	31.33%	94
Disagree	54.67%	164
Strongly disagree	6.00%	18
NA	5.00%	15
Total Respondents: 300		

Q79 I know what cis gender is

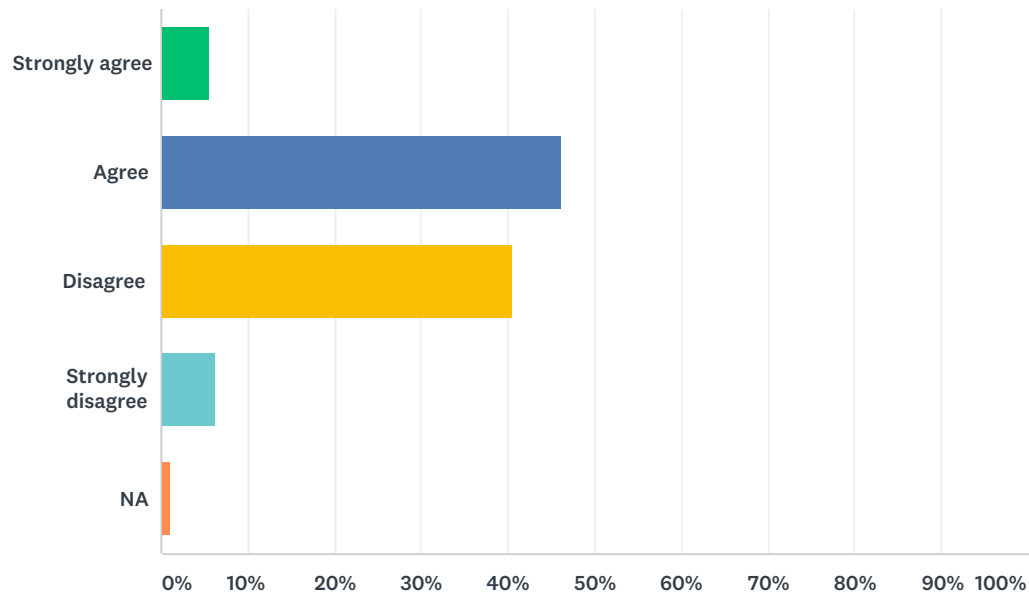
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		42.00%	126
No		54.00%	162
NA		4.00%	12
Total Respondents: 300			

Q80 I am familiar with my department/area/district's process for sending information to and receiving feedback from customers

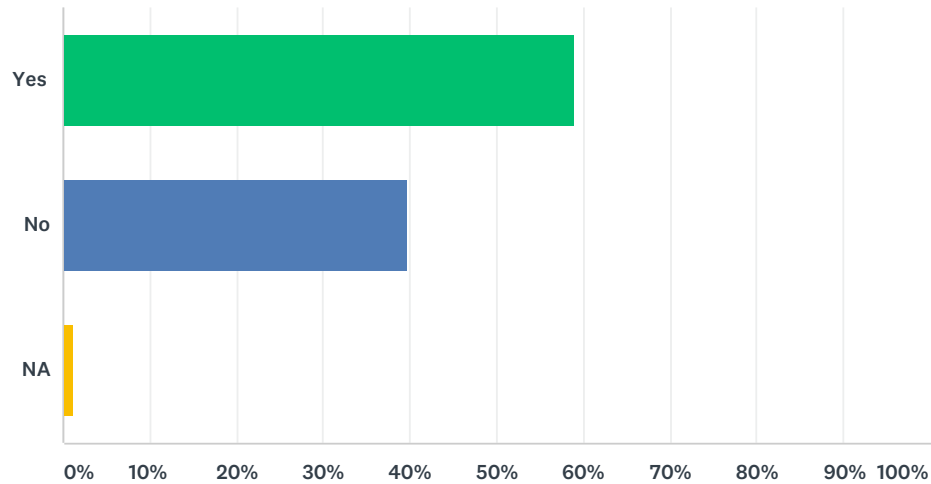
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		5.67%	17
Agree		46.33%	139
Disagree		40.67%	122
Strongly disagree		6.33%	19
NA		1.00%	3
Total Respondents: 300			

Q81 I have a close friend at work

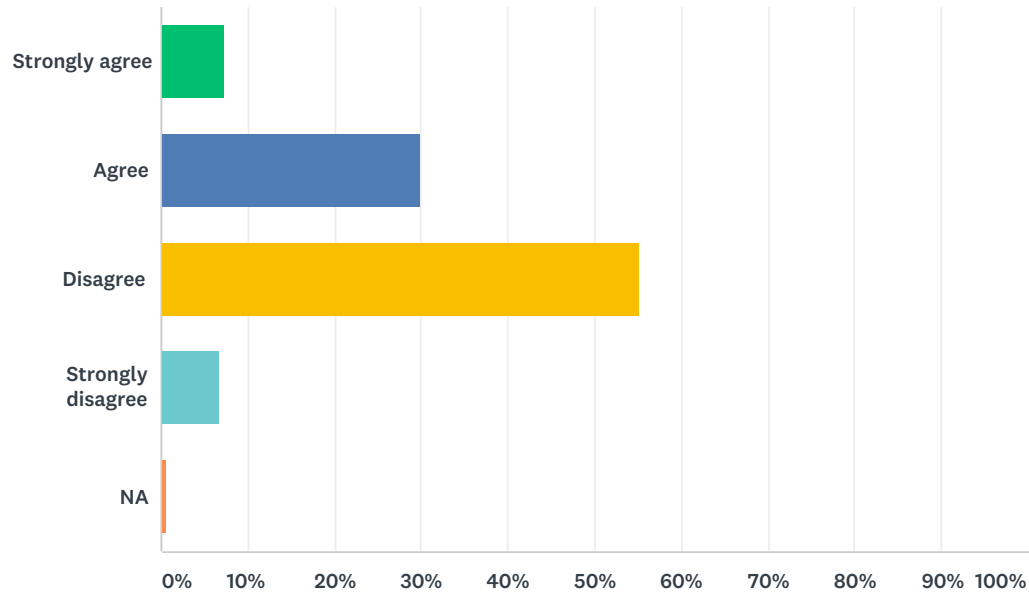
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		59.00%	177
No		39.67%	119
NA		1.33%	4
Total Respondents: 300			

Q82 I feel I must be politically correct and cannot freely express myself at work

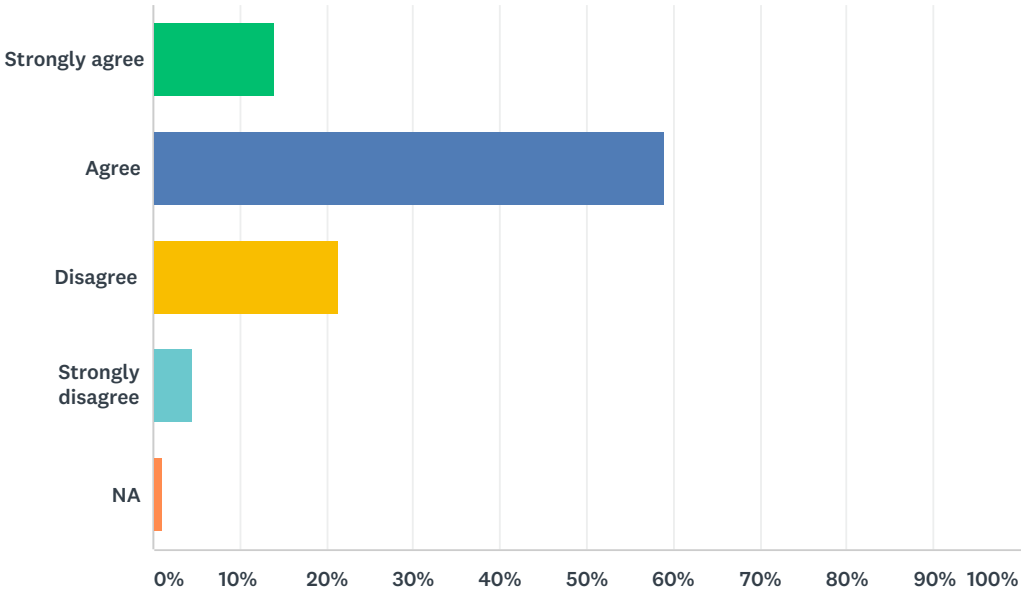
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		7.33%	22
Agree		30.00%	90
Disagree		55.33%	166
Strongly disagree		6.67%	20
NA		0.67%	2
Total Respondents: 300			

Q83 I believe employees of different ages are valued equally at the Metroparks

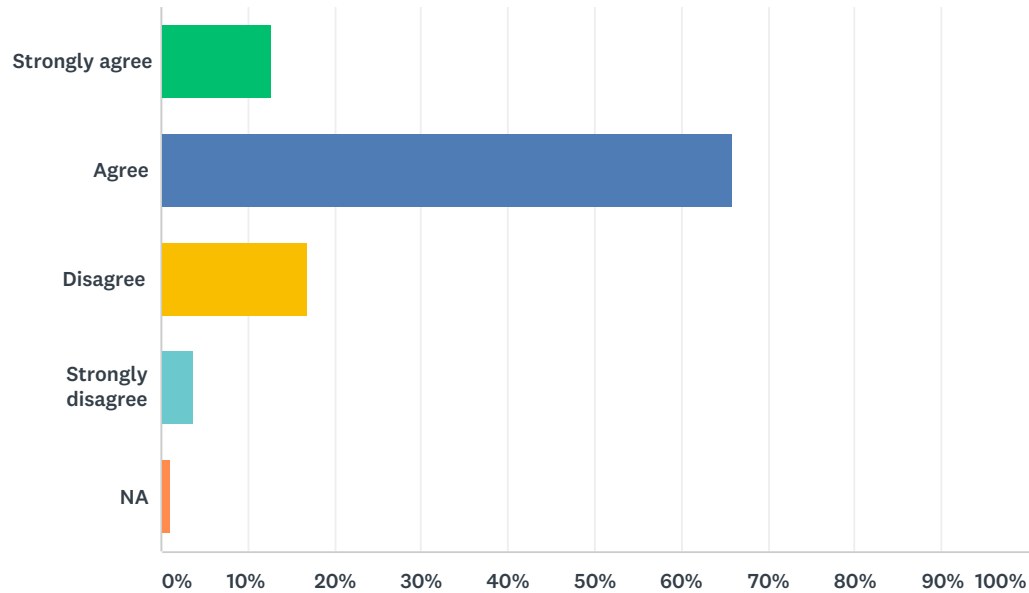
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		14.00%	42
Agree		59.00%	177
Disagree		21.33%	64
Strongly disagree		4.67%	14
NA		1.00%	3
Total Respondents: 300			

Q84 I believe the Metroparks is an organization that respects individuals and values their differences

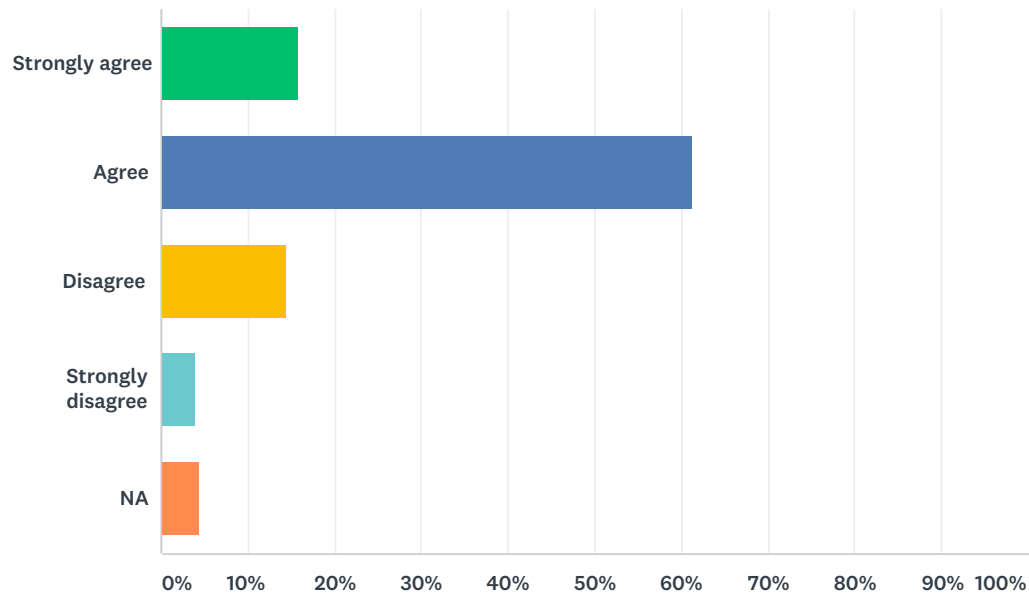
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		12.67%	38
Agree		66.00%	198
Disagree		17.00%	51
Strongly disagree		3.67%	11
NA		1.00%	3
Total Respondents: 300			

Q85 I believe Metroparks Leadership will take appropriate action in response to incidents of discrimination and/or harassment

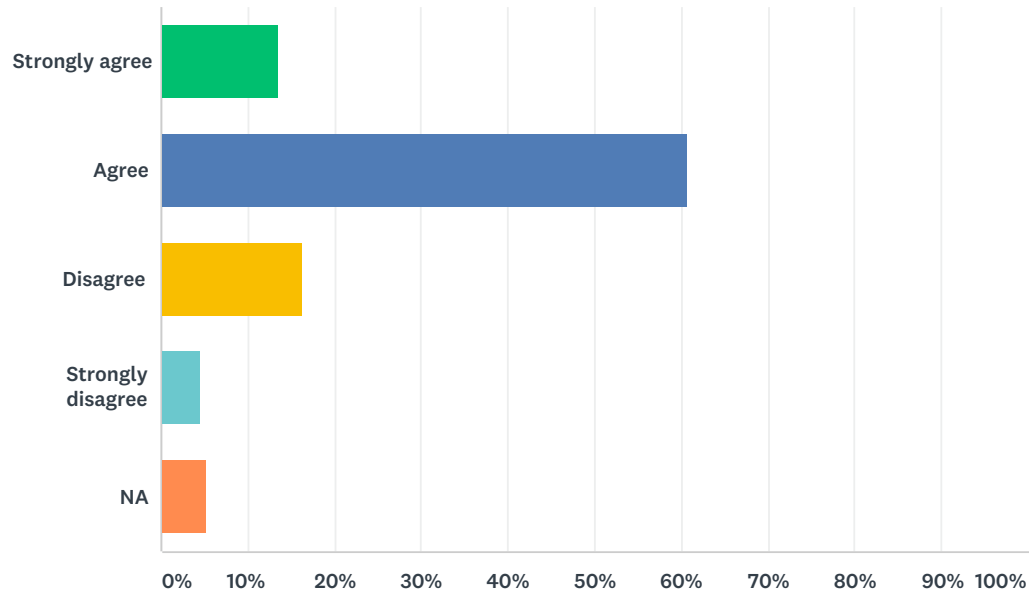
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		16.00%	48
Agree		61.33%	184
Disagree		14.33%	43
Strongly disagree		4.00%	12
NA		4.33%	13
Total Respondents: 300			

Q86 I trust Metroparks Leadership to lead the organization in a positive direction

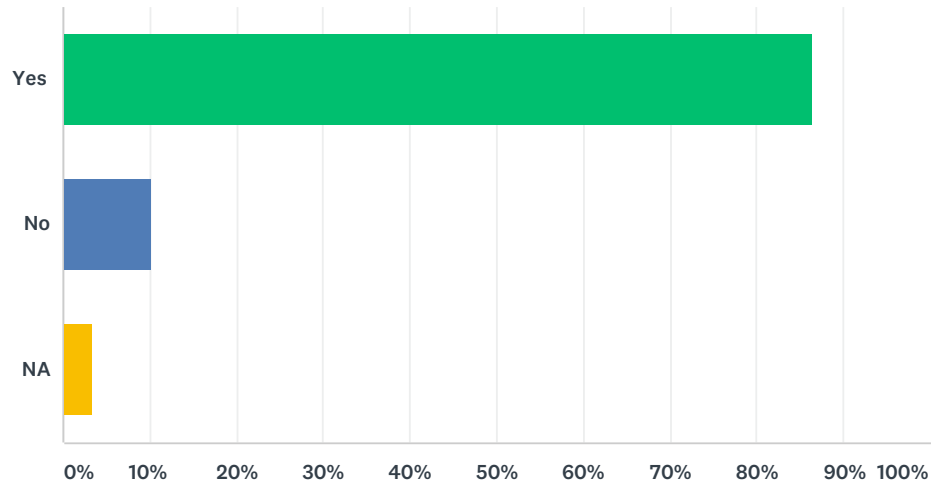
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		13.67%	41
Agree		60.67%	182
Disagree		16.33%	49
Strongly disagree		4.67%	14
NA		5.33%	16
Total Respondents: 300			

Q87 I trust my immediate supervisor to appropriately handle reports of discrimination and/or harassment

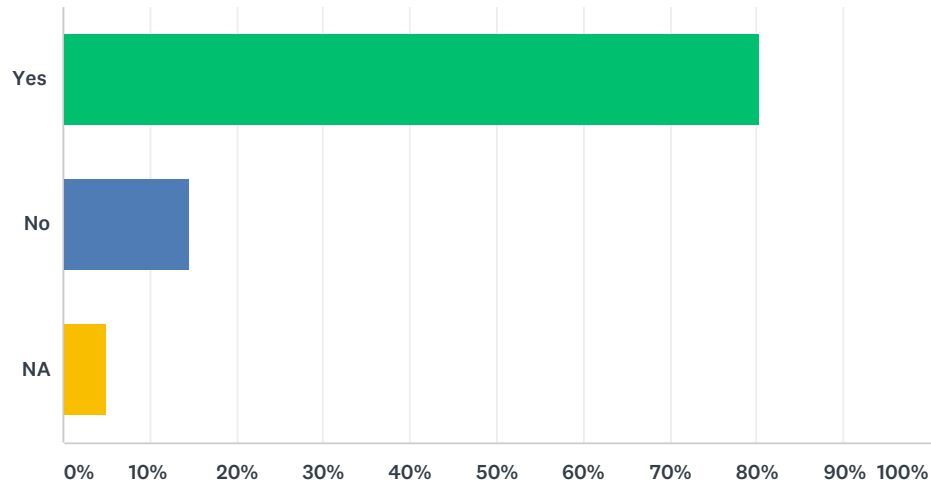
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		86.33%	259
No		10.33%	31
NA		3.33%	10
Total Respondents: 300			

Q88 I trust my immediate supervisor to do what is best for my department/district/area

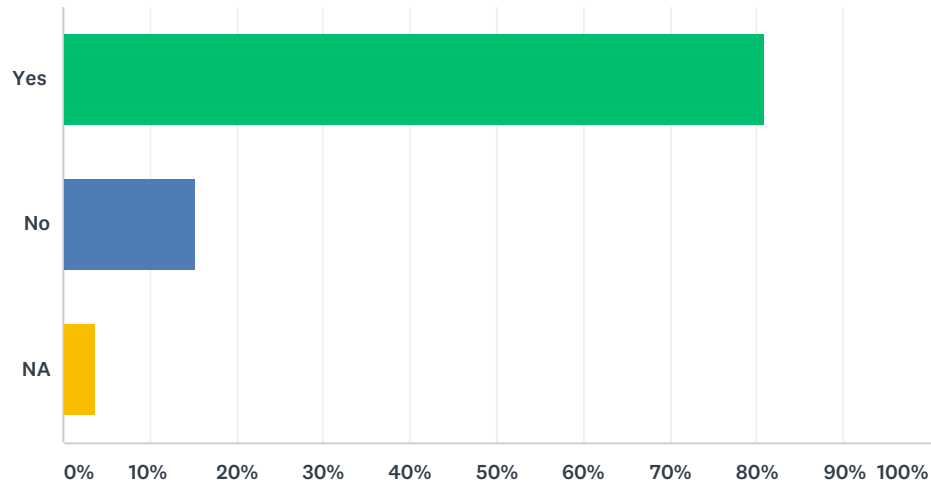
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		80.33%	241
No		14.67%	44
NA		5.00%	15
Total Respondents: 300			

Q89 I would be comfortable reporting inappropriate conduct by a co-worker

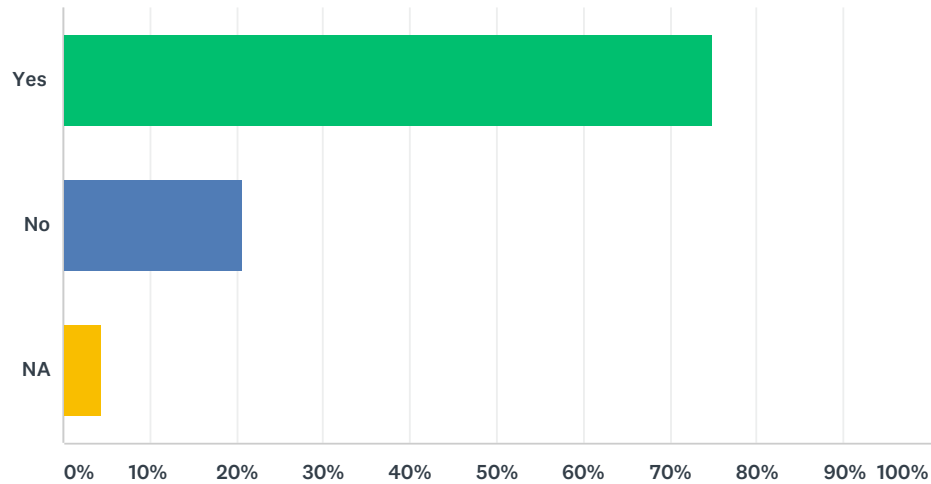
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		81.00%	243
No		15.33%	46
NA		3.67%	11
Total Respondents: 300			

Q90 I know how to report inappropriate behavior by my supervisor

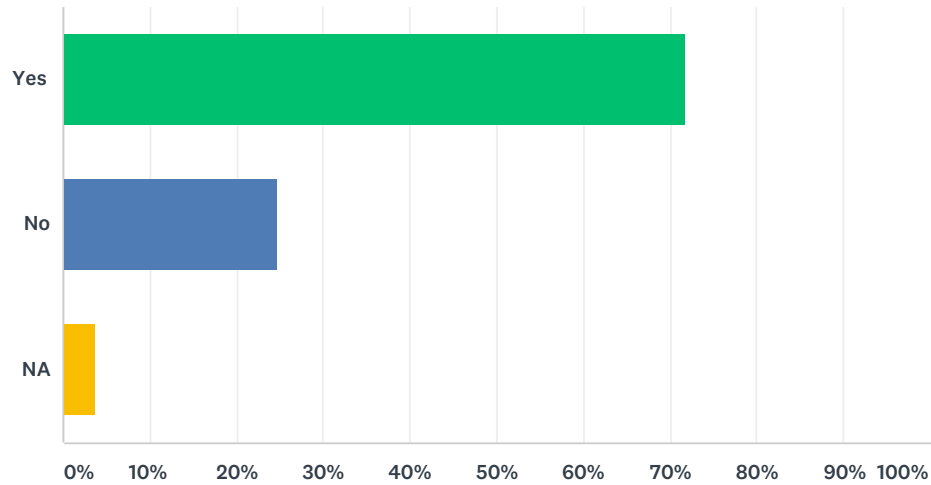
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		75.00%	225
No		20.67%	62
NA		4.33%	13
Total Respondents: 300			

Q91 I would be comfortable reporting inappropriate conduct by a supervisor

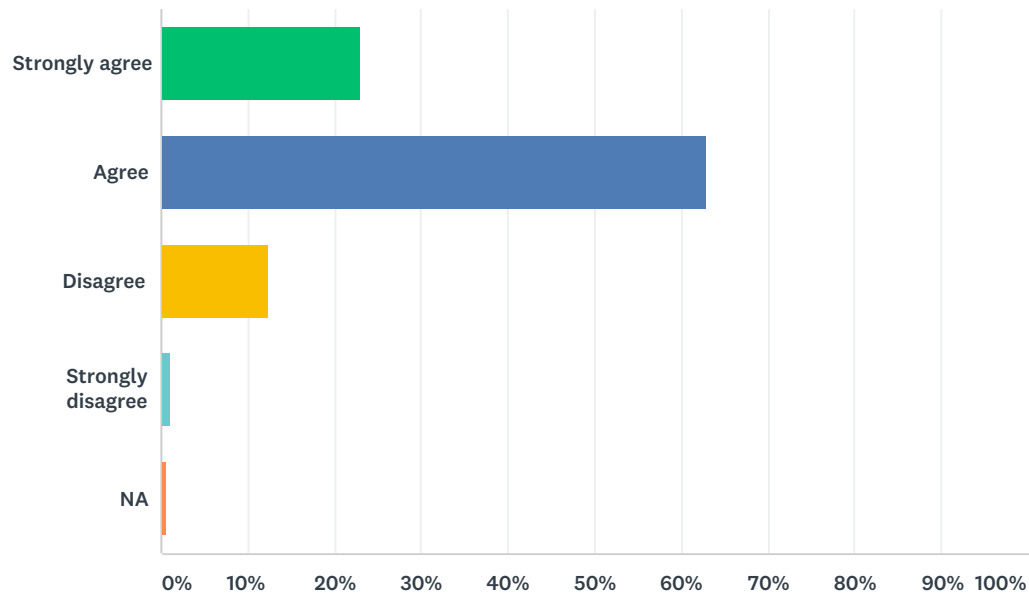
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		71.67%	215
No		24.67%	74
NA		3.67%	11
Total Respondents: 300			

Q92 If I witnessed discrimination at the Metroparks, I would be comfortable reporting it to my supervisor

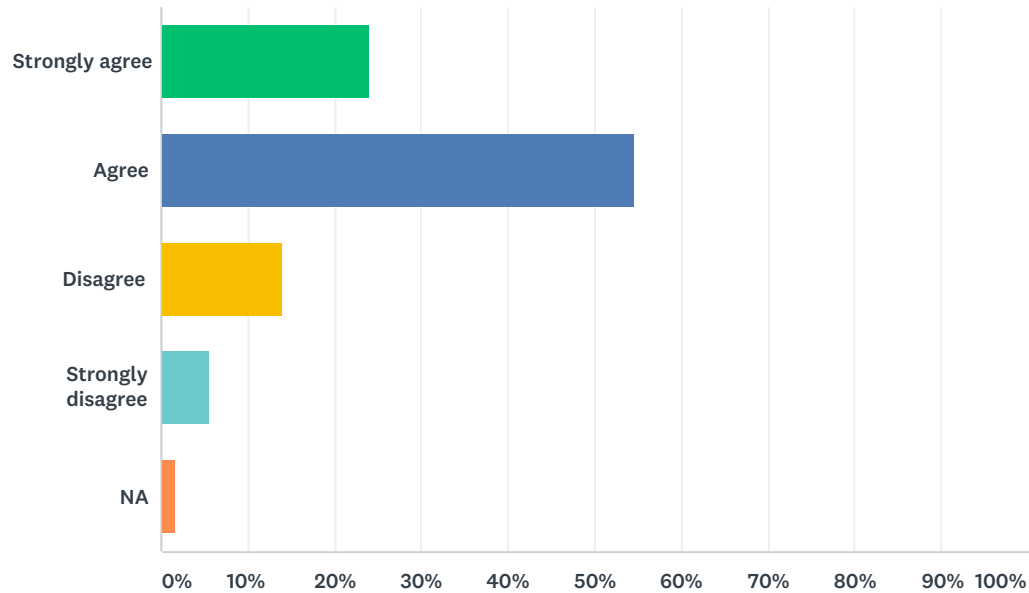
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		23.00%	69
Agree		63.00%	189
Disagree		12.33%	37
Strongly disagree		1.00%	3
NA		0.67%	2
Total Respondents: 300			

Q93 Men and Women have equal opportunities for advancement at the Metroparks

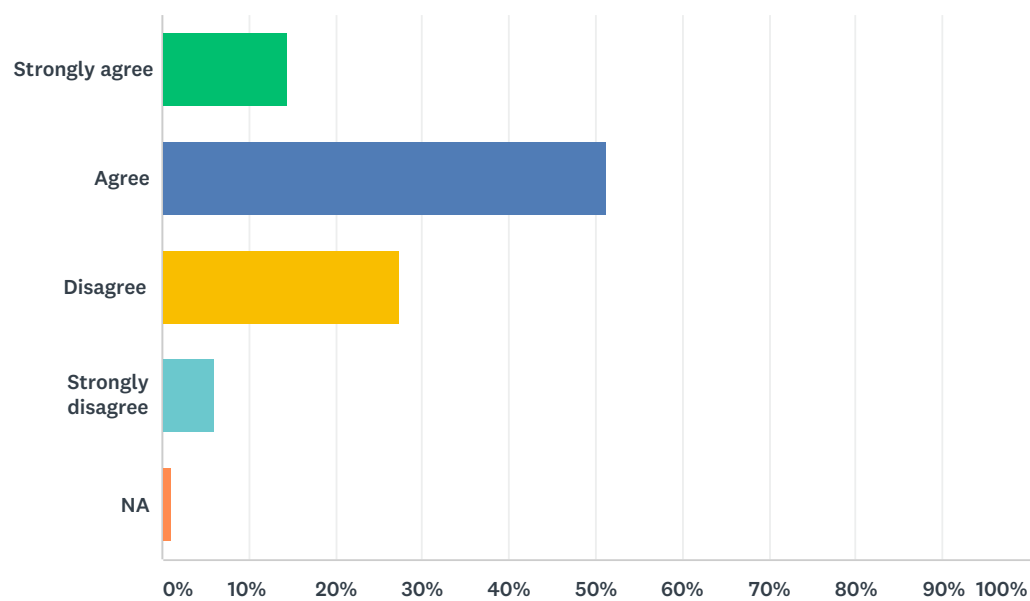
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	24.00%	72
Agree	54.67%	164
Disagree	14.00%	42
Strongly disagree	5.67%	17
NA	1.67%	5
Total Respondents: 300		

Q94 I feel the Metroparks invests in my professional growth and development

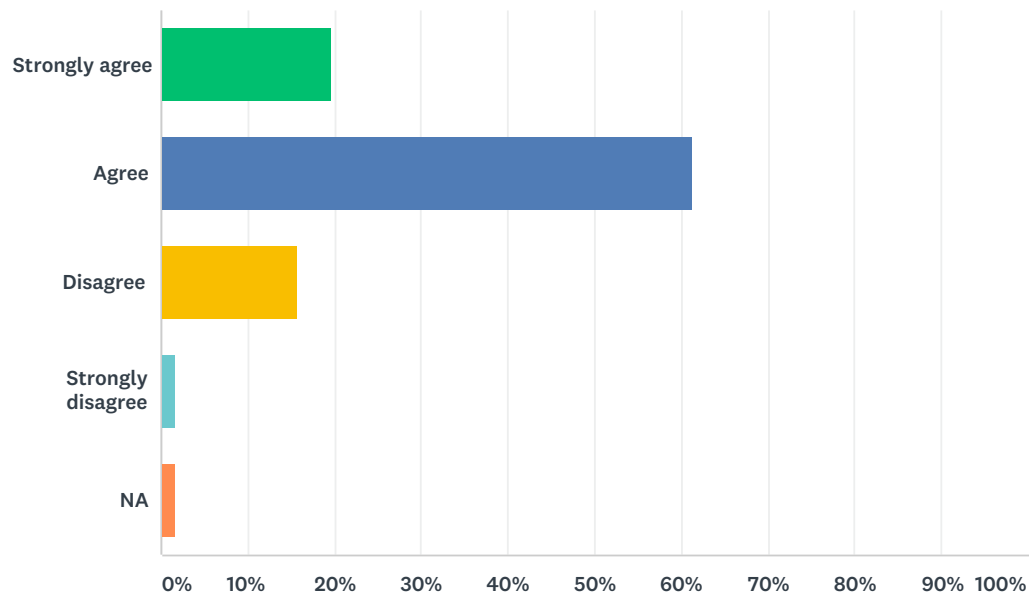
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	14.33%	43
Agree	51.33%	154
Disagree	27.33%	82
Strongly disagree	6.00%	18
NA	1.00%	3
Total Respondents: 300		

Q95 I feel a sense of belonging at the Metroparks

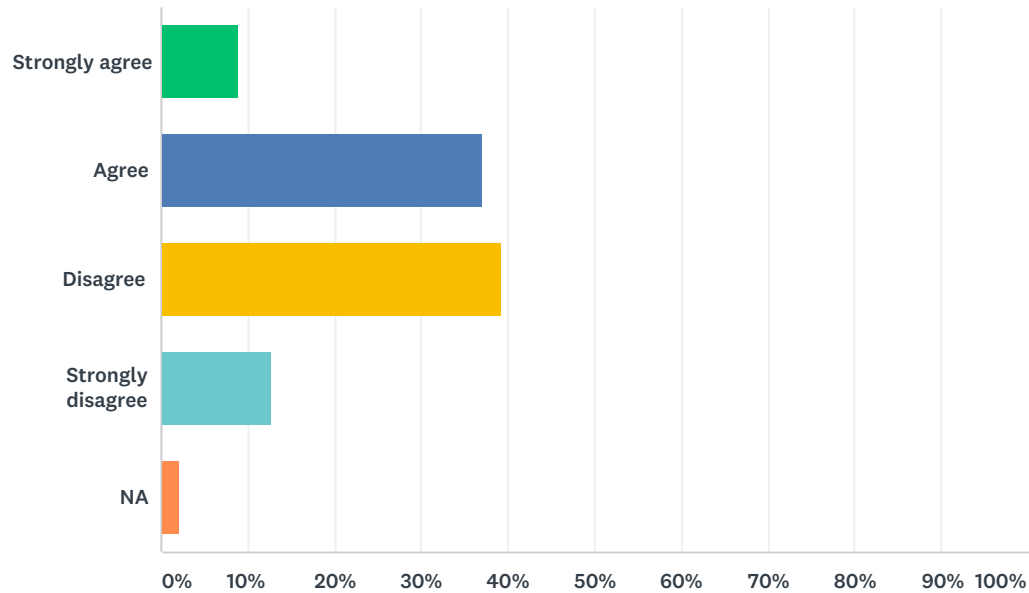
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		19.67%	59
Agree		61.33%	184
Disagree		15.67%	47
Strongly disagree		1.67%	5
NA		1.67%	5
Total Respondents: 300			

Q96 I feel connected to ALL of the Metroparks

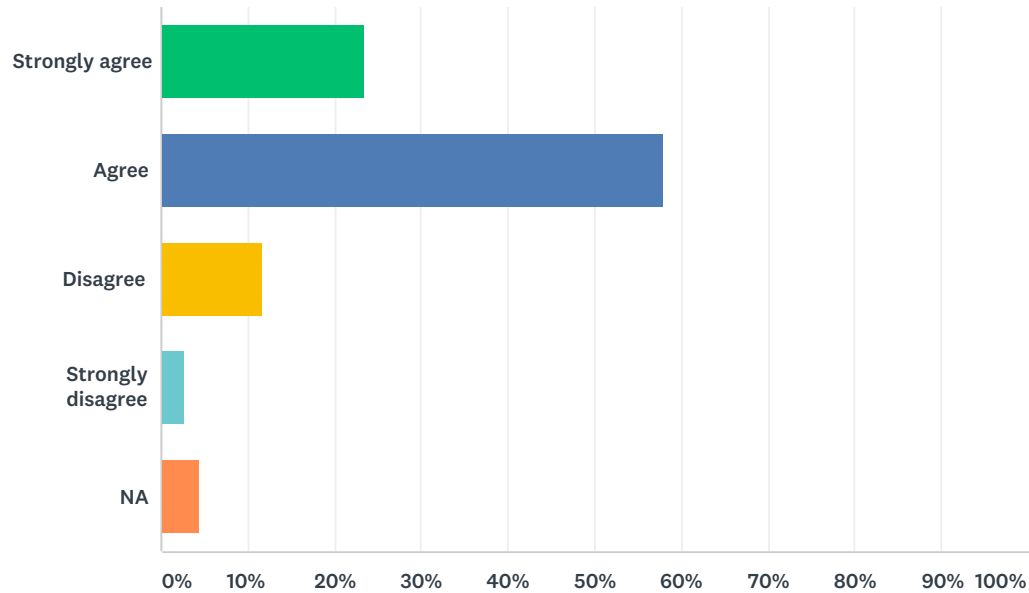
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	9.00%	27
Agree	37.00%	111
Disagree	39.33%	118
Strongly disagree	12.67%	38
NA	2.00%	6
Total Respondents: 300		

Q97 I feel more connected to my specific park/department/ area/district than I do the Metroparks as a whole

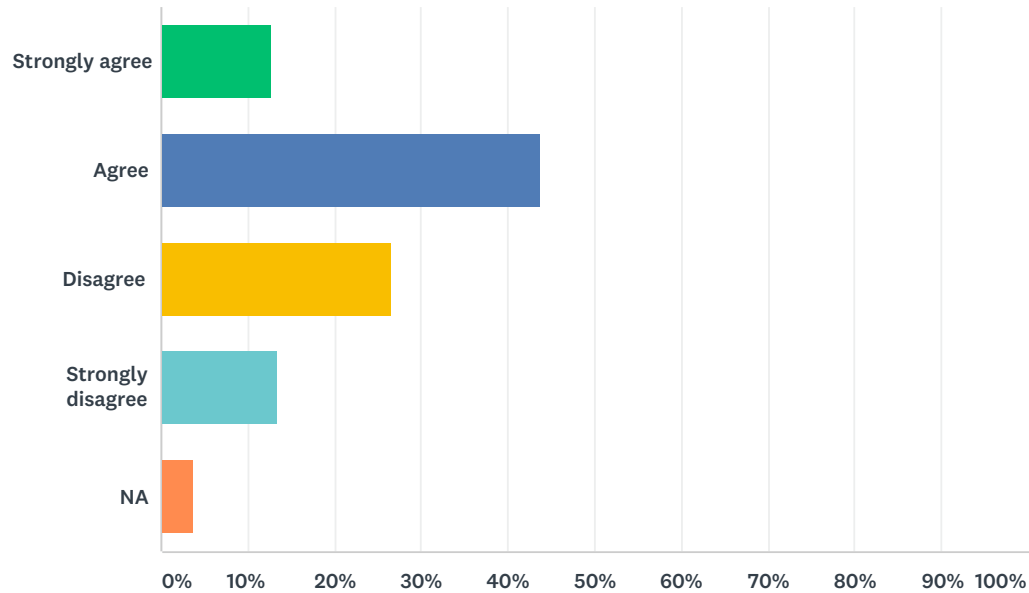
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	23.33%	70
Agree	58.00%	174
Disagree	11.67%	35
Strongly disagree	2.67%	8
NA	4.33%	13
Total Respondents: 300		

Q98 I feel everyone in the Metroparks system has an equal opportunity to apply for higher positions

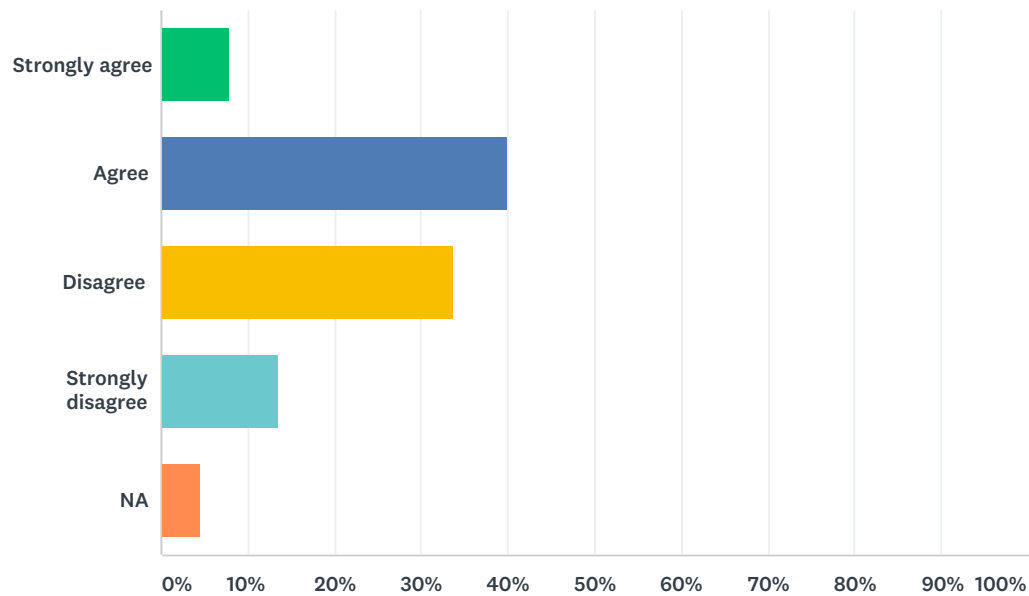
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		12.67%	38
Agree		43.67%	131
Disagree		26.67%	80
Strongly disagree		13.33%	40
NA		3.67%	11
Total Respondents: 300			

Q99 I feel I have a path for career advancement at the Metroparks

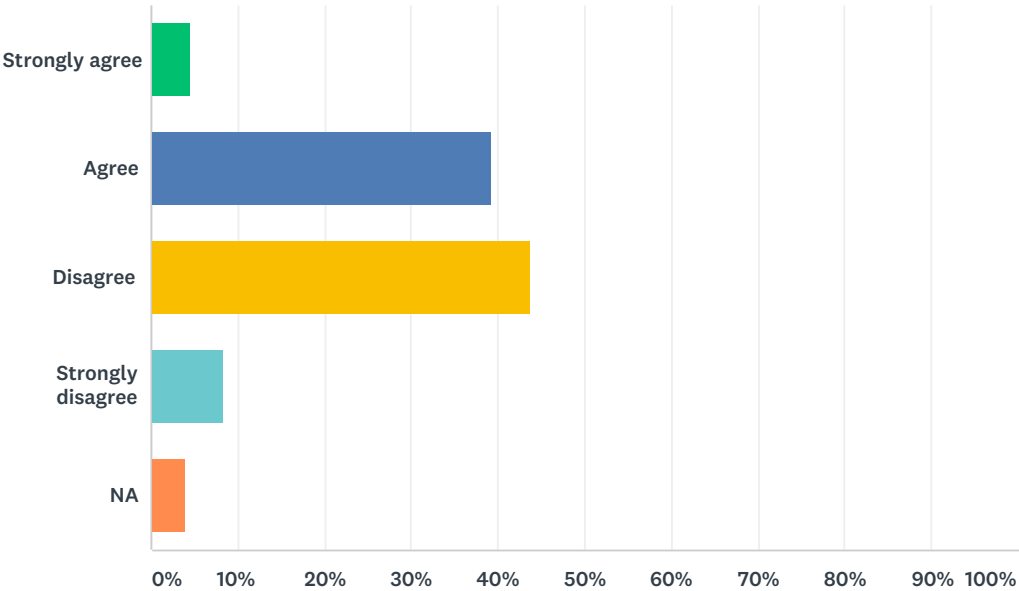
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	8.00%	24
Agree	40.00%	120
Disagree	33.67%	101
Strongly disagree	13.67%	41
NA	4.67%	14
Total Respondents: 300		

Q100 I know the direction the organization is heading

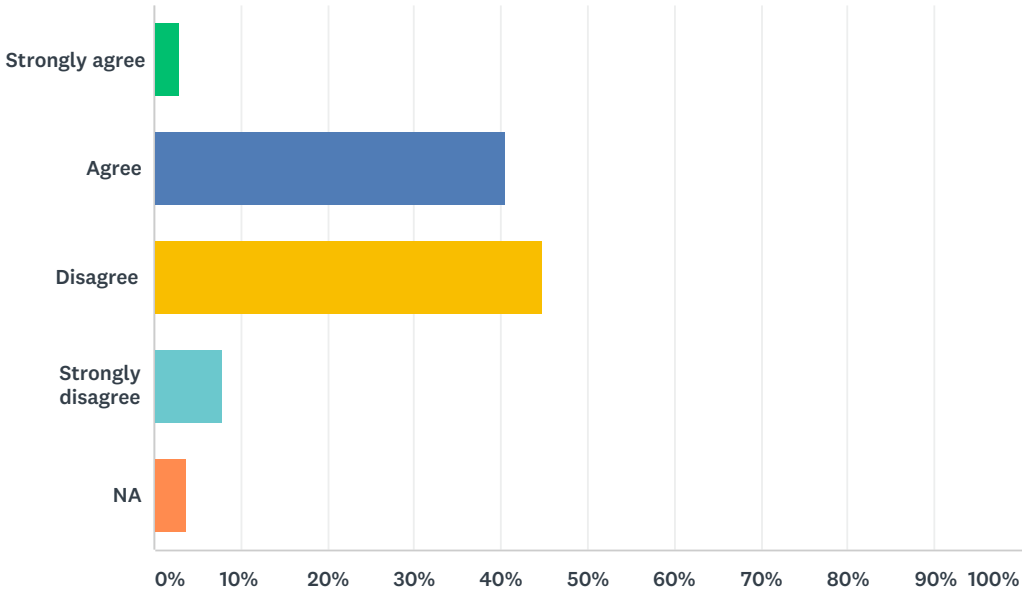
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	4.67%	14
Agree	39.33%	118
Disagree	43.67%	131
Strongly disagree	8.33%	25
NA	4.00%	12
Total Respondents: 300		

Q101 I know the organizational goals for the Metroparks

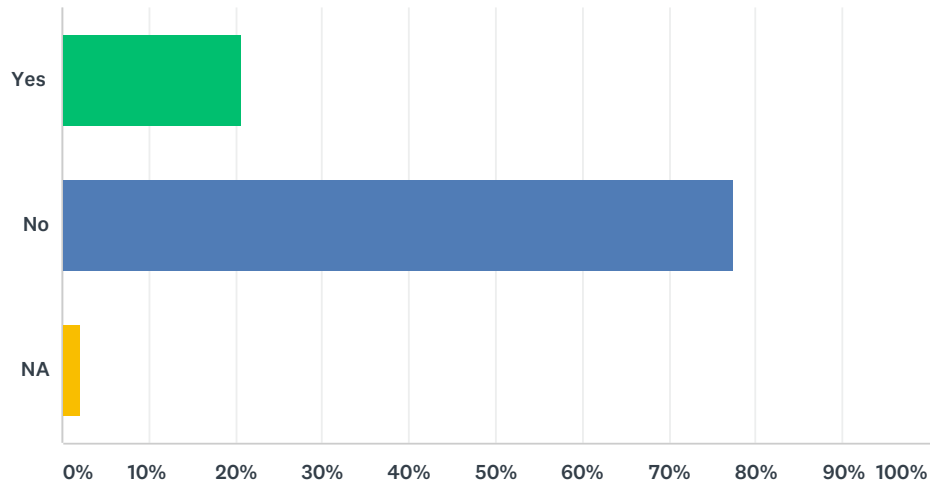
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	3.00%	9
Agree	40.67%	122
Disagree	44.67%	134
Strongly disagree	8.00%	24
NA	3.67%	11
Total Respondents: 300		

Q102 I often think about quitting

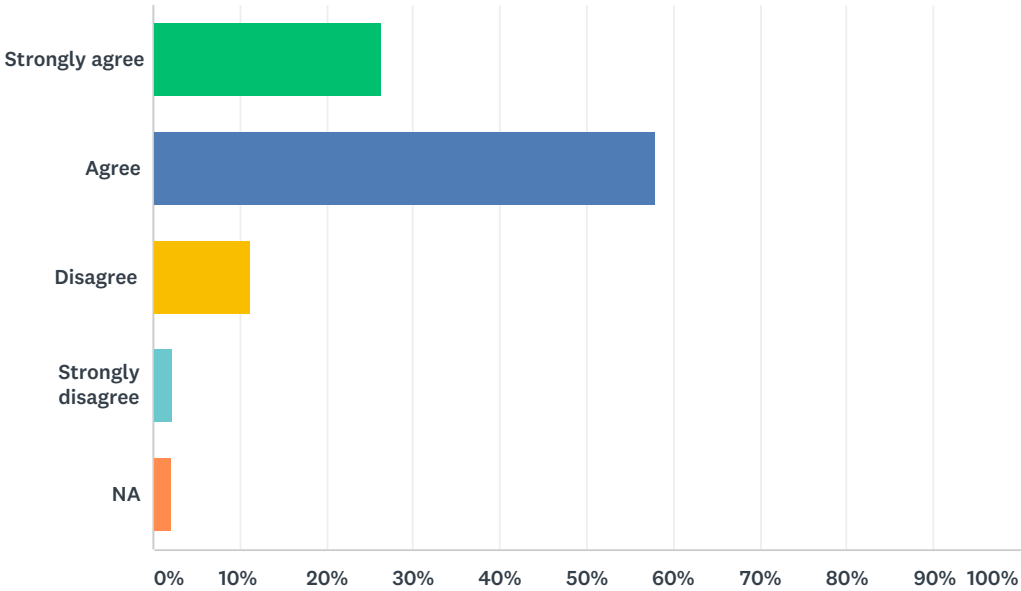
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		20.67%	62
No		77.33%	232
NA		2.00%	6
Total Respondents: 300			

Q103 In my department, area or district people I work with treat each other with respect.

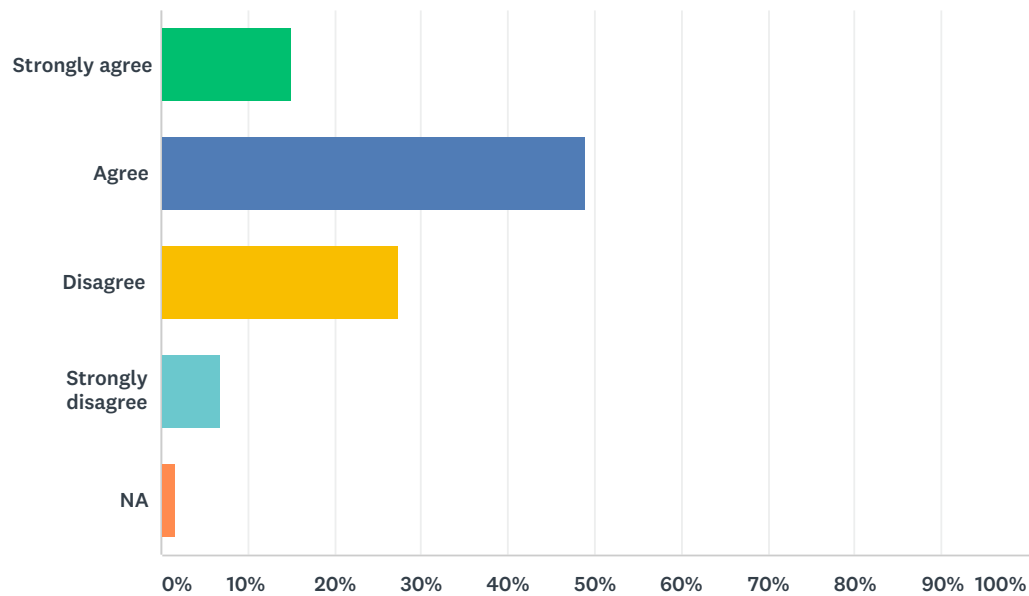
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly agree		26.33%	79
Agree		58.00%	174
Disagree		11.33%	34
Strongly disagree		2.33%	7
NA		2.00%	6
Total Respondents: 300			

Q104 I have input on plans in my specific department, area, park, district

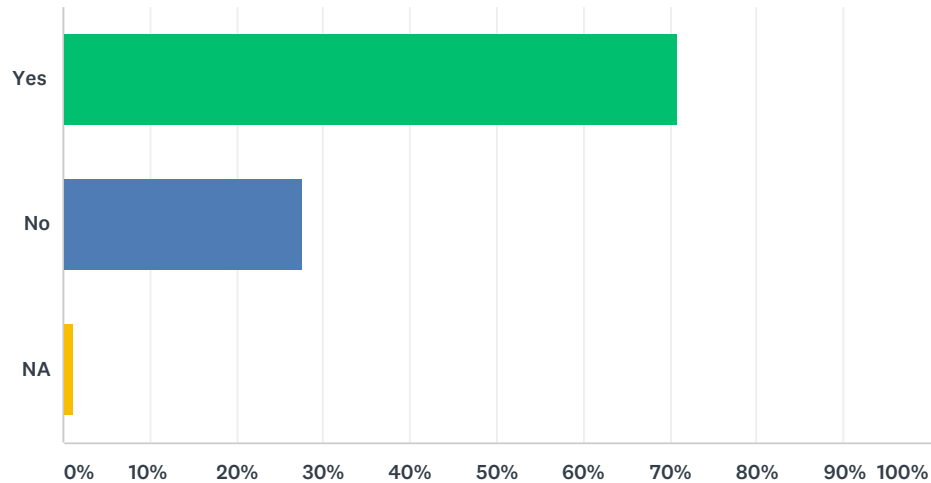
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	15.00%	45
Agree	49.00%	147
Disagree	27.33%	82
Strongly disagree	7.00%	21
NA	1.67%	5
Total Respondents: 300		

Q105 If I were the victim of discrimination or harassment at work, I know the reporting process

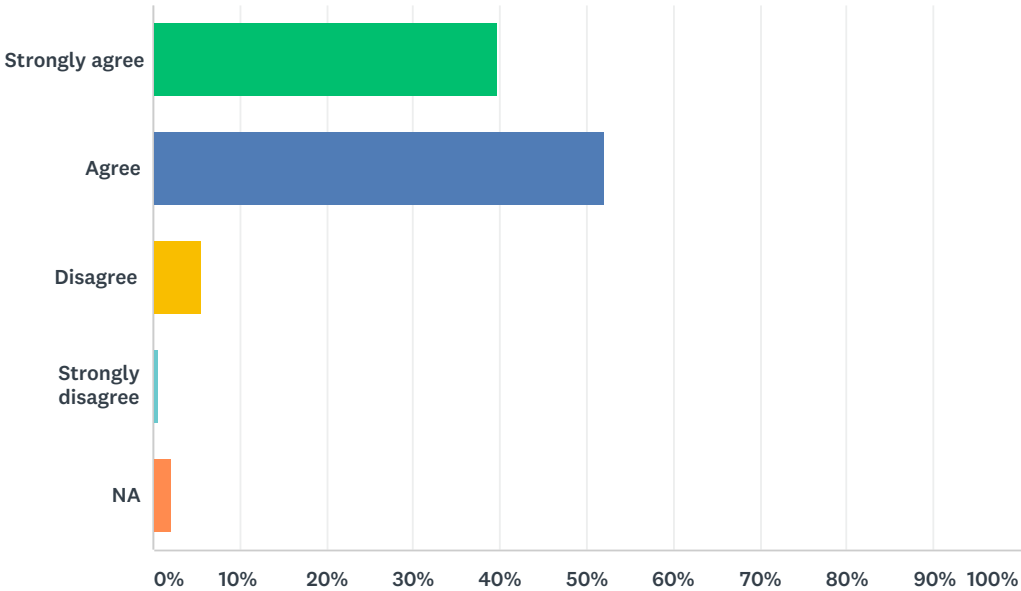
Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		71.00%	213
No		27.67%	83
NA		1.33%	4
Total Respondents: 300			

Q106 I believe the Metroparks is a great place for a first job

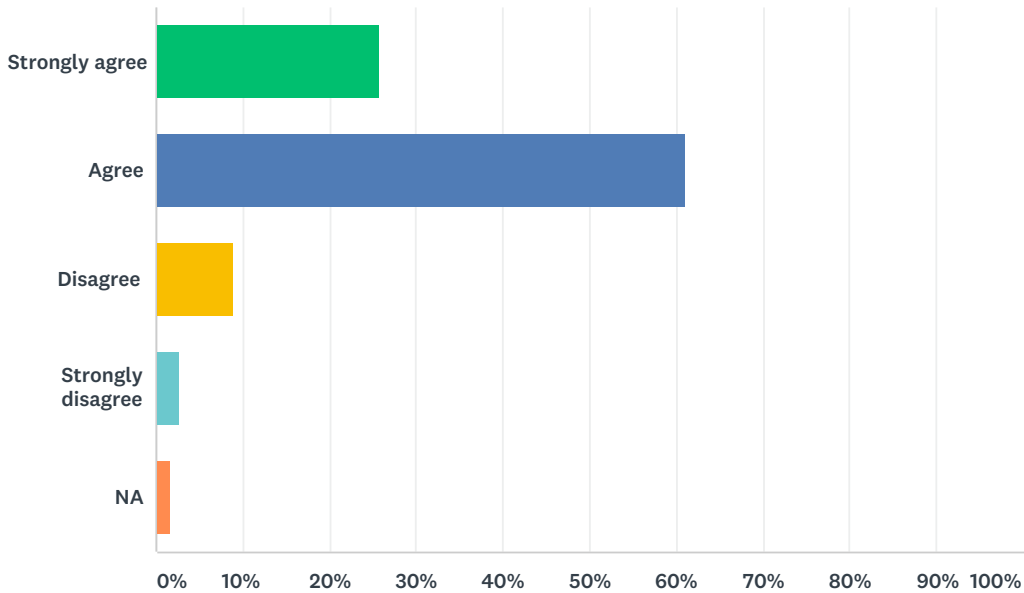
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	39.67%	119
Agree	52.00%	156
Disagree	5.67%	17
Strongly disagree	0.67%	2
NA	2.00%	6
Total Respondents: 300		

Q107 I believe the Metroparks is a healthy place to work

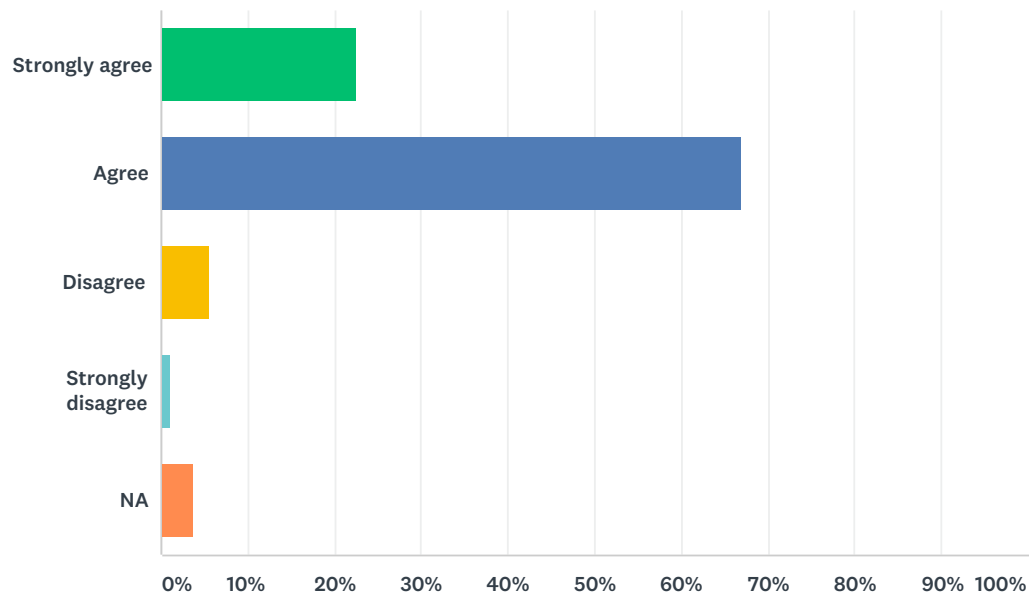
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	25.67%	77
Agree	61.00%	183
Disagree	9.00%	27
Strongly disagree	2.67%	8
NA	1.67%	5
Total Respondents: 300		

Q108 I see change as a necessary part of a healthy organization

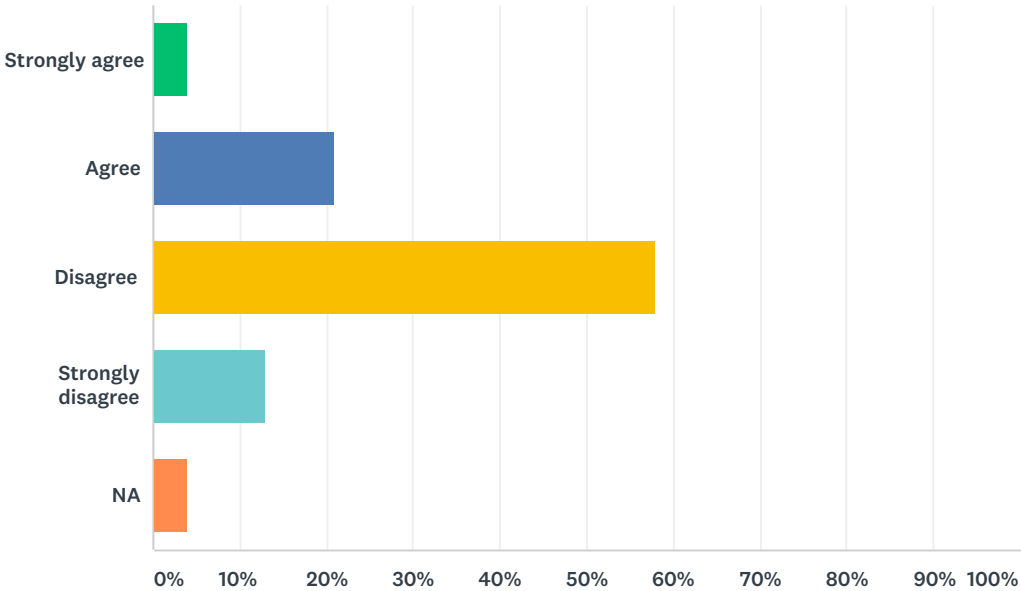
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	22.67%	68
Agree	67.00%	201
Disagree	5.67%	17
Strongly disagree	1.00%	3
NA	3.67%	11
Total Respondents: 300		

Q109 I am uncomfortable with change

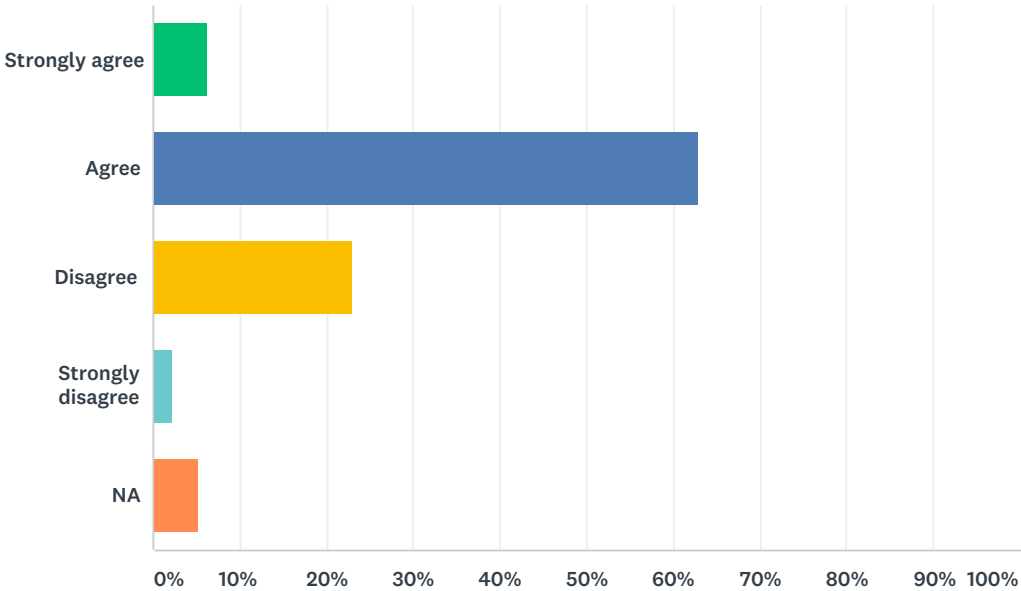
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	4.00%	12
Agree	21.00%	63
Disagree	58.00%	174
Strongly disagree	13.00%	39
NA	4.00%	12
Total Respondents: 300		

Q110 When things change, it usually works well for me

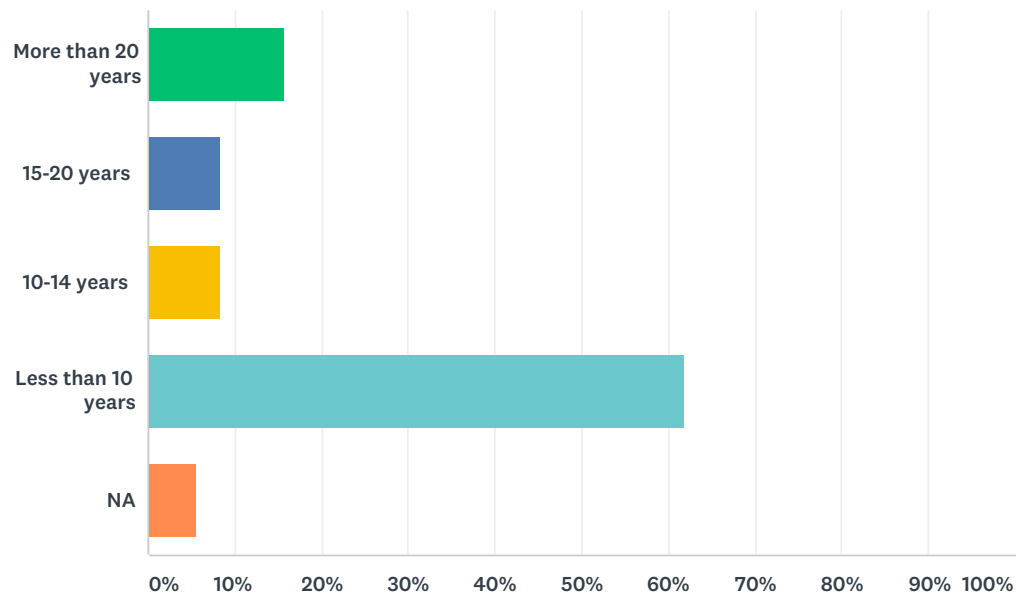
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	6.33%	19
Agree	63.00%	189
Disagree	23.00%	69
Strongly disagree	2.33%	7
NA	5.33%	16
Total Respondents: 300		

Q111 What is your length of employment with the Metroparks

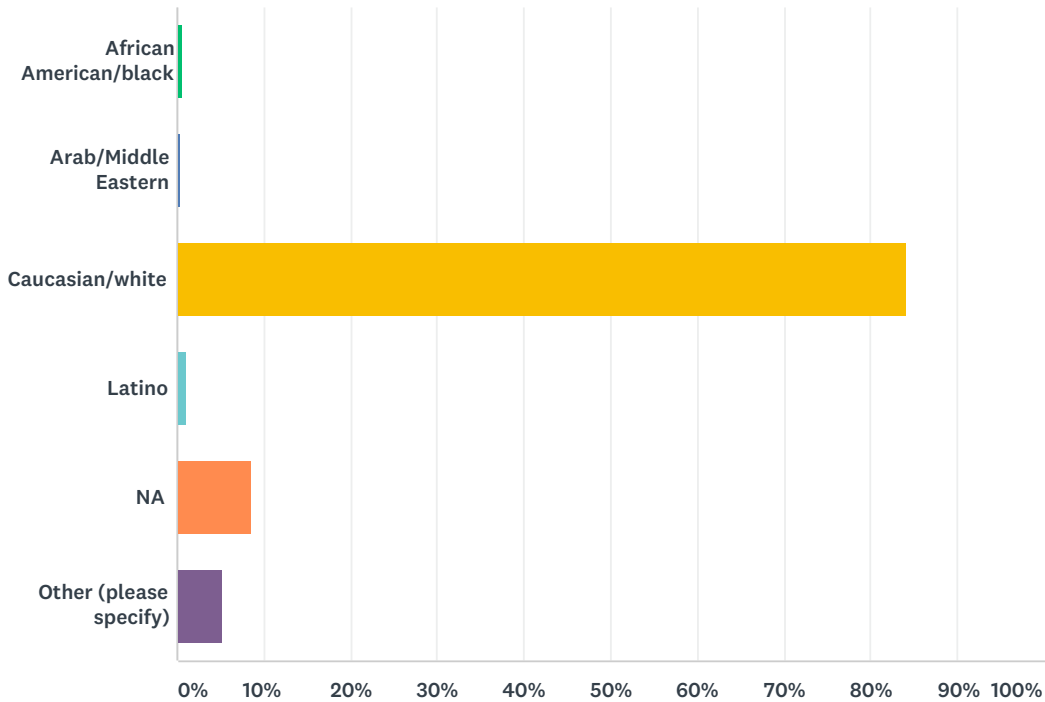
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
More than 20 years	15.67%	47
15-20 years	8.33%	25
10-14 years	8.33%	25
Less than 10 years	62.00%	186
NA	5.67%	17
Total Respondents: 300		

Q112 My race is...

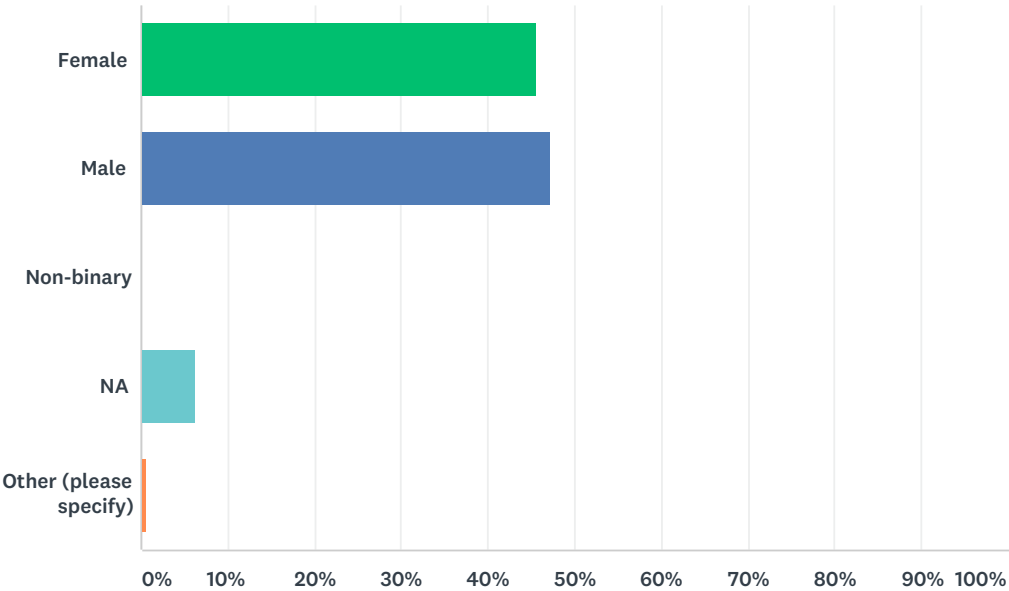
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
African American/black	0.67%	2
Arab/Middle Eastern	0.33%	1
Caucasian/white	84.00%	252
Latino	1.00%	3
NA	8.67%	26
Other (please specify)	5.33%	16
Total Respondents: 300		

Q113 What is your gender

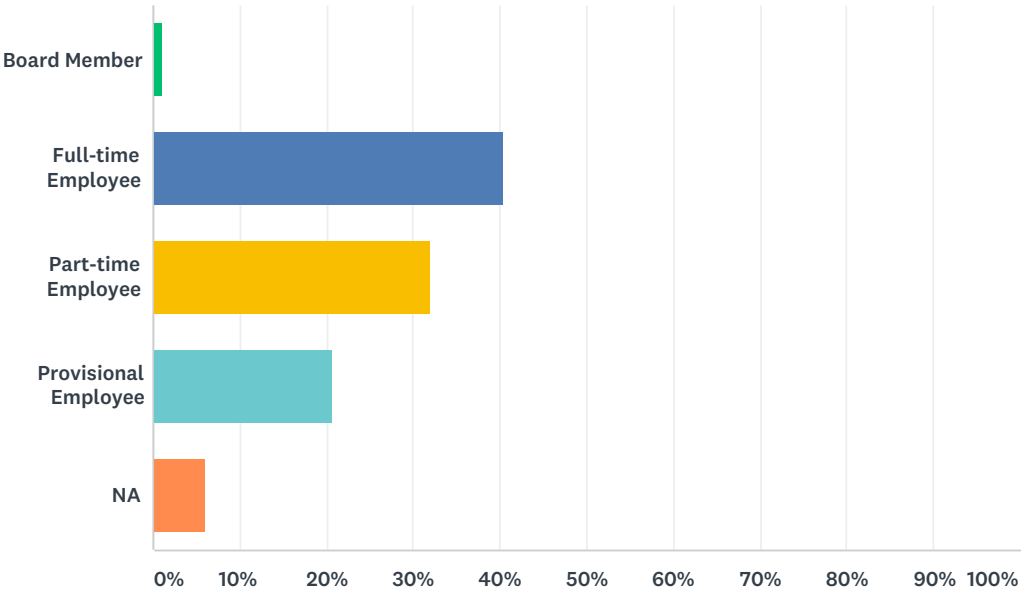
Answered: 300 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female	45.67%	137
Male	47.33%	142
Non-binary	0.00%	0
NA	6.33%	19
Other (please specify)	0.67%	2
Total Respondents: 300		

Q114 I am a Metroparks...

Answered: 300 Skipped: 0



ANSWER CHOICES		RESPONSES	
Board Member		1.00%	3
Full-time Employee		40.33%	121
Part-time Employee		32.00%	96
Provisional Employee		20.67%	62
NA		6.00%	18
Total Respondents: 300			