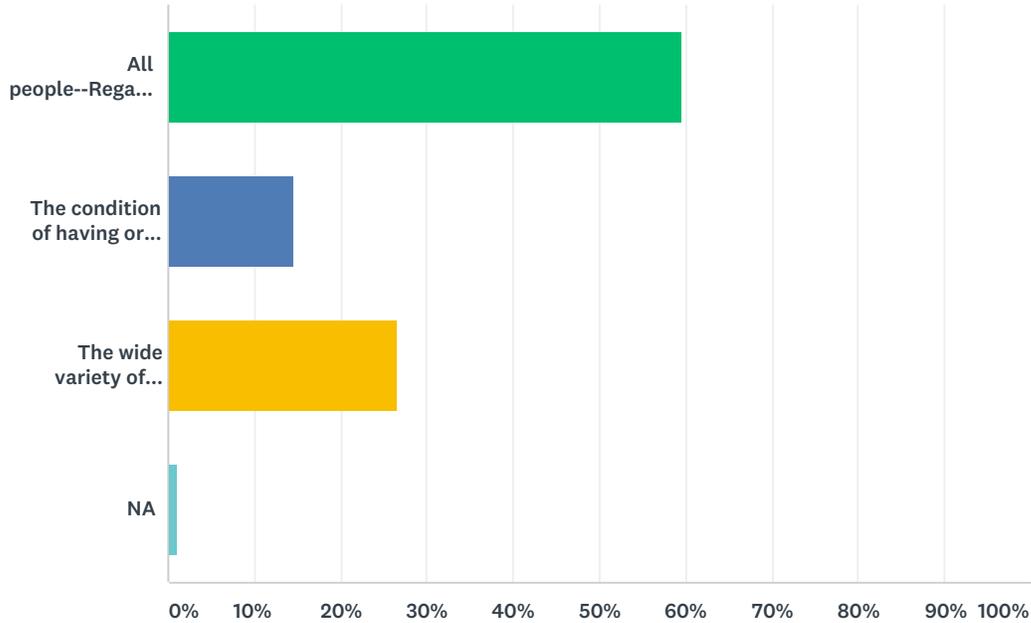


Q1 Which definition best represents what diversity means to you?

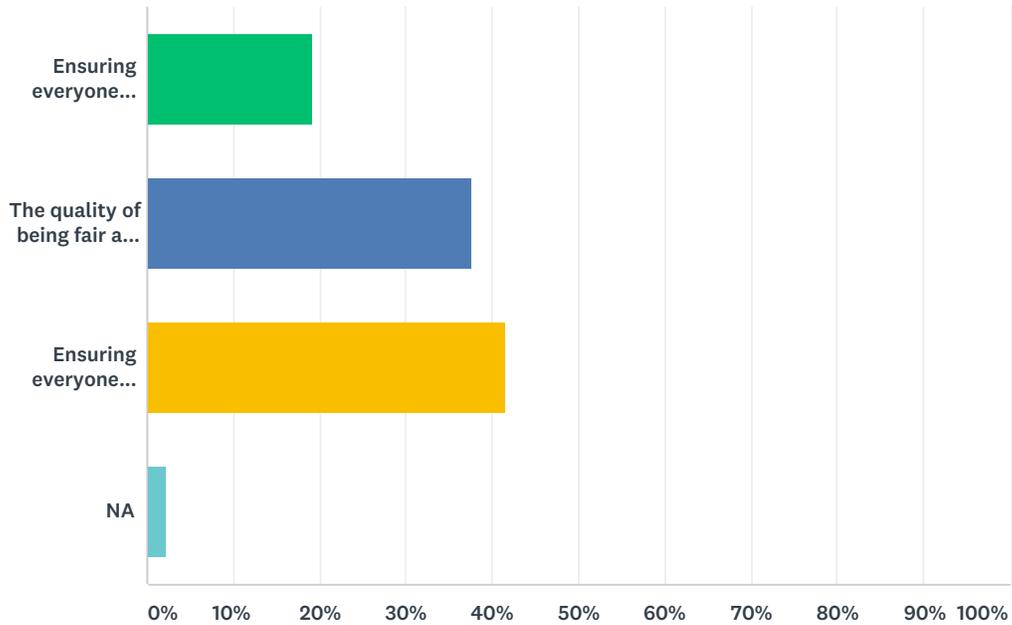
Answered: 300 Skipped: 0



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?

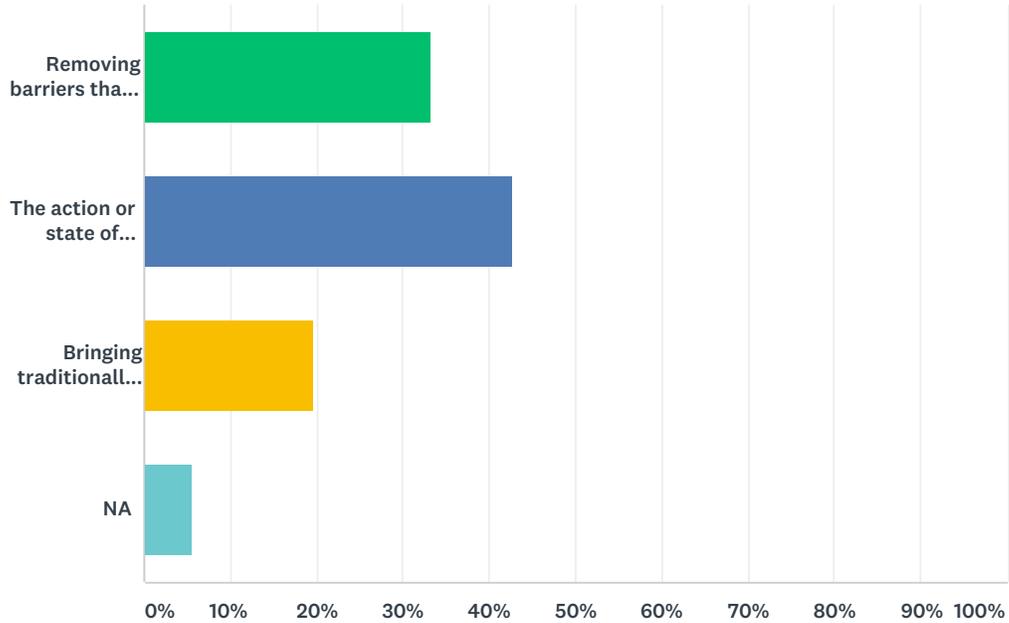
Answered: 300 Skipped: 0



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?

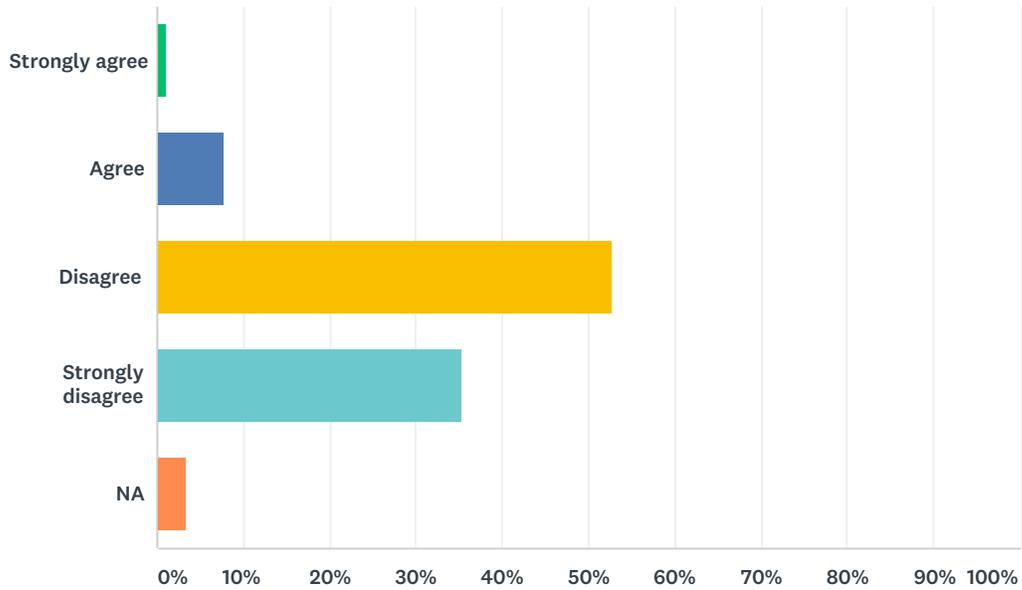
Answered: 300 Skipped: 0



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

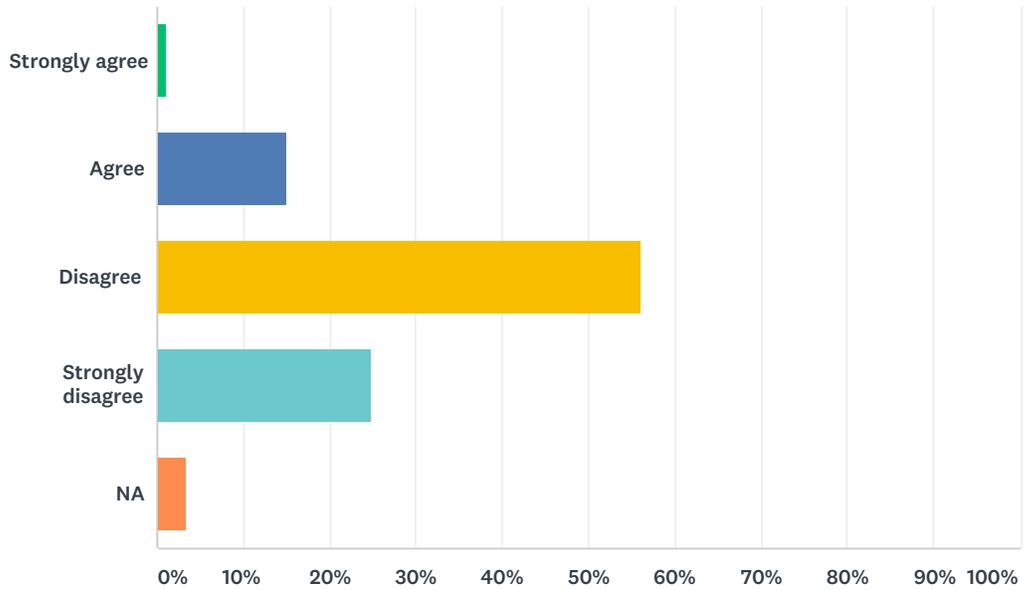
Answered: 300 Skipped: 0



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

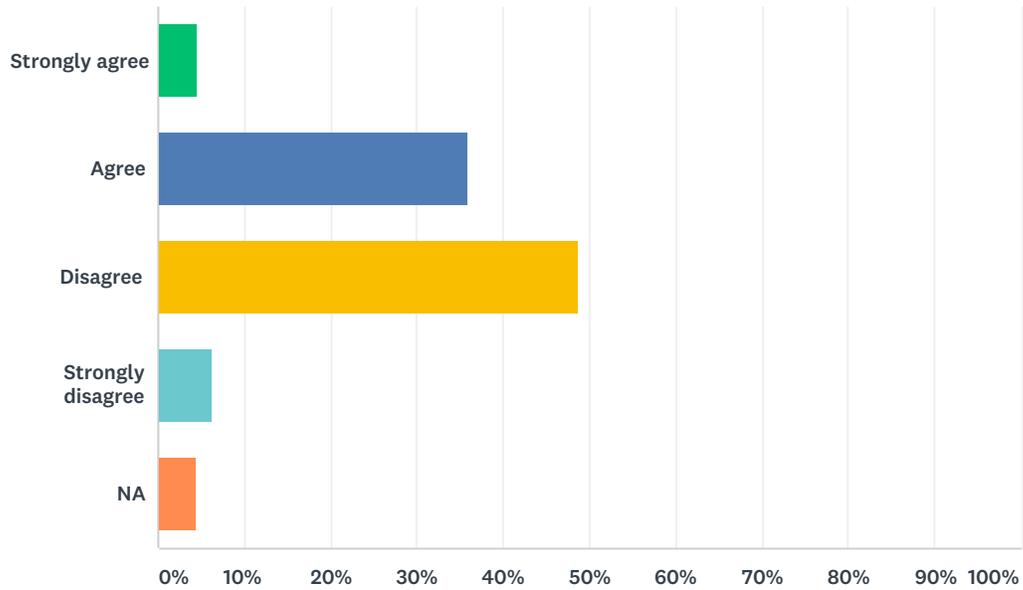
Answered: 300 Skipped: 0



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

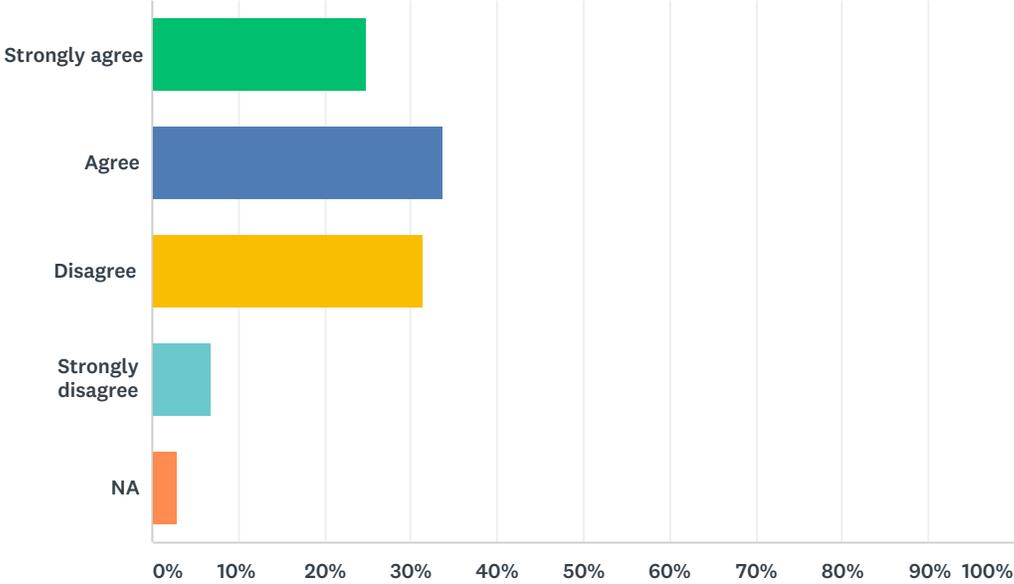
Answered: 300 Skipped: 0



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

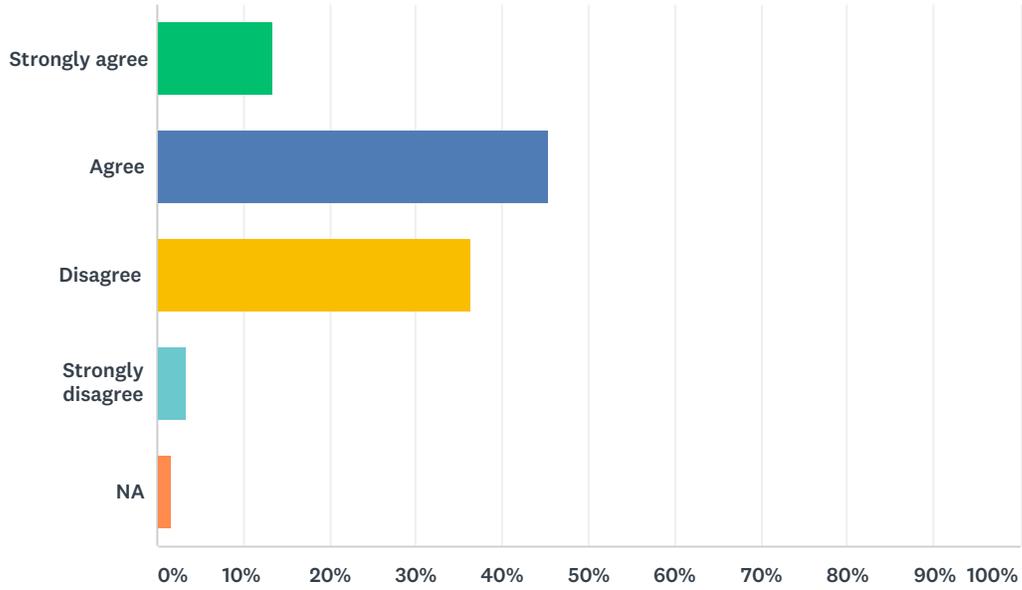
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ANSWER CHOICES	RESPONSES	
Strongly agree	25.00%	75
Agree	33.67%	101
Disagree	31.33%	94
Strongly disagree	7.00%	21
NA	3.00%	9
Total Respondents: 300		

Q8 Health is a personal choice

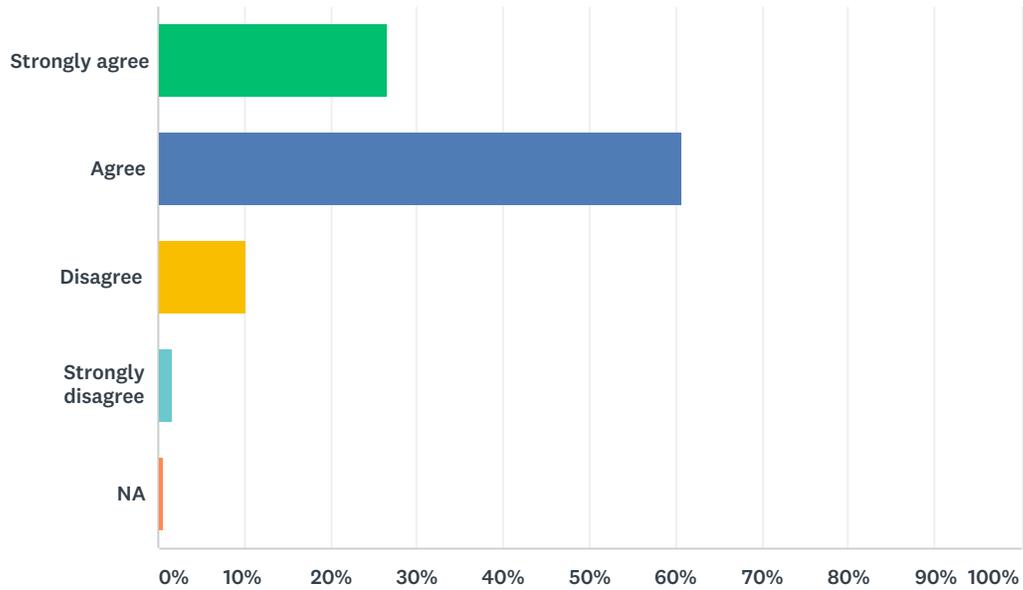
Answered: 300 Skipped: 0



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

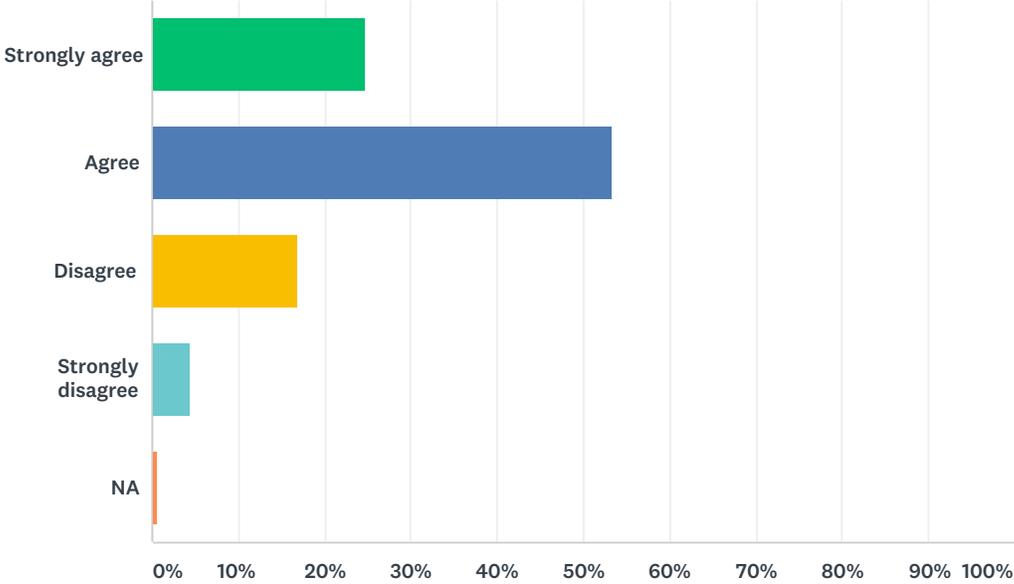
Answered: 300 Skipped: 0



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

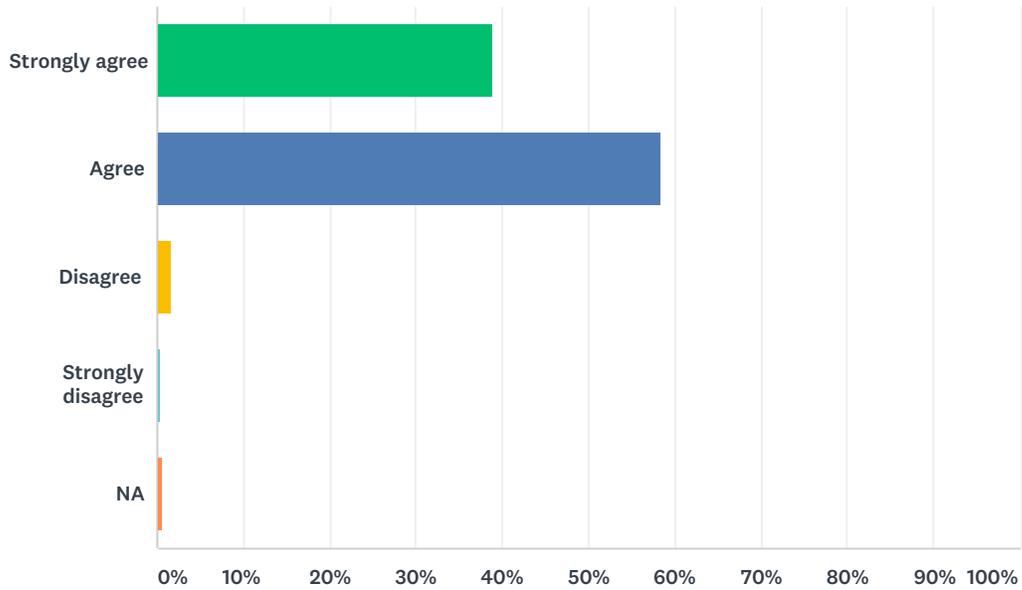
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ANSWER CHOICES	RESPONSES	
Strongly agree	24.67%	74
Agree	53.33%	160
Disagree	17.00%	51
Strongly disagree	4.33%	13
NA	0.67%	2
Total Respondents: 300		

Q11 I am comfortable working with people younger than me

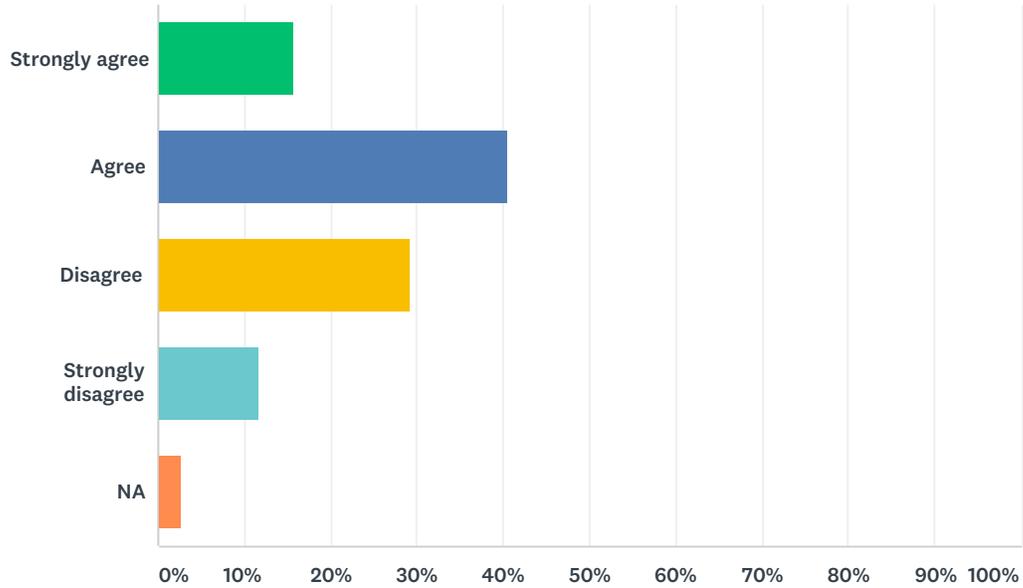
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ANSWER CHOICES	RESPONSES	
Strongly agree	39.00%	117
Agree	58.33%	175
Disagree	1.67%	5
Strongly disagree	0.33%	1
NA	0.67%	2
Total Respondents: 300		

Q12 I am concerned about immigration

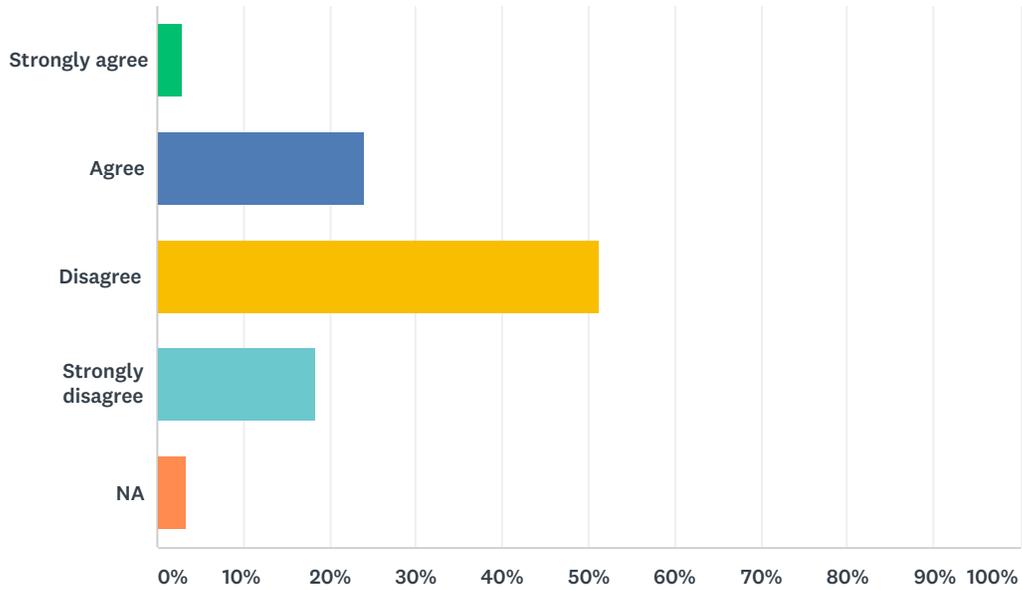
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ANSWER CHOICES	RESPONSES	
Strongly agree	15.67%	47
Agree	40.67%	122
Disagree	29.33%	88
Strongly disagree	11.67%	35
NA	2.67%	8
Total Respondents: 300		

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

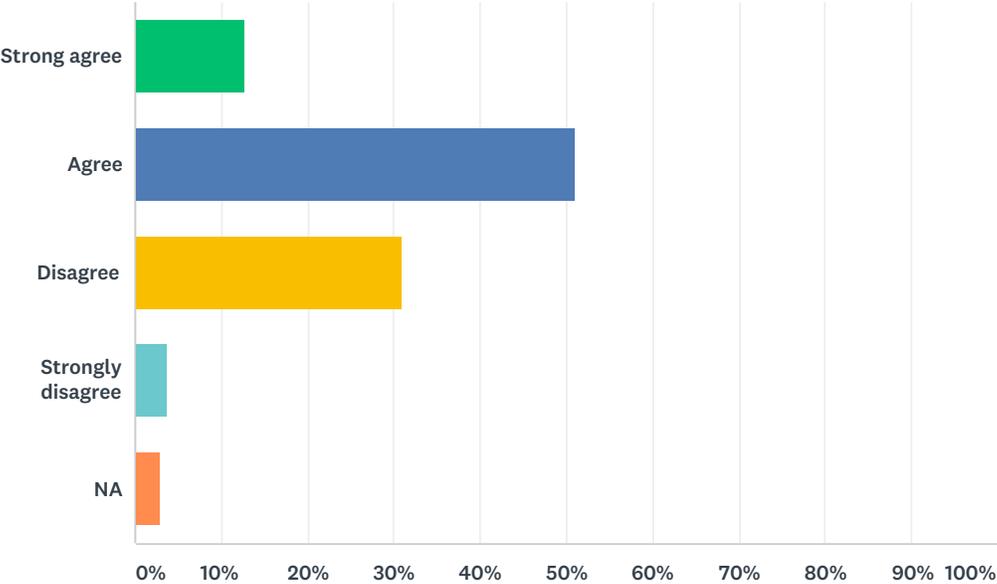
Answered: 300 Skipped: 0



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

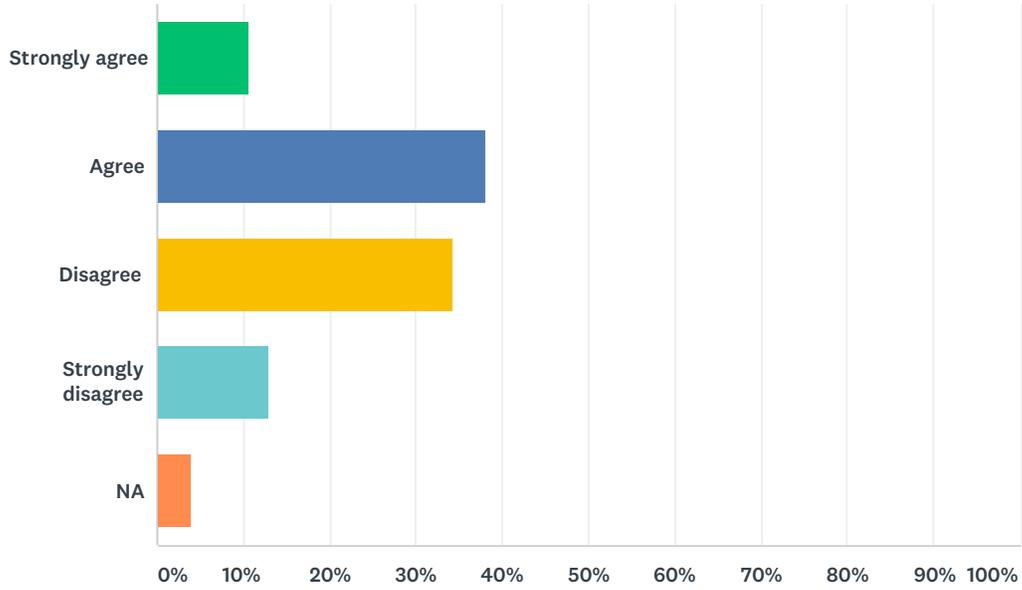
Answered: 300 Skipped: 0



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

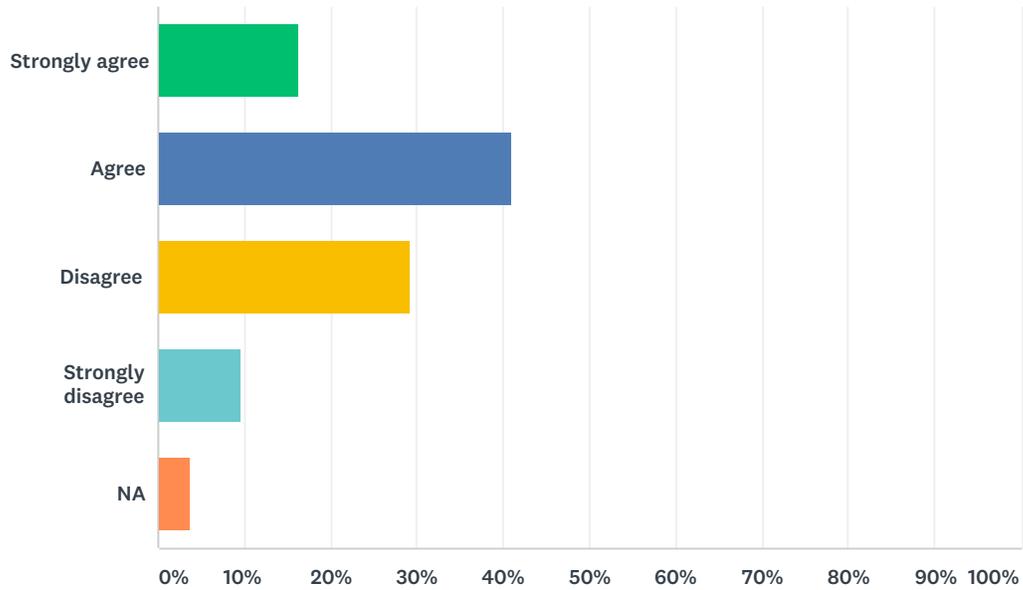
Answered: 300 Skipped: 0



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

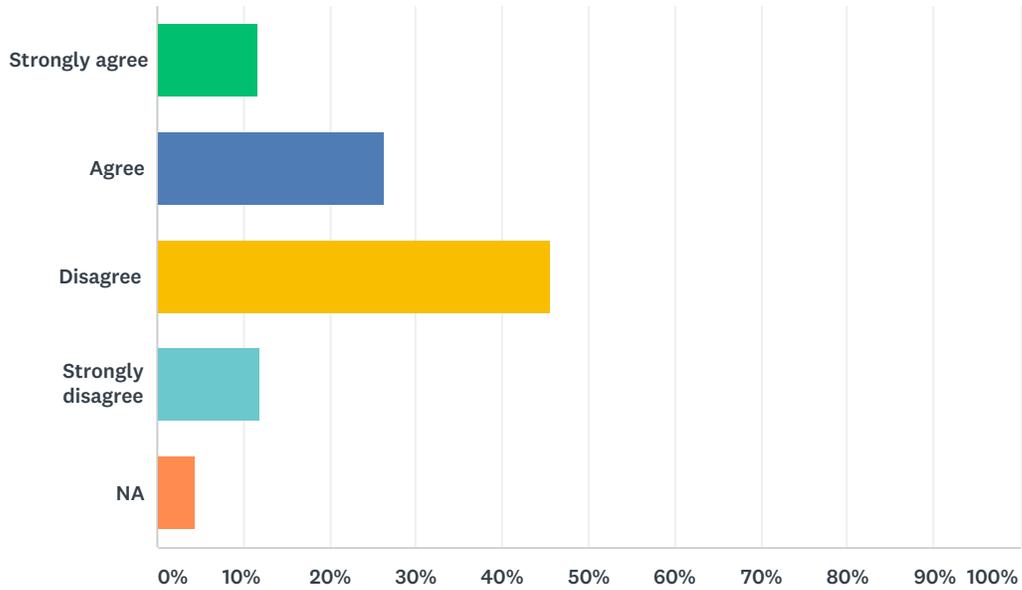
Answered: 300 Skipped: 0



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

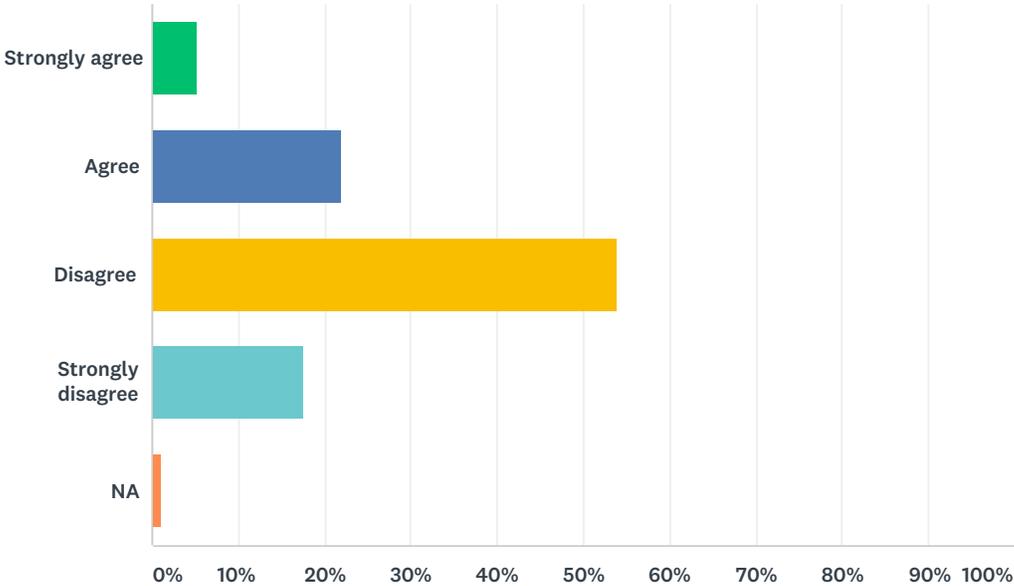
Answered: 300 Skipped: 0



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

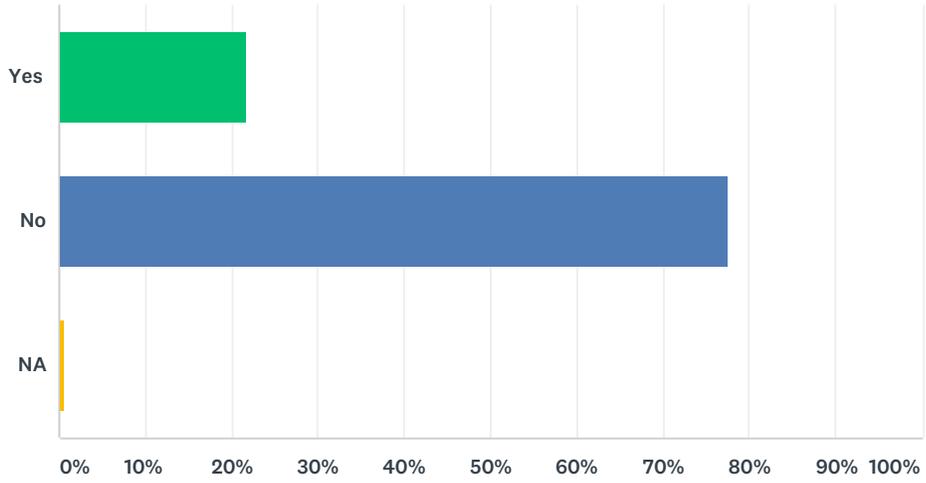
Answered: 300 Skipped: 0



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

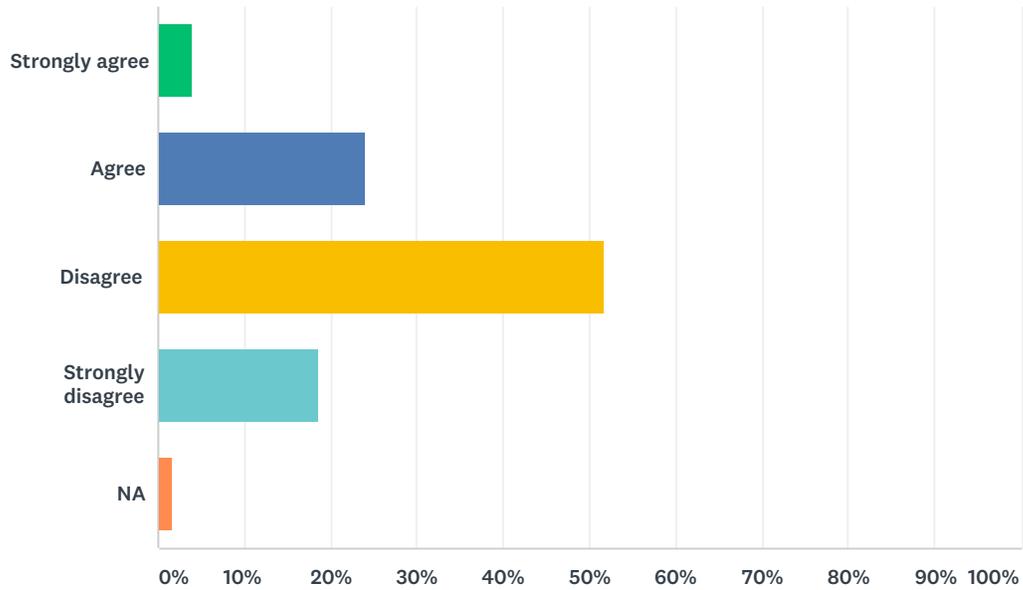
Answered: 300 Skipped: 0



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

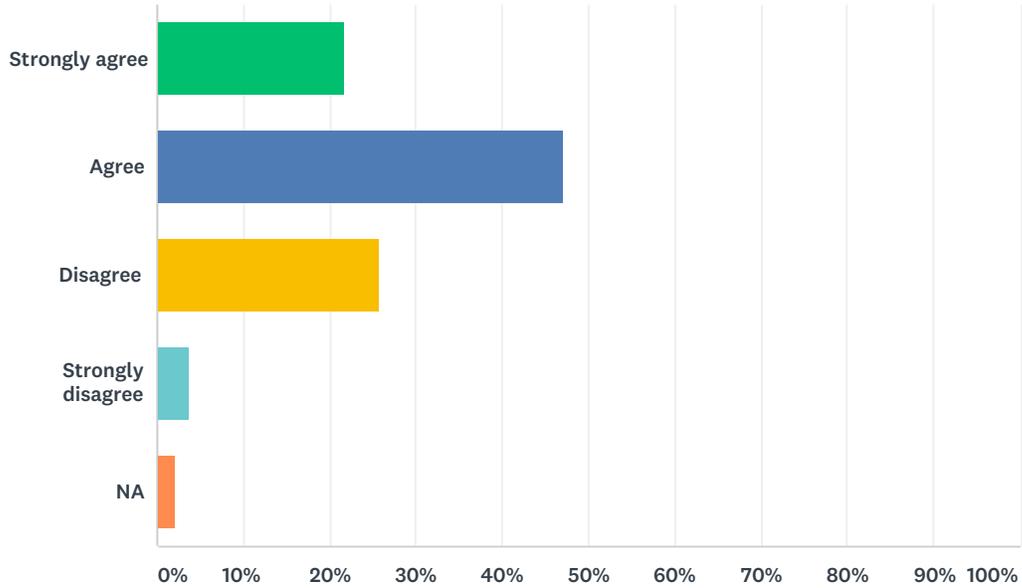
Answered: 300 Skipped: 0



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

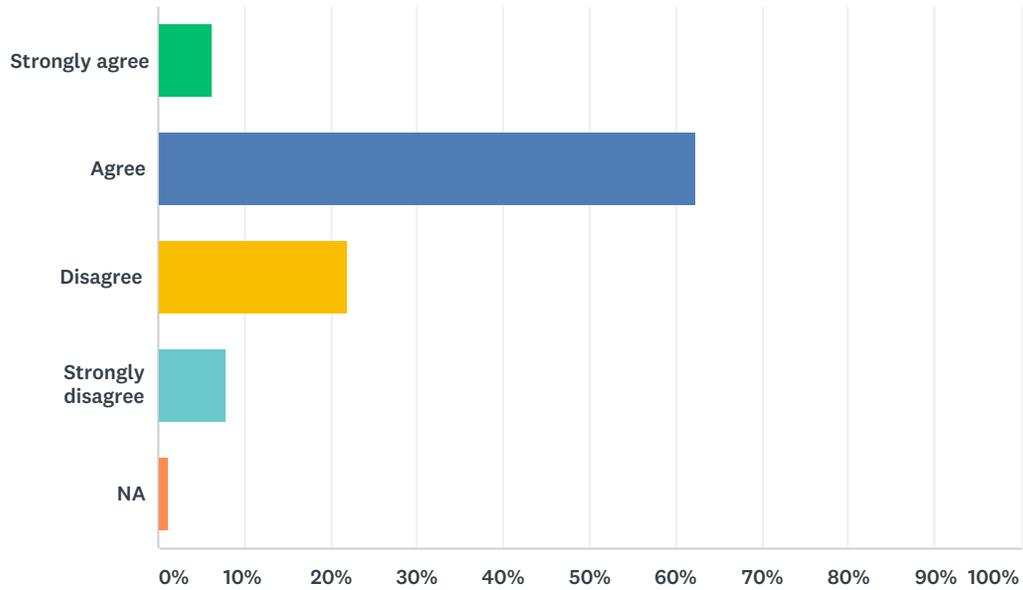
Answered: 300 Skipped: 0



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

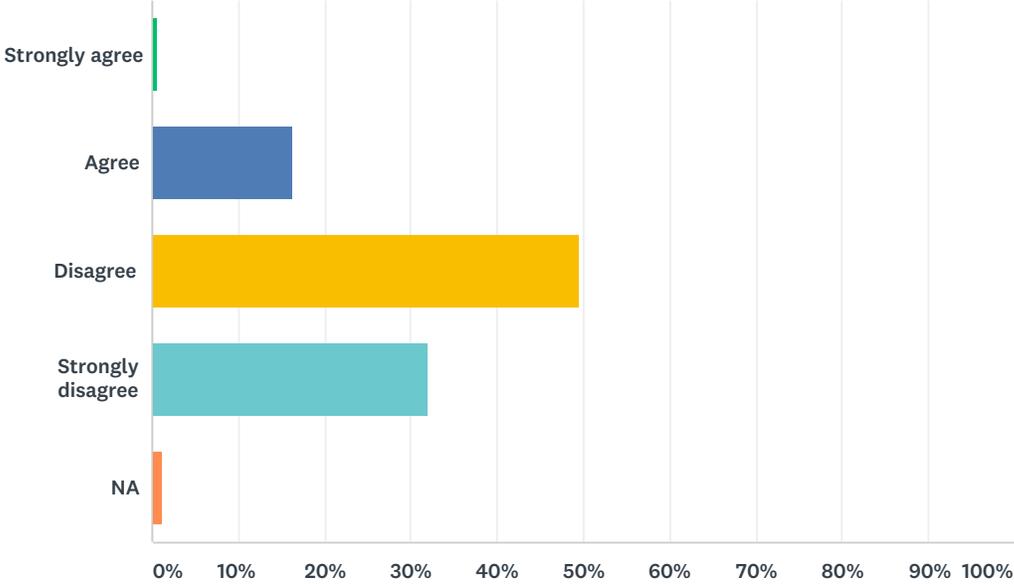
Answered: 300 Skipped: 0



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

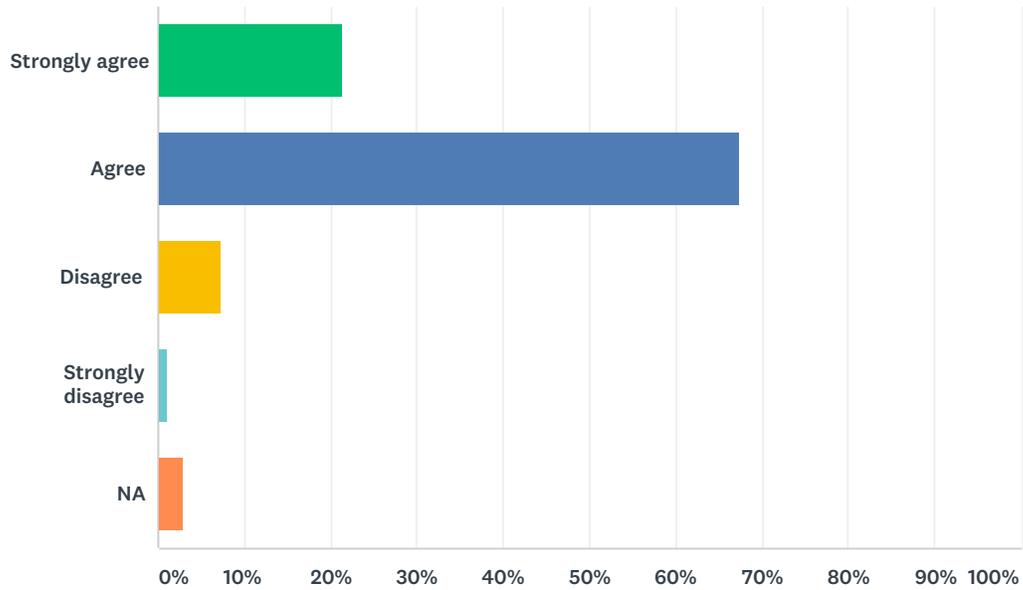
Answered: 300 Skipped: 0



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

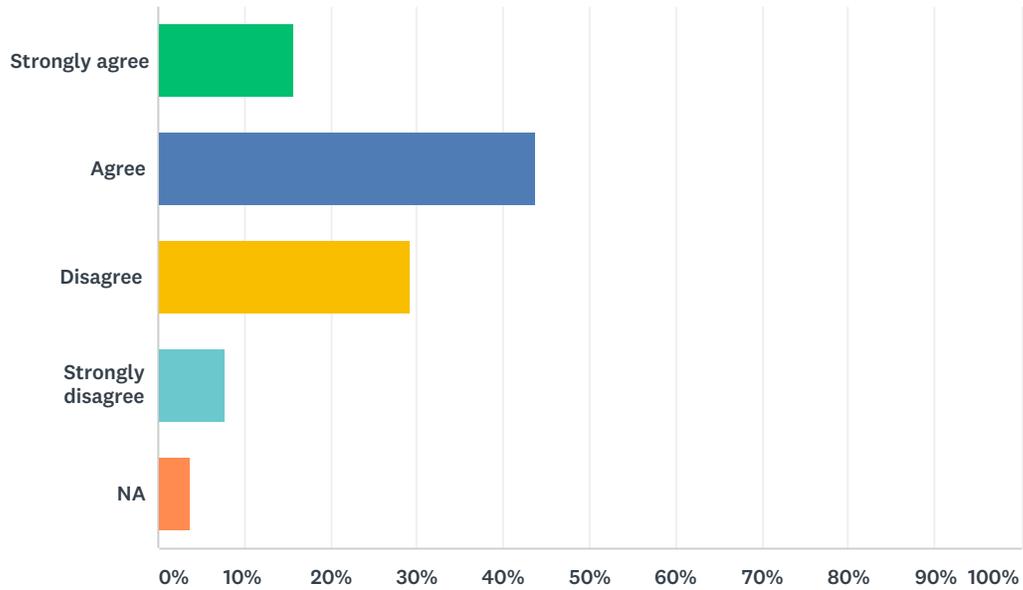
Answered: 300 Skipped: 0



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

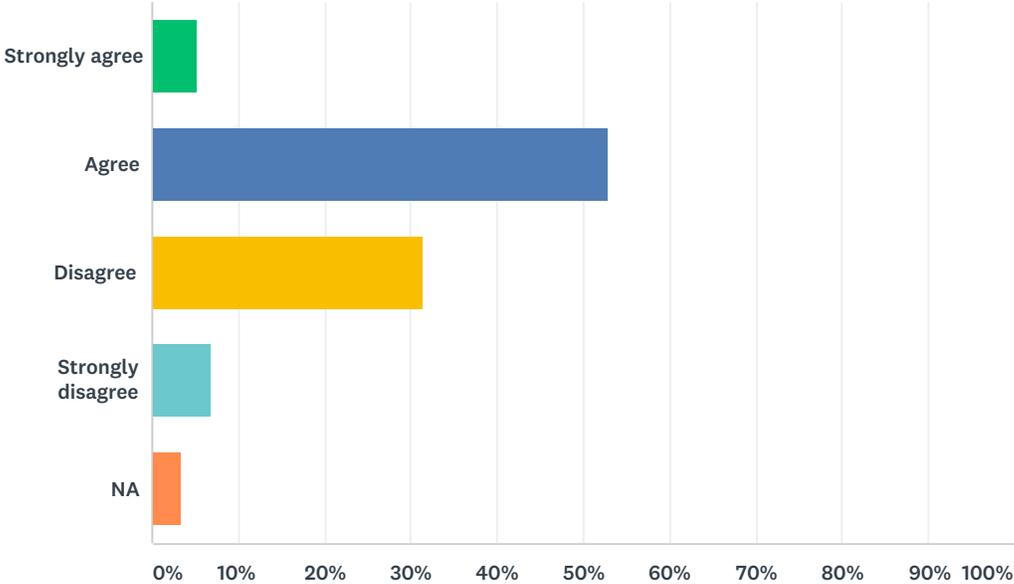
Answered: 300 Skipped: 0



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

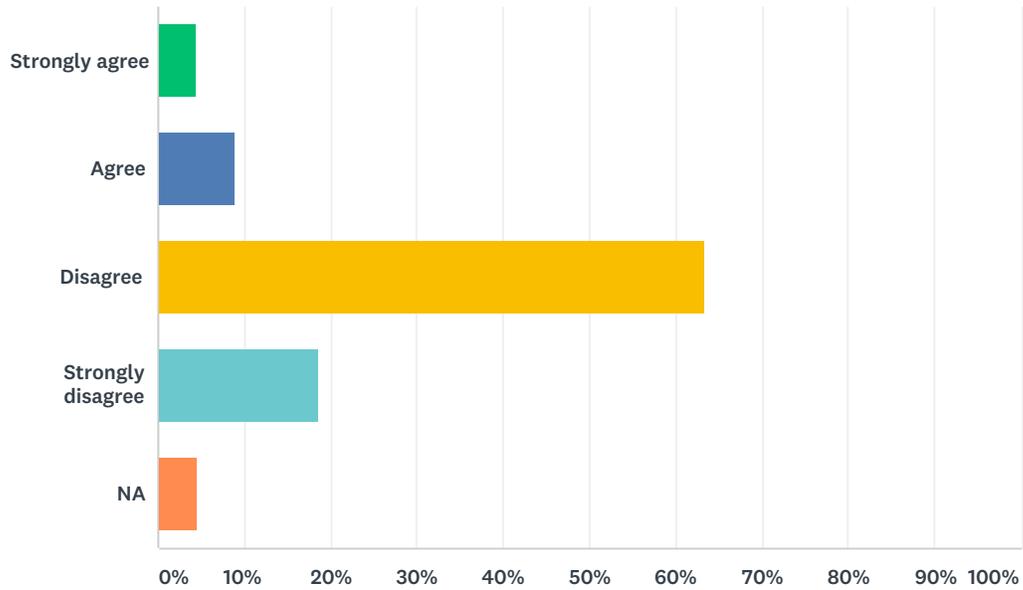
Answered: 300 Skipped: 0



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

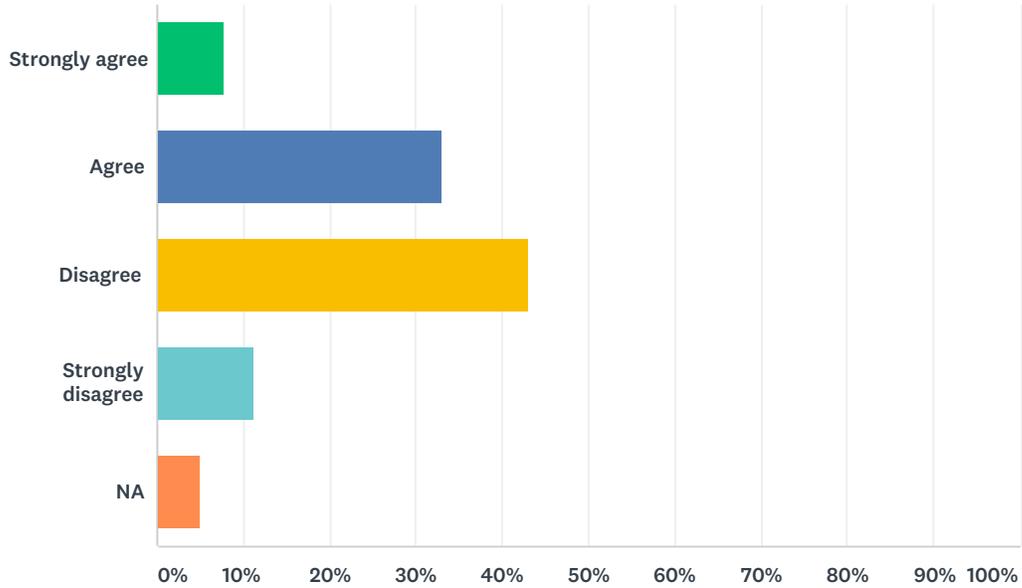
Answered: 300 Skipped: 0



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

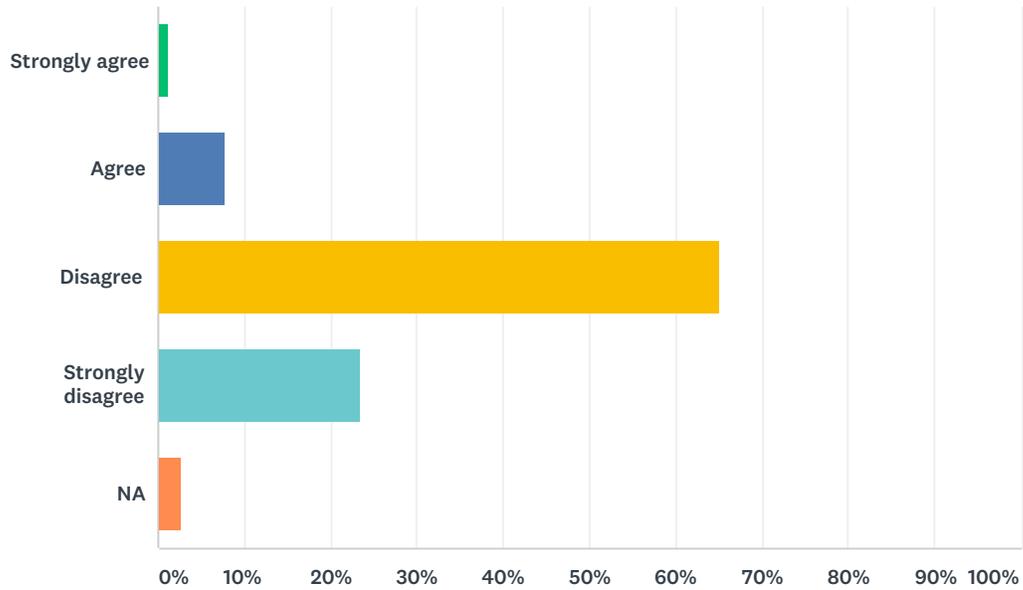
Answered: 300 Skipped: 0



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

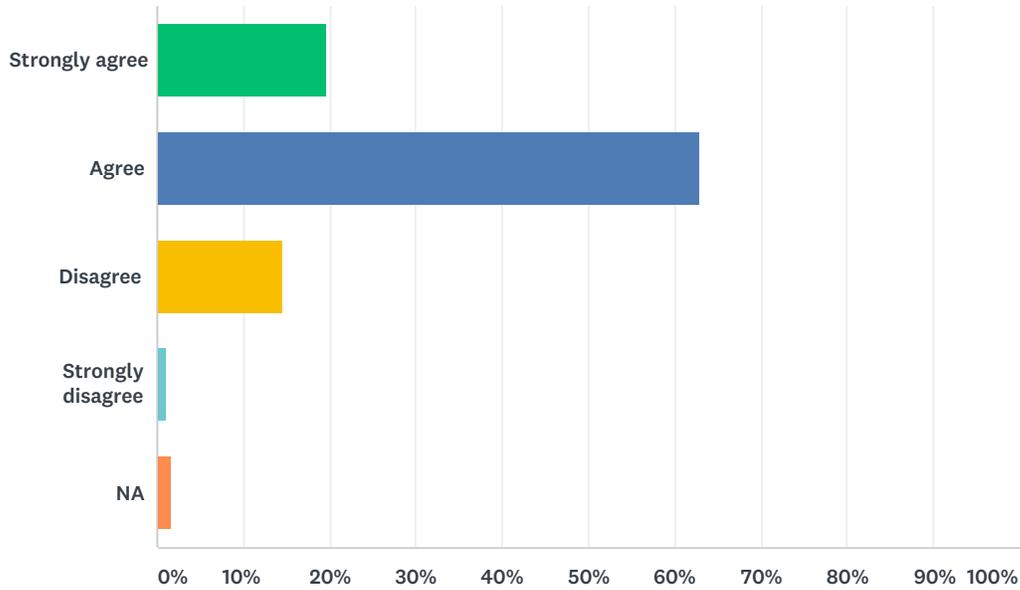
Answered: 300 Skipped: 0



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)

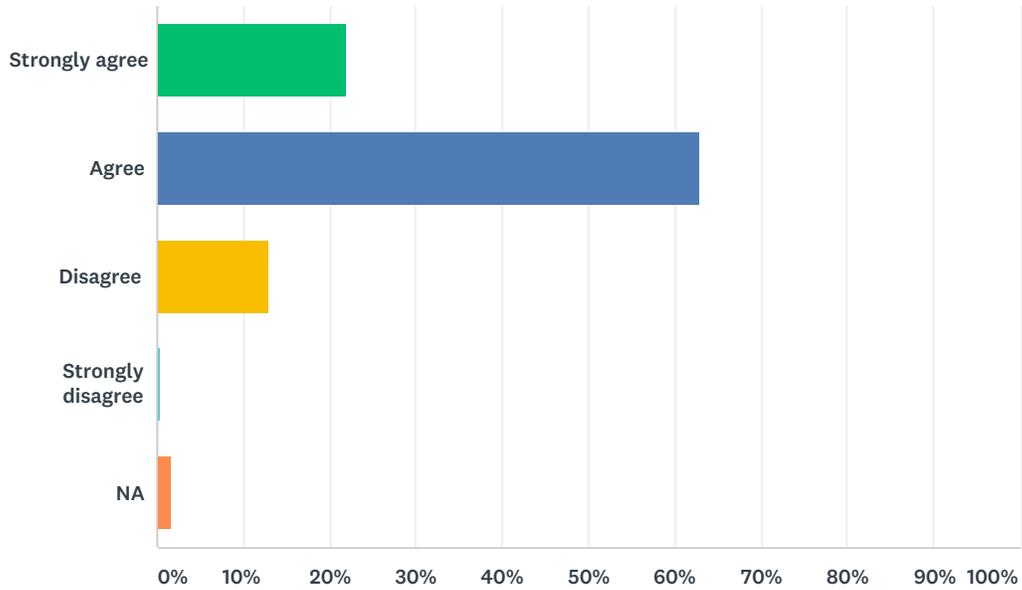
Answered: 300 Skipped: 0



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)

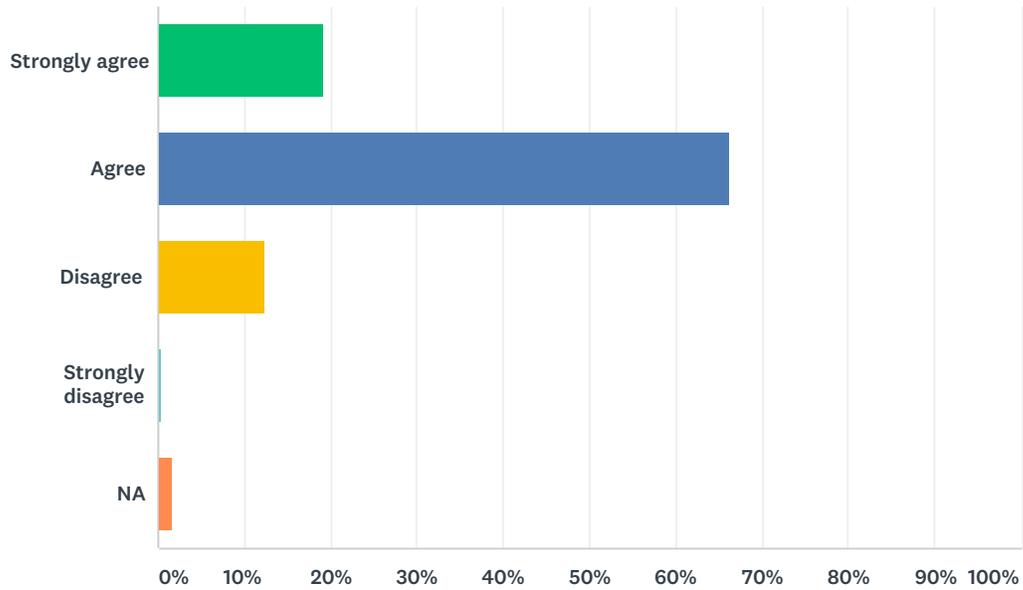
Answered: 300 Skipped: 0



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

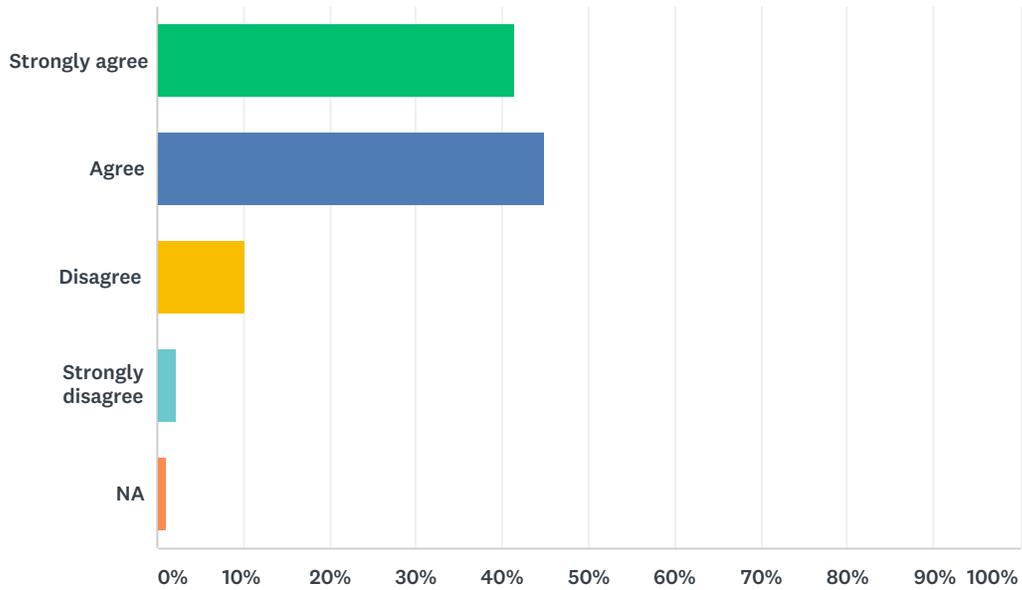
Answered: 300 Skipped: 0



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

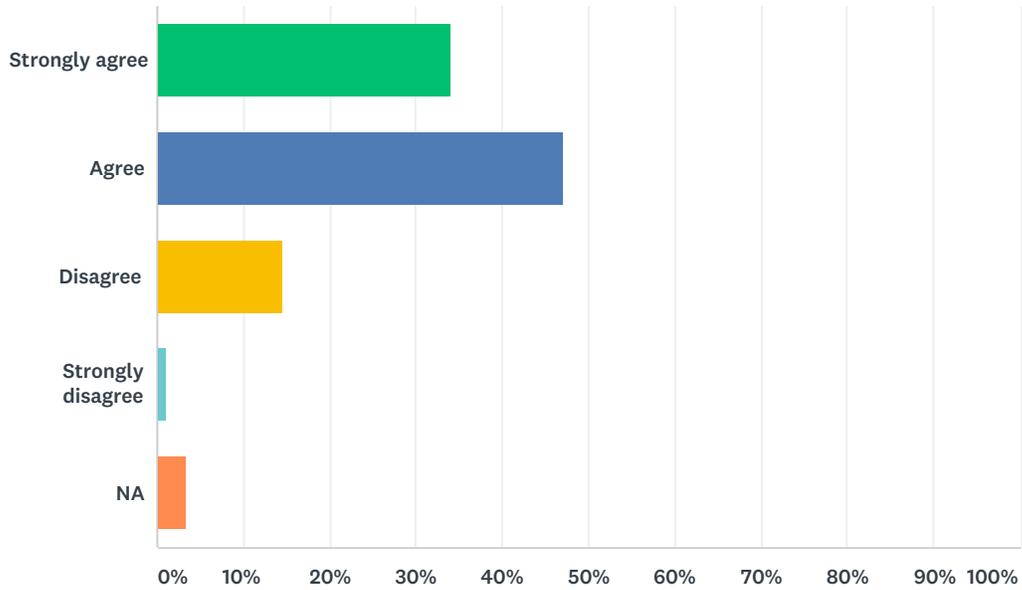
Answered: 300 Skipped: 0



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

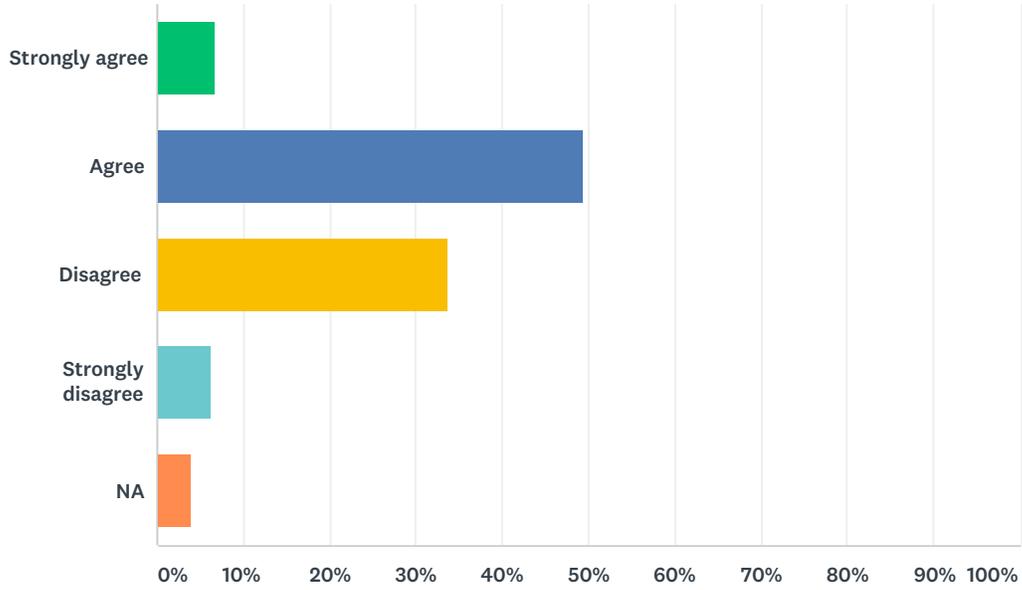
Answered: 300 Skipped: 0



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

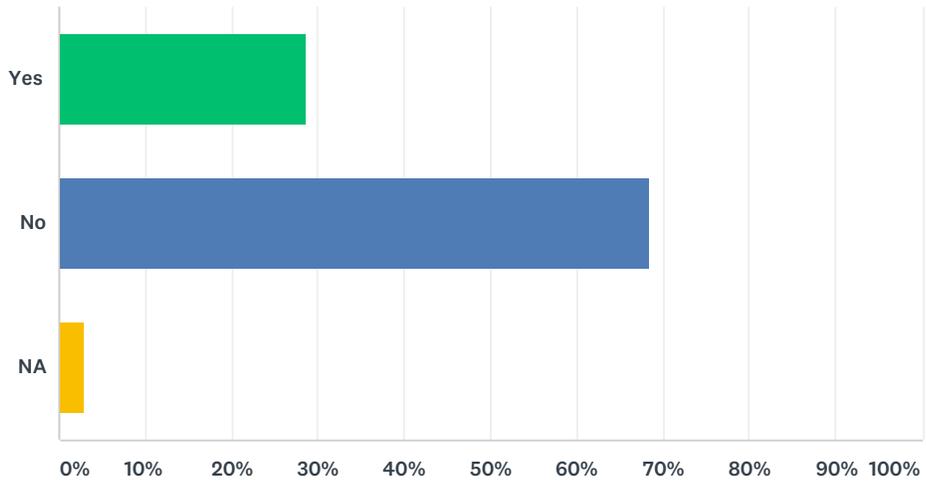
Answered: 300 Skipped: 0



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

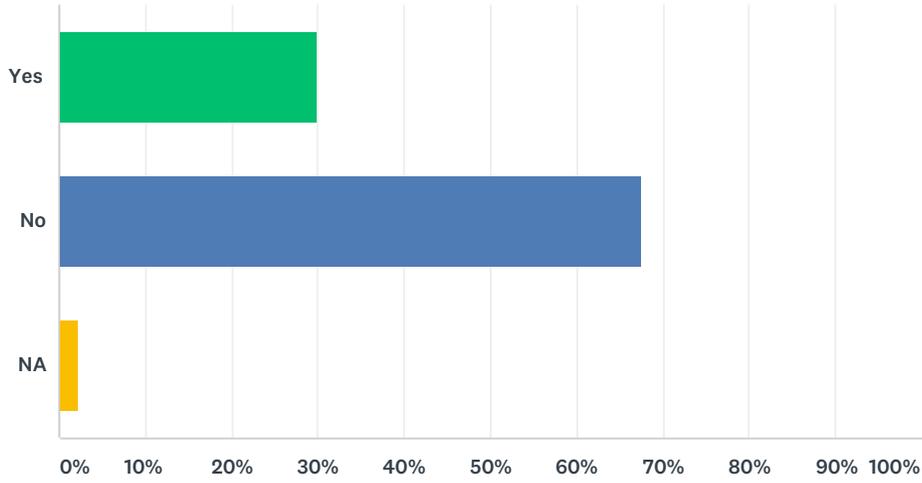
Answered: 300 Skipped: 0



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

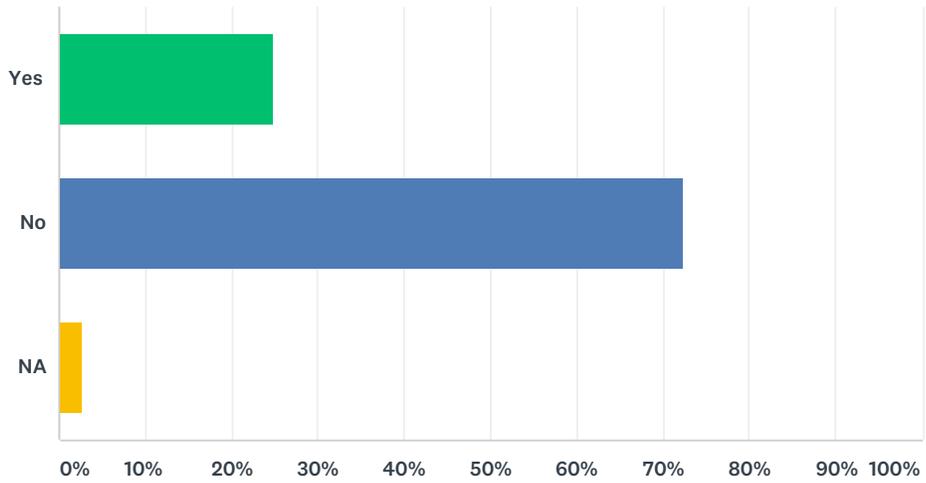
Answered: 300 Skipped: 0



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

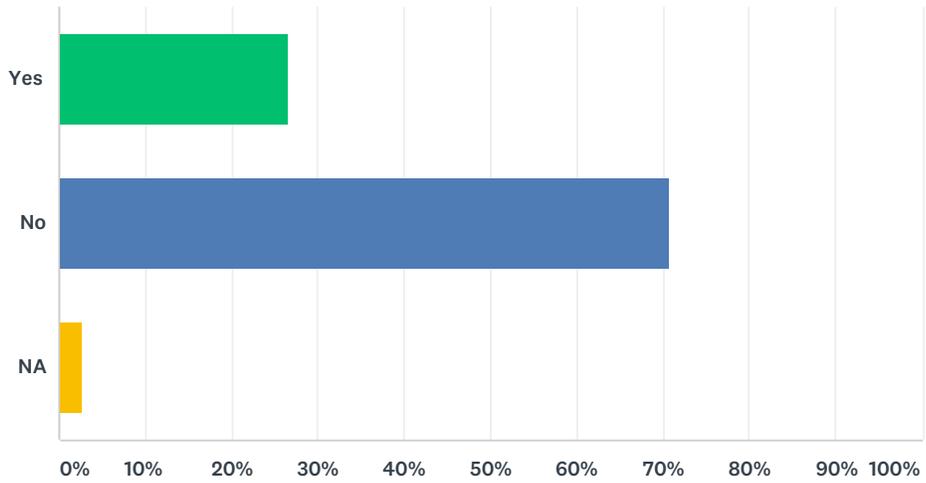
Answered: 300 Skipped: 0



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

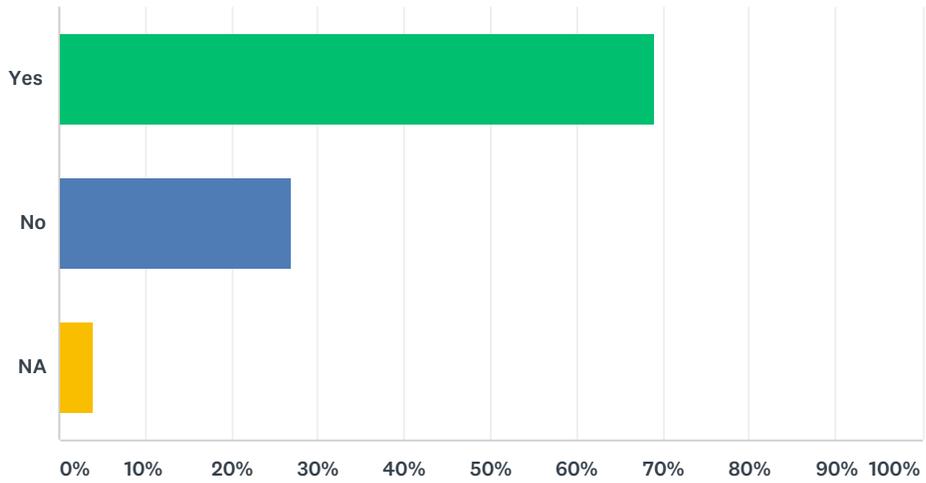
Answered: 300 Skipped: 0



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

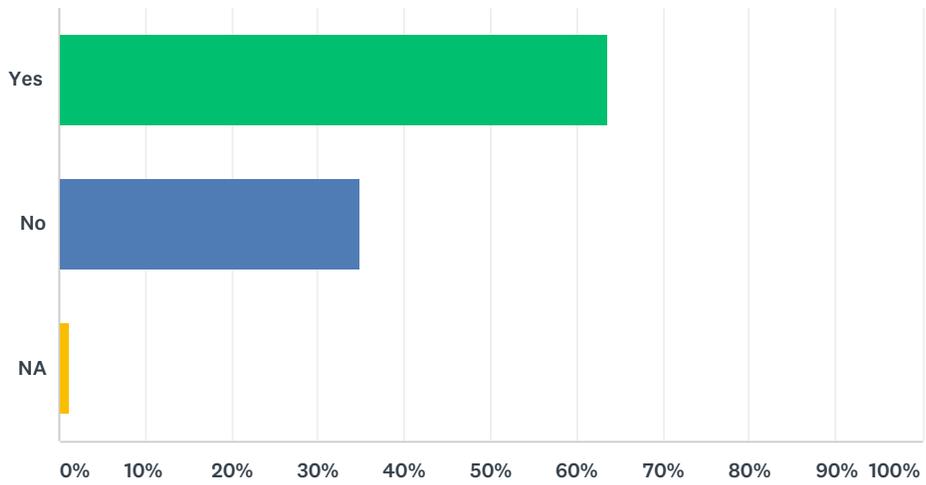
Answered: 300 Skipped: 0



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)

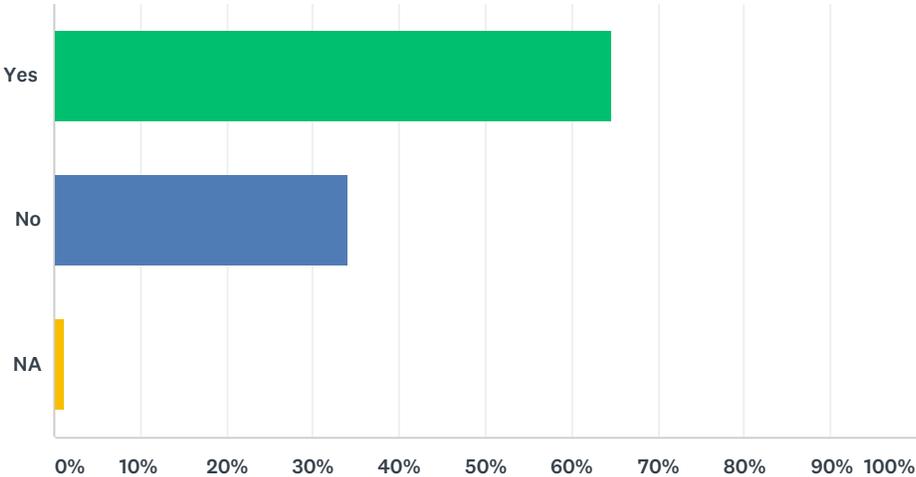
Answered: 300 Skipped: 0



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)

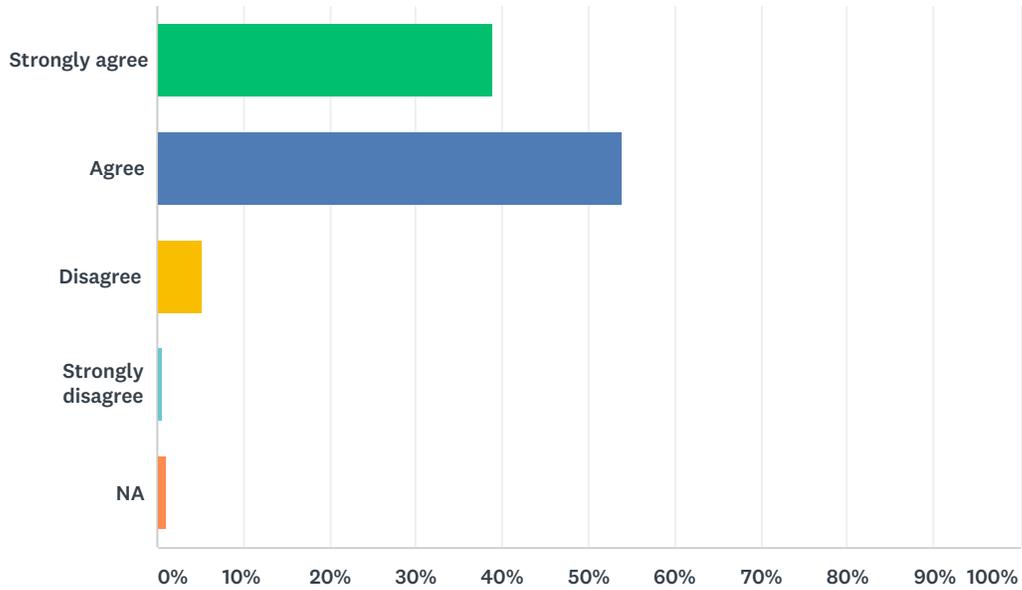
Answered: 300 Skipped: 0



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)

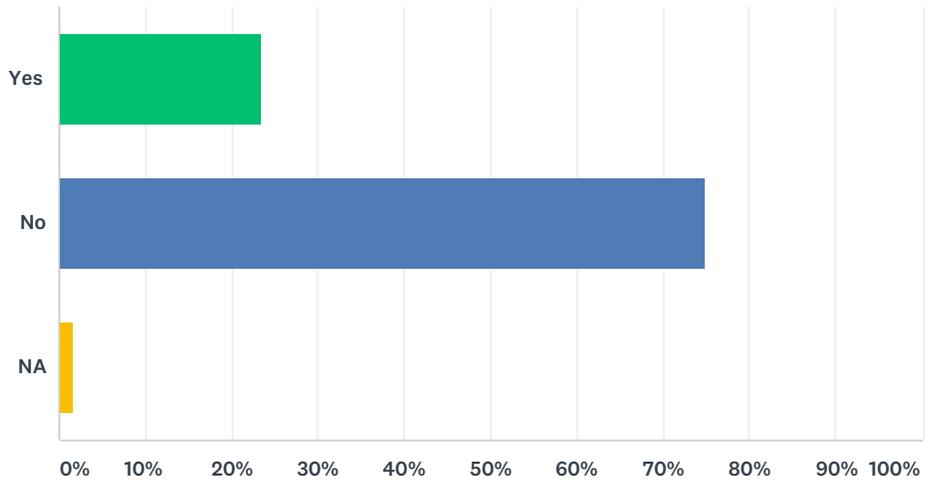
Answered: 300 Skipped: 0



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

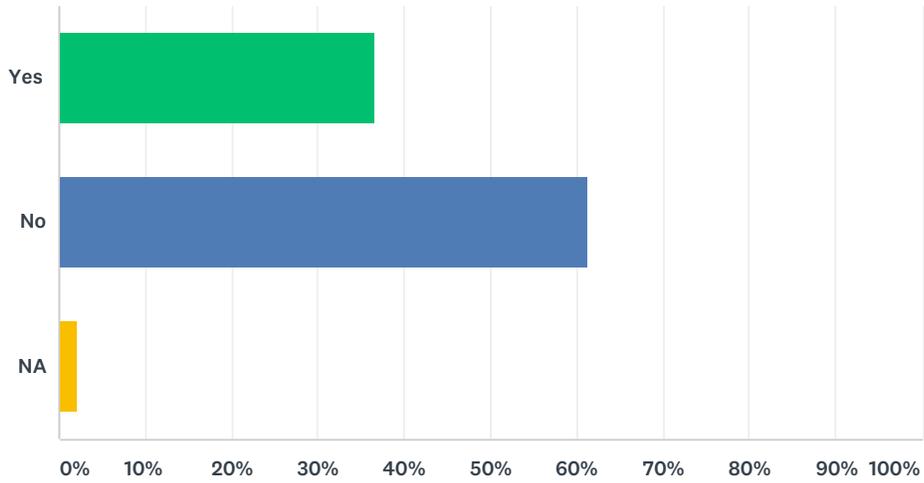
Answered: 300 Skipped: 0



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

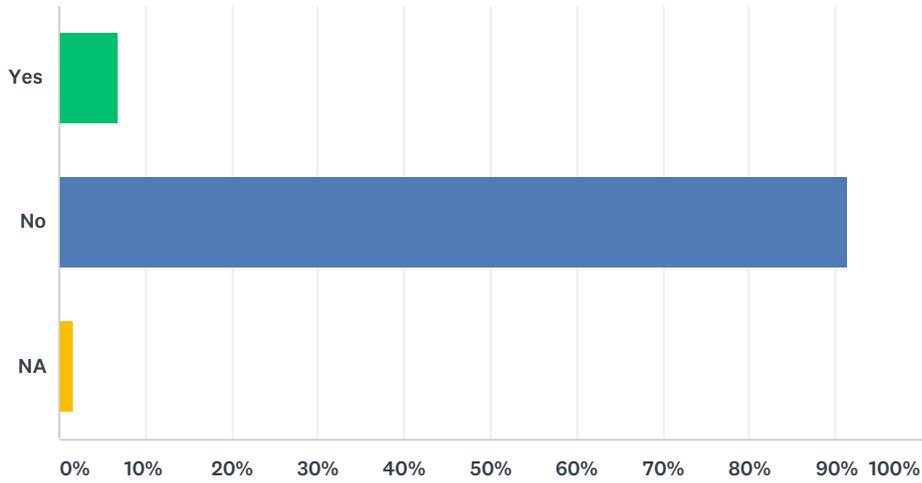
Answered: 300 Skipped: 0



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

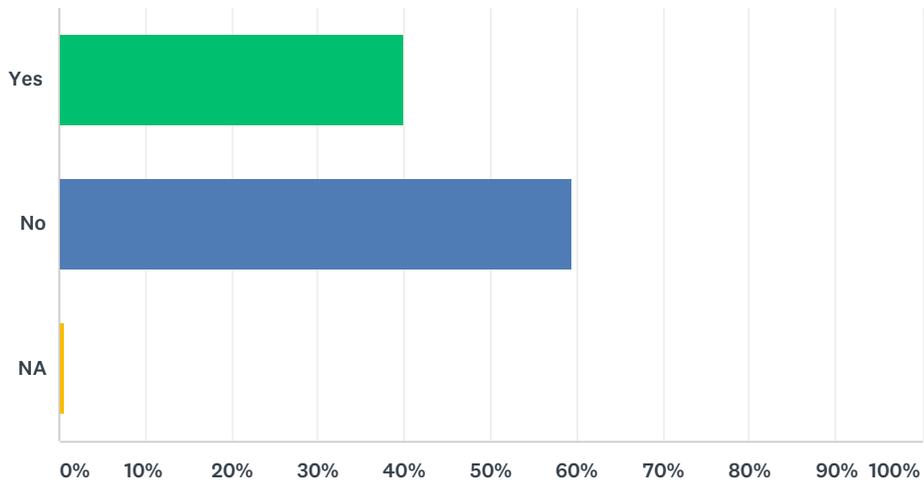
Answered: 300 Skipped: 0



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

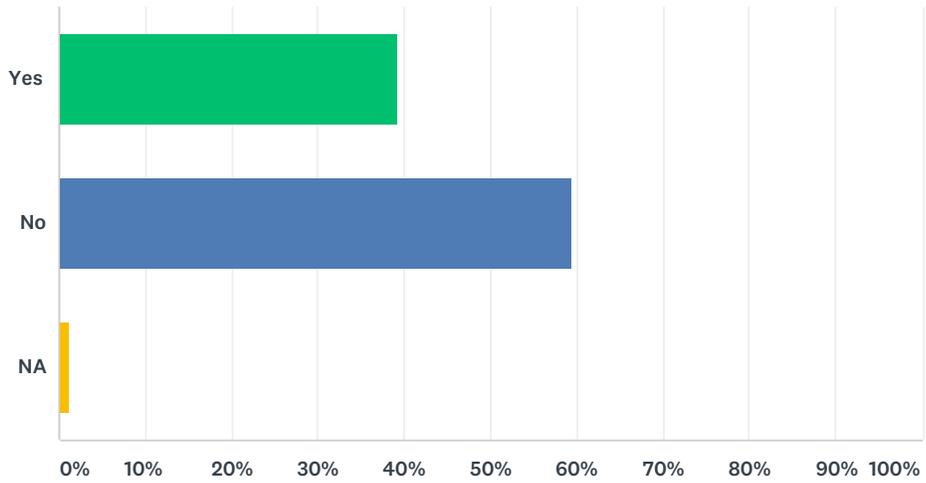
Answered: 300 Skipped: 0



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

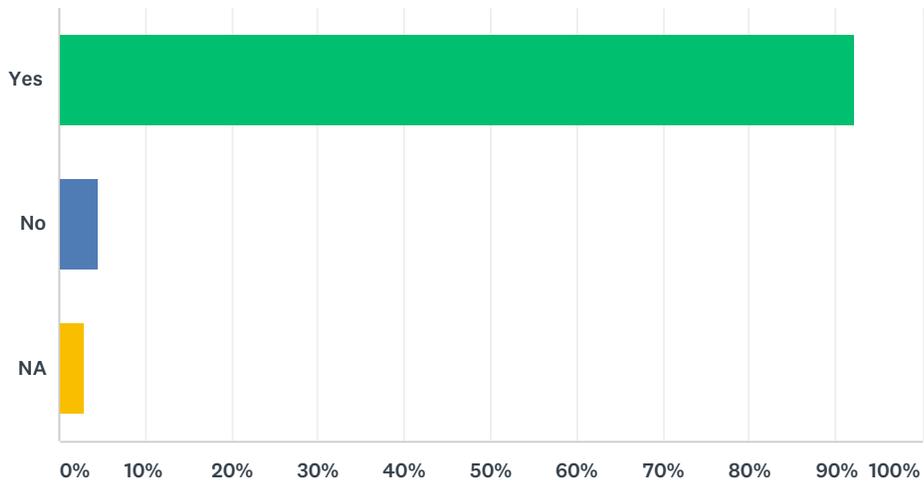
Answered: 300 Skipped: 0



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

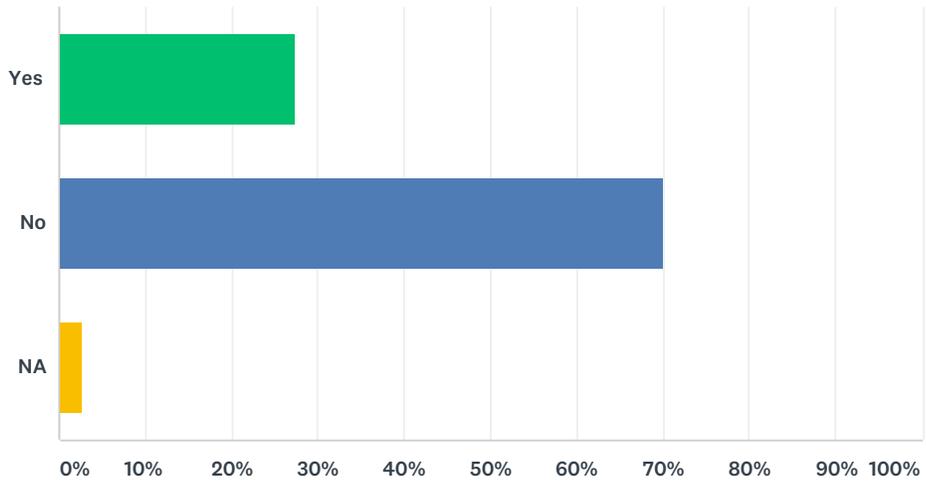
Answered: 300 Skipped: 0



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

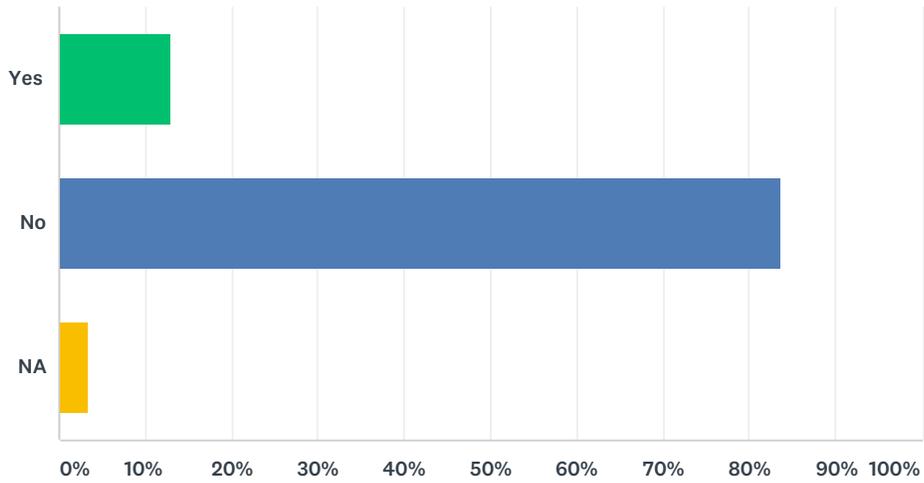
Answered: 300 Skipped: 0



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

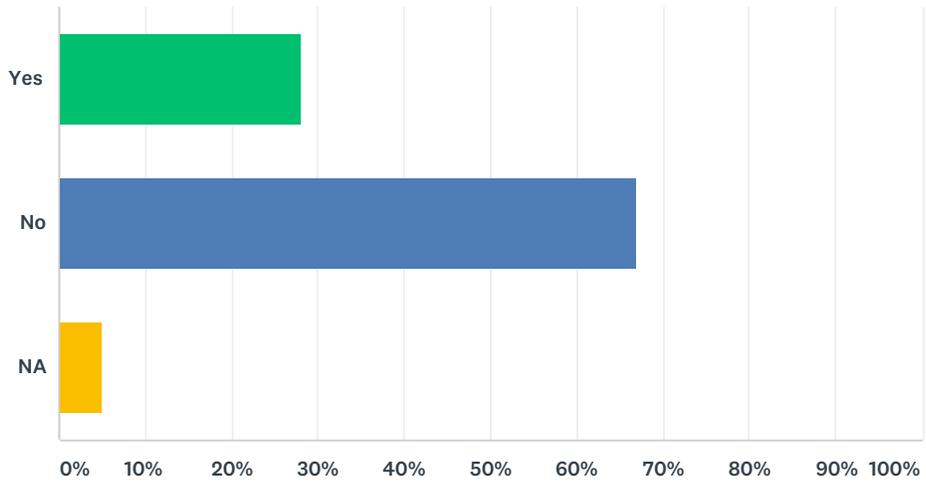
Answered: 300 Skipped: 0



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

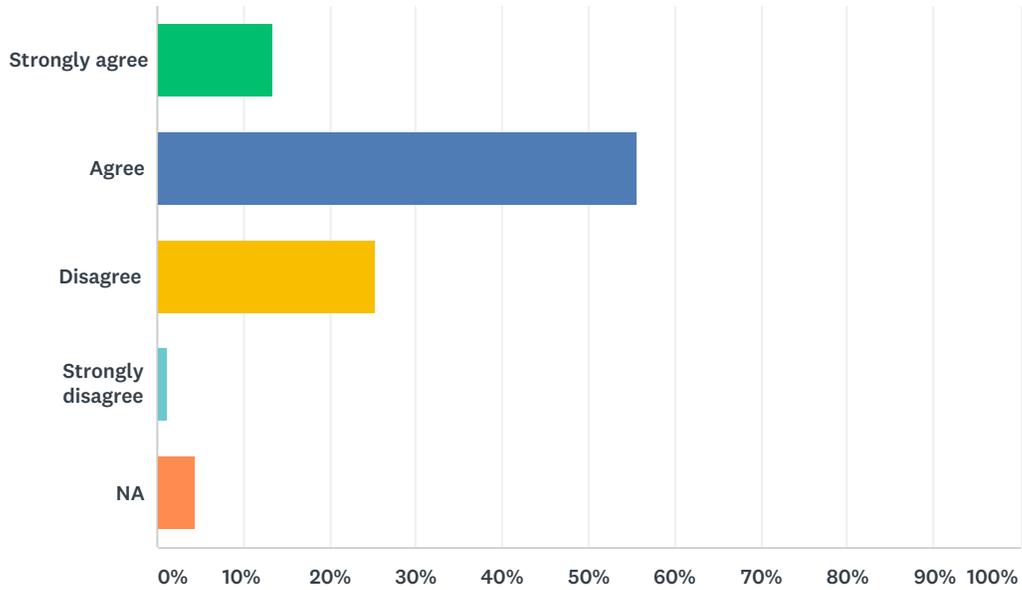
Answered: 300 Skipped: 0



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

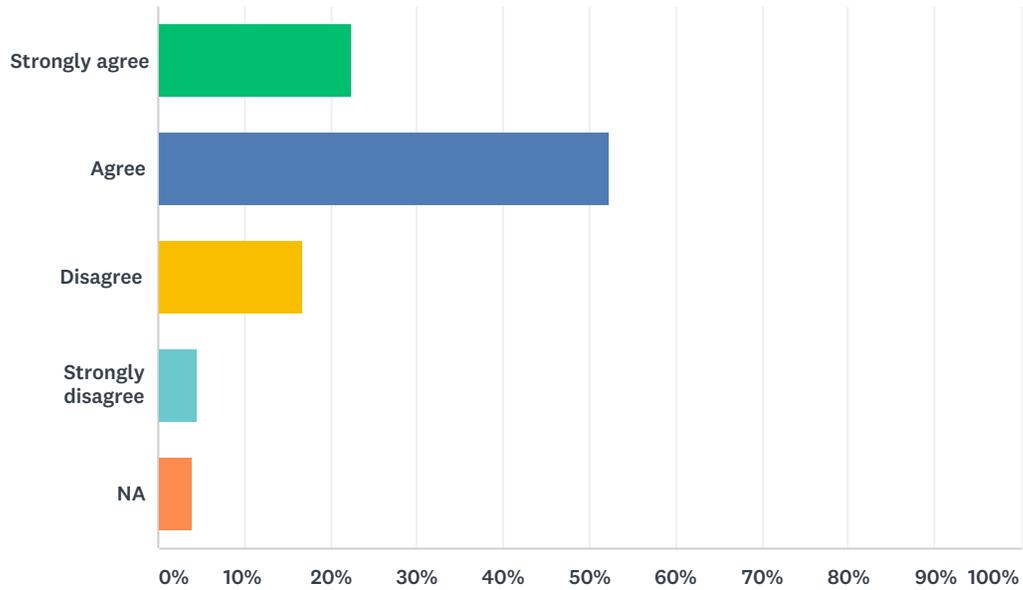
Answered: 300 Skipped: 0



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

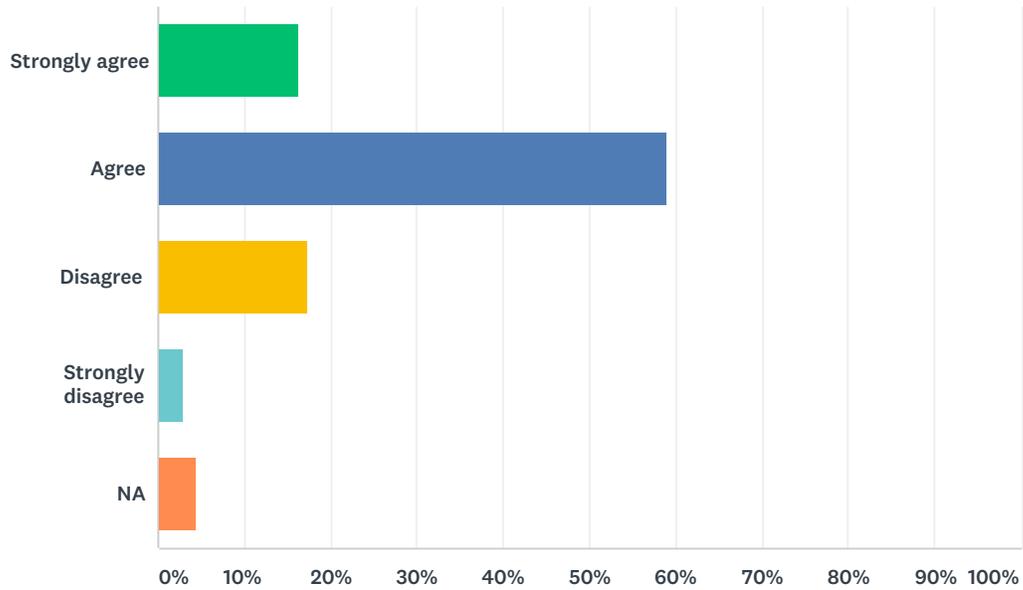
Answered: 300 Skipped: 0



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

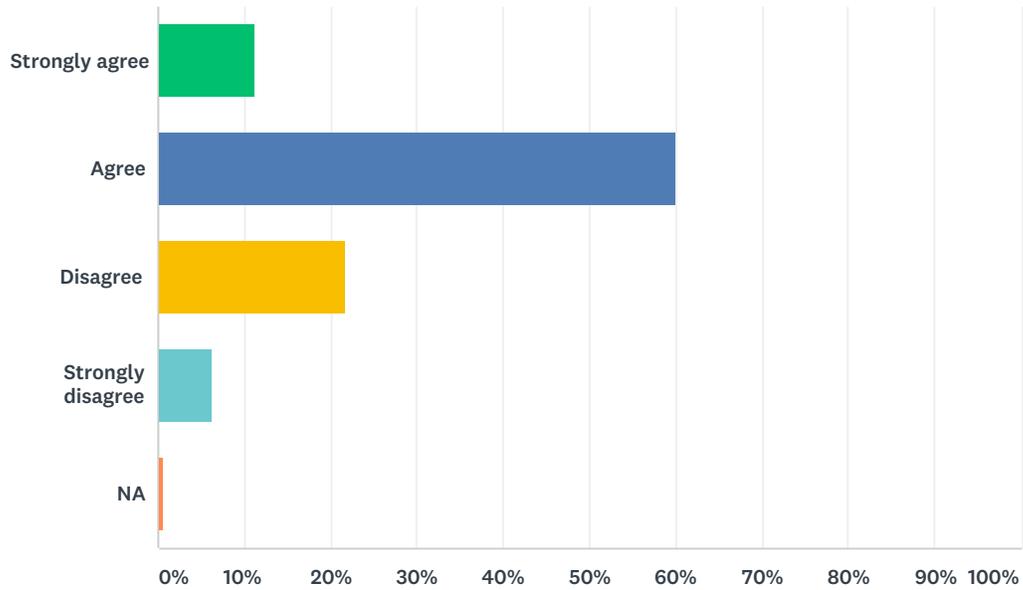
Answered: 300 Skipped: 0



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

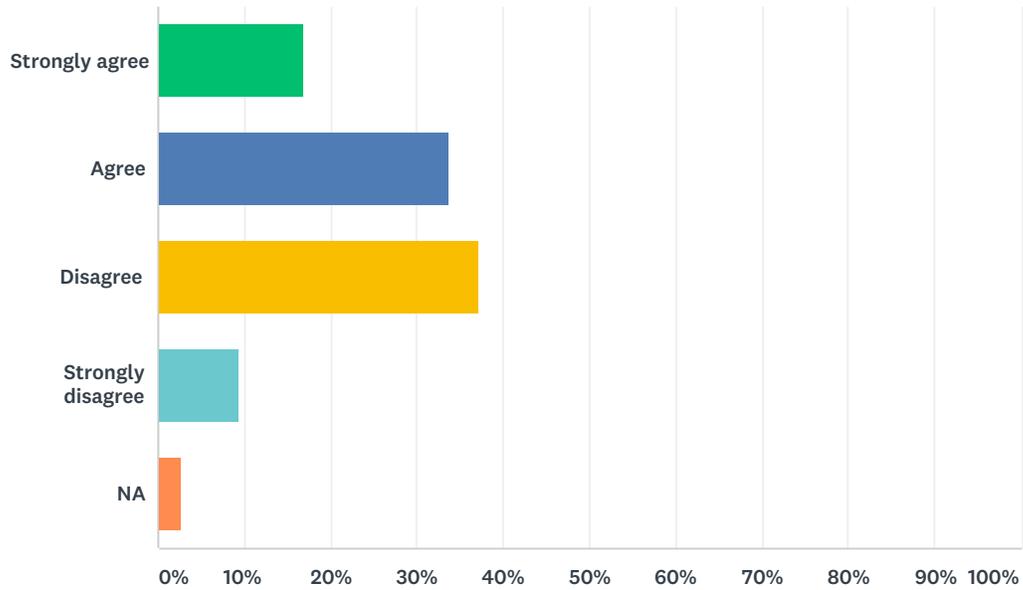
Answered: 300 Skipped: 0



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

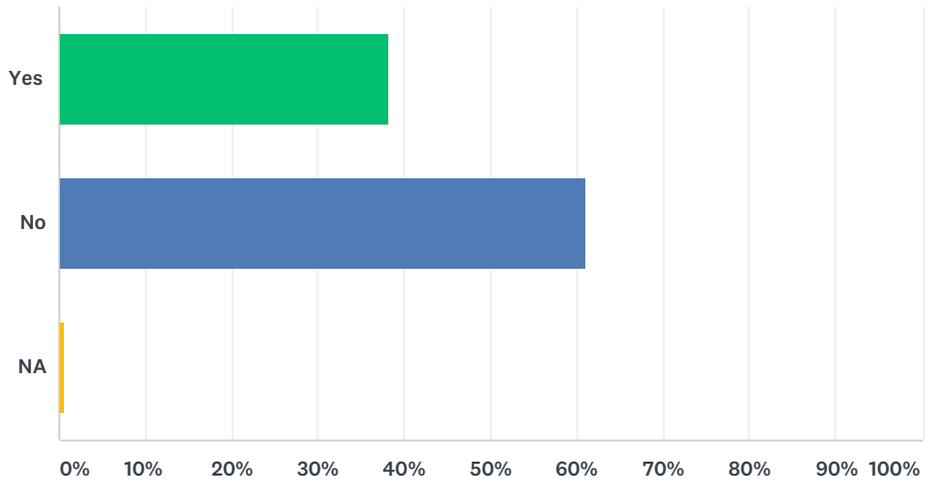
Answered: 300 Skipped: 0



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

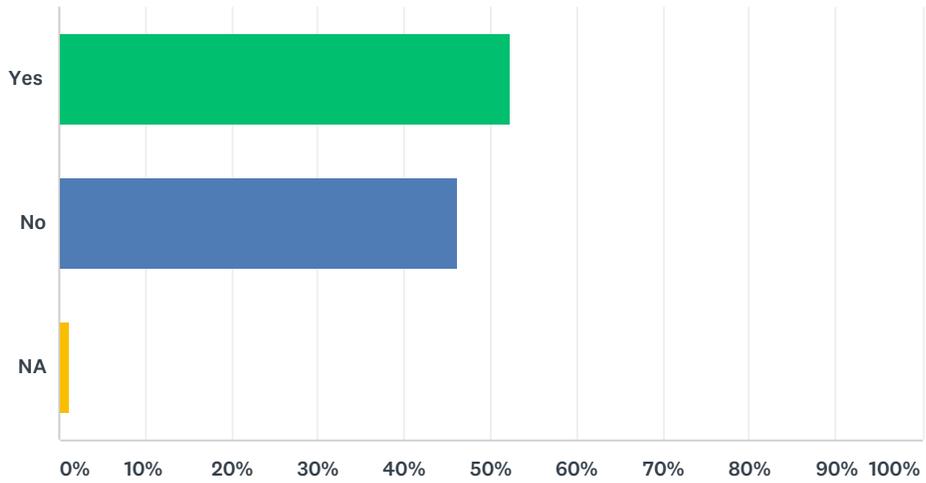
Answered: 300 Skipped: 0



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

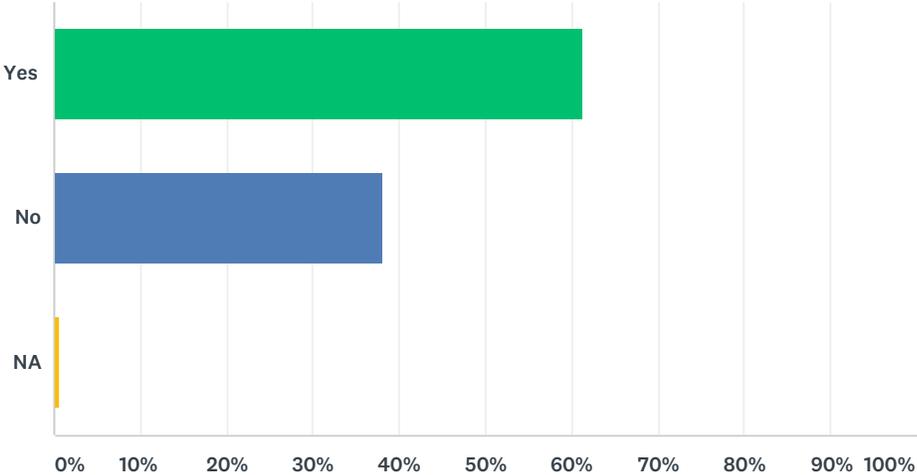
Answered: 300 Skipped: 0



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

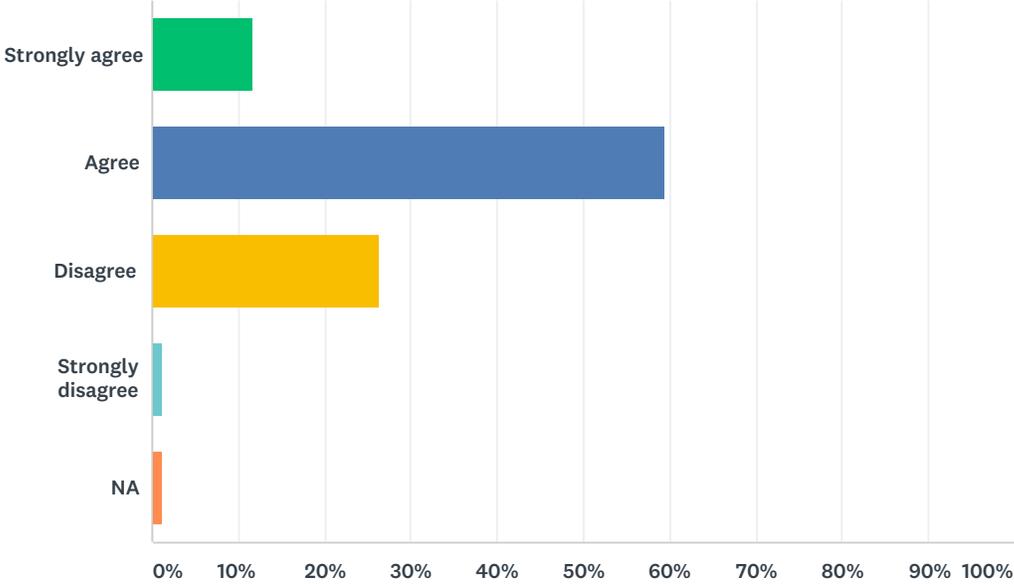
Answered: 300 Skipped: 0



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

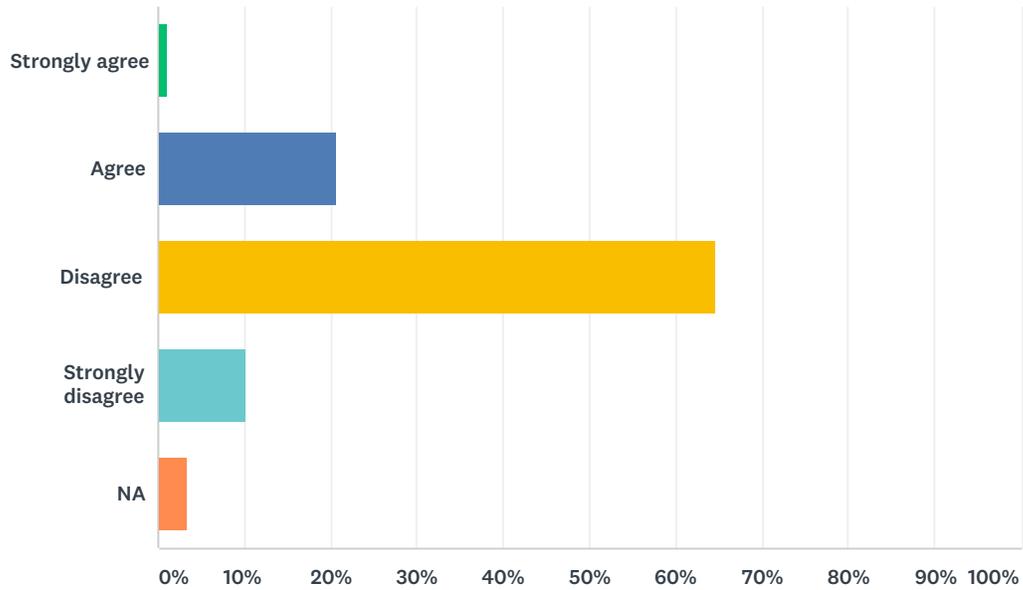
Answered: 300 Skipped: 0



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

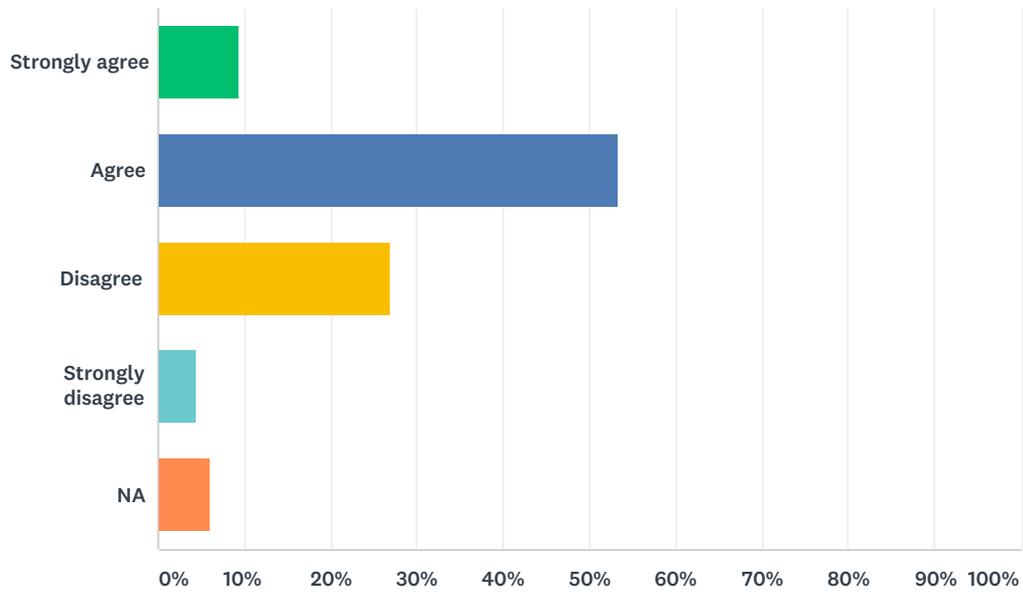
Answered: 300 Skipped: 0



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

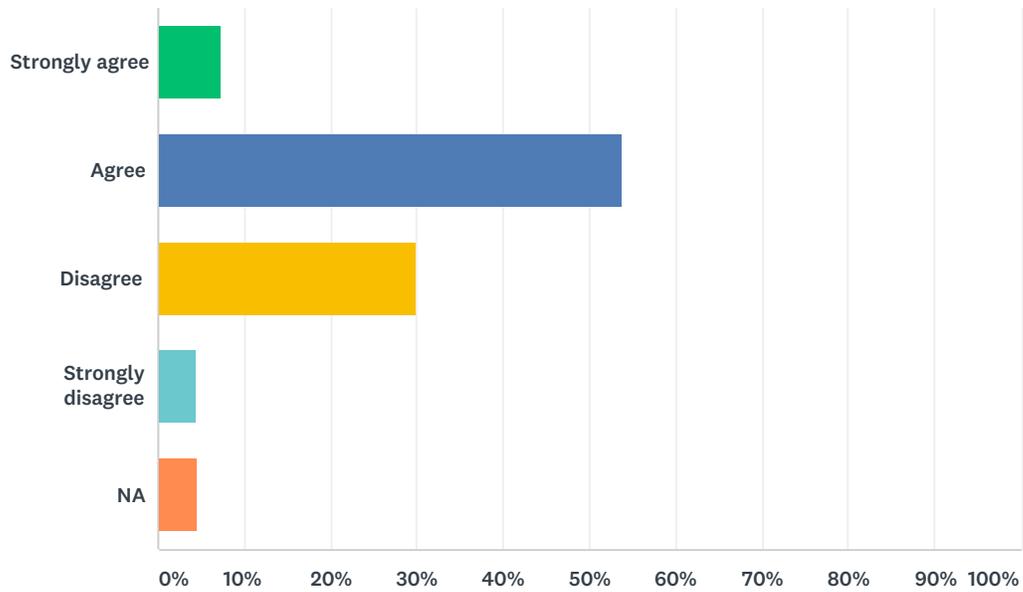
Answered: 300 Skipped: 0



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

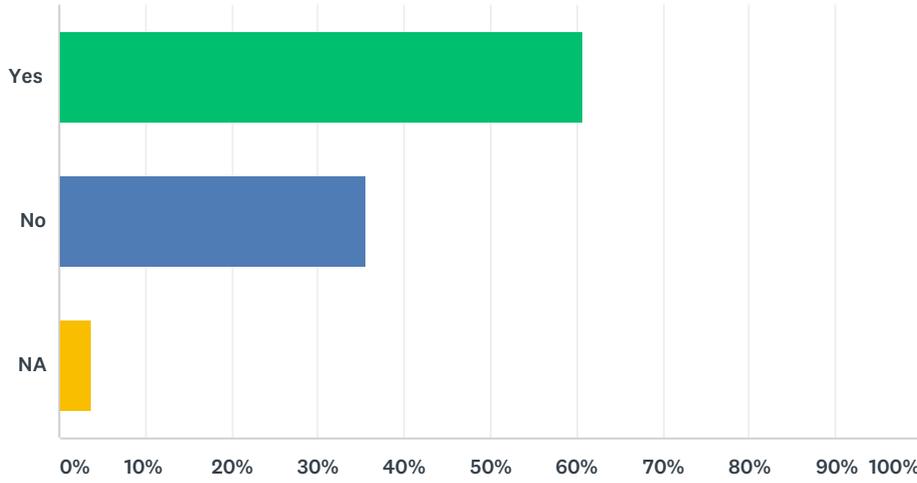
Answered: 300 Skipped: 0



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

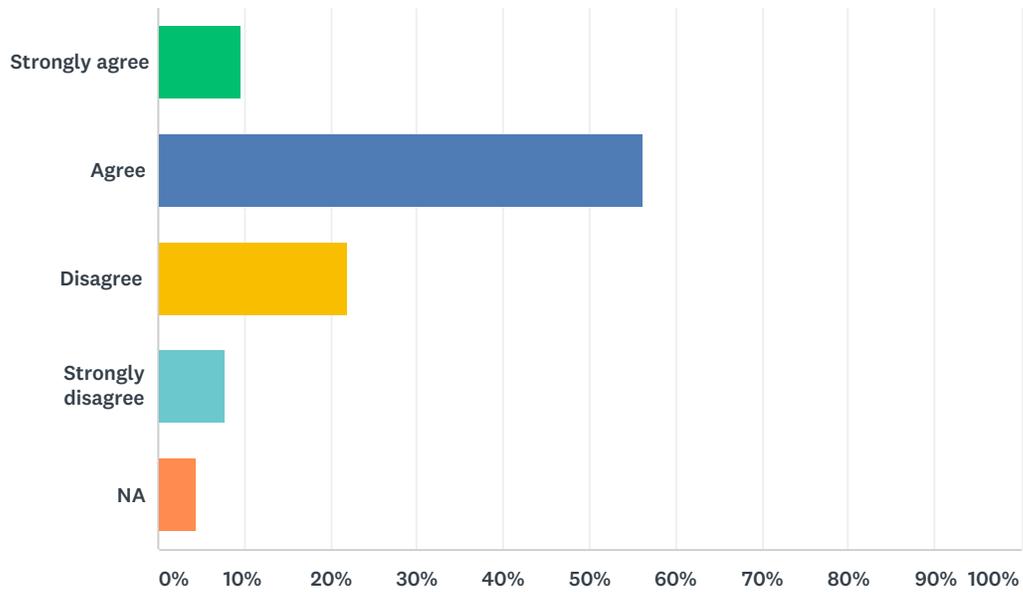
Answered: 300 Skipped: 0



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

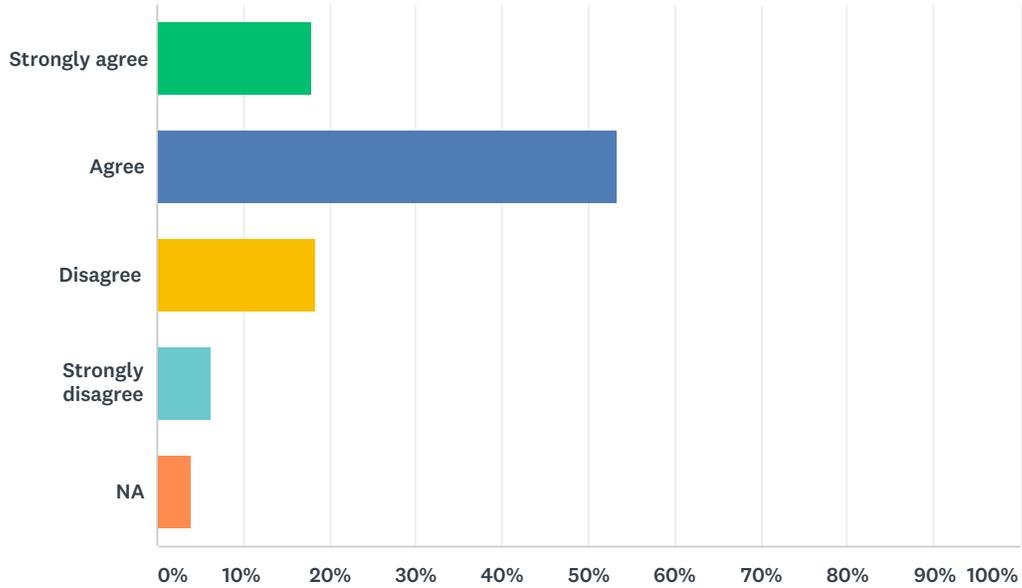
Answered: 300 Skipped: 0



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

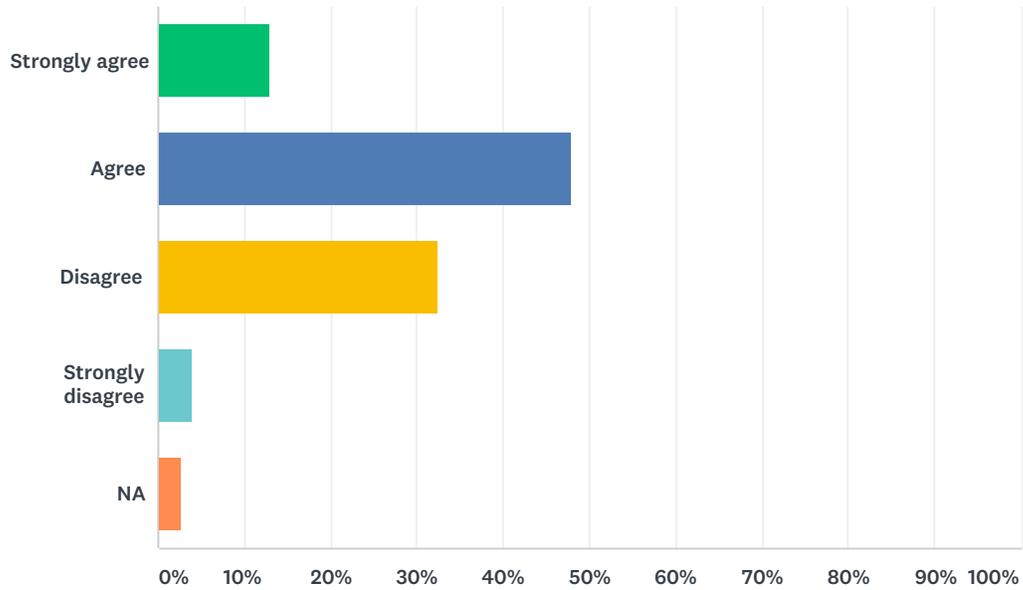
Answered: 300 Skipped: 0



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

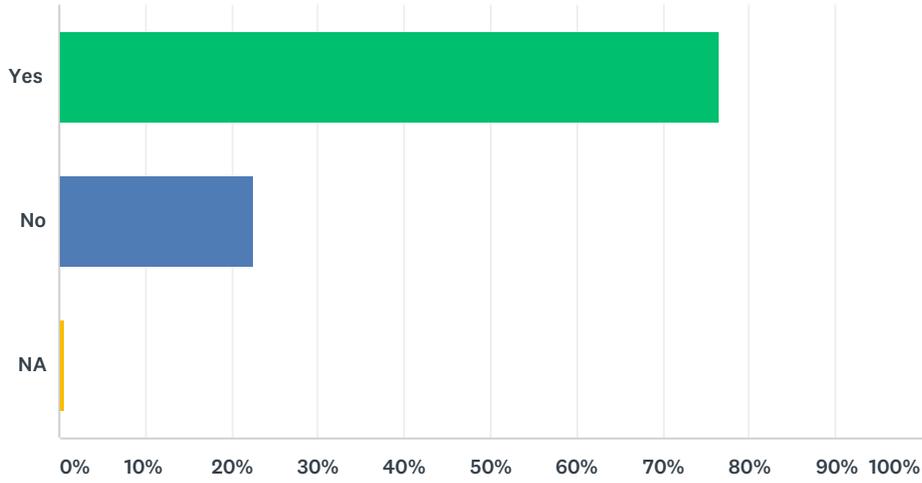
Answered: 300 Skipped: 0



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

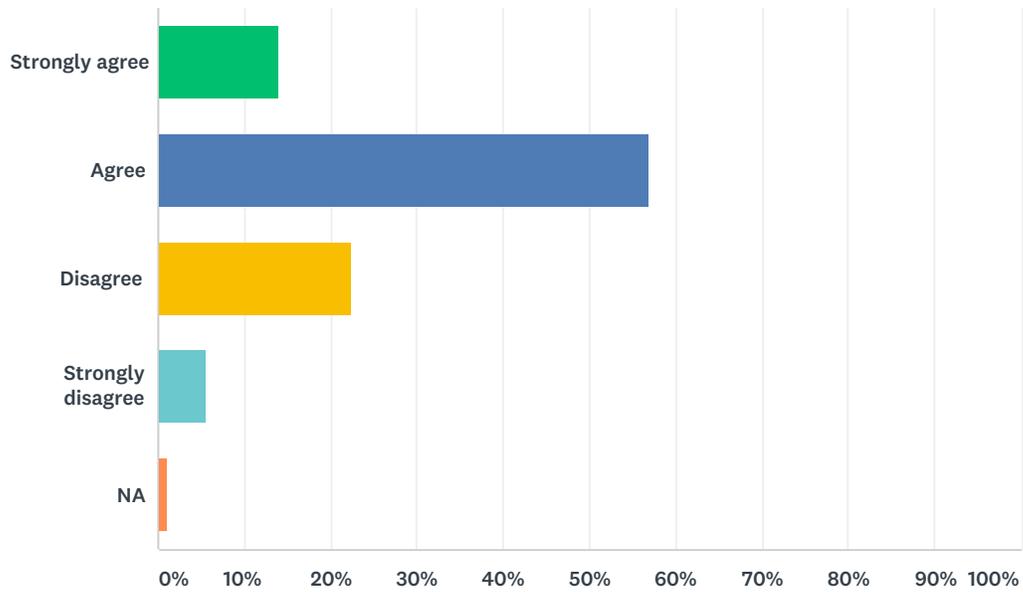
Answered: 300 Skipped: 0



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

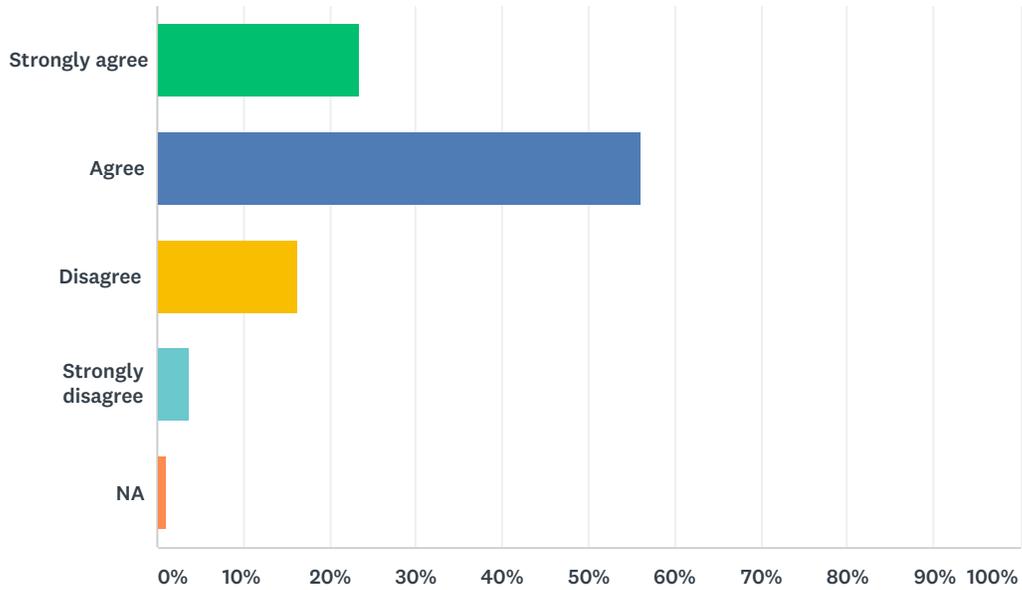
Answered: 300 Skipped: 0



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

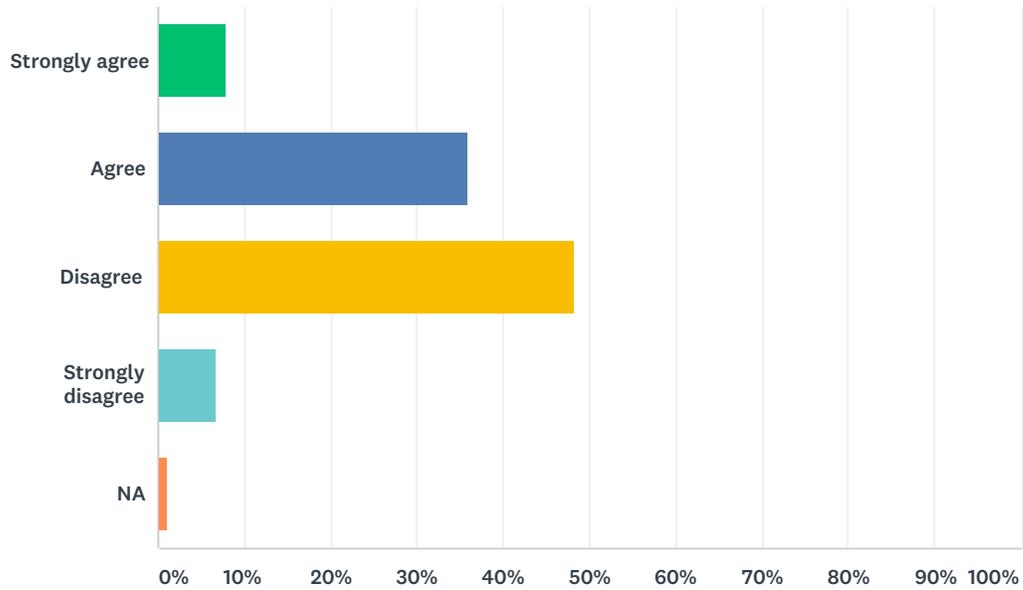
Answered: 300 Skipped: 0



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

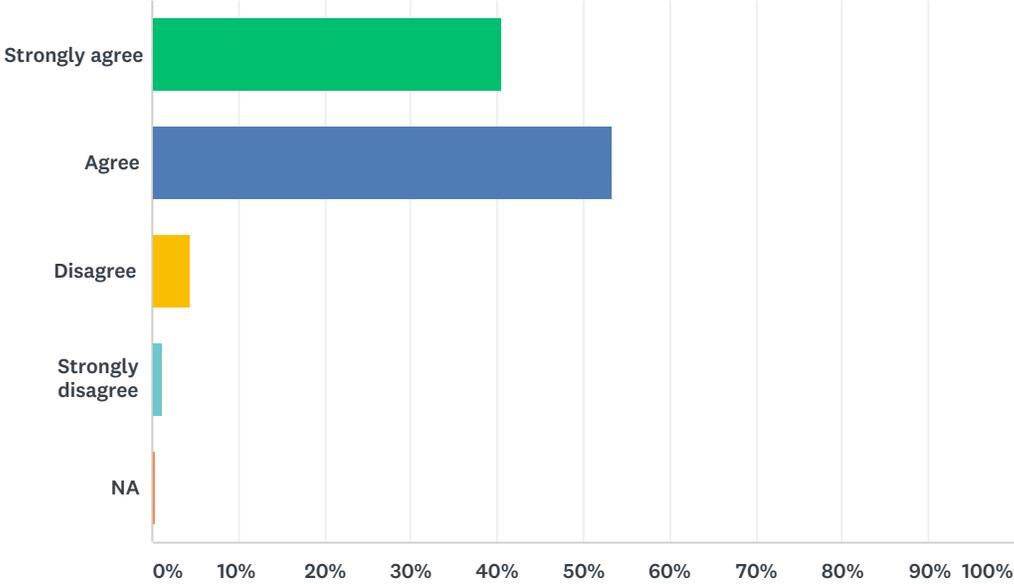
Answered: 300 Skipped: 0



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

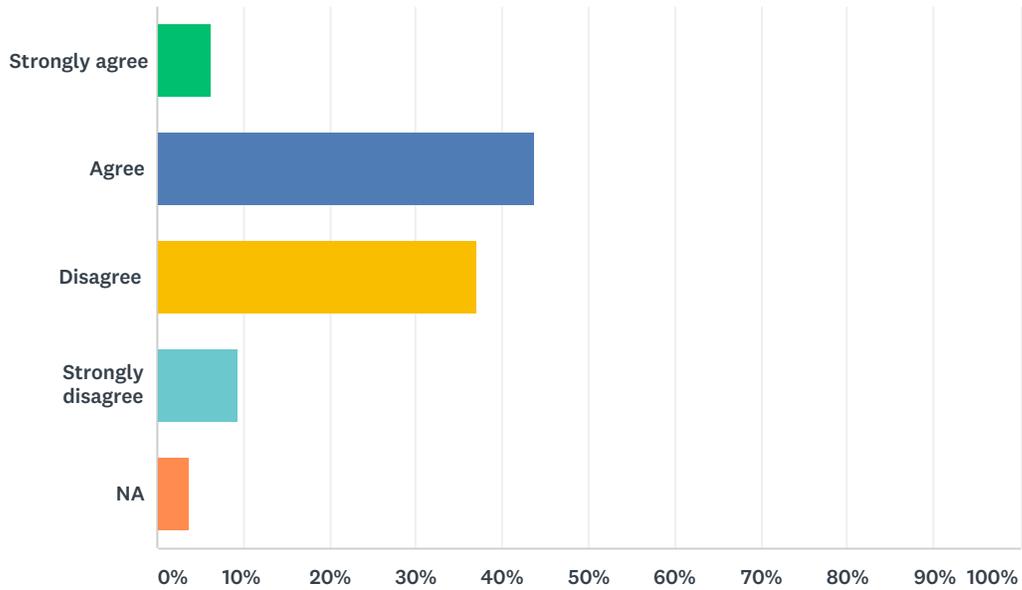
Answered: 300 Skipped: 0



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

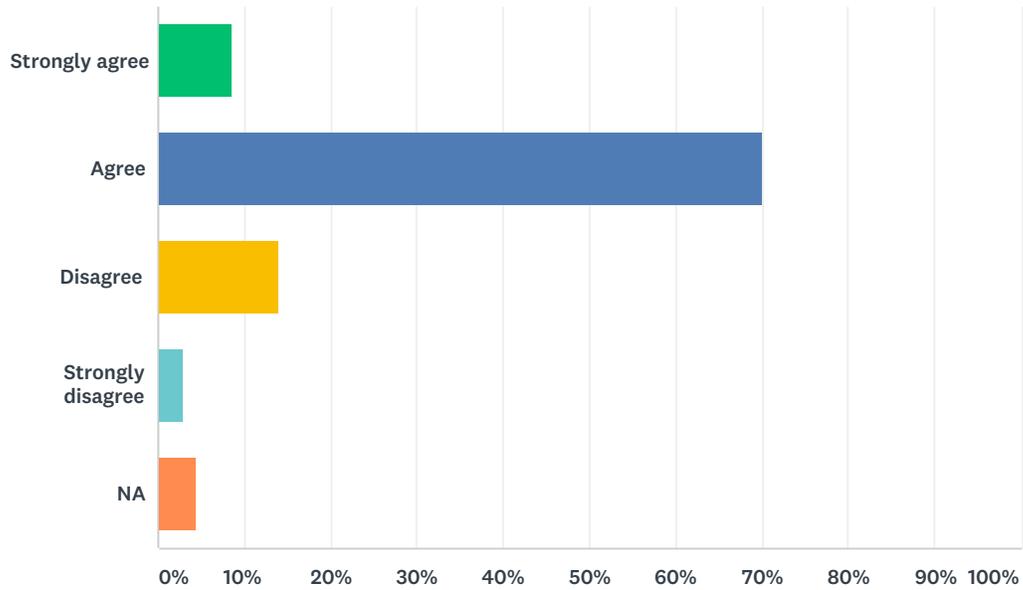
Answered: 300 Skipped: 0



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

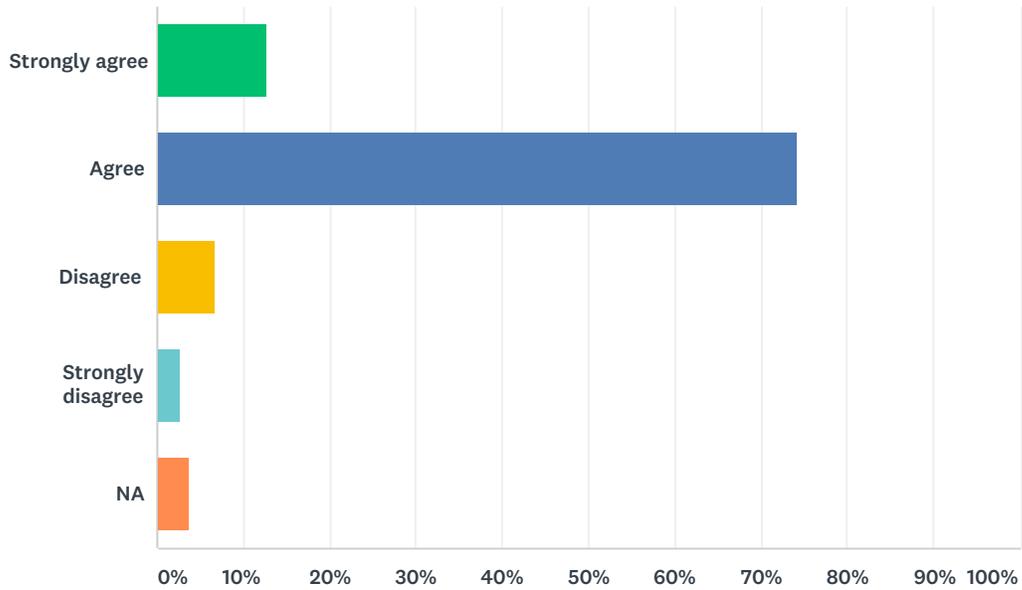
Answered: 300 Skipped: 0



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

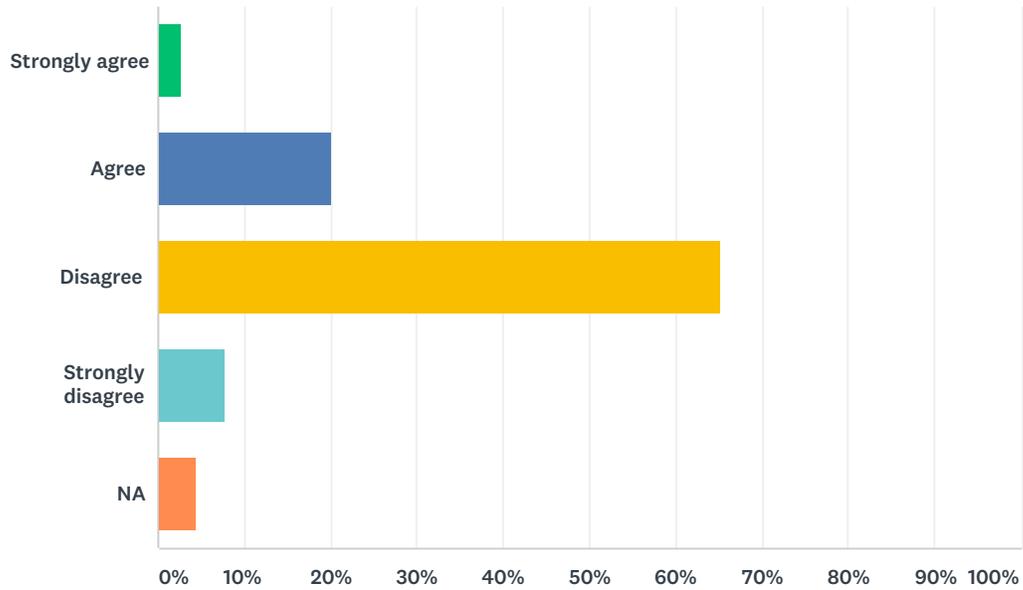
Answered: 300 Skipped: 0



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

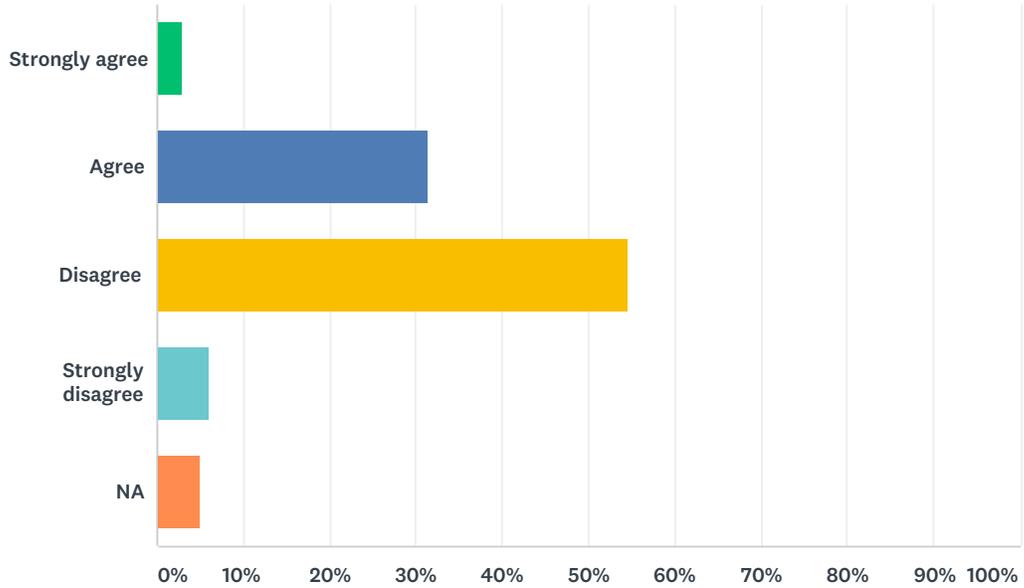
Answered: 300 Skipped: 0



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

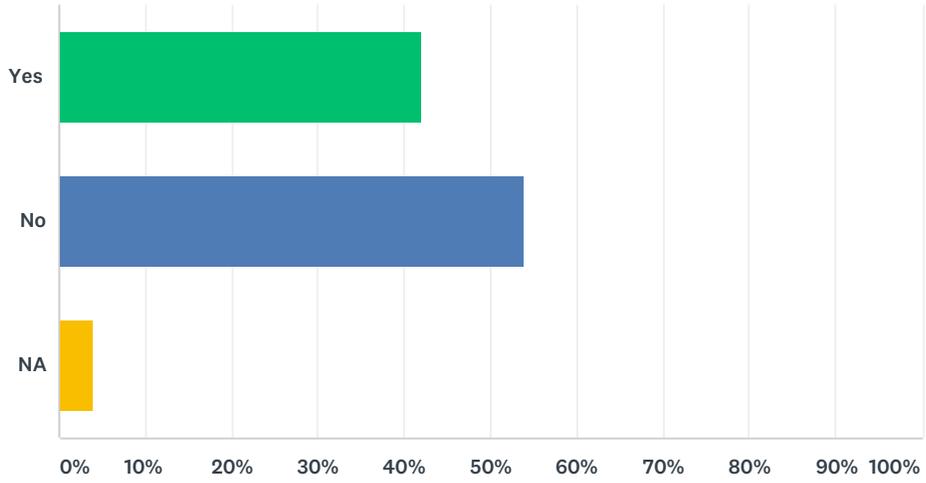
Answered: 300 Skipped: 0



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

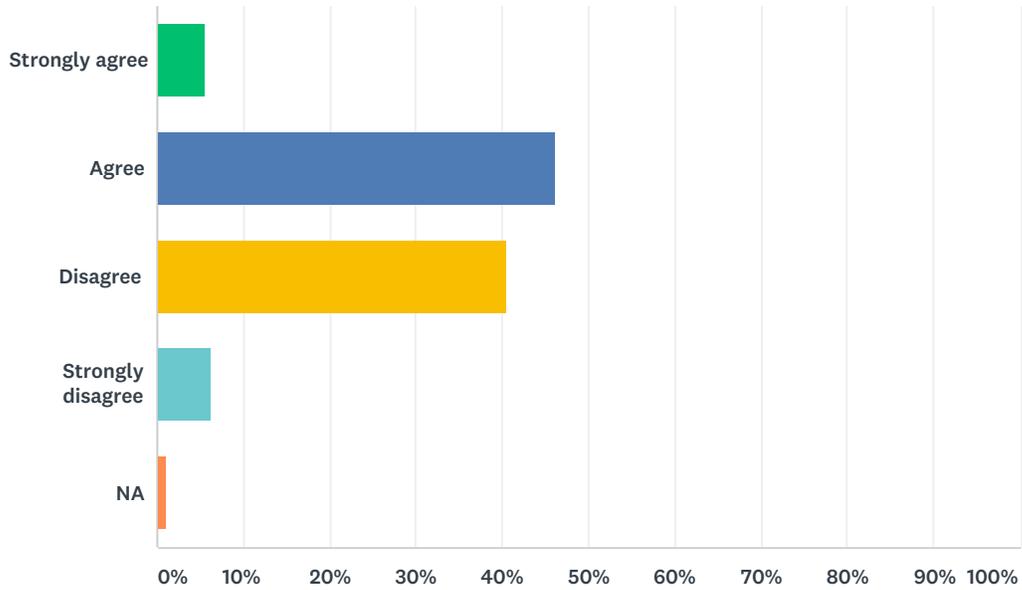
Answered: 300 Skipped: 0



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

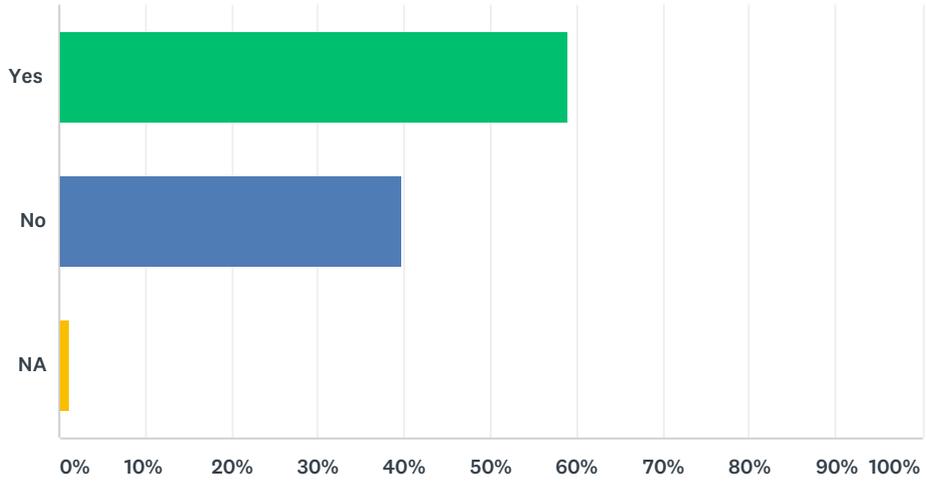
Answered: 300 Skipped: 0



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

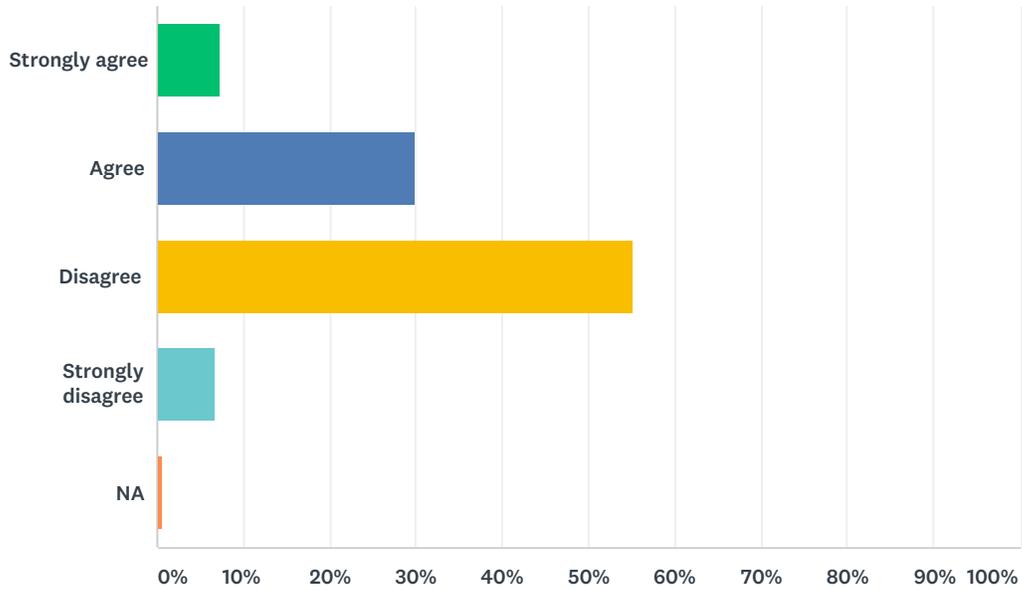
Answered: 300 Skipped: 0



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

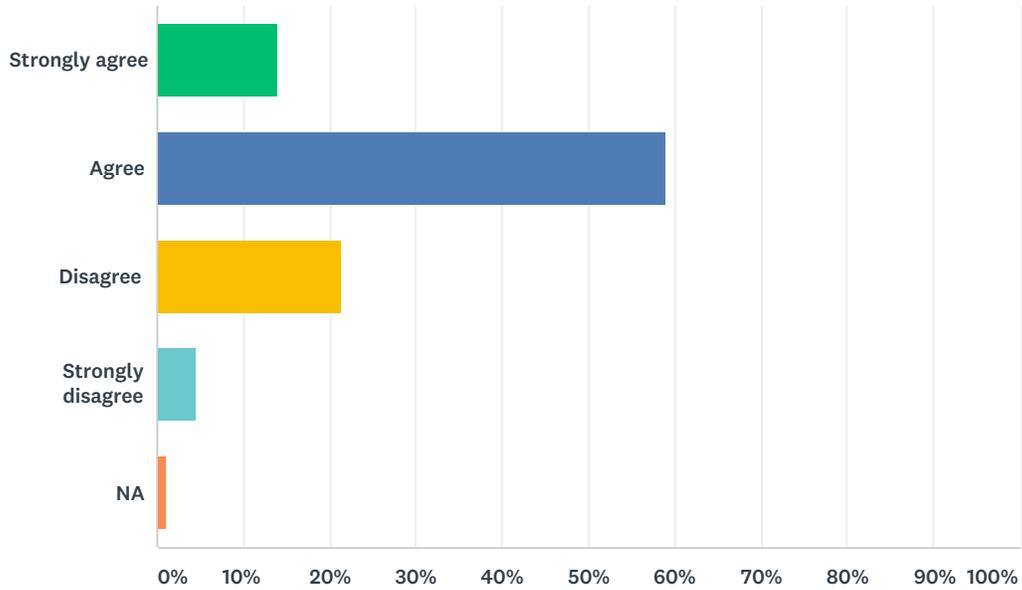
Answered: 300 Skipped: 0



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

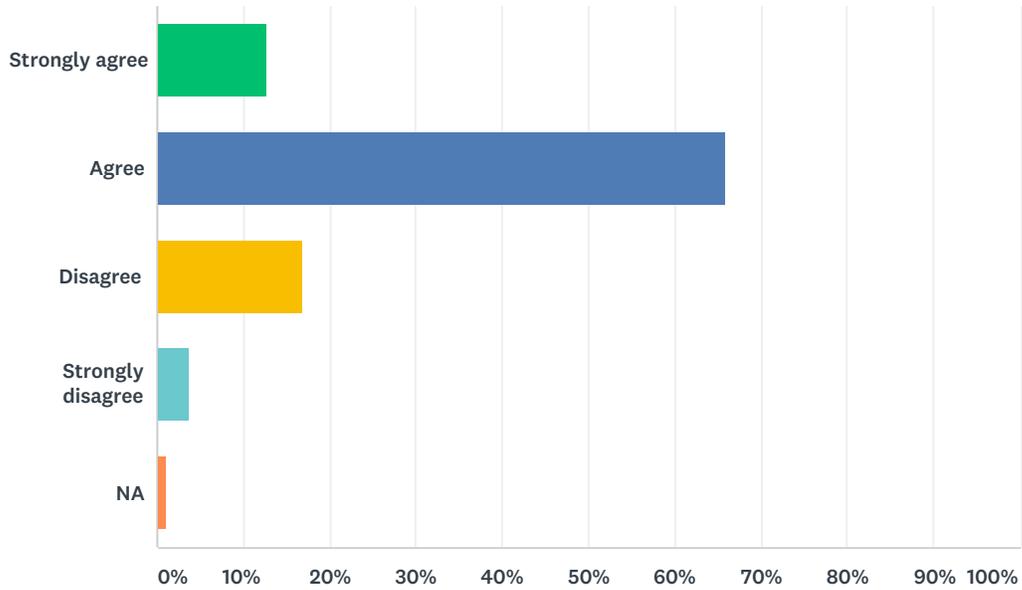
Answered: 300 Skipped: 0



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

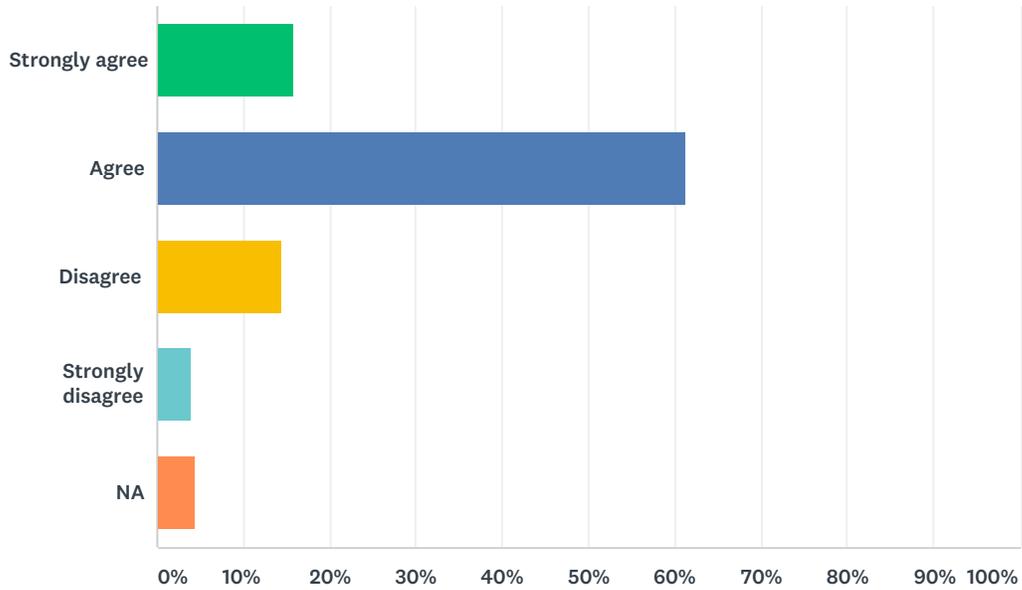
Answered: 300 Skipped: 0



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

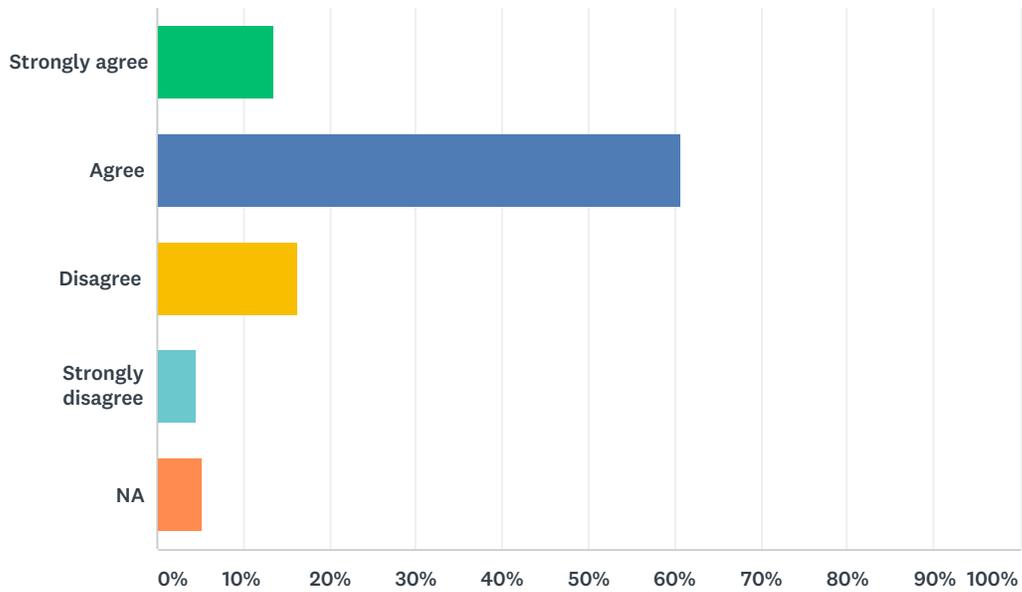
Answered: 300 Skipped: 0



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

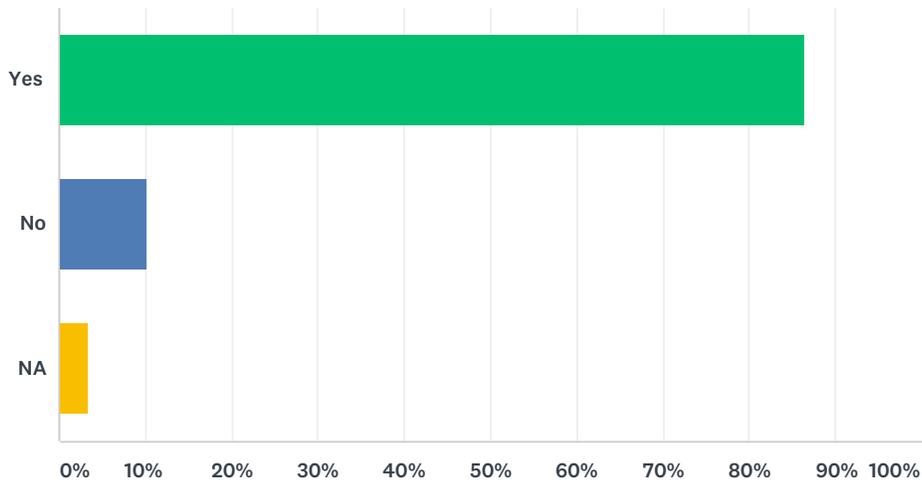
Answered: 300 Skipped: 0



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

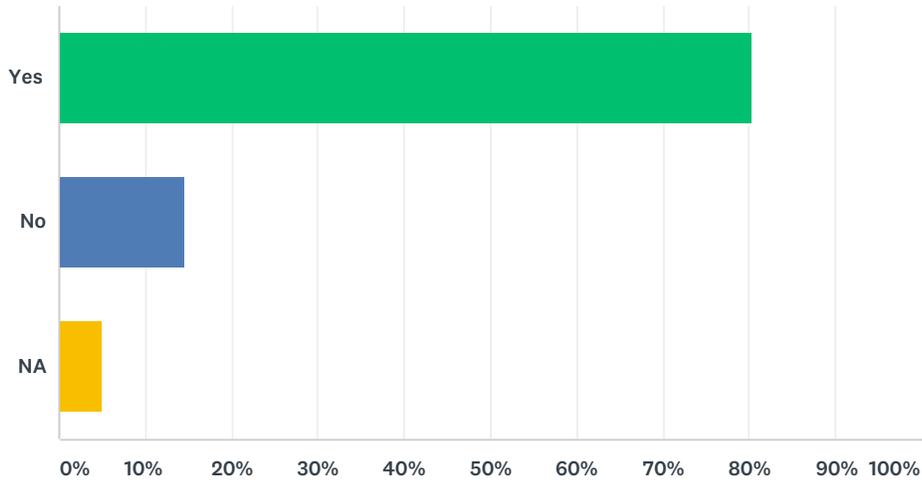
Answered: 300 Skipped: 0



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

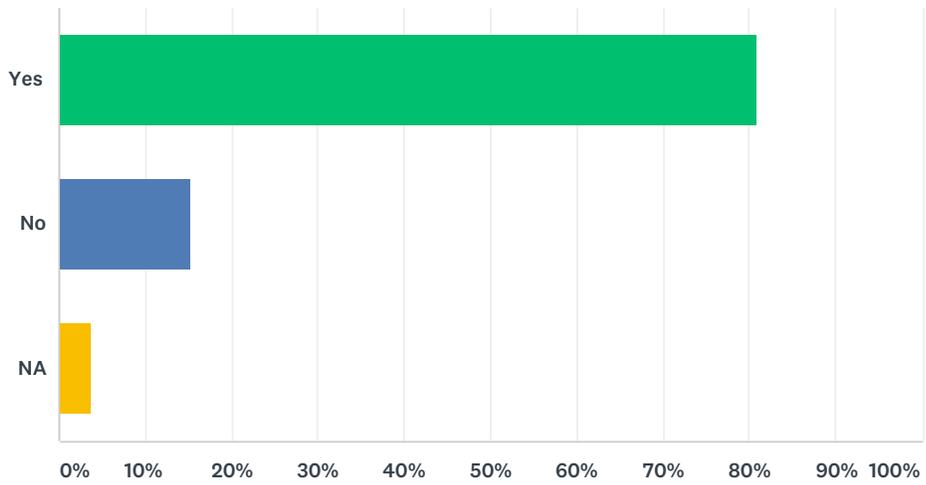
Answered: 300 Skipped: 0



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

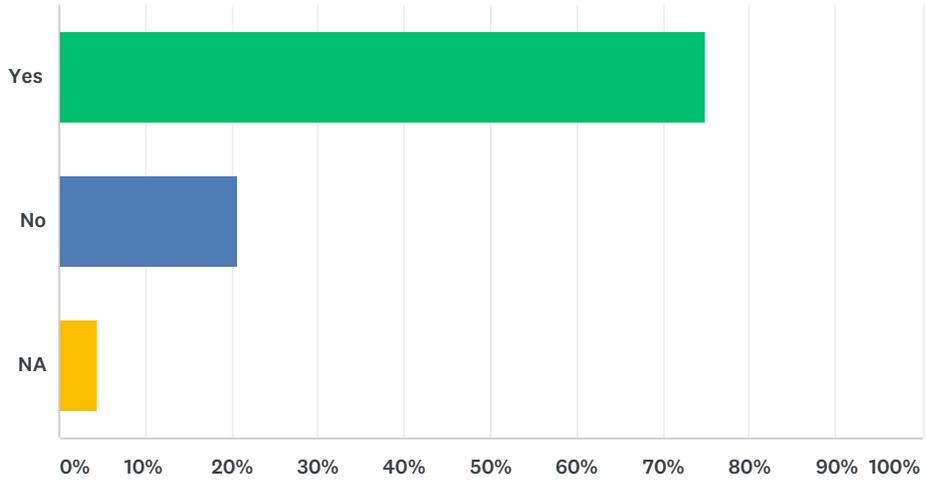
Answered: 300 Skipped: 0



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

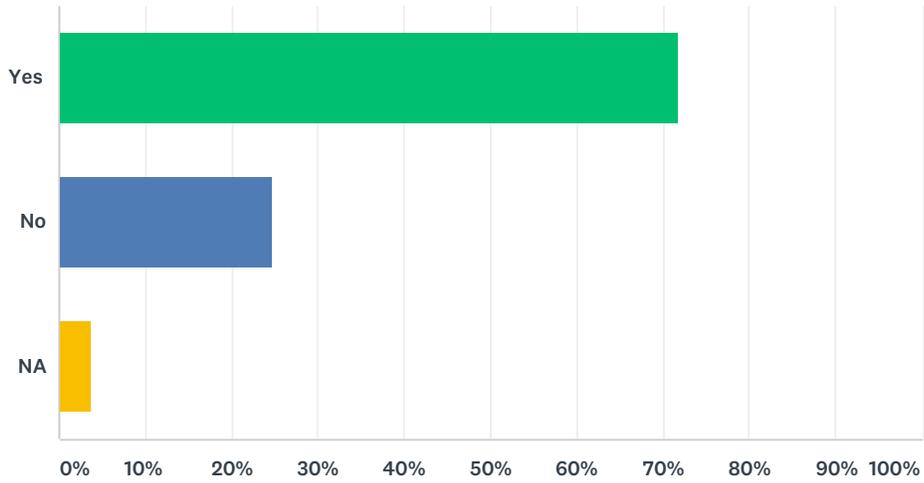
Answered: 300 Skipped: 0



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

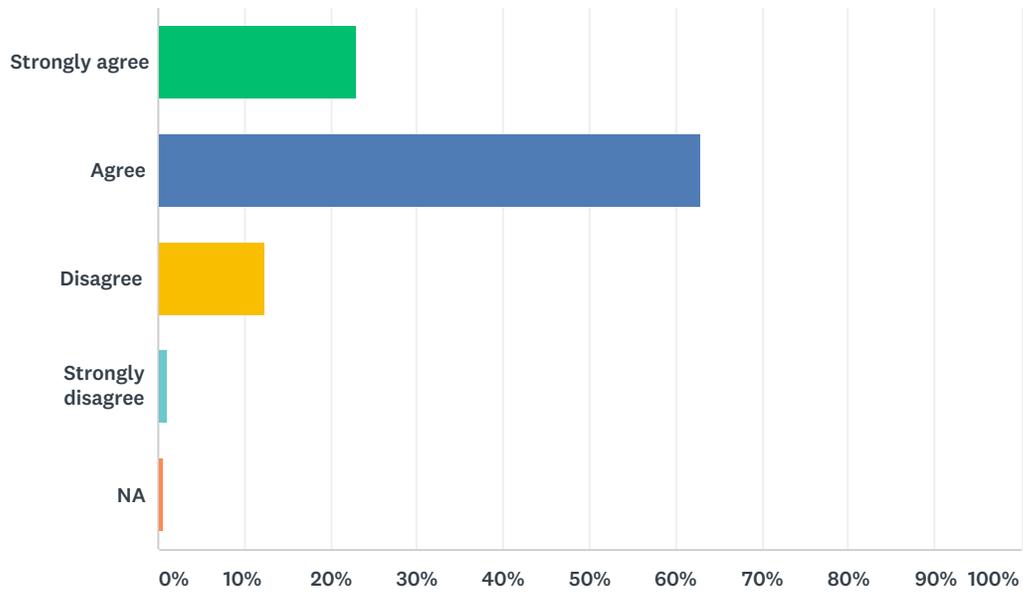
Answered: 300 Skipped: 0



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

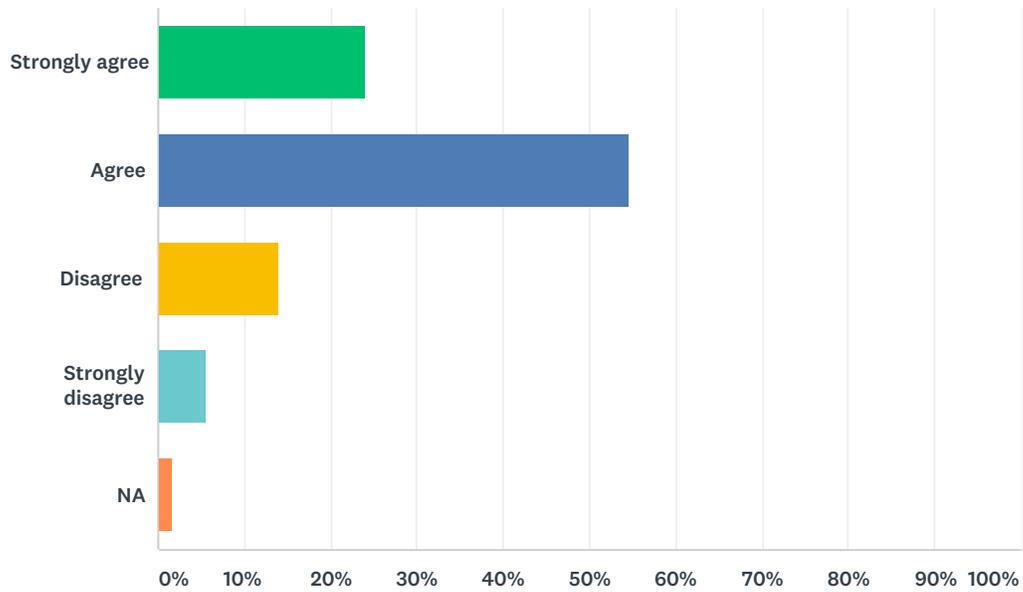
Answered: 300 Skipped: 0



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

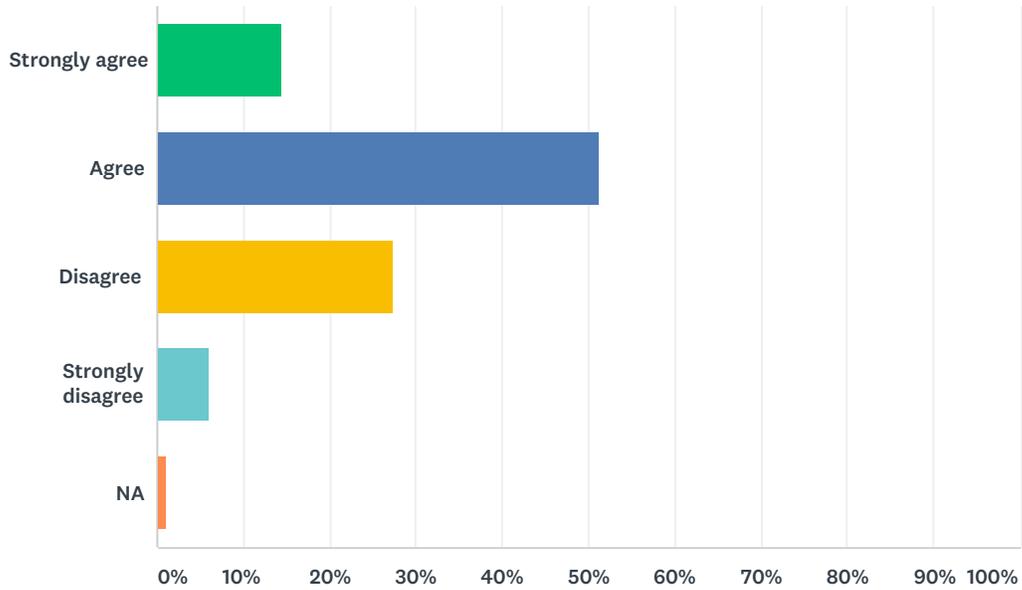
Answered: 300 Skipped: 0



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

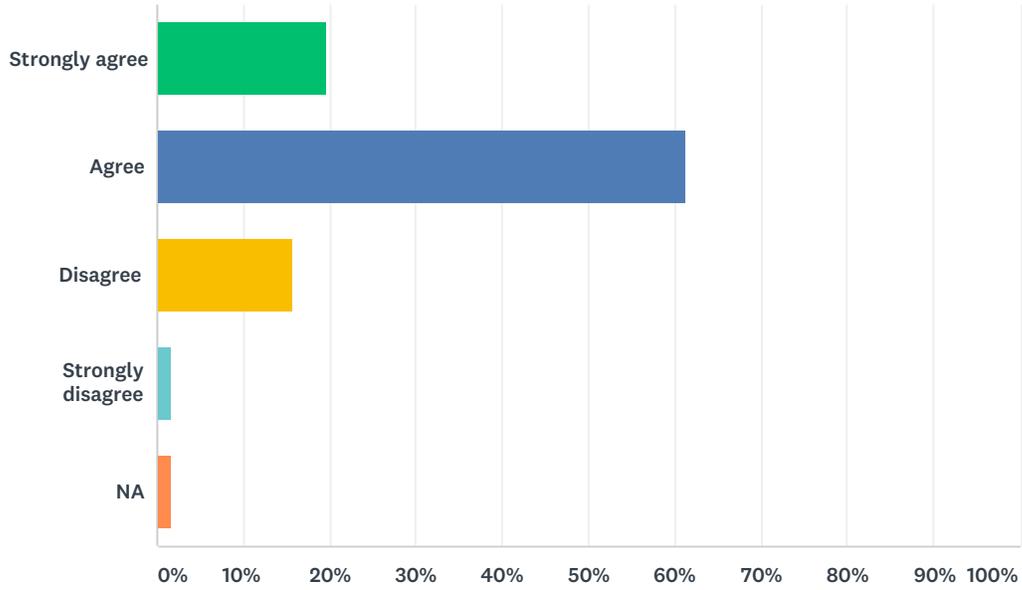
Answered: 300 Skipped: 0



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

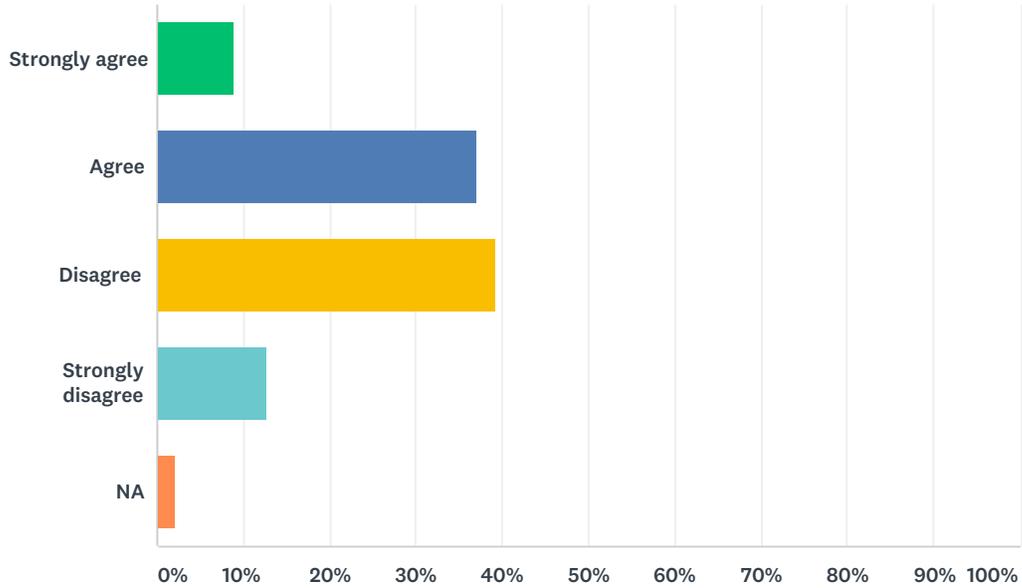
Answered: 300 Skipped: 0



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

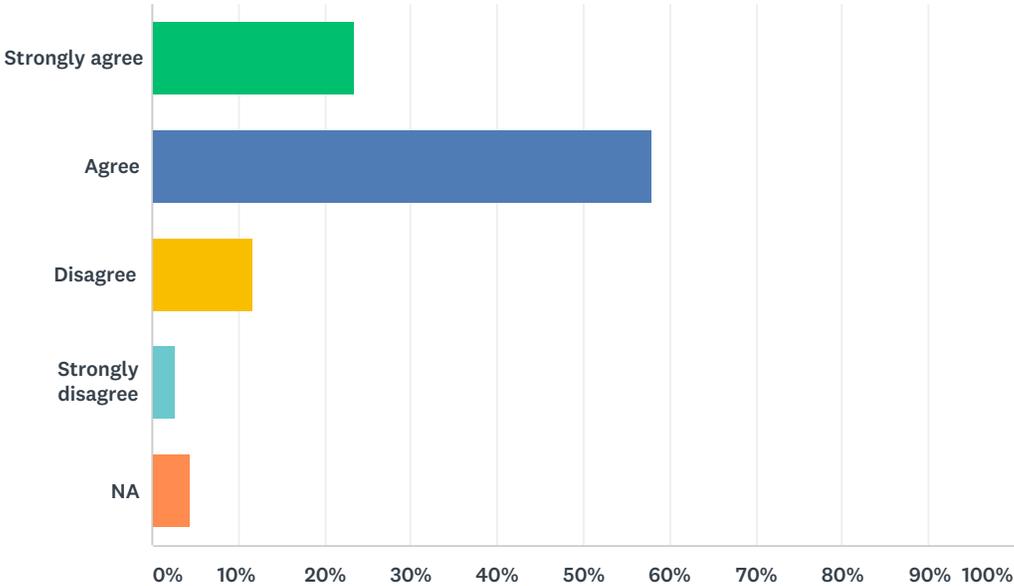
Answered: 300 Skipped: 0



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

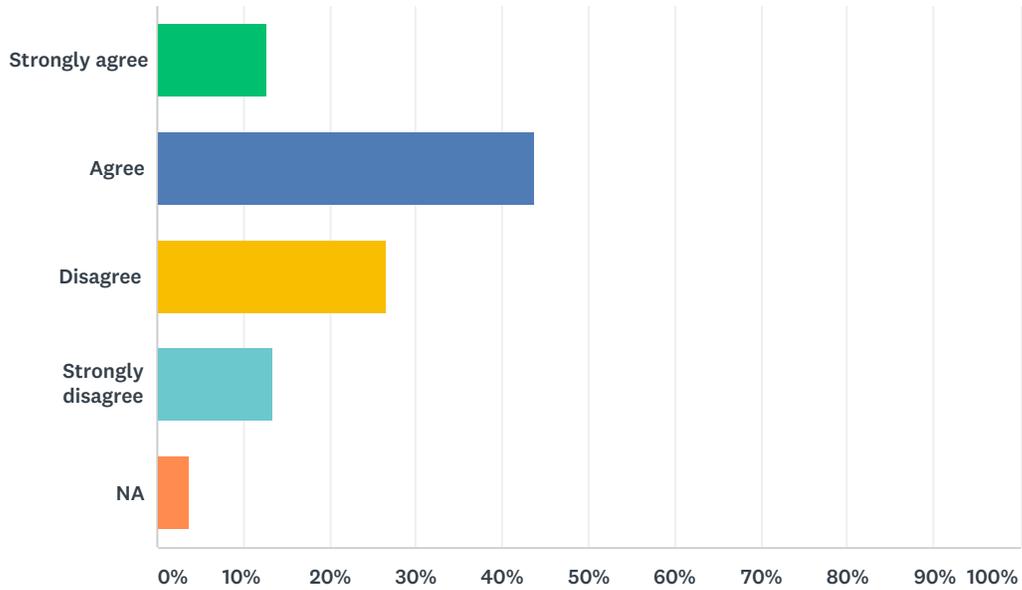
Answered: 300 Skipped: 0



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

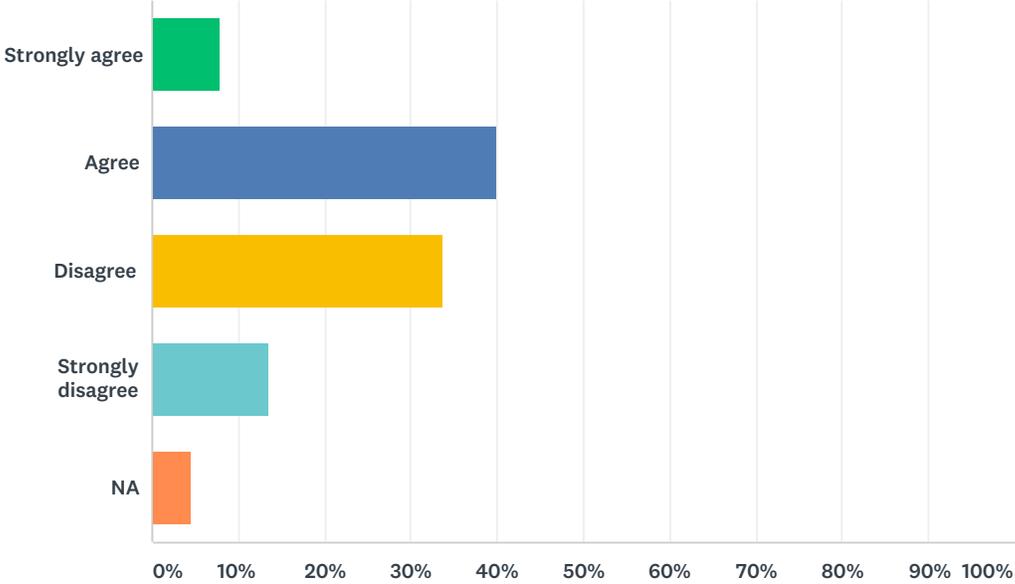
Answered: 300 Skipped: 0



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

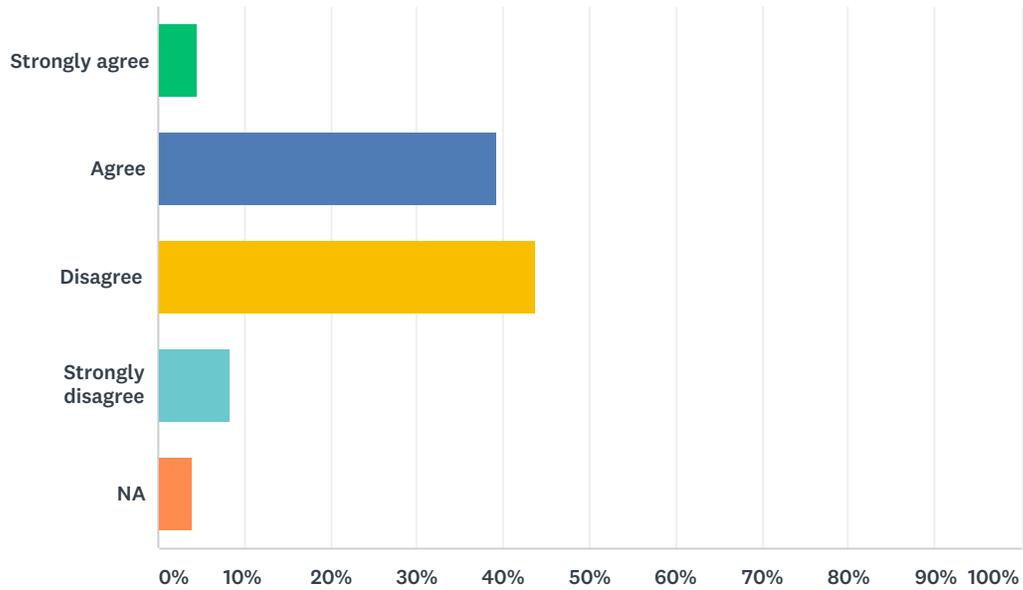
Answered: 300 Skipped: 0



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

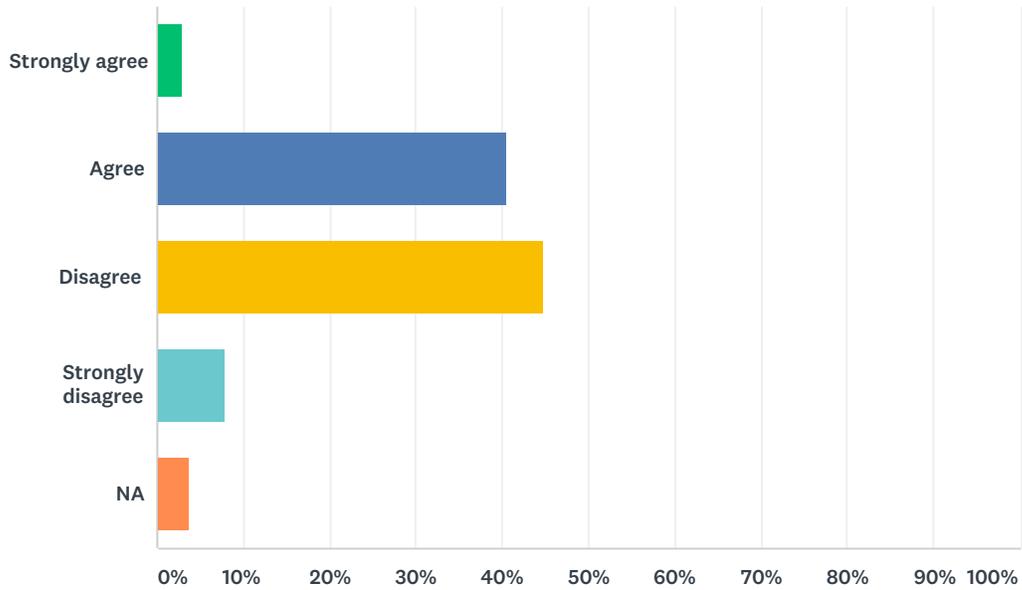
Answered: 300 Skipped: 0



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

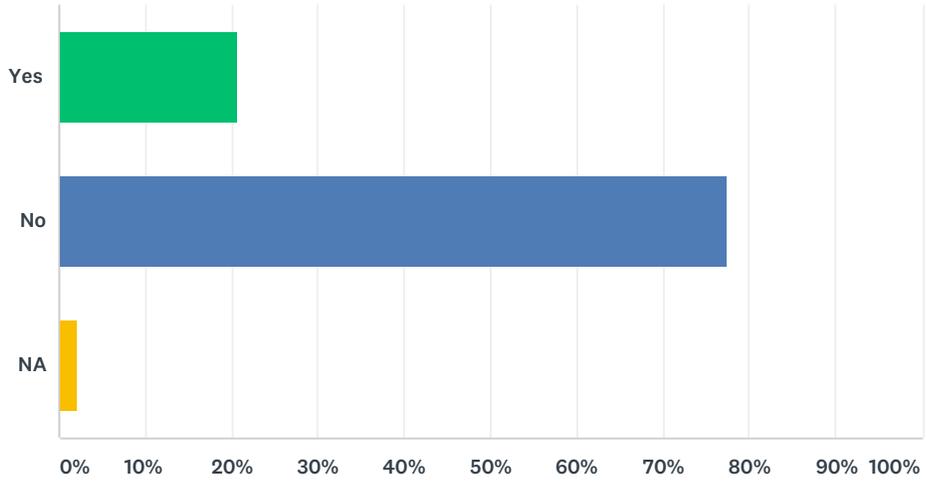
Answered: 300 Skipped: 0



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

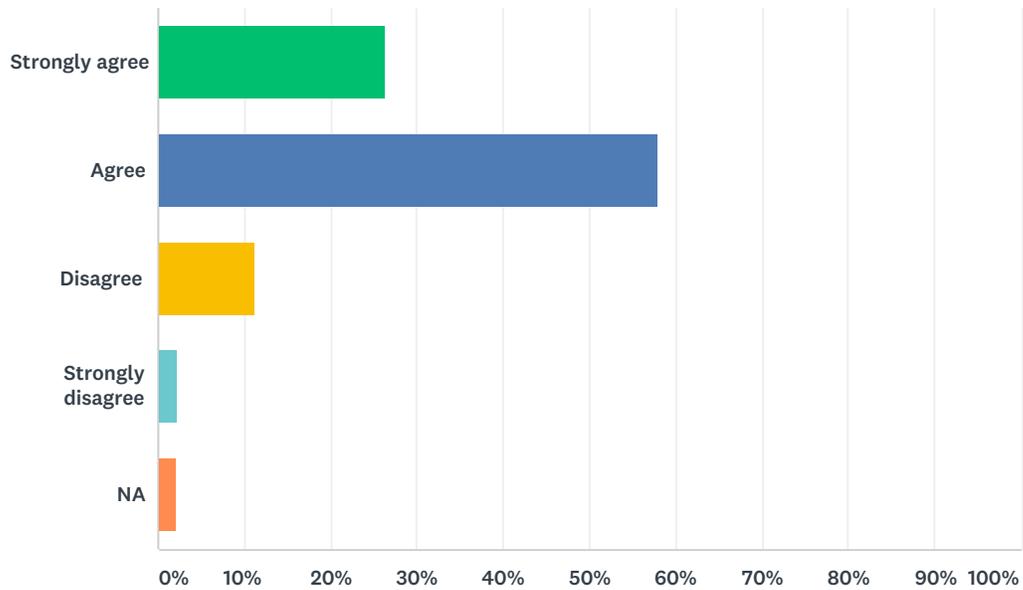
Answered: 300 Skipped: 0



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.

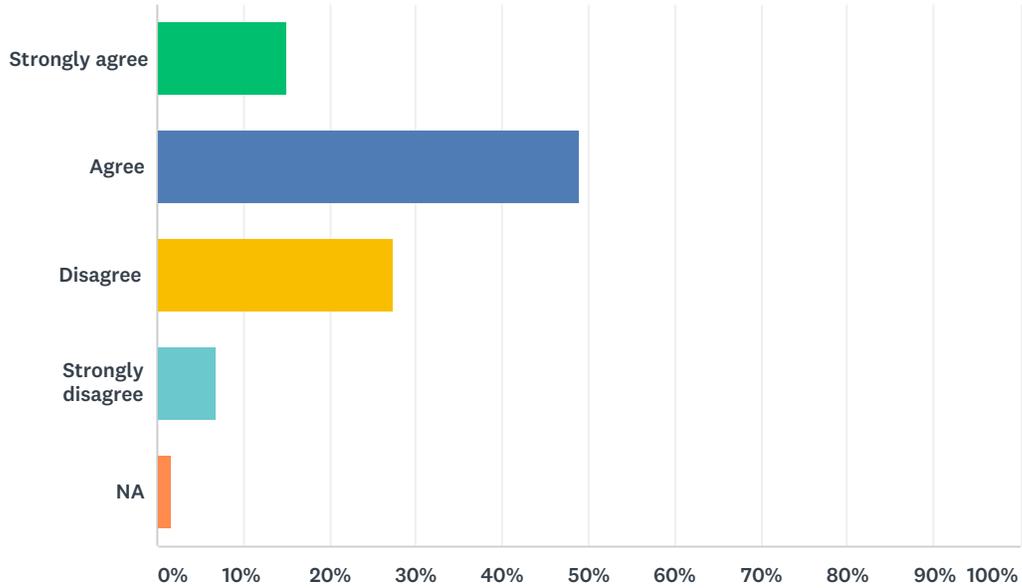
Answered: 300 Skipped: 0



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

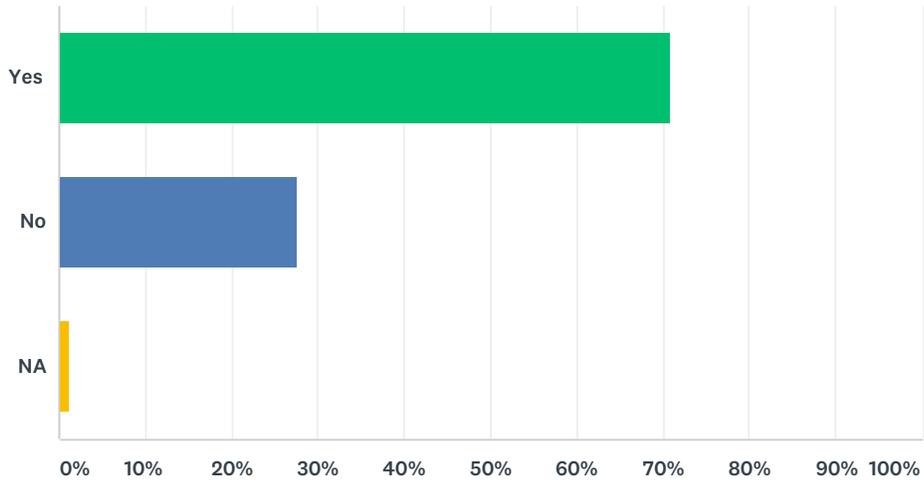
Answered: 300 Skipped: 0



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

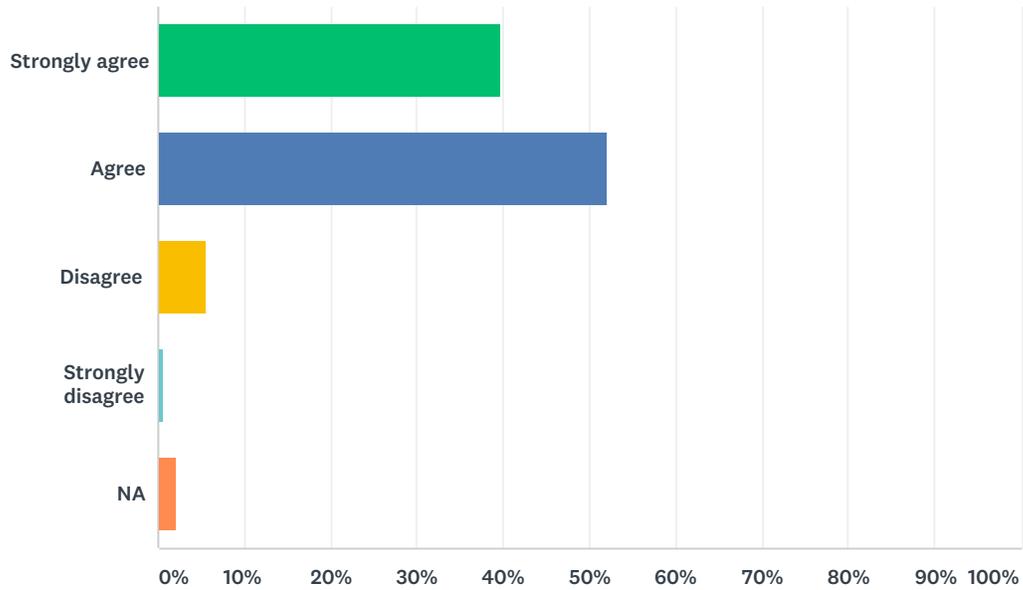
Answered: 300 Skipped: 0



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

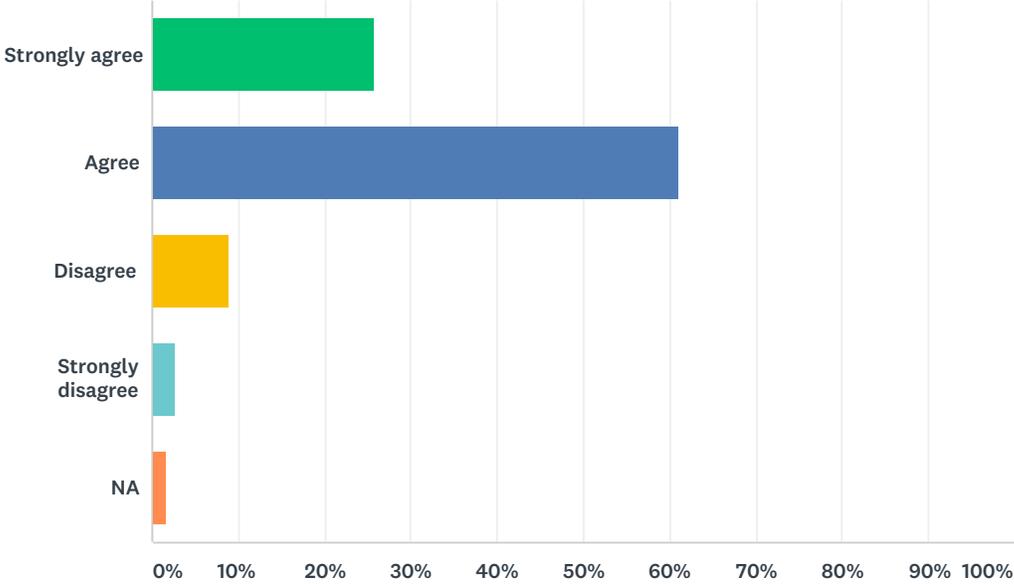
Answered: 300 Skipped: 0



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

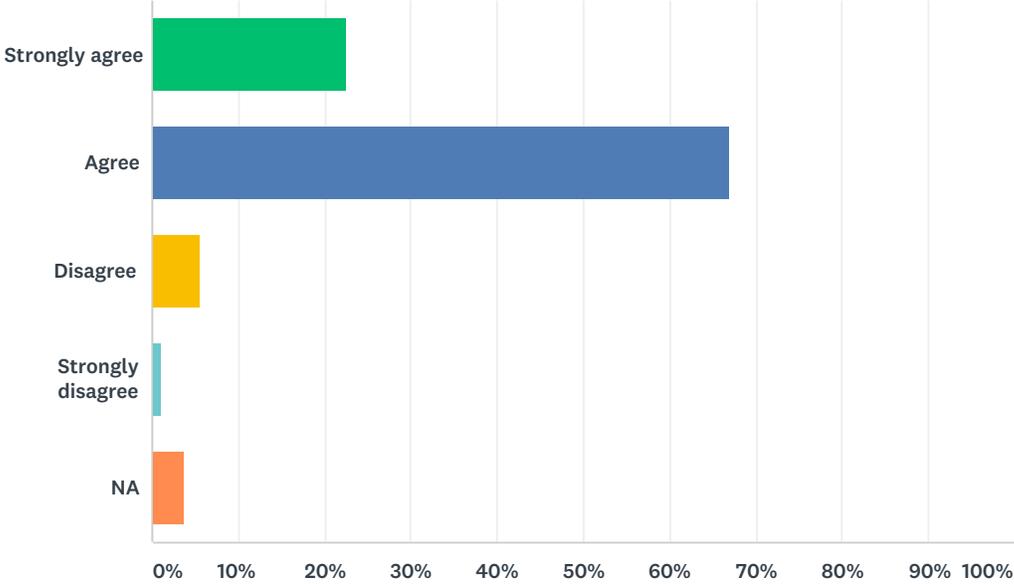
Answered: 300 Skipped: 0



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

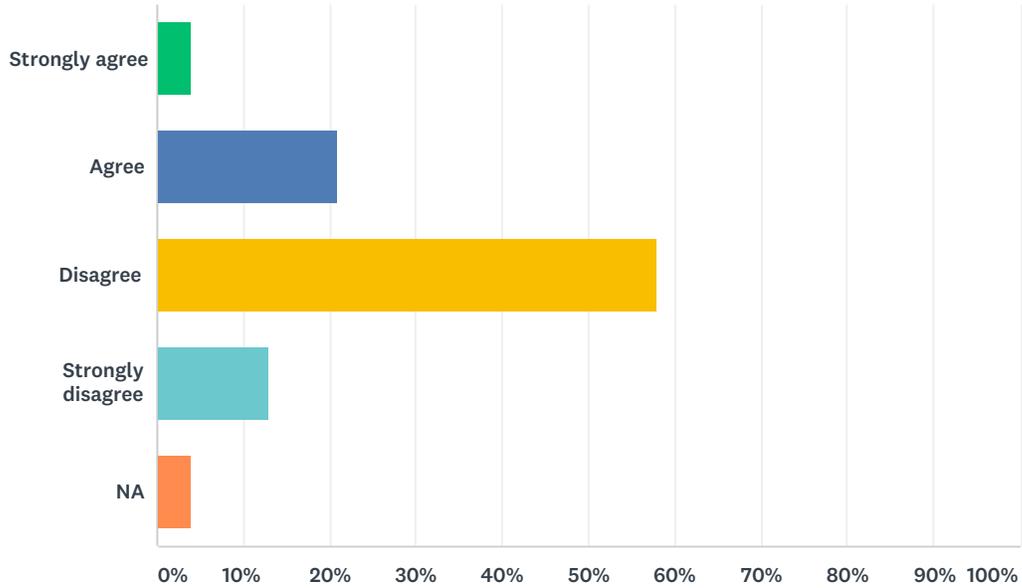
Answered: 300 Skipped: 0



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

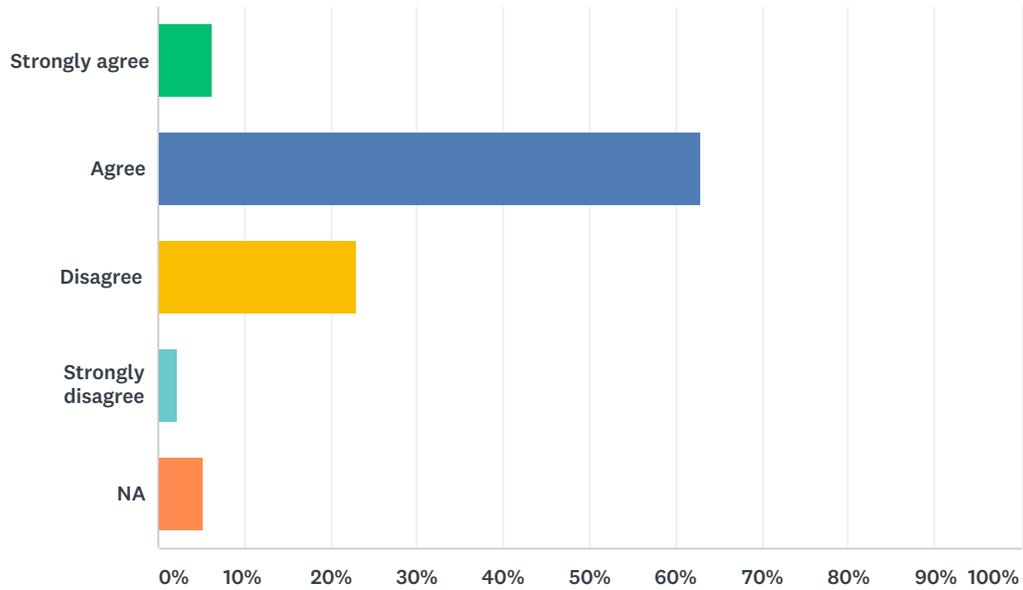
Answered: 300 Skipped: 0



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

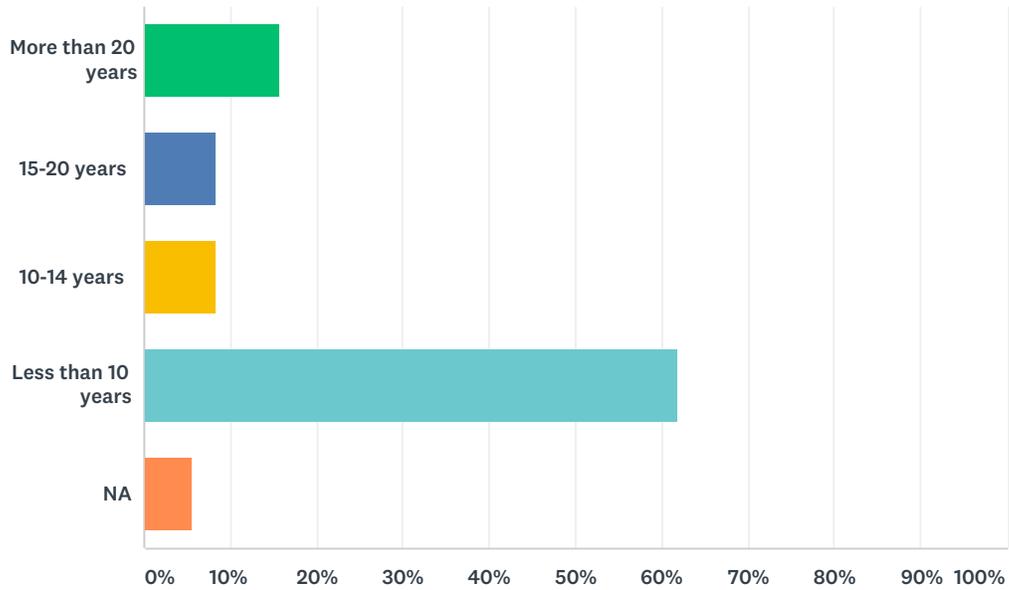
Answered: 300 Skipped: 0



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

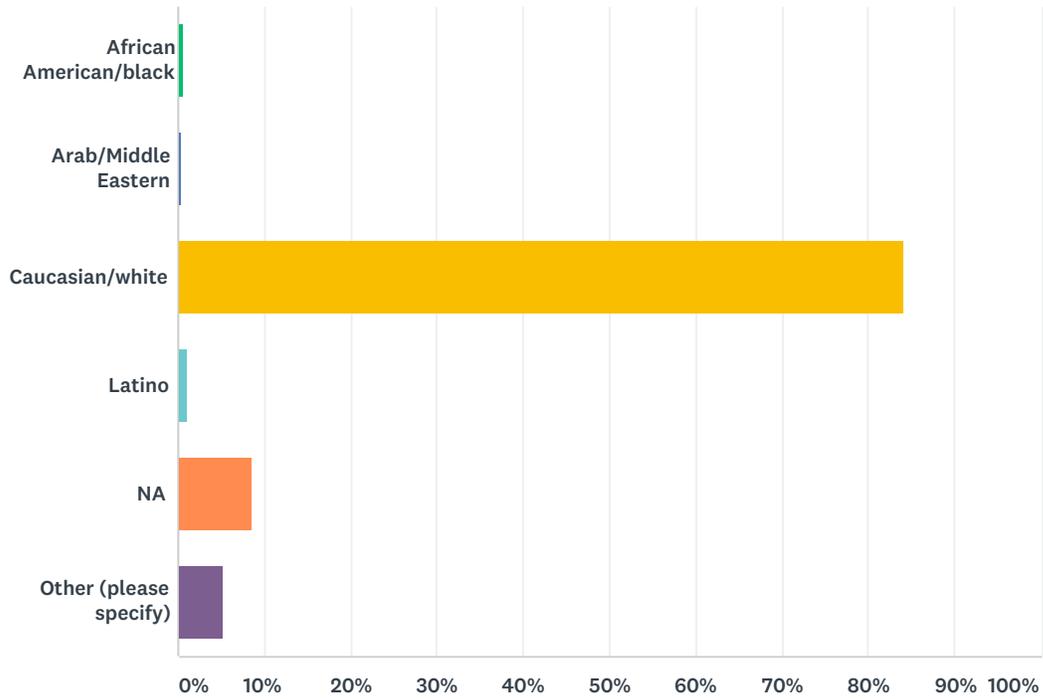
Answered: 300 Skipped: 0



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...

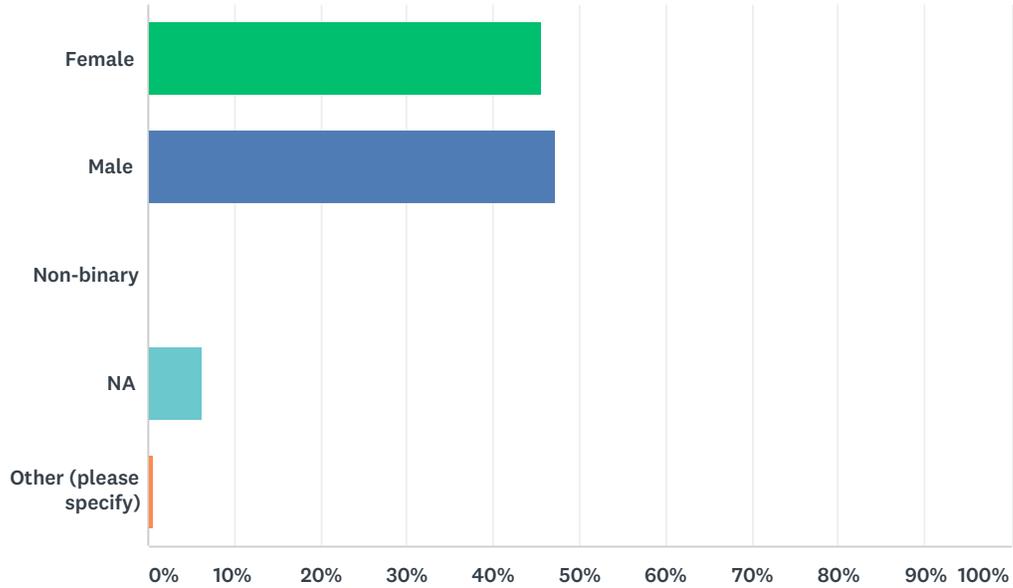
Answered: 300 Skipped: 0



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

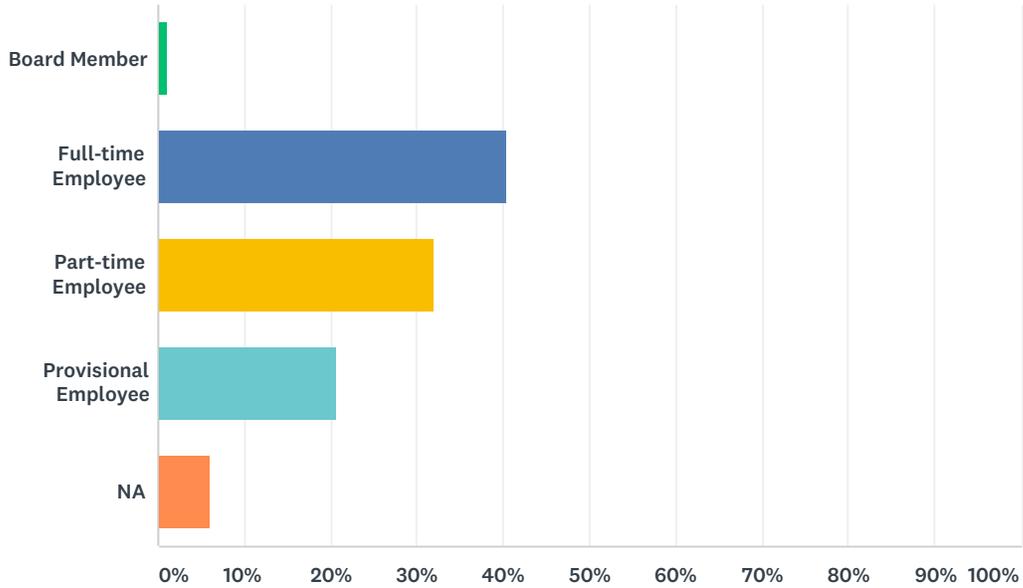
Answered: 300 Skipped: 0



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		