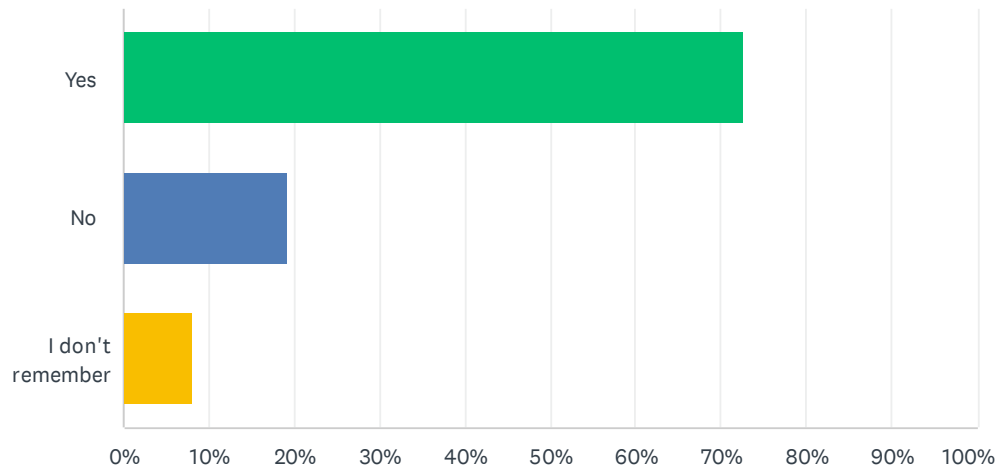


Q1 Did you take the Metroparks Climate Survey in 2019?

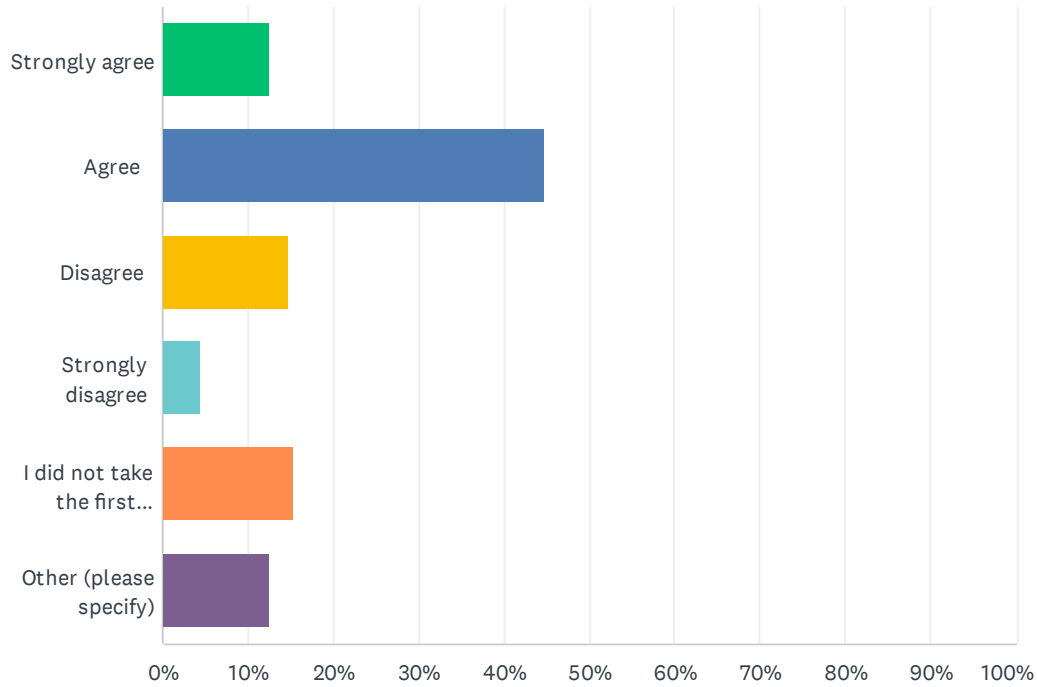
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------|-----------|-----|
| Yes | 72.79% | 99 |
| No | 19.12% | 26 |
| I don't remember | 8.09% | 11 |
| TOTAL | | 136 |

Q2 I am more comfortable talking about issues of diversity, equity and inclusion than I was at the time of the first Climate Survey

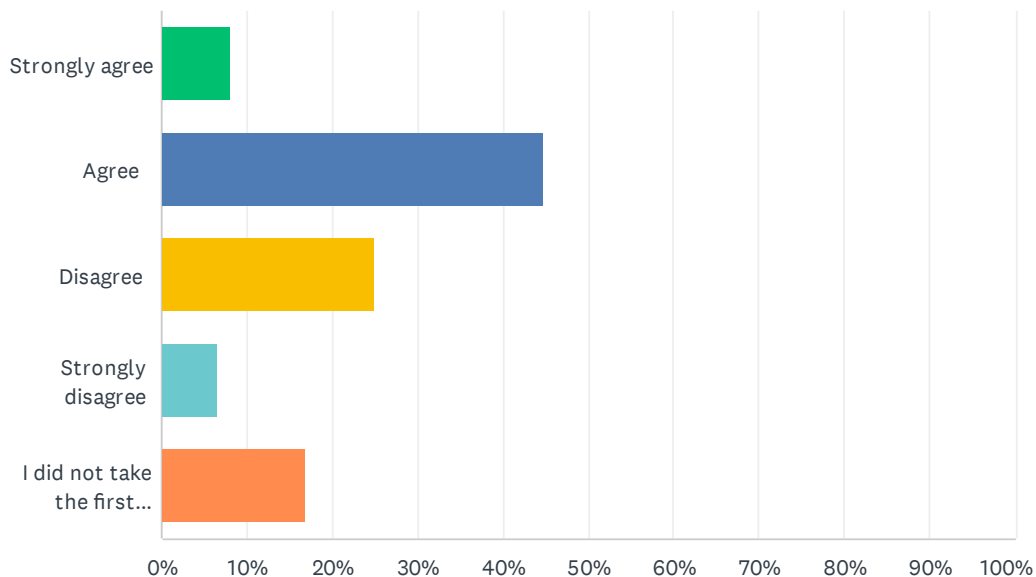
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|----|
| Strongly agree | 12.50% | 17 |
| Agree | 44.85% | 61 |
| Disagree | 14.71% | 20 |
| Strongly disagree | 4.41% | 6 |
| I did not take the first Climate Survey | 15.44% | 21 |
| Other (please specify) | 12.50% | 17 |
| Total Respondents: 136 | | |

Q3 I am more comfortable talking about gender identity than I was at the time of the first Climate Survey

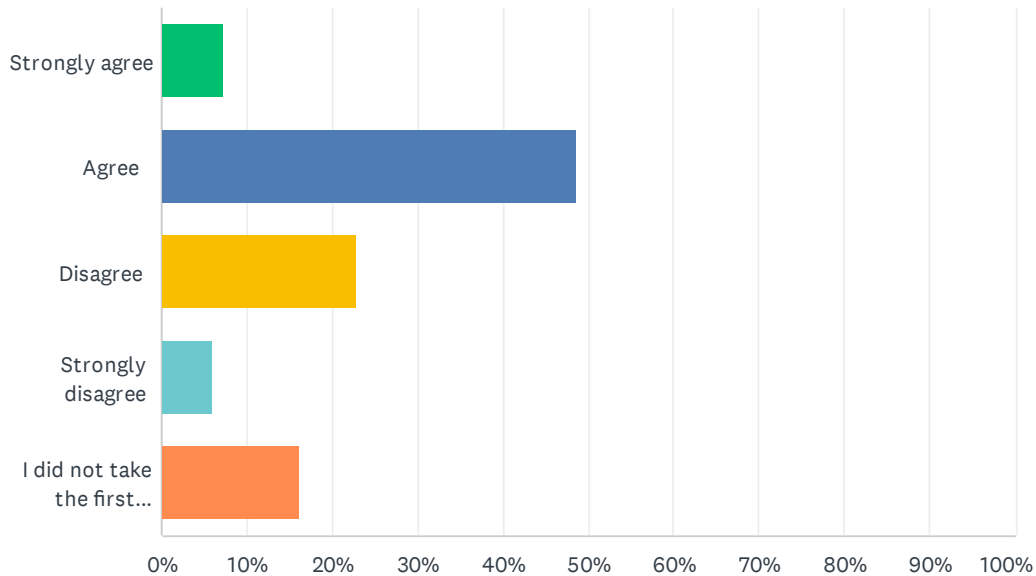
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|----|
| Strongly agree | 8.09% | 11 |
| Agree | 44.85% | 61 |
| Disagree | 25.00% | 34 |
| Strongly disagree | 6.62% | 9 |
| I did not take the first Climate Survey | 16.91% | 23 |
| Total Respondents: 136 | | |

Q4 I am more comfortable discussing topics of diversity, equity and inclusion with fellow employees than I was at the time of the first Climate Survey

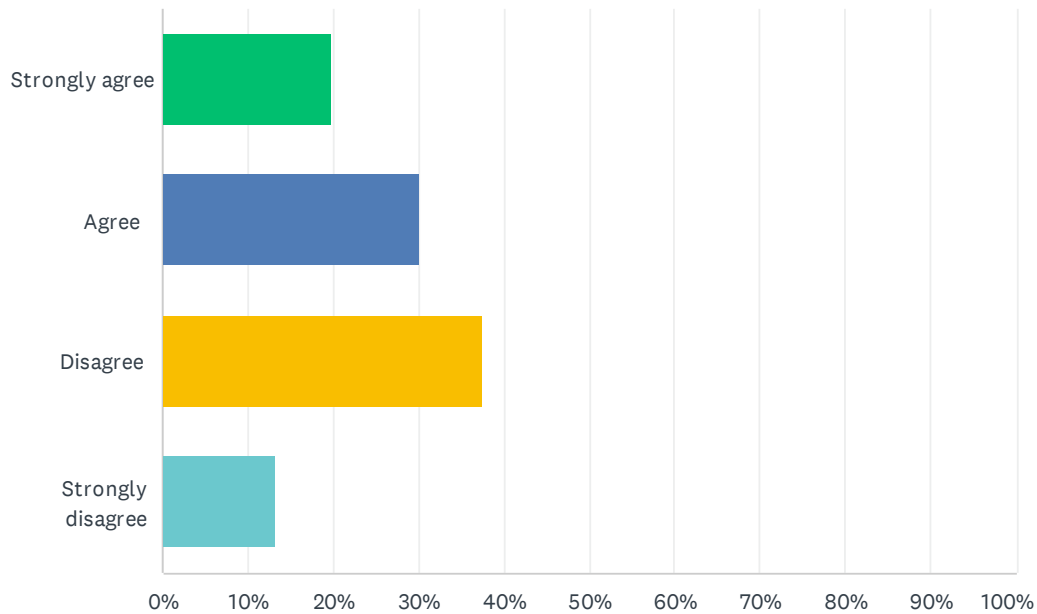
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|----|
| Strongly agree | 7.35% | 10 |
| Agree | 48.53% | 66 |
| Disagree | 22.79% | 31 |
| Strongly disagree | 5.88% | 8 |
| I did not take the first Climate Survey | 16.18% | 22 |
| Total Respondents: 136 | | |

Q5 I do not see race; I see everyone as the same

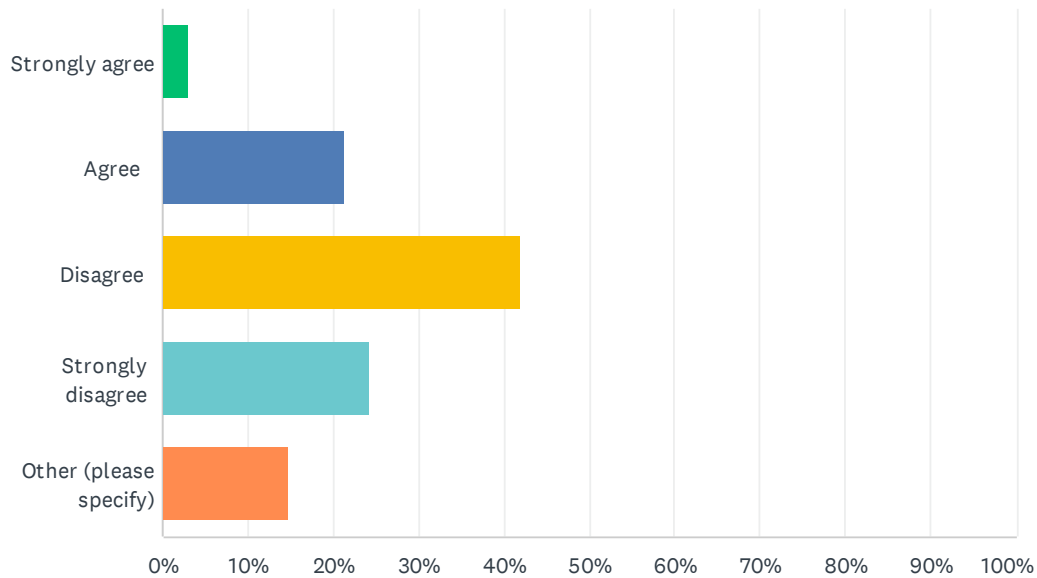
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 19.85% | 27 |
| Agree | 30.15% | 41 |
| Disagree | 37.50% | 51 |
| Strongly disagree | 13.24% | 18 |
| Total Respondents: 136 | | |

Q6 The color of a person's skin tells me something about them

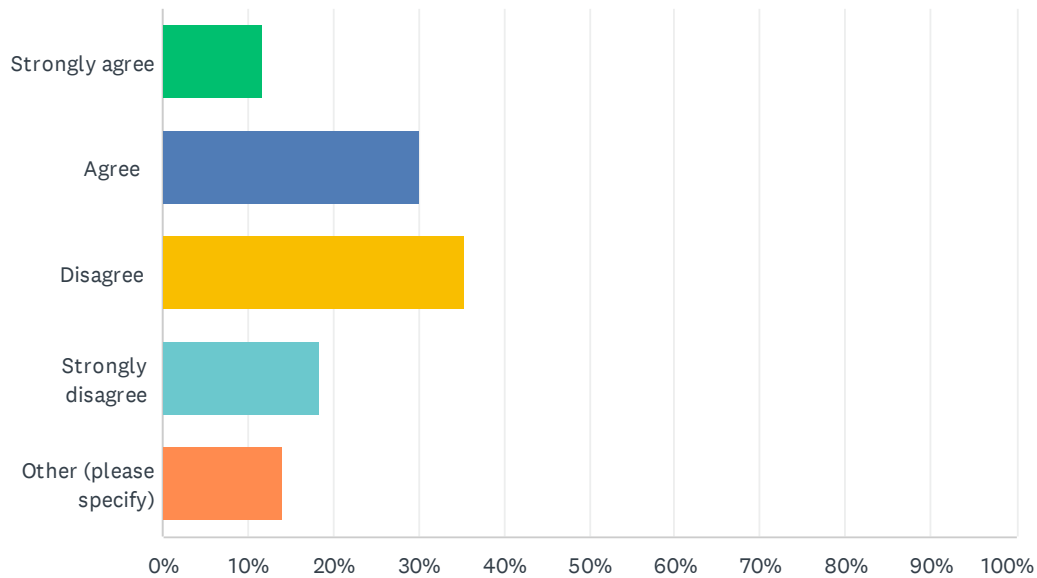
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 2.94% | 4 |
| Agree | 21.32% | 29 |
| Disagree | 41.91% | 57 |
| Strongly disagree | 24.26% | 33 |
| Other (please specify) | 14.71% | 20 |
| Total Respondents: 136 | | |

Q7 In the United States we talk about race too much

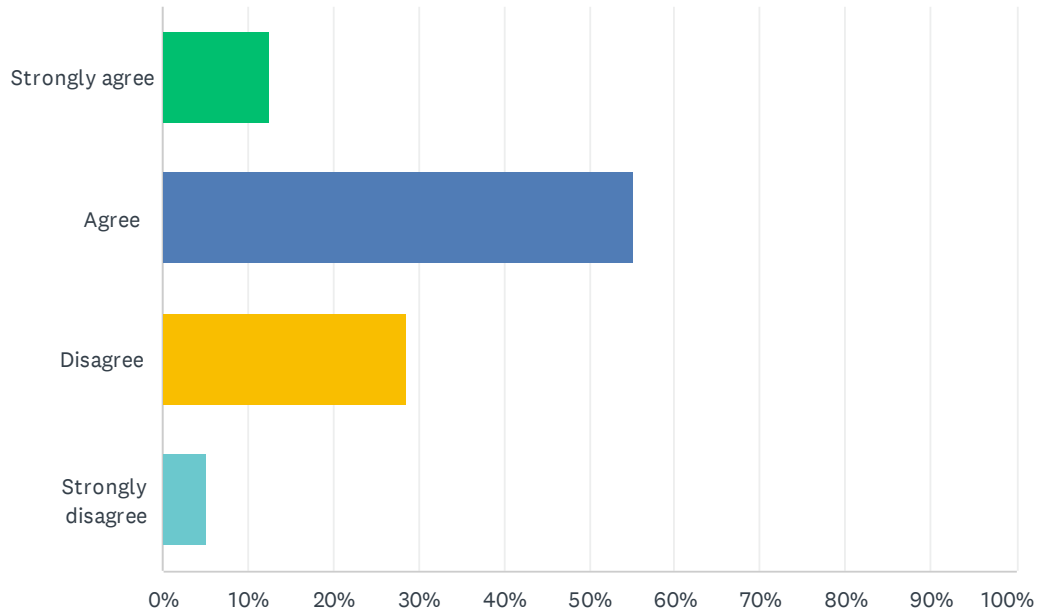
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 11.76% | 16 |
| Agree | 30.15% | 41 |
| Disagree | 35.29% | 48 |
| Strongly disagree | 18.38% | 25 |
| Other (please specify) | 13.97% | 19 |
| Total Respondents: 136 | | |

Q8 Metroparks leadership has created a culture of diversity, equity and inclusion at our organization

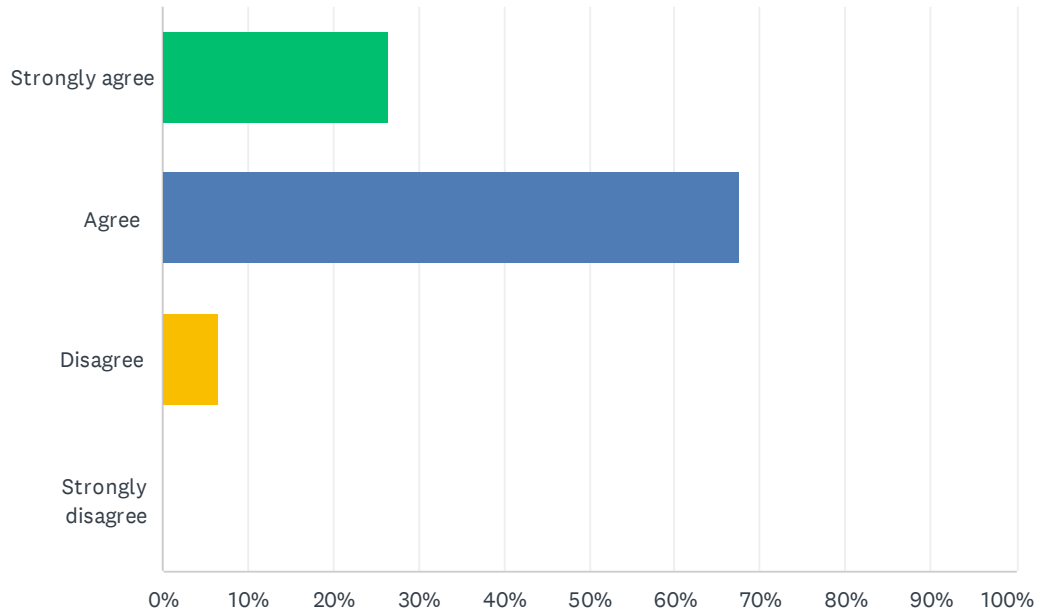
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 12.50% | 17 |
| Agree | 55.15% | 75 |
| Disagree | 28.68% | 39 |
| Strongly disagree | 5.15% | 7 |
| Total Respondents: 136 | | |

Q9 I am comfortable interacting with people at the Metroparks who speak limited English

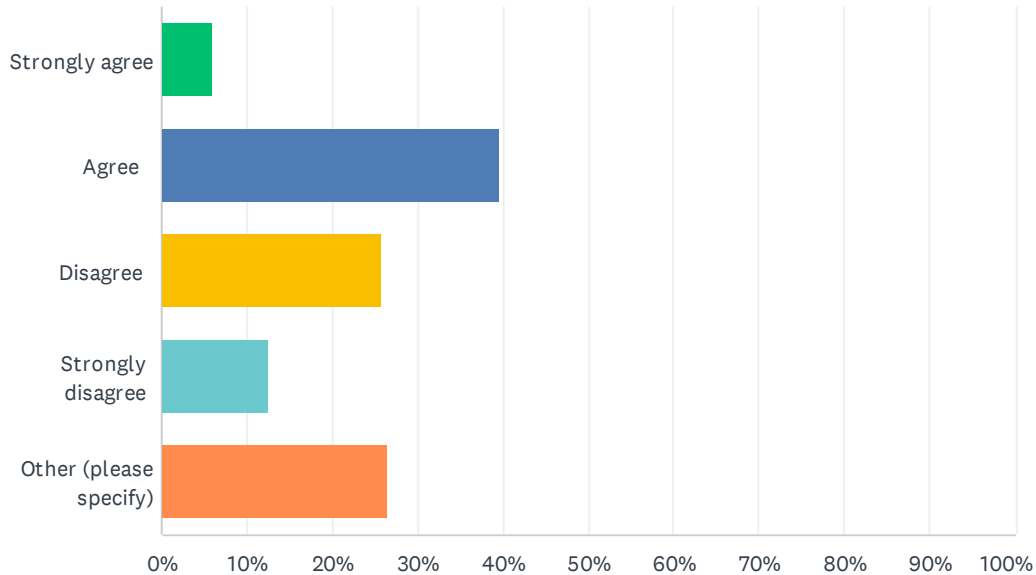
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 26.47% | 36 |
| Agree | 67.65% | 92 |
| Disagree | 6.62% | 9 |
| Strongly disagree | 0.00% | 0 |
| Total Respondents: 136 | | |

Q10 We have improved communication within our department/park/area since the time of the first Climate Survey

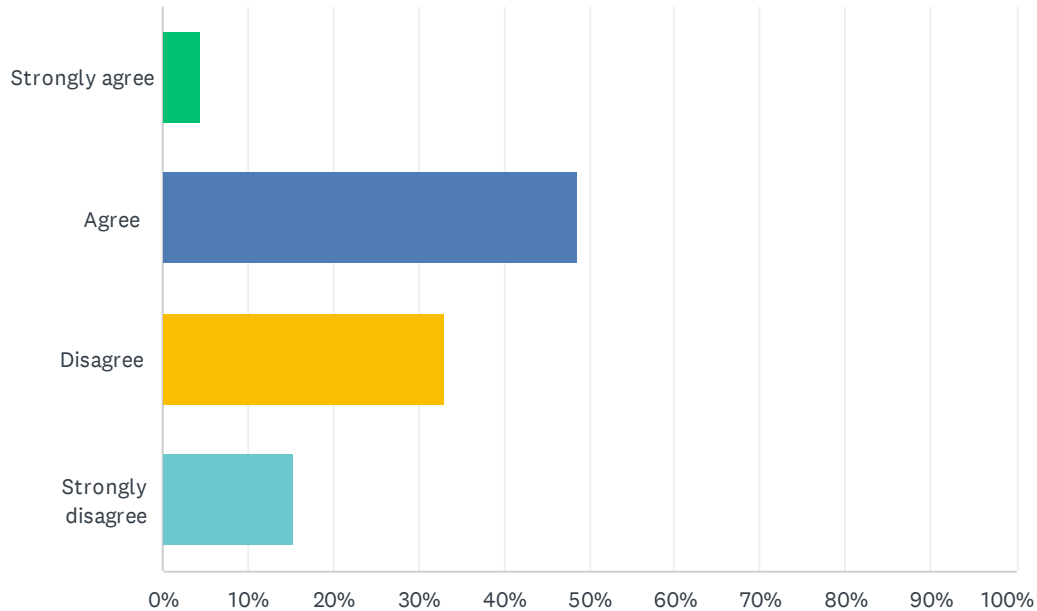
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 5.88% | 8 |
| Agree | 39.71% | 54 |
| Disagree | 25.74% | 35 |
| Strongly disagree | 12.50% | 17 |
| Other (please specify) | 26.47% | 36 |
| Total Respondents: 136 | | |

Q11 Metroparks staff has improved communications across department/areas/districts since the time of the first Climate Survey

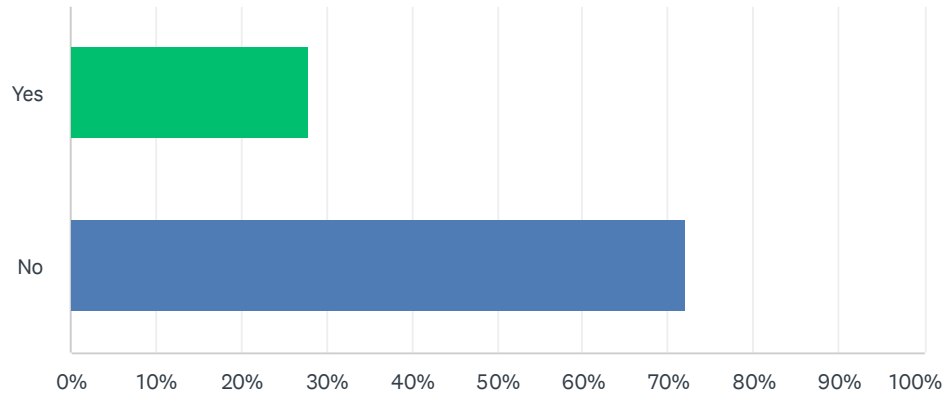
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 4.41% | 6 |
| Agree | 48.53% | 66 |
| Disagree | 33.09% | 45 |
| Strongly disagree | 15.44% | 21 |
| Total Respondents: 136 | | |

Q12 I have experienced discrimination at work at the Metroparks by a coworker or supervisor

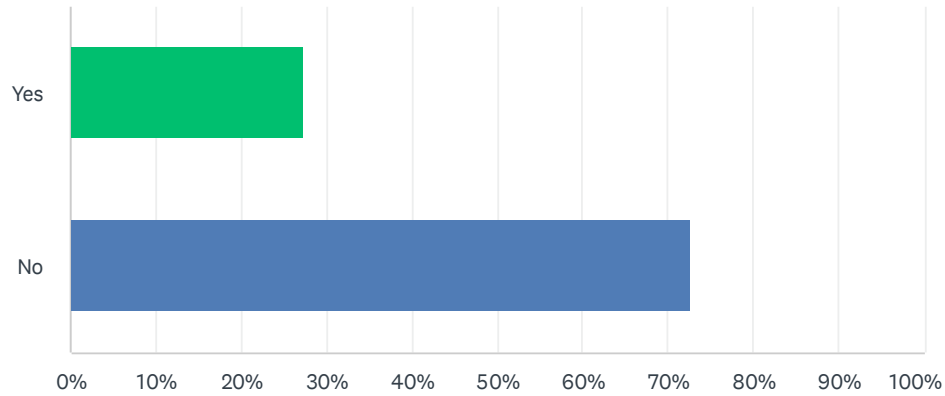
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Yes | 27.94% | 38 |
| No | 72.06% | 98 |
| Total Respondents: 136 | | |

Q13 I have experienced discrimination at work at the Metroparks by a visitor

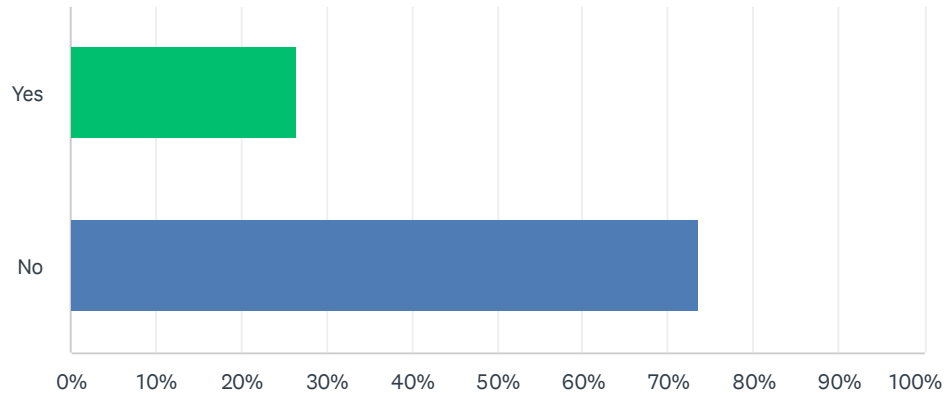
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Yes | 27.21% | 37 |
| No | 72.79% | 99 |
| Total Respondents: 136 | | |

Q14 I have experienced some form of harassment at work at the Metroparks by a coworker or supervisor

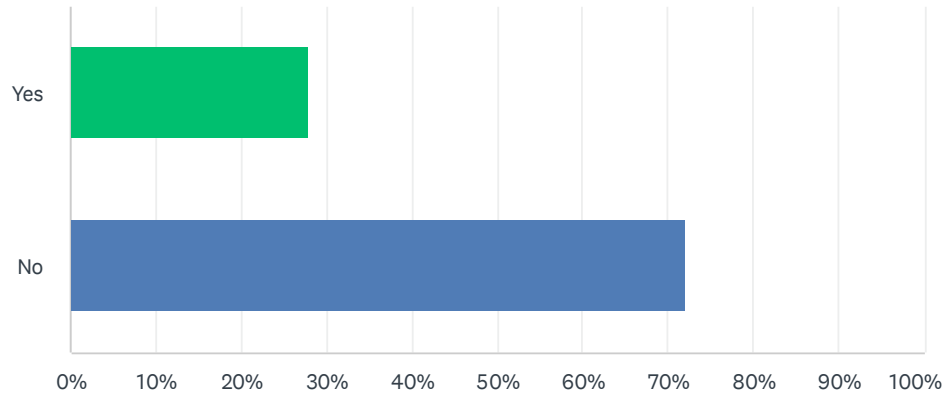
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|-----|
| Yes | 26.47% | 36 |
| No | 73.53% | 100 |
| Total Respondents: 136 | | |

Q15 I have experienced some form of harassment at work at the Metroparks by a visitor

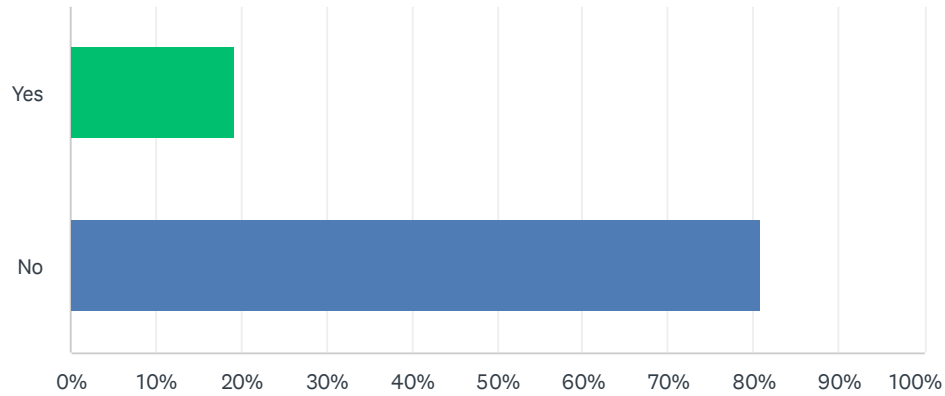
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Yes | 27.94% | 38 |
| No | 72.06% | 98 |
| Total Respondents: 136 | | |

Q16 I have heard inappropriate jokes made about people like me at the Metroparks by a coworker

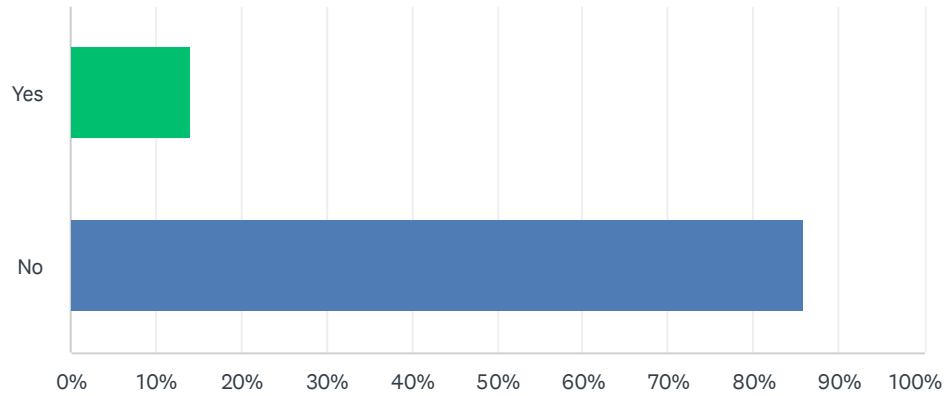
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|-----|
| Yes | 19.12% | 26 |
| No | 80.88% | 110 |
| Total Respondents: 136 | | |

Q17 I have heard inappropriate jokes made about people like me at the Metroparks by a visitor

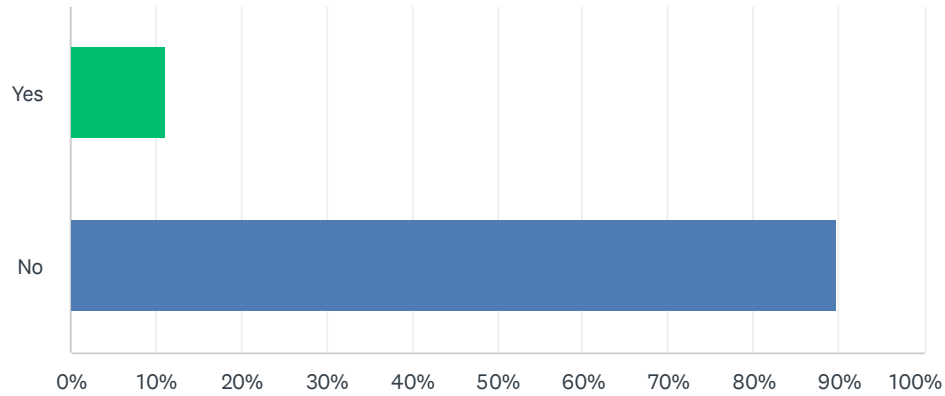
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|-----|
| Yes | 13.97% | 19 |
| No | 86.03% | 117 |
| Total Respondents: 136 | | |

Q18 I have witnessed discrimination toward visitors at the Metroparks by a coworker or supervisor

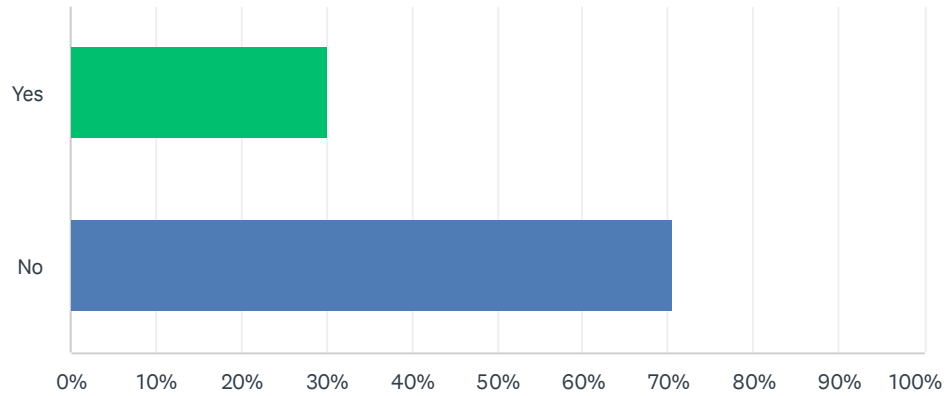
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|-----|
| Yes | 11.03% | 15 |
| No | 89.71% | 122 |
| Total Respondents: 136 | | |

Q19 I have witnessed discrimination toward visitors at the Metroparks by other visitors

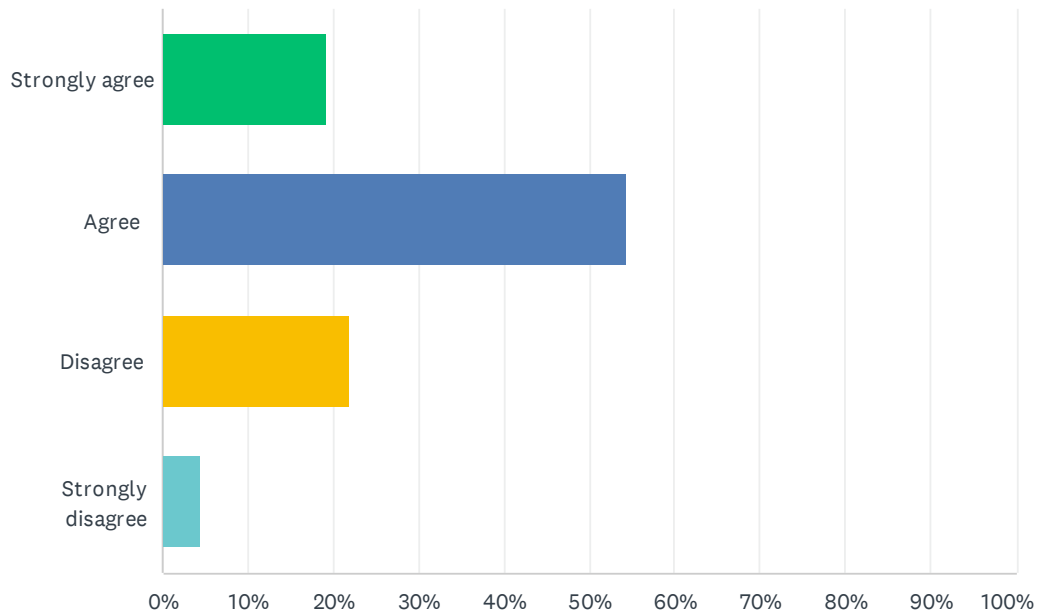
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Yes | 30.15% | 41 |
| No | 70.59% | 96 |
| Total Respondents: 136 | | |

Q20 I am encouraged to be myself at the Metroparks

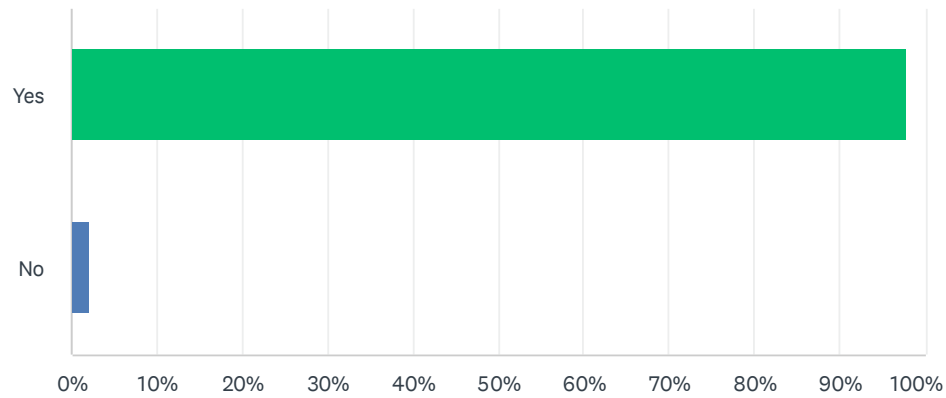
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 19.12% | 26 |
| Agree | 54.41% | 74 |
| Disagree | 22.06% | 30 |
| Strongly disagree | 4.41% | 6 |
| Total Respondents: 136 | | |

Q21 I have participated in diversity training at the Metroparks

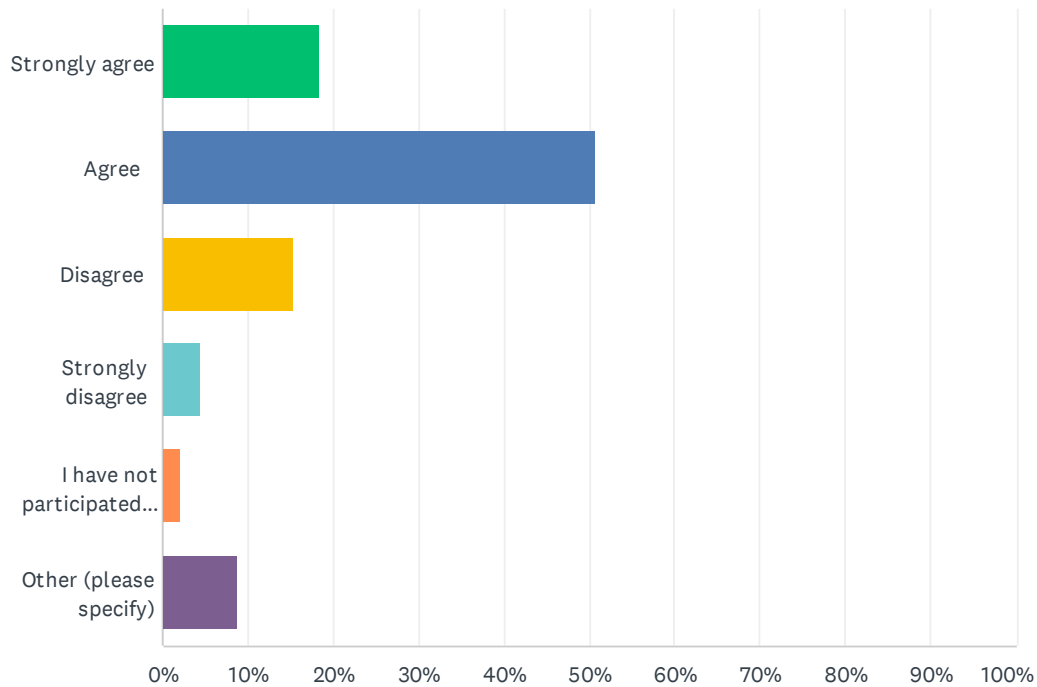
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|-----|
| Yes | 97.79% | 133 |
| No | 2.21% | 3 |
| Total Respondents: 136 | | |

Q22 I found diversity training useful for my work at the Metroparks

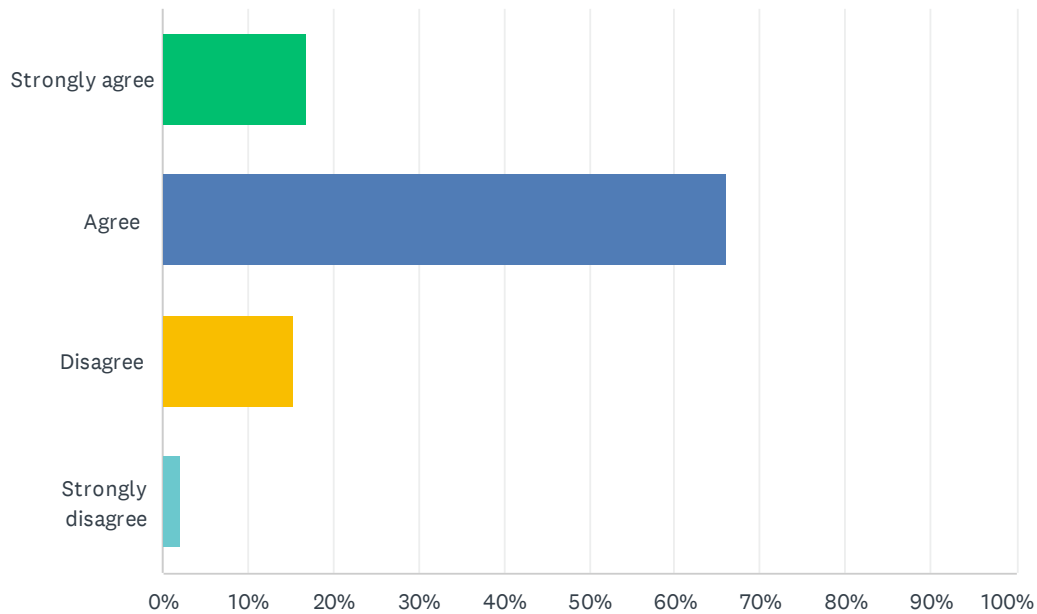
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|------------|
| Strongly agree | 18.38% | 25 |
| Agree | 50.74% | 69 |
| Disagree | 15.44% | 21 |
| Strongly disagree | 4.41% | 6 |
| I have not participated in diversity training at the Metroparks | 2.21% | 3 |
| Other (please specify) | 8.82% | 12 |
| TOTAL | | 136 |

Q23 Metroparks leadership show DEI is important through their actions

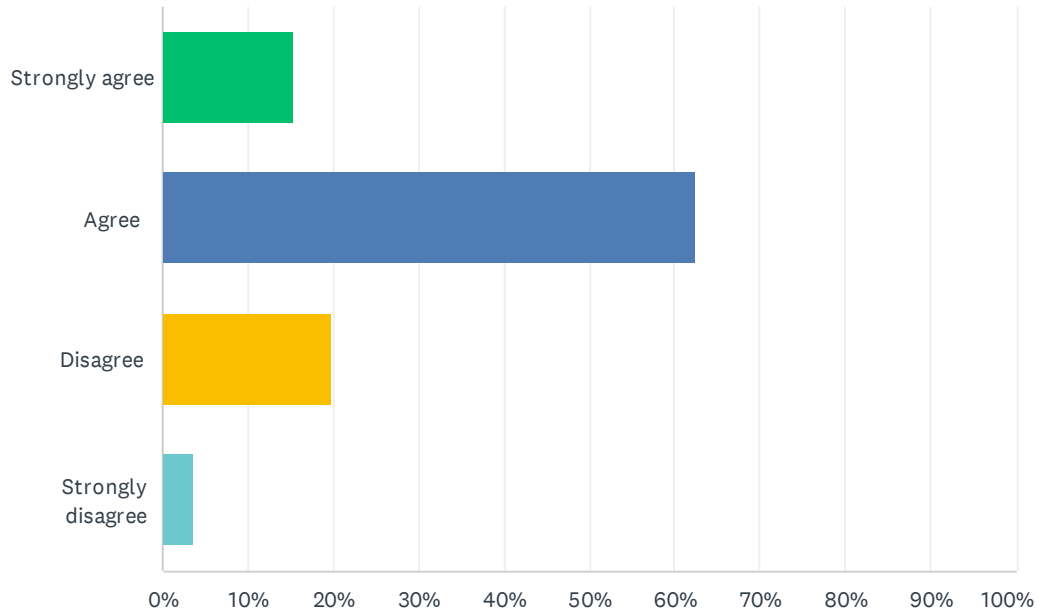
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 16.91% | 23 |
| Agree | 66.18% | 90 |
| Disagree | 15.44% | 21 |
| Strongly disagree | 2.21% | 3 |
| Total Respondents: 136 | | |

Q24 One benefit of working at the Metroparks is the exposure to racial/ethnic diversity

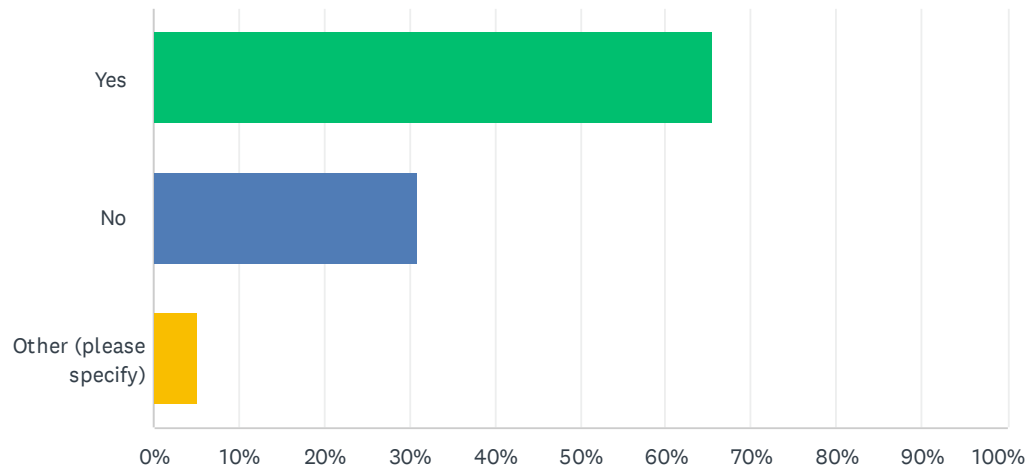
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 15.44% | 21 |
| Agree | 62.50% | 85 |
| Disagree | 19.85% | 27 |
| Strongly disagree | 3.68% | 5 |
| Total Respondents: 136 | | |

Q25 My friends are racially diverse

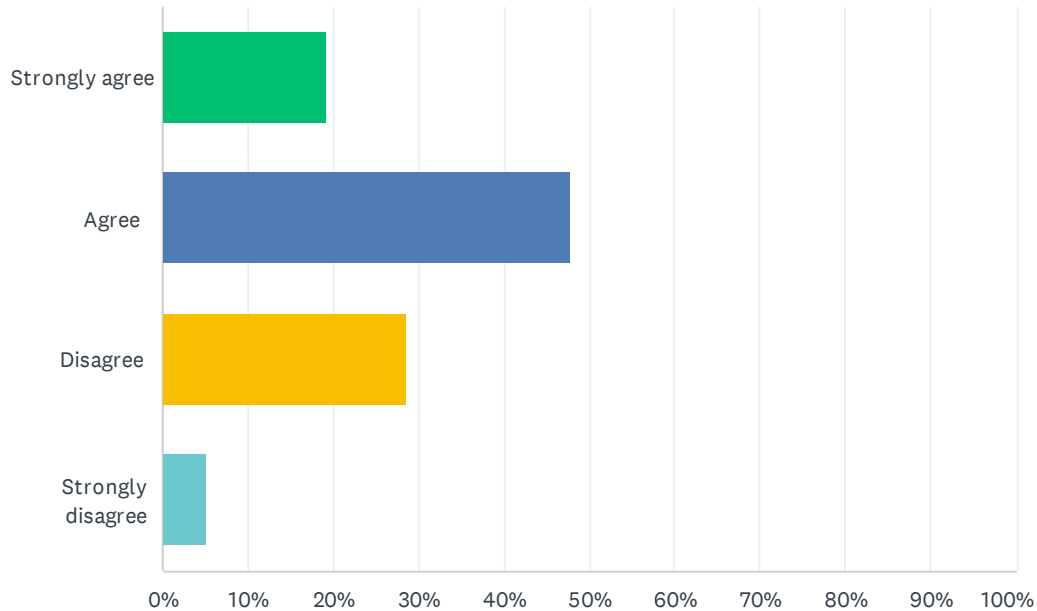
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Yes | 65.44% | 89 |
| No | 30.88% | 42 |
| Other (please specify) | 5.15% | 7 |
| Total Respondents: 136 | | |

Q26 I believe I personally benefit from diversity and inclusion efforts at the Metroparks

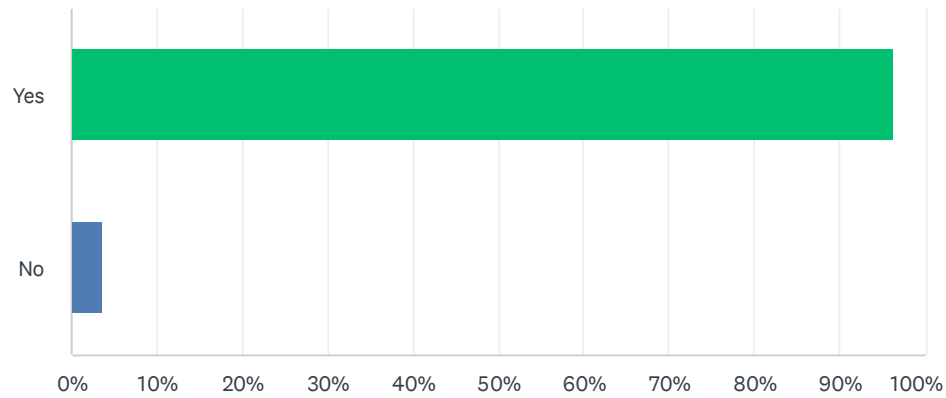
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 19.12% | 26 |
| Agree | 47.79% | 65 |
| Disagree | 28.68% | 39 |
| Strongly disagree | 5.15% | 7 |
| Total Respondents: 136 | | |

Q27 I am familiar with the Metroparks' non-discrimination policy

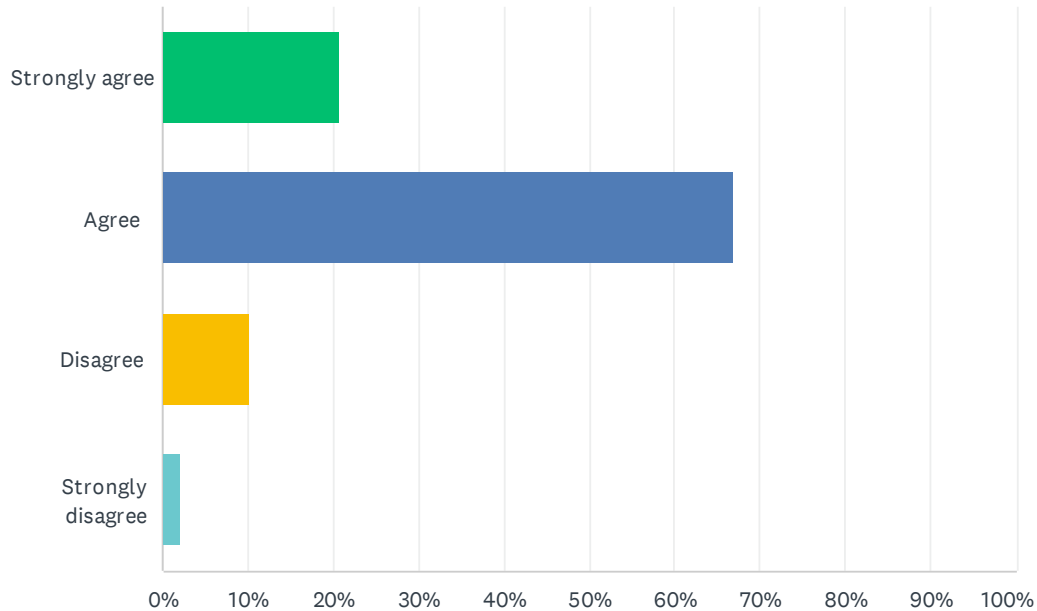
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|-----|
| Yes | 96.32% | 131 |
| No | 3.68% | 5 |
| Total Respondents: 136 | | |

Q28 I know the procedure for reporting issues of discrimination and/or harassment at work

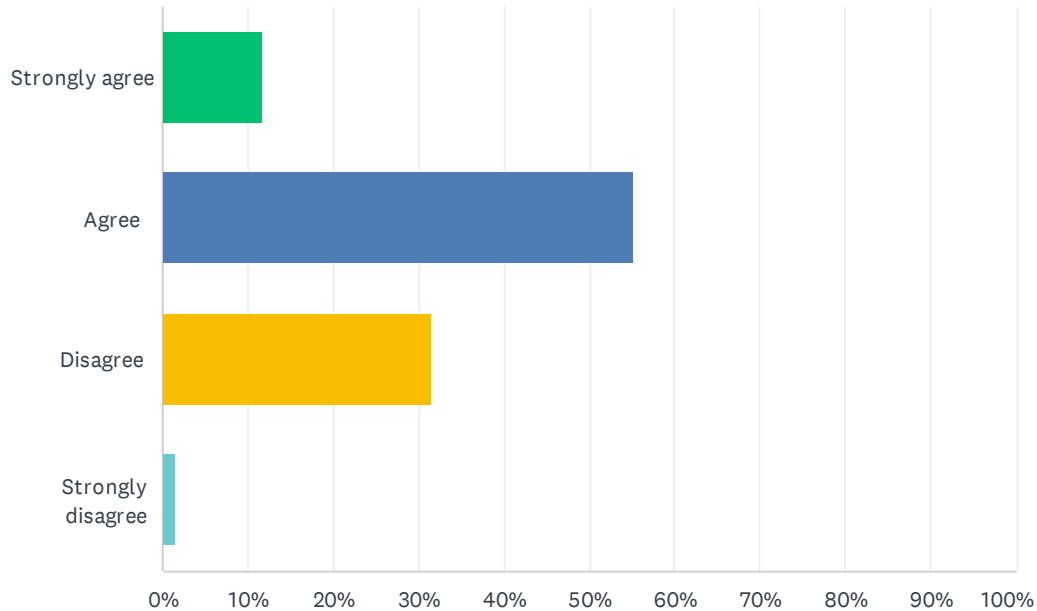
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 20.59% | 28 |
| Agree | 66.91% | 91 |
| Disagree | 10.29% | 14 |
| Strongly disagree | 2.21% | 3 |
| Total Respondents: 136 | | |

Q29 I am familiar with my department/area/district's process for sending information to and receiving feedback from customers

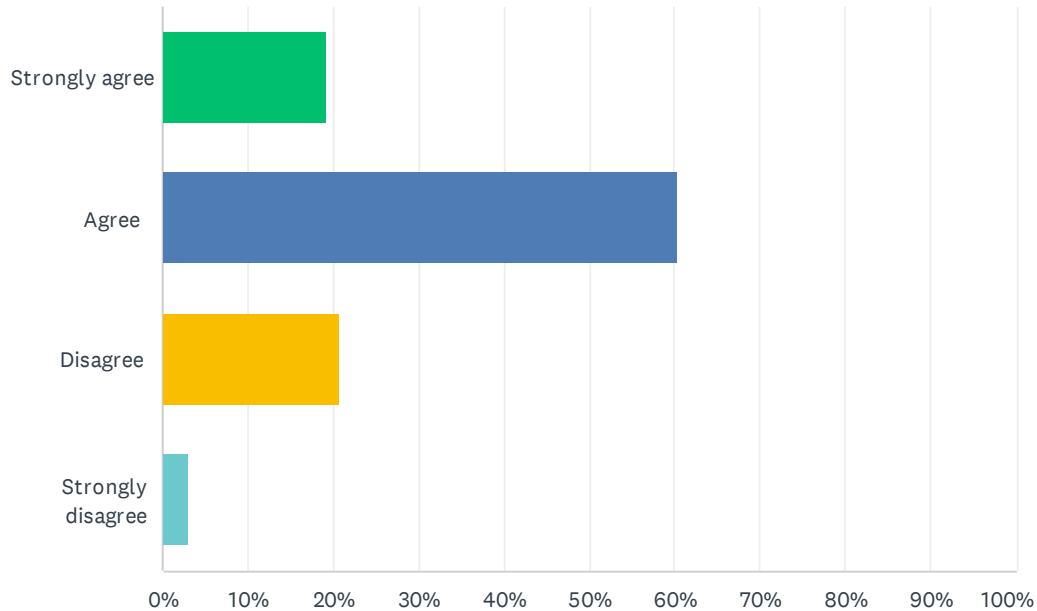
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 11.76% | 16 |
| Agree | 55.15% | 75 |
| Disagree | 31.62% | 43 |
| Strongly disagree | 1.47% | 2 |
| Total Respondents: 136 | | |

Q30 I trust Metroparks Leadership to lead the organization in a positive direction

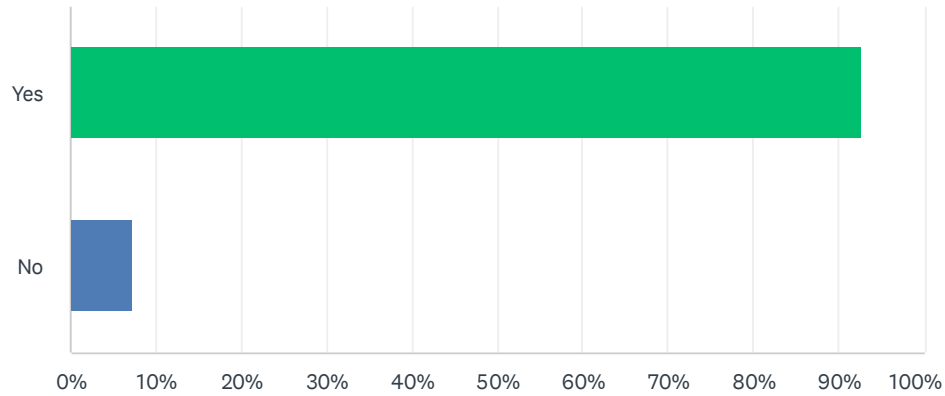
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 19.12% | 26 |
| Agree | 60.29% | 82 |
| Disagree | 20.59% | 28 |
| Strongly disagree | 2.94% | 4 |
| Total Respondents: 136 | | |

Q31 I know how to report inappropriate behavior by my supervisor or my co-worker

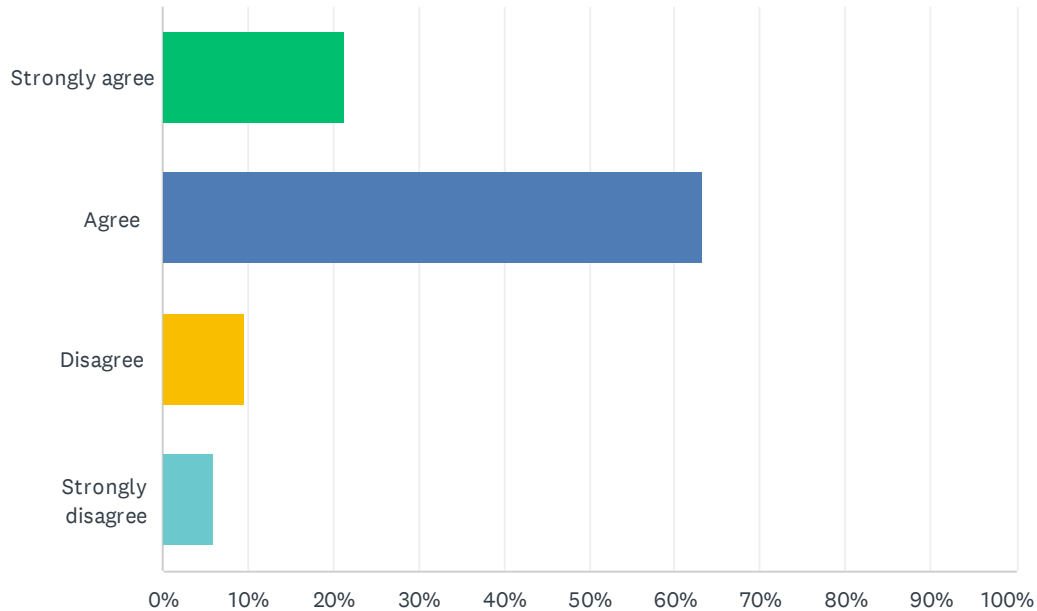
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|-----|
| Yes | 92.65% | 126 |
| No | 7.35% | 10 |
| Total Respondents: 136 | | |

Q32 Men and Women have equal opportunities for advancement at the Metroparks

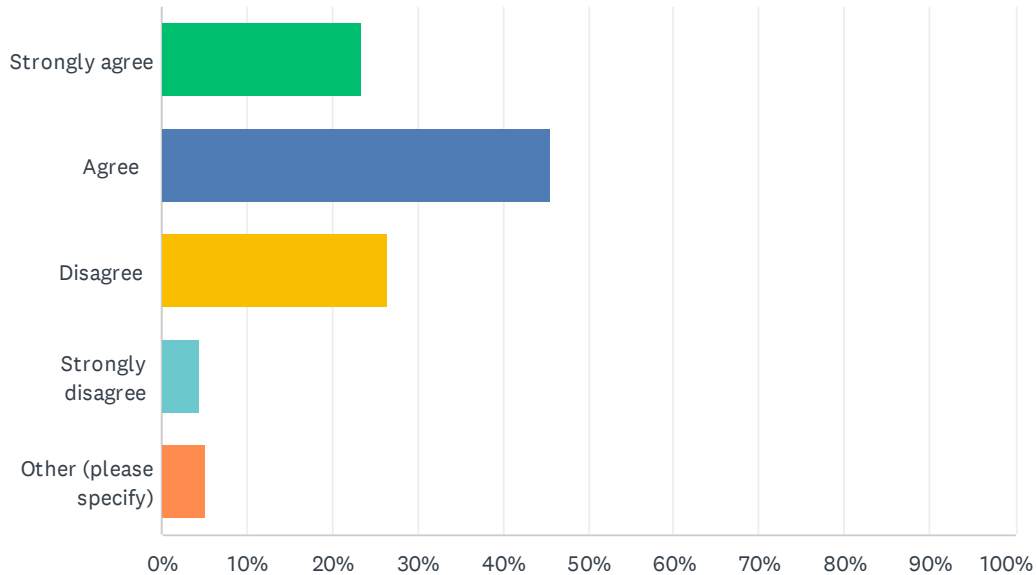
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 21.32% | 29 |
| Agree | 63.24% | 86 |
| Disagree | 9.56% | 13 |
| Strongly disagree | 5.88% | 8 |
| Total Respondents: 136 | | |

Q33 I feel more connected to my specific park/department/ area/district than I do the Metroparks as a whole

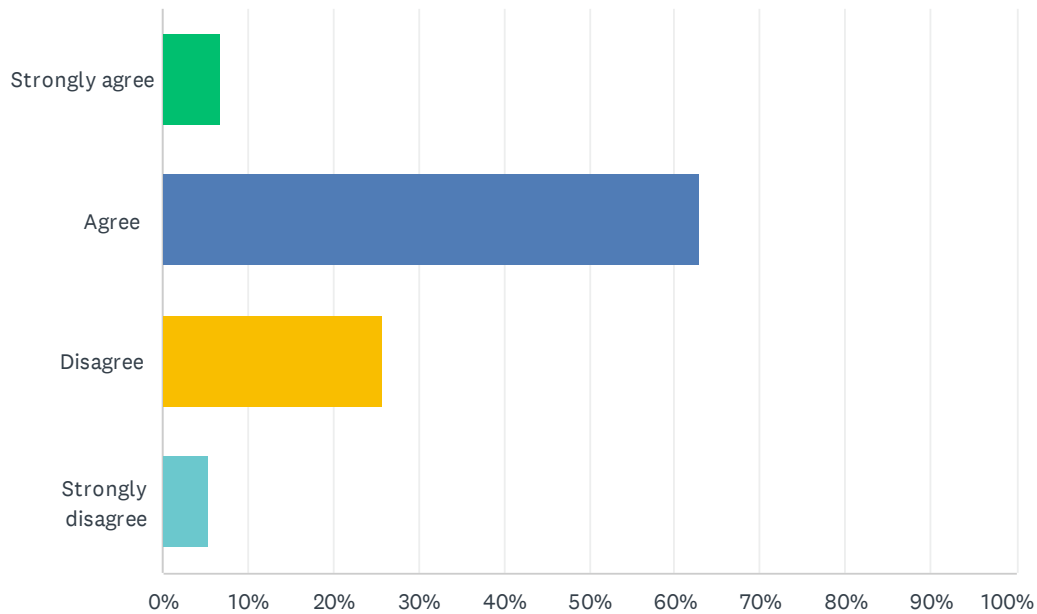
Answered: 136 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 23.53% | 32 |
| Agree | 45.59% | 62 |
| Disagree | 26.47% | 36 |
| Strongly disagree | 4.41% | 6 |
| Other (please specify) | 5.15% | 7 |
| Total Respondents: 136 | | |

Q34 I know the direction the organization is heading

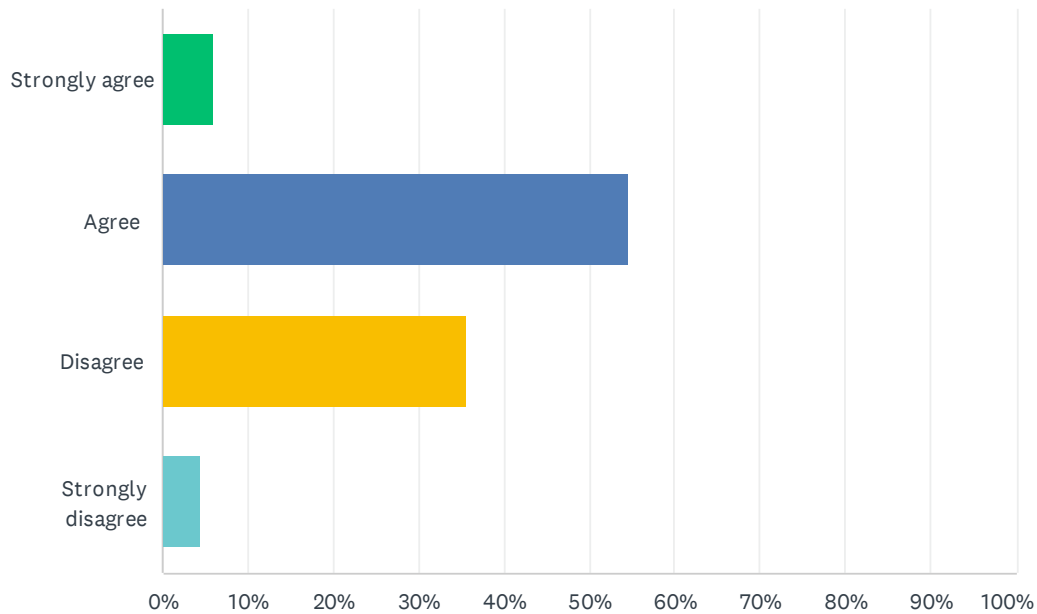
Answered: 132 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 6.82% | 9 |
| Agree | 62.88% | 83 |
| Disagree | 25.76% | 34 |
| Strongly disagree | 5.30% | 7 |
| Total Respondents: 132 | | |

Q35 I know the organizational goals for the Metroparks

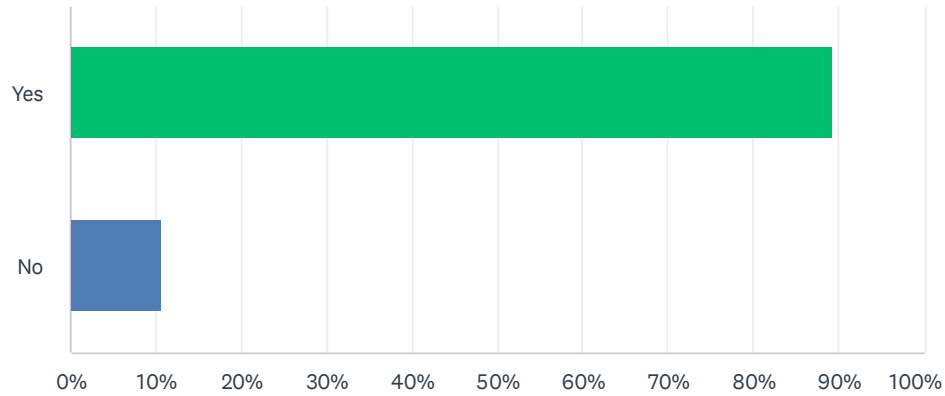
Answered: 132 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 6.06% | 8 |
| Agree | 54.55% | 72 |
| Disagree | 35.61% | 47 |
| Strongly disagree | 4.55% | 6 |
| Total Respondents: 132 | | |

Q36 If I were the victim of discrimination or harassment at work, I know the reporting process

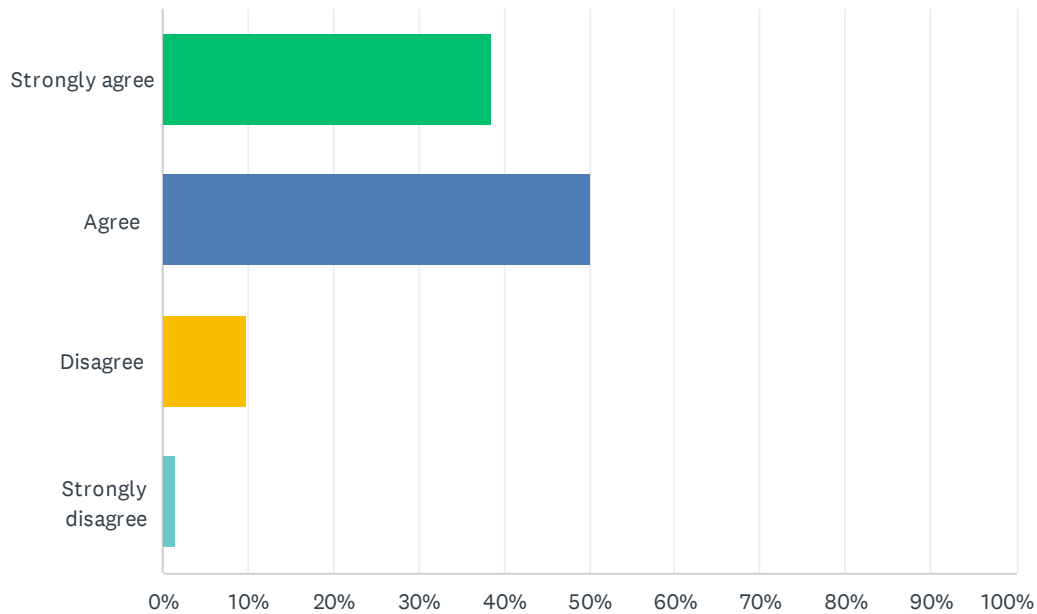
Answered: 132 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|-----|
| Yes | 89.39% | 118 |
| No | 10.61% | 14 |
| Total Respondents: 132 | | |

Q37 I believe the Metroparks is a great place for a first job

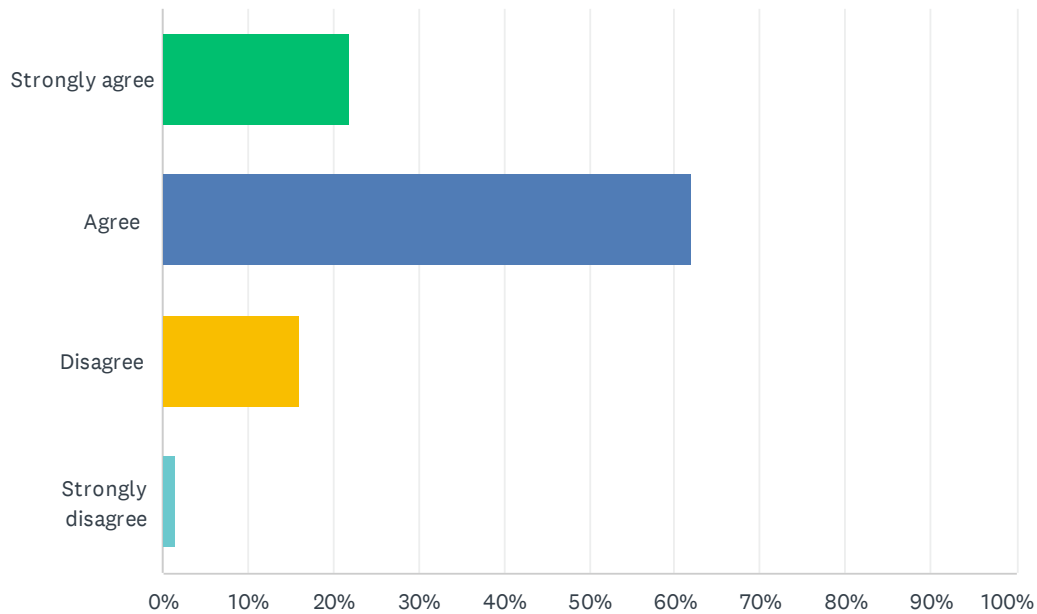
Answered: 132 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 38.64% | 51 |
| Agree | 50.00% | 66 |
| Disagree | 9.85% | 13 |
| Strongly disagree | 1.52% | 2 |
| Total Respondents: 132 | | |

Q38 I believe the Metroparks is a healthy place to work

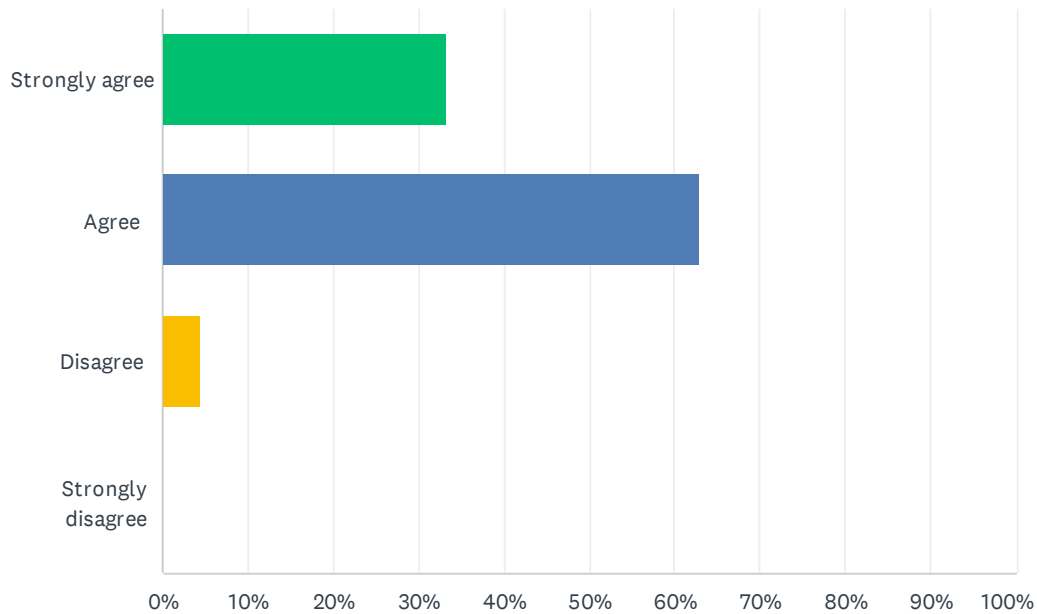
Answered: 132 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 21.97% | 29 |
| Agree | 62.12% | 82 |
| Disagree | 15.91% | 21 |
| Strongly disagree | 1.52% | 2 |
| Total Respondents: 132 | | |

Q39 I see change as a necessary part of a healthy organization

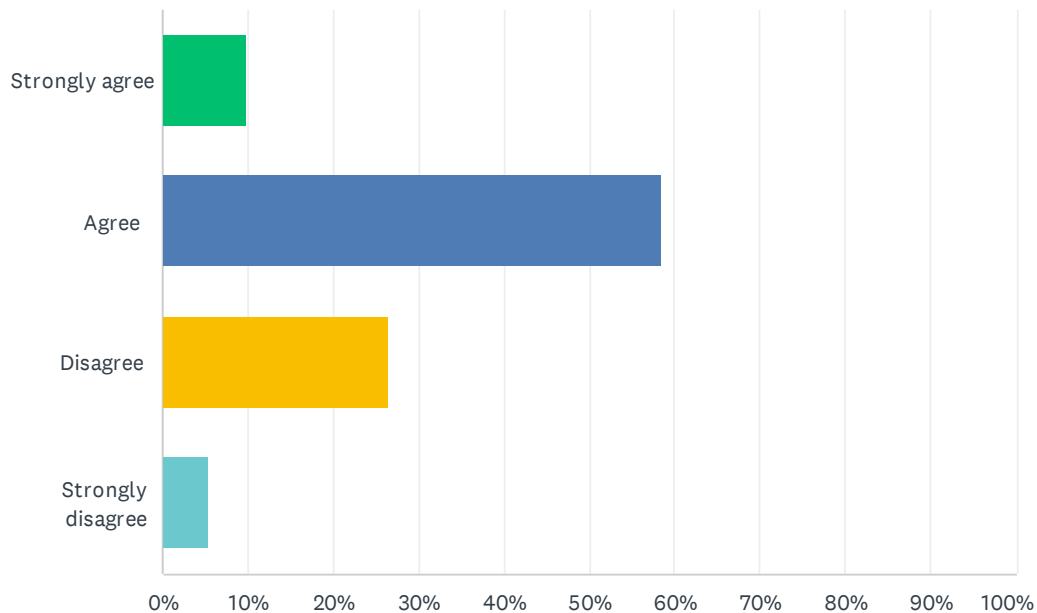
Answered: 132 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 33.33% | 44 |
| Agree | 62.88% | 83 |
| Disagree | 4.55% | 6 |
| Strongly disagree | 0.00% | 0 |
| Total Respondents: 132 | | |

Q40 I know where to find resources, within my park, area or department, to assist visitors who have a physical disability. (ex. wheelchair users, hearing impairment, etc.)

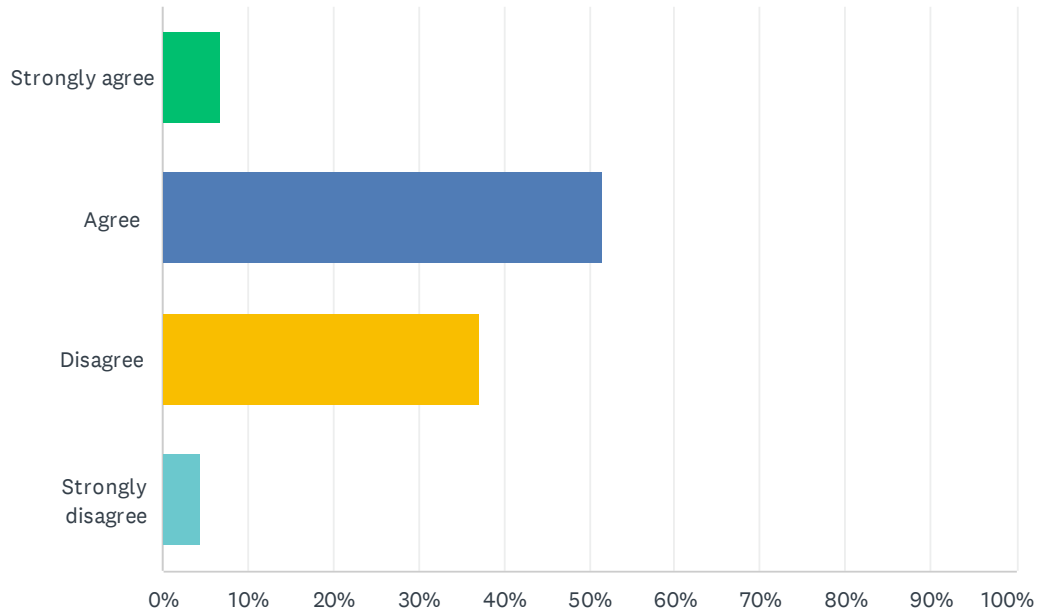
Answered: 132 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 9.85% | 13 |
| Agree | 58.33% | 77 |
| Disagree | 26.52% | 35 |
| Strongly disagree | 5.30% | 7 |
| Total Respondents: 132 | | |

Q41 I know where to find resources, within my park, area or department, to assist visitors who have a cognitive impairment. (ex. Autism, ADD, etc.)

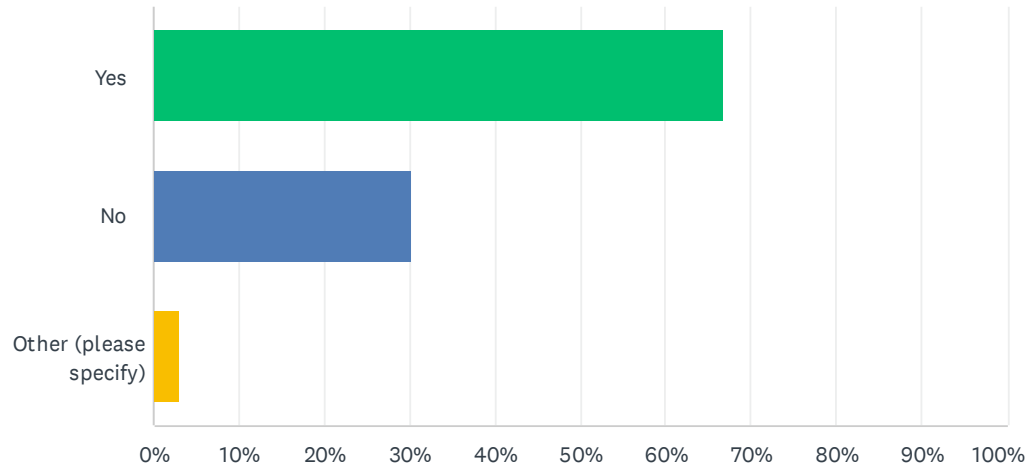
Answered: 132 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Strongly agree | 6.82% | 9 |
| Agree | 51.52% | 68 |
| Disagree | 37.12% | 49 |
| Strongly disagree | 4.55% | 6 |
| Total Respondents: 132 | | |

Q42 I have participated in a virtual DEI Conversation (ex. Capitol Riot, Microaggressions, Critical Race Theory)

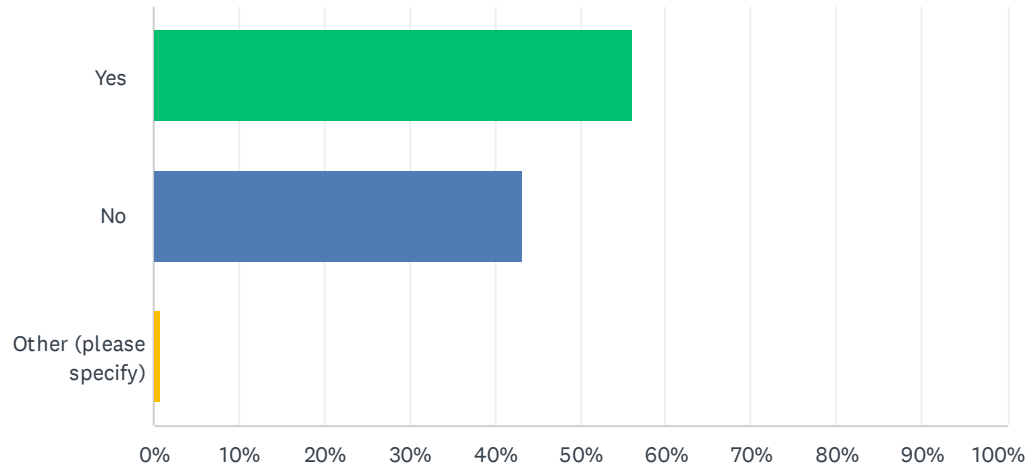
Answered: 132 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|-----|
| Yes | 66.67% | 88 |
| No | 30.30% | 40 |
| Other (please specify) | 3.03% | 4 |
| TOTAL | | 132 |

Q43 I have watched a DEI Speaker Series event (Heather McGhee, Dr. Elizabeth Perry, Angelou Ezeilo and Kristine Stratton)

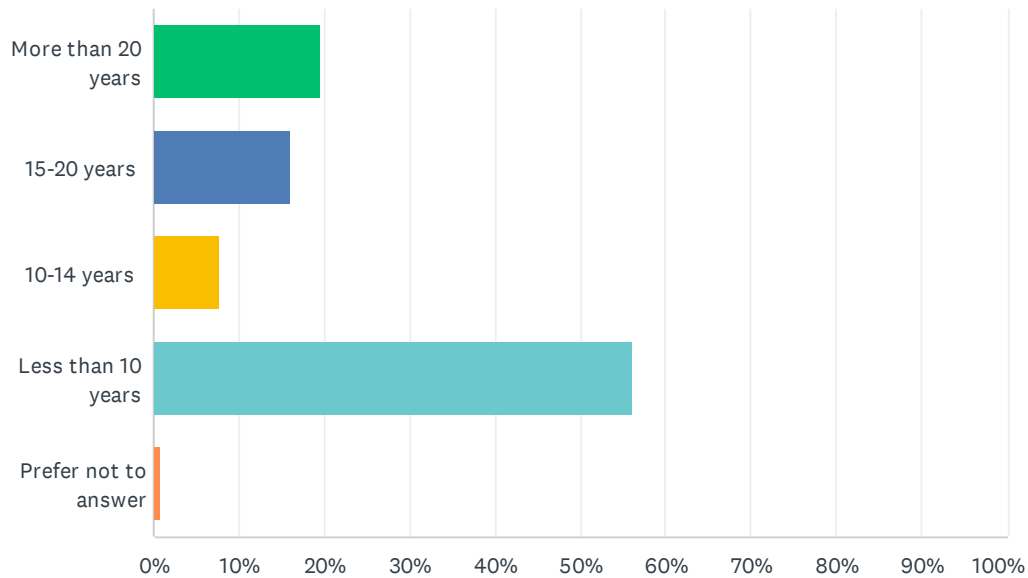
Answered: 132 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|-----|
| Yes | 56.06% | 74 |
| No | 43.18% | 57 |
| Other (please specify) | 0.76% | 1 |
| TOTAL | | 132 |

Q44 What is your length of employment with the Metroparks

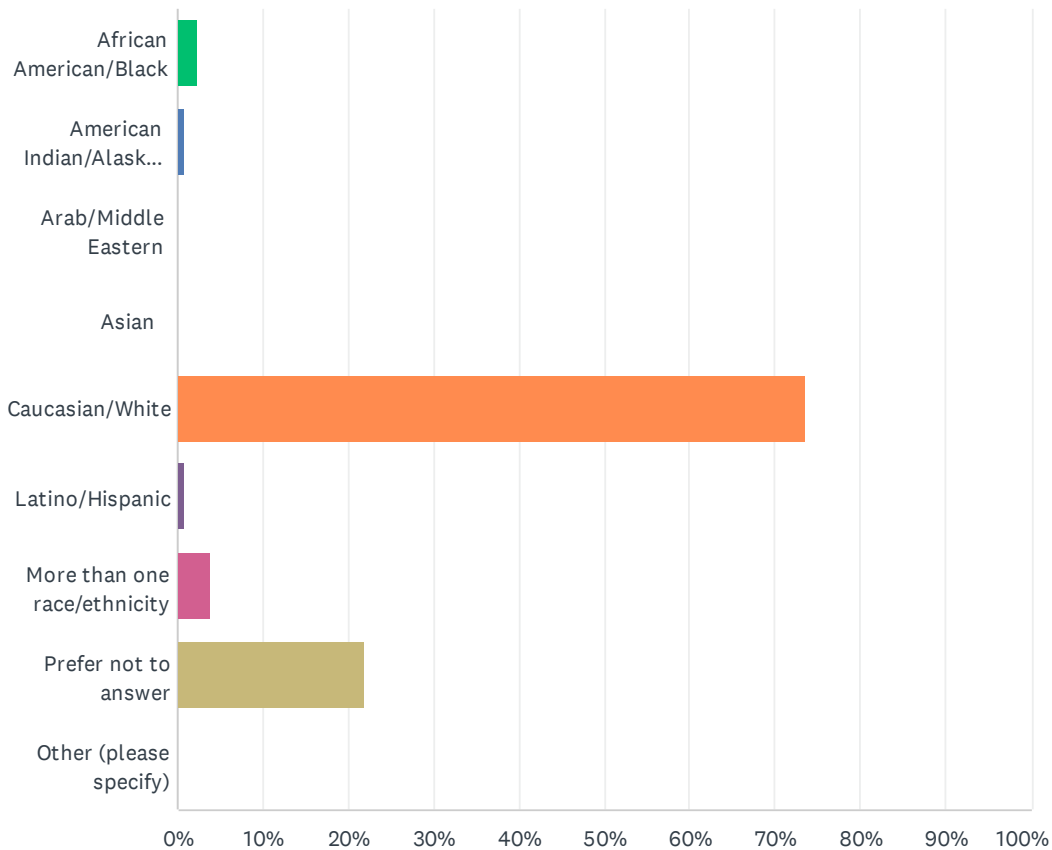
Answered: 132 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| More than 20 years | 19.70% | 26 |
| 15-20 years | 15.91% | 21 |
| 10-14 years | 7.58% | 10 |
| Less than 10 years | 56.06% | 74 |
| Prefer not to answer | 0.76% | 1 |
| Total Respondents: 132 | | |

Q45 My race or ethnicity is...

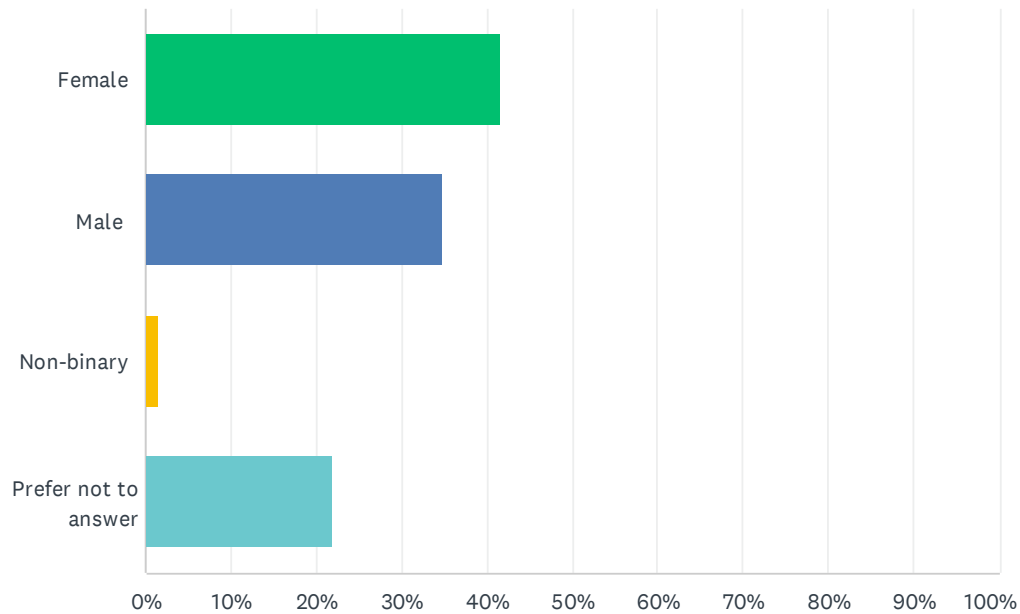
Answered: 132 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|---|-----------|----|
| African American/Black | 2.27% | 3 |
| American Indian/Alaskan Native/Pacific Islander | 0.76% | 1 |
| Arab/Middle Eastern | 0.00% | 0 |
| Asian | 0.00% | 0 |
| Caucasian/White | 73.48% | 97 |
| Latino/Hispanic | 0.76% | 1 |
| More than one race/ethnicity | 3.79% | 5 |
| Prefer not to answer | 21.97% | 29 |
| Other (please specify) | 0.00% | 0 |
| Total Respondents: 132 | | |

Q46 What is your gender?

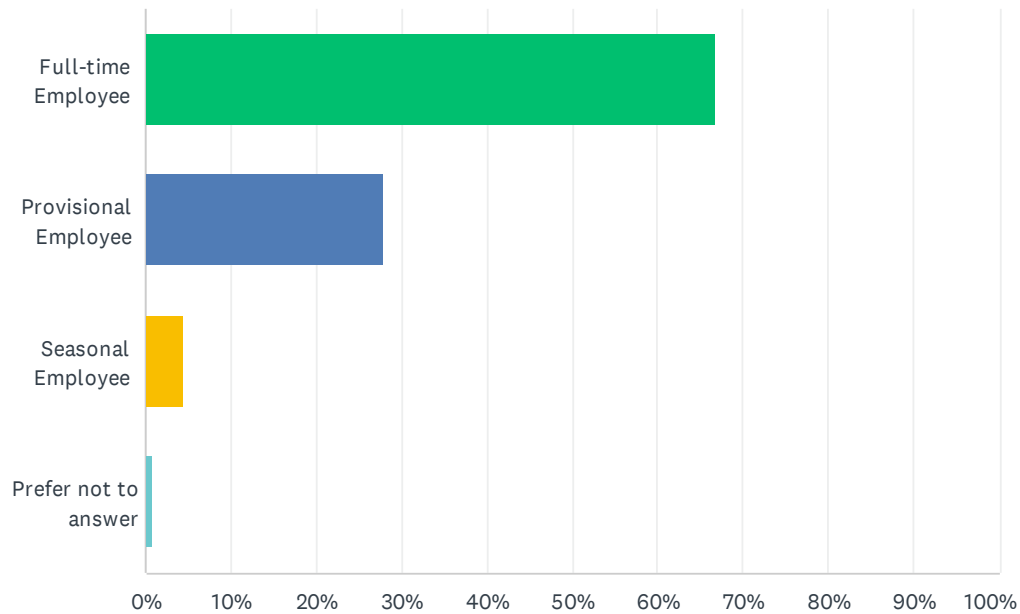
Answered: 132 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Female | 41.67% | 55 |
| Male | 34.85% | 46 |
| Non-binary | 1.52% | 2 |
| Prefer not to answer | 21.97% | 29 |
| Total Respondents: 132 | | |

Q47 I am a Metroparks...

Answered: 132 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Full-time Employee | 66.67% | 88 |
| Provisional Employee | 28.03% | 37 |
| Seasonal Employee | 4.55% | 6 |
| Prefer not to answer | 0.76% | 1 |
| Total Respondents: 132 | | |