2020 Diversity, Equity, and Inclusion Survey Results

Survey available from: 2/25/2020 - 3/24/2020

787 Total Employee Responses*

* Not all employees answered every question

WORKPLACE CLIMATE

Fair Treatment

- 71% of employees feel they are treated fairly at the City of Sacramento
- 70% of employees feel they are treated fairly in their department

Sense of Pride

- 78% of employees are proud to work for the City of Sacramento
- 92% of employees are proud of the work they do for the City of Sacramento
- 79% of employees see themselves working for the City in two years' time

Support and Opportunities

- 58% of employees feel the City provides a supportive environment for employees
- 70% of employees feel they have access to tools, training, and development they need to do their job well
- 55% of employees feel they have an equal opportunity for growth and development

Sense of Belonging

- 69% of employees feel they belong at the City of Sacramento
- 71% of employees feel they belong in their department

Report# 2020/21-11 | November 2020
WORKFORCE DEVELOPMENT, BENEFITS, AND POLICIES

**Fair Promotions**
- 26% of employees feel promotions are fair throughout the City of Sacramento
- 37% of employees feel promotions are fair within their department

**Qualified Promotions**
- 21% of employees feel the most qualified candidates are promoted throughout the City of Sacramento
- 35% of employees feel the most qualified candidates are promoted within their department

**Policies**
- 58% of employees feel the City's Human Resources policies are fair to employees in relation to family or spouse/partner benefits
- 51% of employees feel the City's hiring policies are fair to individuals

**Commitment**
- 45% of employees feel the City has an ongoing commitment to equal pay, merit increases, and benefits

**Employee Familiarity with City Resources**

<table>
<thead>
<tr>
<th></th>
<th>Familiar</th>
<th>Somewhat Familiar</th>
<th>Not Very Familiar</th>
<th>Not at All Familiar</th>
<th>I Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>WHISTLEBLOWER HOTLINE</td>
<td>37%</td>
<td>28%</td>
<td>20%</td>
<td>12%</td>
<td>3%</td>
</tr>
<tr>
<td>EEO COMPLAINT FORM</td>
<td>31%</td>
<td>31%</td>
<td>22%</td>
<td>14%</td>
<td>2%</td>
</tr>
<tr>
<td>TREATMENT OF STAFF POLICY</td>
<td>23%</td>
<td>22%</td>
<td>28%</td>
<td>23%</td>
<td>4%</td>
</tr>
<tr>
<td>UPSTAND SACRAMENTO</td>
<td>10%</td>
<td>15%</td>
<td>24%</td>
<td>41%</td>
<td>10%</td>
</tr>
<tr>
<td>CITY NON-DISCRIMINATION ORDINANCE</td>
<td>24%</td>
<td>30%</td>
<td>24%</td>
<td>18%</td>
<td>4%</td>
</tr>
</tbody>
</table>

**Relationships**
- 75% of employees are satisfied with their professional relationships with their peers and colleagues in their department

**Work-Life Balance**

- Excellent: 24%
- Good: 41%
- Fair: 25%
- Poor: 8%
- Prefer not to say: 1%
I feel that the Mayor and City Council promote diversity, equity, and inclusion within the City of Sacramento.

- Strongly agree: 12%
- Agree: 36%
- Neither agree nor disagree: 26%
- Disagree: 9%
- Strongly disagree: 6%
- I don't know: 9%
- Prefer not to say: 2%

I feel that department managers promote diversity, equity, and inclusion within my department.

- Strongly agree: 16%
- Agree: 34%
- Neither agree nor disagree: 24%
- Disagree: 10%
- Strongly disagree: 8%
- I don't know: 5%
- Prefer not to say: 1%

I feel that managers and supervisors are committed to maintaining high quality standards throughout the City of Sacramento.

- Strongly agree: 12%
- Agree: 37%
- Neither agree nor disagree: 28%
- Disagree: 11%
- Strongly disagree: 5%
- I don't know: 7%
- Prefer not to say: 1%

I feel that managers and supervisors are committed to maintaining high quality standards within my department.

- Strongly agree: 24%
- Agree: 42%
- Neither agree nor disagree: 15%
- Disagree: 11%
- Strongly disagree: 6%
- I don't know: 1%
- Prefer not to say: 1%
DISCRIMINATION AND HARASSMENT IN THE WORKPLACE

Employees were asked to identify the frequency with which the following occurred in the workplace.

**Witnessed**
Discriminatory Behavior in the last 12 months

- Often: 6%
- Sometimes: 17%
- Rarely: 16%
- Never: 53%
- I don't know: 7%

**Felt Excluded due to their Sexual Orientation**

- Often: 0.3%
- Sometimes: 2.6%
- Rarely: 4.2%
- Never: 89.8%
- I don't know: 3.1%

**Witnessed Unequal Treatment due to a Person's Sexual Orientation**

- Often: 1%
- Sometimes: 6%
- Rarely: 7%
- Never: 79%
- I don't know: 6%

**Witnessed Unequal Treatment due to a Person's Gender Identity**

- Often: 2%
- Sometimes: 7%
- Rarely: 6%
- Never: 77%
- I don't know: 8%

**Witnessed Unequal Treatment due to a Person's Ethnicity/Race**

- Often: 4%
- Sometimes: 15%
- Rarely: 12%
- Never: 61%
- I don't know: 7%

**Experienced**
Discriminatory Behavior in the last 12 months

- Often: 5%
- Sometimes: 13%
- Rarely: 12%
- Never: 64%
- I don't know: 7%

**Felt Excluded due to their Gender**

- Often: 2%
- Sometimes: 9%
- Rarely: 8%
- Never: 78%
- I don't know: 3%

**Felt Excluded due to their Ethnicity/Race**

- Often: 3%
- Sometimes: 9%
- Rarely: 9%
- Never: 74%
- I don't know: 4%

**Employees desired fair treatment in the workplace.**

**Some employees want HR policies and hiring practices to be reviewed.**
Have you ever witnessed, overheard or seen biased behavior towards any protected classes in the workplace?

- Yes: 27%
- No: 55%
- Not sure: 12%
- Prefer not to say: 6%

Have you witnessed or experienced microaggressions in the workplace?

- Yes: 25%
- No: 53%
- Not sure: 16%
- Prefer not to say: 6%

Have you ever witnessed or experienced harassment in the workplace?

- Yes: 19%
- No: 69%
- Not sure: 6%
- Prefer not to say: 6%

**Top Biased Behaviors**
- Age (40 and above)
- Color/Ethnicity/Race
- Sex/Gender

**Top Types of Microagression**
- Microinsult
- Microinvalidation

**Top Types of Harassment**
- Intimidation
- Offensive Jokes
- Sexual Harassment

40% of employees that witnessed, overheard or saw biased behavior towards a protected class in the workplace indicated they or someone else escalated the issue to their manager, supervisor, or someone else.

29% of employees that witnessed or experienced microaggressions in the workplace indicated they or someone else escalated the issue to their manager, supervisor, or someone else.

49% of employees that witnessed or experienced harassment in the workplace indicated they or someone else escalated the issue to their manager, supervisor, or someone else.
DIVERSITY, EQUITY, AND INCLUSION WITHIN THE CITY OF SACRAMENTO

Employees were asked to indicate their level of agreement with these statements:

1. I feel gender diversity is a priority within the City of Sacramento.
   - Strongly agree: 17%
   - Agree: 34%
   - Neither agree nor disagree: 32%
   - Strongly disagree: 2%
   - Disagree: 5%
   - I don't know: 8%
   - Prefer not to say: 2%

2. I feel ethnic diversity is a priority within the City of Sacramento.
   - Strongly agree: 21%
   - Agree: 40%
   - Neither agree nor disagree: 23%
   - Disagree: 6%
   - Strongly disagree: 3%
   - I don't know: 6%
   - Prefer not to say: 2%

3. I feel that the advancement of LGBTQ+ inclusivity is a priority within the City of Sacramento.
   - Strongly agree: 16%
   - Agree: 33%
   - Neither agree nor disagree: 30%
   - Disagree: 4%
   - Strongly disagree: 1%
   - I don't know: 13%
   - Prefer not to say: 3%

Many survey respondents suggested creating more employee resource groups such as AAELC.
SURVEY RESPONDENT DEMOGRAPHICS

Total responses
787 Employees

Sex of Survey Respondents

- 42.9% Female Employees
- 42.6% Male Employees
- 0.8% Non-binary Employees
- 13.8% Prefer not to say

Age of Employees

- Under 19 years of age: 0.3%
- 20-24 years of age: 2.5%
- 25-29 years of age: 4.9%
- 30-34 years of age: 7.3%
- 35-39 years of age: 10%
- 40-44 years of age: 12.6%
- 45-49 years of age: 14.9%
- 50-54 years of age: 15.9%
- 55-64 years of age: 15.3%
- Over the age of 65: 13%
- Prefer not to say: 0%

Annual Salary

City of Residence

- No, I do not live within the city limits: 49%
- Yes, I live within the city limits: 40%
- Prefer not to say: 11%
City Employment Tenure

Survey Respondents by Department

Survey Respondents want to hire and promote the best candidates.
Are you currently in a dual-career marriage or relationship?

- Yes, my partner and I both have full-time careers: 54.8%
- No, I do not have a partner: 21.1%
- No, I have a full-time career and my partner does not have a career: 9.8%
- Prefer not to say: 6.7%
- Yes, I have a full-time career and my partner has a part-time career: 5.8%
- Yes, my partner and I both have part-time careers: 0.8%
- Yes, I have a part-time career and my partner has a full-time career: 0.7%
- No, I have a part-time career and my partner does not have a career: 0.3%

Have you ever served in the U.S. Armed Forces?

- Yes, I was on active duty in the past: 8%
- Yes, I have never served: 86%
- Prefer not to say: 6%

Some respondents desired flexible work week schedules such as 9/80.

Household Income

- Less than $10,000: 0.2%
- $10,000 to $14,999: 0.2%
- $15,000 to $24,999: 0.3%
- $25,000 to $34,999: 1.1%
- $35,000 to $49,999: 3.0%
- $50,000 to $74,999: 9.5%
- $75,000 to $99,999: 11.5%
- $100,000 to $149,999: 21.0%
- $150,000 to $199,999: 14.3%
- $200,000 or more: 12.8%
- Prefer not to say: 26.1%
**CROSS TABULAR RESULTS**

Percent of LGBTQ+ employees that believe advancement of LGBTQ+ inclusivity is a priority in the City

- **Strongly Agree**: 18%
- **Agree**: 29%
- **Neither Agree Nor Disagree**: 26%
- **Disagree**: 14%
- **Strongly Disagree**: 2%
- **I Don't Know**: 11%

Percent of employees that feel gender diversity is a priority within the City

- Female Employees: 48%
- Male Employees: 58%
- Non-Binary Employees: 60%

Percent of employees that feel ethnic diversity is a priority within the City

- White Employees: 71%
- Employees of Color: 53%

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66% of LGBTQ+ employees feel they belong at the City compared to 75% of heterosexual employees.

70% of female employees feel they belong at the City compared to 75% of male employees and 80% of non-binary employees.

76% of white employees feel they belong at the City compared to 73% of employees of color.
Percent of employees who strongly agree or agree they are treated fairly at the City

By Sex
- Female Employees: 72%
- Male Employees: 76%
- Non-Binary Employees: 100%

By Ethnicity
- White Employees: 84%
- Employees of Color: 67%

By Sexual Orientation
- Heterosexual Employees: 77%
- LGBTQ+ Employees: 77%

Percent of employees who strongly agree or agree they are treated fairly in their department

By Sex
- Female Employees
- Male Employees
- Non-Binary Employees

By Ethnicity
- White Employees: 80%
- Employees of Color: 70%

By Sexual Orientation
- Heterosexual Employees: 76%
- LGBTQ+ Employees: 74%
Percent of employees who strongly agree or agree the City’s hiring policies are fair to individuals

By Sex

58% of female employees believe the City's hiring policies are fair to individuals compared to 52% of male employees and 60% of non-binary employees.

By Ethnicity

63% of white employees believe the City's hiring policies are fair to individuals compared to 49% of employees of color.

By Sexual Orientation

55% of heterosexual employees believe the City's hiring policies are fair to individuals compared to 62% of LGBTQ+ employees.

Percent of employees who strongly agree or agree the City has an ongoing commitment to equal pay, merit increases, and benefits

By Sex

Female Employees 46%
Male Employees 49%
Non-Binary Employees 100%

By Ethnicity

White Employees 53%
Employees of Color 43%

By Sexual Orientation

Heterosexual Employees 47%
LGBTQ+ Employees 55%
Percent of employees who strongly agree or agree the City provides a supportive environment for employees

By Sex
- Female Employees: 60%
- Male Employees: 66%
- Non-Binary Employees: 80%

By Ethnicity
- White Employees: 69%
- Employees of Color: 60%

By Sexual Orientation
- Heterosexual Employees: 66%
- LGBTQ+ Employees: 55%

Percent of employees who strongly agree or agree they have an equal opportunity for growth and development

By Sex
- 55% of female employees feel they have an equal opportunity for growth and development compared to 62% of male employees and 100% of non-binary employees.

By Ethnicity
- 65% of white employees feel they have an equal opportunity for growth and development compared to 56% of employees of color.

By Sexual Orientation
- 61% of heterosexual employees feel they have an equal opportunity for growth and development compared to 60% of LGBTQ+ employees.
Percent of employees who strongly agree or agree the Mayor and City Council promote diversity, equity, and inclusion within the City of Sacramento

By Sex

Female Employees: 48%
Male Employees: 55%
Non-Binary Employees: 40%

By Ethnicity

Heterosexual Employees: 53%
LGBTQ+ Employees: 51%

By Sexual Orientation

Heterosexual Employees: 57%
LGBTQ+ Employees: 48%

55% of white employees believe the Mayor and City Council promote diversity, equity, and inclusion within the City of Sacramento compared to 52% of employees of color.

61% of white employees believe department managers promote diversity, equity, and inclusion within their departments compared to 52% of employees of color.
Percent of employees who strongly agree or agree that promotions are fair throughout the City of Sacramento

**By Sex**

- **22%** of female employees feel promotions are fair throughout the City compared to **36%** of male employees and **60%** of non-binary employees.

**By Ethnicity**

- **White Employees**: 33%
- **Employees of Color**: 28%

**By Sexual Orientation**

- **32%** of heterosexual employees feel promotions are fair throughout the City compared to **23%** of LGBTQ+ employees.

Percent of employees who strongly agree or agree that promotions are fair within their departments

**By Sex**

- **36%** of female employees feel promotions are fair within their departments compared to **46%** of male and **60%** of non-binary employees.

**By Ethnicity**

- **White Employees**: 45%
- **Employees of Color**: 41%

**By Sexual Orientation**

- **44%** of heterosexual employees feel promotions are fair within their departments compared to **32%** of LGBTQ+ employees.
Percent of employees who strongly agree or agree that the most qualified candidates are promoted throughout the City of Sacramento

By Sex

- Female Employees: 21%
- Male Employees: 27%
- Non-Binary Employees: 40%

By Ethnicity

- Heterosexual Employees: 25%
- LGBTQ+ Employees: 22%

By Sexual Orientation

- By Sex
  - Female Employees: 34%
  - Male Employees: 42%
  - Non-Binary Employees: 80%

- By Ethnicity
  - Heterosexual Employees: 41%
  - LGBTQ+ Employees: 31%

26% of white employees believe the most qualified candidates are promoted throughout the City compared to 24% of employees of color.

42% of white employees believe the most qualified candidates are promoted within their departments compared to 38% of employees of color.
14% of female employees have experienced harassment in the workplace within the past 12 months compared to 11% of male employees and 0% of non-binary employees.

9% of white employees have experienced harassment in the workplace within the past 12 months compared to 13% employees of color.

10% of heterosexual employees have experienced harassment in the workplace within the past 12 months compared to 15% LGBTQ+ employees.

Percent of employees who have sometimes or often experienced discriminatory behavior in the workplace within the past 12 months:

By Sex:
- Female Employees: 26%
- Male Employees: 19%
- Non-Binary Employees: 40%

By Ethnicity:
- White Employees: 11%
- Employees of Color: 19%

By Sexual Orientation:
- Heterosexual Employees: 15%
- LGBTQ+ Employees: 18%
Percent of employees who have witnessed or experienced microaggressions in the workplace

By Sex

31% of female employees have witnessed or experienced microaggressions in the workplace compared to 19% of male employees and 40% of non-binary employees.

By Ethnicity

24% of white employees have witnessed or experienced microaggressions in the workplace compared to 29% of employees of color.

By Sexual Orientation

24% of heterosexual employees have witnessed or experienced microaggressions in the workplace compared to 35% of LGBTQ+ employees.

Percent of employees who have sometimes or often witnessed bias or unequal treatment in the workplace...

...because of someone's gender identity

- Female Employees: 11%
- Male Employees: 4%
- Non-Binary Employees: 20%

...because of someone's ethnicity or racial identity

- White Employees: 12%
- Employees of Color: 21%

...because of someone's sexual orientation

- Heterosexual Employees: 5%
- LGBTQ+ Employees: 15%
Percent of employees who **sometimes** or **often** feel excluded or not welcome in the workplace...

...due to their gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female Employees</td>
<td>17%</td>
</tr>
<tr>
<td>Male Employees</td>
<td>3%</td>
</tr>
<tr>
<td>Non-Binary</td>
<td>0%</td>
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</tbody>
</table>

...due to their race or ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Employees</td>
<td>5%</td>
</tr>
<tr>
<td>Employees of Color</td>
<td>18%</td>
</tr>
</tbody>
</table>

...due to their sexual orientation

<table>
<thead>
<tr>
<th>Sexual Orientation</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual Employees</td>
<td>2%</td>
</tr>
<tr>
<td>LGBTQ+ Employees</td>
<td>12%</td>
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</tbody>
</table>

Percent of employees who **strongly agree** or **agree** they see themselves working for the City in two years’ time

**By Sex**

- **80%** of female employees see themselves working for the City in two years' time compared to **84%** of male employees and **100%** of non-binary employees.

**By Ethnicity**

- **85%** of white employees see themselves working for the City in two years' time compared to **81%** of employees of color.

**By Sexual Orientation**

- **83%** of both heterosexual and LGBTQ+ employees see themselves working for the City in two years' time.
The City offers great training courses on the various laws in place to protect certain groups of persons against discrimination and harassment, but it may be helpful to provide managers with courses on how best to address some of this behavior when it’s not bluntly practiced or how to create work culture/environment that helps reduce discrimination and harassment.

EmpLOYEE COMMENTS

Are there any diversity, equity, and inclusion initiatives or programs you’d like to see the City take on in the future?

"The City needs to act by creating programs/trainings that will give everyone the hope of moving up in the City structure"

- Anonymous City Employee

"Bring back our Asian-Pacific luncheon and activities, the Latino and Black luncheons and include other multicultural programs. The City should sponsor these programs to support inclusion and diversity."

"Hire and promote based on merit alone."

"Hire the best candidates"

Please provide ways to make the workplace a more positive environment for you as an employee.

"The City offers great training courses on the various laws in place to protect certain groups of persons against discrimination and harassment, but it may be helpful to provide managers with courses on how best to address some of this behavior when it’s not bluntly practiced or how to create work culture/environment that helps reduce discrimination and harassment."

"My workplace is already very positive; our department feels like a family."

"Making sure that everyone is treated fair, kind, respected, and equal to all regardless of your color or gender."

"I think surveys like this are good to ascertain what we do not know."

"Highlighting City Departments wins and successes."

"More education about racial and ethnic diversity. More unconscious bias trainings."

"Better flexible work hour schedules."