

# AFFINITY GROUP SURVEY SUMMARY (REVISED\*)

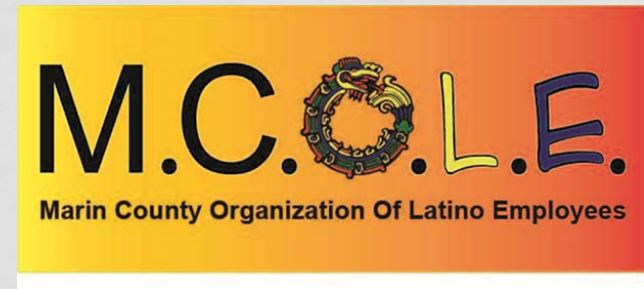
JUNE 25, 2015\*

\* Survey was updated to include all affinity group inputs; previous survey results were missing one of the affinity groups

# SURVEY PARTICIPANTS

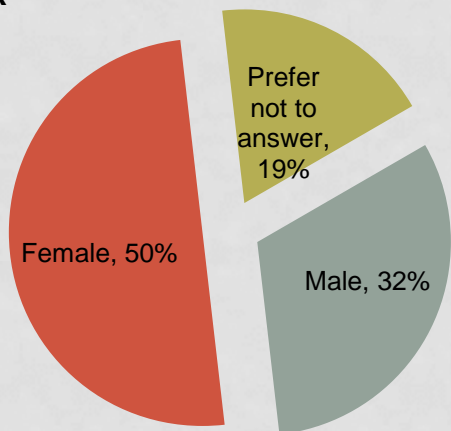
Survey provided to:

M.C.O.L.E (*Marin County Organization of Latino Employees*),  
COMAEA (*County of Marin African-American Employees Association*),  
MAPLE (*Marin Asian-American Public Local Employees*) and  
DREAM (*Diversity, Respect, Encouragement, Acceptance, Marin*)

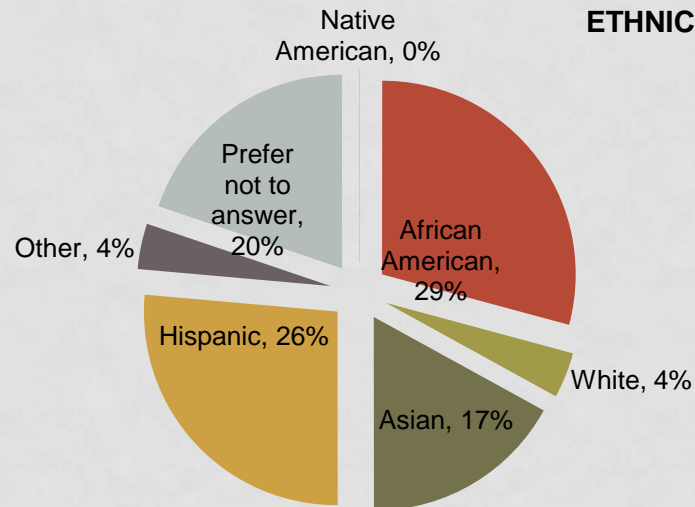


# SURVEY PARTICIPANT DEMOGRAPHICS

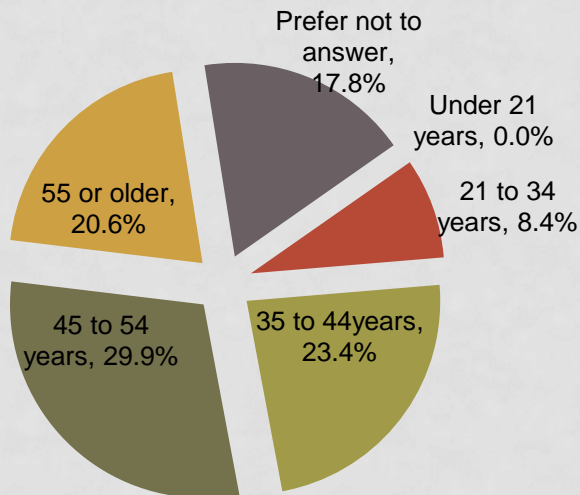
**GENDER**



**ETHNICITY**



**AGE**



121 Survey Respondents

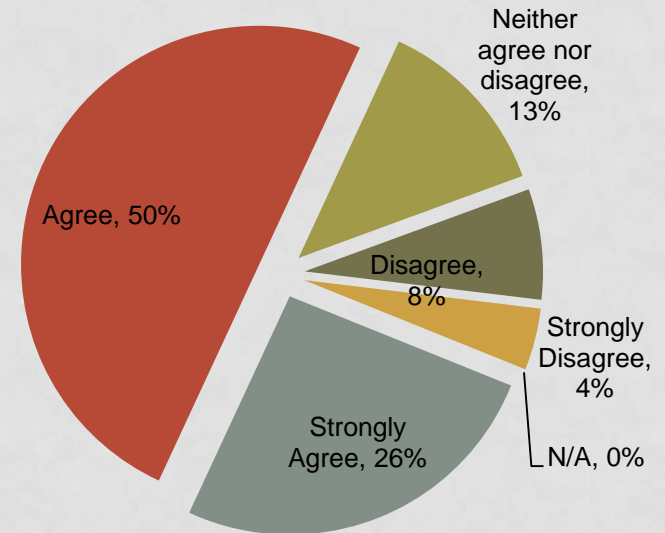
# UNDERSTAND PMR21

## 2015 Affinity Group Survey\_1

I am aware and understand the County of Marin policy on discrimination,

Answer Options	Response Percent	Response Count
Strongly Agree	25.8%	31
Agree	50.0%	60
Neither agree nor disagree	12.5%	15
Disagree	7.5%	9
Strongly Disagree	4.2%	5
N/A	0.0%	0
<i>answered question</i>		120
<i>skipped question</i>		1

I am aware and understand the County of Marin policy on discrimination, retaliation and harassment (PMR 21)?



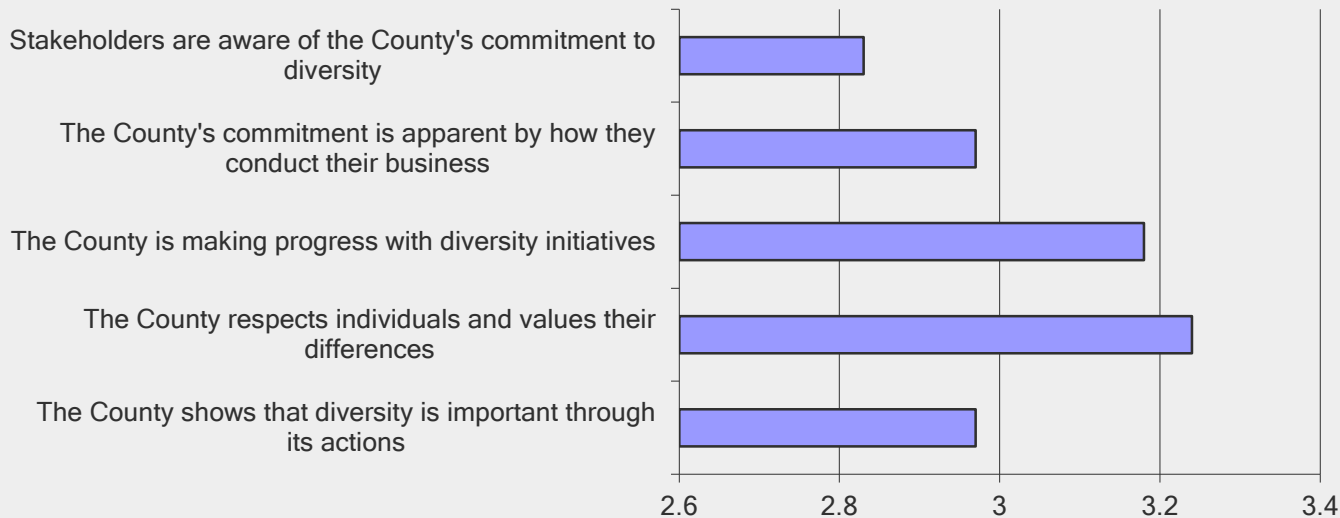
# COUNTY COMMITMENT

## 2015 Affinity Group Survey\_1 County Commitment

Answer Options	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	N/A	Rating Average	Response Count
The County shows that diversity is important through its actions	11	31	37	23	17	0	2.97	119
The County respects individuals and values their differences	11	46	32	20	10	0	3.24	119
The County is making progress with diversity initiatives	9	47	30	23	10	0	3.18	119
The County's commitment is apparent by how they conduct their business	9	29	45	22	14	0	2.97	119
Stakeholders are aware of the County's commitment to diversity	8	20	46	26	15	3	2.83	118

*answered question* 119  
*skipped question* 2

**County Commitment**

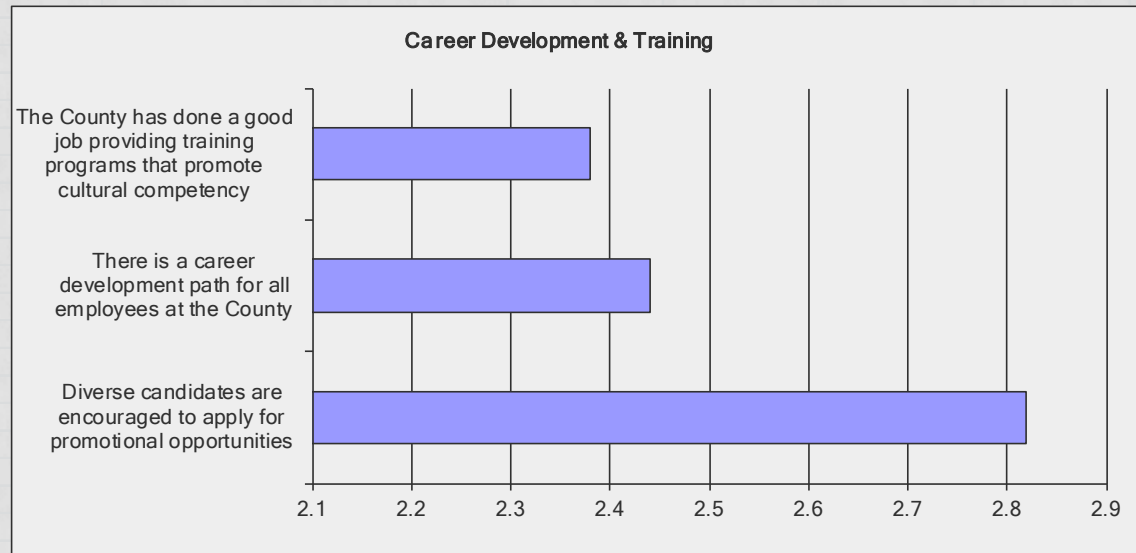


# CAREER DEVELOPMENT & TRAINING

## 2015 Affinity Group Survey\_1 Career Development & Training

Answer Options	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	N/A	Rating Average	Response Count
Diverse candidates are encouraged to apply for promotional opportunities	9	32	28	27	22	2	2.82	120
There is a career development path for all employees at the County	7	21	22	36	33	1	2.44	120
The County has done a good job providing training programs that promote cultural competency	7	18	23	38	34	0	2.38	120

answered question 120  
skipped question 1



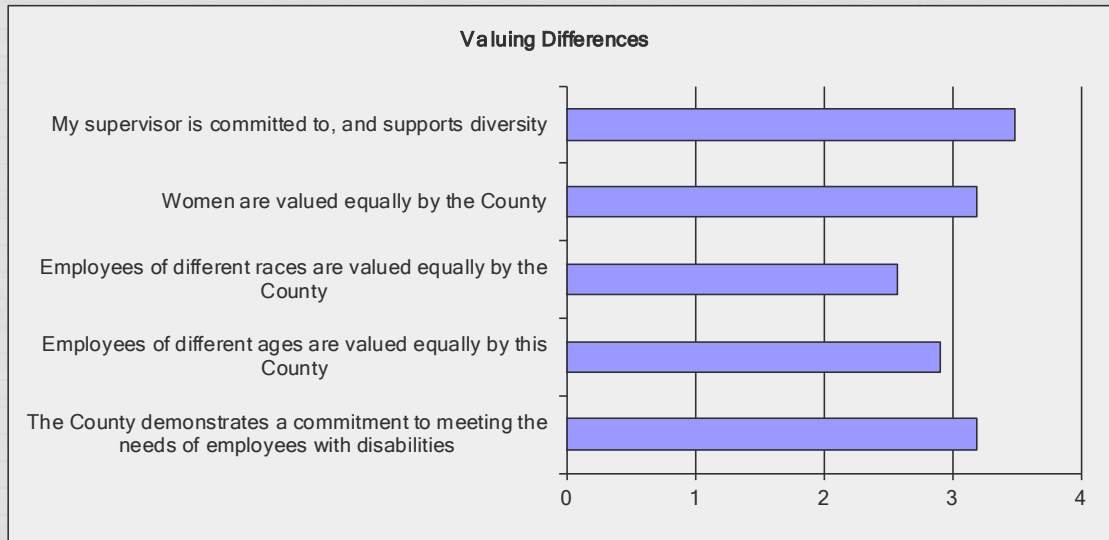
# VALUING DIFFERENCES

## 2015 Affinity Group Survey\_1

### Valuing Differences

Answer Options	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	N/A	Rating Average	Response Count
The County demonstrates a commitment to meeting the needs of employees with disabilities	7	42	39	20	7	5	3.19	120
Employees of different ages are valued equally by this County	8	28	39	31	12	1	2.91	119
Employees of different races are valued equally by the County	8	20	28	39	23	1	2.58	119
Women are valued equally by the County	11	41	37	15	13	2	3.19	119
My supervisor is committed to, and supports diversity	29	36	33	6	15	0	3.49	119

*answered question* 120  
*skipped question* 1



## **SURVEY COMMON THEMES** - FROM THE RESPONSES TO THE FOLLOWING OPEN-ENDED SURVEY QUESTIONS:

- 1) What one thing could the County change to help you do your job more effectively?
- 2) What one thing could the County change to help better serve the residents of Marin?
- 3) What improvements can be made to improve the level of diversity at the County?
- 4) What actions need to take place in order to create a more diverse and inclusive workforce?
- 5) What can the County do to ensure that everyone is treated equally regardless of race, gender, age or disability?

- Training
  - Cultural Competency
  - Diversity Training
  - Skills Training
- Accountability/Responsibility
  - Transparency
  - Zero Tolerance
- More Staff
  - More Diverse Workforce
  - Diverse Senior Leadership
  - More Bilingual Staffing
- Affordable Housing
- Recruitment strategies geared towards Diversity
  - No Nepotism/Favoritism
  - More Promotion opportunities to create a diverse & inclusive workforce
  - Diverse Recruitment/Interviewing Panel
- Communication



# NEXT STEPS .....

- Develop actions related to the common theme survey responses (slide 8)
- Include these actions in the action program section of the Equal Employment Plan
- Continue to use affinity groups as a resource

# THANK-YOU FOR ALL YOUR INPUTS!

