

DIVERSITY SURVEY ANALYSIS



City of
Gainesville:
Office of
Equal
Opportunity

INTRODUCTION

- The 'Diversity Survey' was designed & administered by the Office of Equal Opportunity
- Given to all City employees who complete required training programs
- Survey included 15 statements
- Rated on five-point scale (strongly agree → strongly disagree)
- Demographic questions: Length of employment with city; Race

OVERALL RESULTS

- Employees are generally positive about the City’s efforts to promote, encourage, and appreciate diversity
- Three in four employees either “somewhat agree” or “strongly agree” with 13 of the 15 statements
- The highest levels of agreement appear below

Question	Strongly Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Strongly Agree
The City’s management encourages diversity (n=1641)	3.6%	4.8%	16.9%	29.1%	45.6%
My supervisor is committed to, and supports, diversity (n=1613)	3.9%	4.3%	21.1%	27.5%	43.2%
The City is committed to diversity (n=1637)	3.6%	4.6%	16.1%	32.7%	43.0%
My supervisor handles diversity matters satisfactorily (n=1612)	4.2%	5.1%	23.8%	26.7%	40.3%

OVERALL RESULTS: PERSONAL EXPERIENCES

- Nearly one in four employees agree they have been victims of discrimination
- Two in five have personally witnessed discrimination at the City

Question	Strongly Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Strongly Agree
I have been the victim of discrimination here at the City (n=1618)	43.8%	10.1%	23.7%	12.5%	10.0%
I have personally witnessed discrimination here at the City (n=1623)	25.3%	11.5%	22.7%	21.9%	18.6%

FACTOR ANALYSIS

- Factor Analysis is use to identify patterns of responses
- Three groupings of questions identified:
 - City Management Dimension
 - Diversity Issues Dimension
 - Personal Experiences Dimension

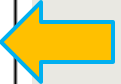
DIFFERENCES IN RESPONSES BY RACE

- Black employees had lower levels of agreement with statements about City efforts to promote diversity than did white employees
- Largest difference: “Employees of different backgrounds are encouraged to apply for higher positions here at the City”

DIFFERENCES IN RESPONSES BY RACE

Table 7. Mean Level of Agreement by Race (Diversity Issues Dimension)

Question	White	Black	Difference
Employees of different backgrounds are encouraged to apply for higher positions here at the City	3.92	3.35	0.57*
My supervisor is committed to, and supports, diversity	4.11	3.82	0.29*
Racial, ethnic, and gender-based jokes are not tolerated at this organization	3.98	3.73	0.25*
My supervisor handles diversity matters satisfactorily	4.03	3.78	0.25*
I believe the City will take appropriate action in response to incidents of discrimination	3.84	3.70	0.14*
My experiences since coming to this company have led me to become more understanding of racial/ethnic differences	3.60	3.68	0.08
Getting to know people with racial/ethnic backgrounds different from my own has been easy here at the City	4.03	3.97	0.06



*Difference is significant at $p < .05$

DIFFERENCES IN RESPONSES BY RACE

- Black employees were more likely than white employees to agree that they had been victims of or personally witnessed discrimination at the City

Table 8. Mean Level of Agreement by Race (Personal Experiences Dimension)

Question	White	Black	Difference
I have been the victim of discrimination here at the City	2.20	2.62	0.42*
I have personally witnessed discrimination here at the City	2.89	3.22	0.33*

**Difference is significant at $p < .05$*

DIFFERENCES IN RESPONSES BY LENGTH OF EMPLOYMENT

- Small differences between those employed less than 10 years or 10 years or more for most statements
- Those employed 10 years or more were more likely than those employed less than 10 years to agree that they had been victims of or personally witnessed discrimination at the City

Table 11. Mean Level of Agreement by Race (Personal Experiences Dimension)

Question	10 Years or Less	More than 10 Years	Difference
I have personally witnessed discrimination here at the City	2.85	3.10	0.25*
I have been the victim of discrimination here at the City	2.25	2.45	0.20*

**Difference is significant at $p < .05$*

AREAS OF CONCERN / FUTURE RESEARCH

- The percentage of employees who agree that they have been the victim of or personally witnessed discrimination at the City
- Explore black employees' concerns regarding lack of City encouragement to apply for higher positions

AREAS OF CONCERN / FUTURE RESEARCH

- **Reasons for differences between white and black employees**
- **Reasons for differences between employees based on length of employment**
- **Additional questions needed to clarify, probe further**