

DIVERSITY TRAINING SURVEY RESULTS  
 FY 2014

|    | Survey Question                                                                                                   | Strongly Disagree | %      | Somewhat Disagree | %      | Neutral | %      | Somewhat Agree | %      | Strongly Agree | %      | Unanswered | %     | Total | % Total |
|----|-------------------------------------------------------------------------------------------------------------------|-------------------|--------|-------------------|--------|---------|--------|----------------|--------|----------------|--------|------------|-------|-------|---------|
| 1  | The City's management encourages diversity                                                                        | 9                 | 3.56%  | 15                | 5.93%  | 50      | 19.76% | 75             | 29.64% | 102            | 40.32% | 2          | 0.79% | 253   | 100.00% |
| 2  | The City's management shows that diversity is important through its actions                                       | 16                | 6.32%  | 17                | 6.72%  | 42      | 16.60% | 94             | 37.15% | 81             | 32.02% | 3          | 1.19% | 253   | 100.00% |
| 3  | The City is committed to diversity                                                                                | 11                | 4.35%  | 10                | 3.95%  | 38      | 15.02% | 90             | 35.57% | 101            | 39.92% | 3          | 1.19% | 253   | 100.00% |
| 4  | The City respects individuals and values their differences                                                        | 12                | 4.74%  | 24                | 9.49%  | 64      | 25.30% | 83             | 32.81% | 68             | 26.88% | 2          | 0.79% | 253   | 100.00% |
| 5  | Employees who are different from most others are treated fairly here at the City                                  | 8                 | 3.16%  | 28                | 11.07% | 59      | 23.32% | 98             | 38.74% | 57             | 22.53% | 3          | 1.19% | 253   | 100.00% |
| 6  | Employees here at the City appreciate others whose race/ethnicity is different from their own                     | 5                 | 1.98%  | 21                | 8.30%  | 71      | 28.06% | 95             | 37.55% | 58             | 22.92% | 3          | 1.19% | 253   | 100.00% |
| 7  | I have personally witnessed discrimination here at the City                                                       | 45                | 17.79% | 33                | 13.04% | 52      | 20.55% | 63             | 24.90% | 58             | 22.92% | 2          | 0.79% | 253   | 100.00% |
| 8  | I have been the victim of discrimination here at the City                                                         | 108               | 42.69% | 25                | 9.88%  | 61      | 24.11% | 32             | 12.65% | 24             | 9.49%  | 3          | 1.19% | 253   | 100.00% |
| 9  | Employees of different backgrounds are encouraged to apply for higher positions here at the City                  | 9                 | 3.56%  | 21                | 8.30%  | 72      | 28.46% | 58             | 22.92% | 75             | 29.64% | 18         | 7.11% | 253   | 100.00% |
| 10 | My experiences since coming to this company have led me to become more understanding of racial/ethnic differences | 14                | 5.53%  | 10                | 3.95%  | 74      | 29.25% | 88             | 34.78% | 51             | 20.16% | 16         | 6.32% | 253   | 100.00% |
| 11 | Getting to know people with racial/ethnic backgrounds different from my own has been easy here at the City        | 3                 | 1.19%  | 14                | 5.53%  | 41      | 16.21% | 110            | 43.48% | 69             | 27.27% | 16         | 6.32% | 253   | 100.00% |
| 12 | I believe the City will take appropriate action in response to incidents of discrimination                        | 11                | 4.35%  | 21                | 8.30%  | 44      | 17.39% | 81             | 32.02% | 79             | 31.23% | 17         | 6.72% | 253   | 100.00% |
| 13 | Racial, ethnic, and gender-based jokes are not tolerated at this organization                                     | 10                | 3.95%  | 23                | 9.09%  | 36      | 14.23% | 69             | 27.27% | 97             | 38.34% | 18         | 7.11% | 253   | 100.00% |
| 14 | My supervisor is committed to, and supports, diversity                                                            | 13                | 5.14%  | 10                | 3.95%  | 48      | 18.97% | 77             | 30.43% | 87             | 34.39% | 18         | 7.11% | 253   | 100.00% |
| 15 | My supervisor handles diversity matters satisfactorily                                                            | 11                | 4.35%  | 11                | 4.35%  | 62      | 24.51% | 64             | 25.30% | 86             | 33.99% | 19         | 7.51% | 253   | 100.00% |

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|    | Survey Question                        | Less than 1 year | %     | 1 - 2 years | %     | 2 - 5 years | %      | 5 - 10 years | %      | 10+ years | %      | Unanswered | %     | Total | % Total |
|----|----------------------------------------|------------------|-------|-------------|-------|-------------|--------|--------------|--------|-----------|--------|------------|-------|-------|---------|
| 16 | How long have you worked for the City? | 16               | 6.32% | 20          | 7.91% | 32          | 12.65% | 61           | 24.11% | 108       | 42.69% | 16         | 6.32% | 253   | 100.00% |

|    | Survey Question    | White | %      | Black | %      | Hispanic | %     | Asian | %     | Bi-racial (Specify) | %     | Other (Specify) | %     | Unanswered | %      | Total | % Total |
|----|--------------------|-------|--------|-------|--------|----------|-------|-------|-------|---------------------|-------|-----------------|-------|------------|--------|-------|---------|
| 17 | What is your race? | 154   | 60.87% | 53    | 20.95% | 7        | 2.77% | 1     | 0.40% | 0                   | 0.00% | 4               | 1.58% | 34         | 13.44% | 253   | 100.00% |