



Diversity and Inclusion Survey Results

Key Takeaways from survey questions/graphs:

Stress due to being part of a demographic group: – The majority of respondents did not indicate feeling stress in workplace due to age, gender, race, sexual orientation, or gender identity. Of respondents that did, it was due to age, gender, race, sexual orientation and gender identity in that order.

Inclusion: Responses generally indicated that they felt included, recognized, respected, and valued. However, there were a significant number of people responding who did not express that they felt similarly, especially from diverse perspectives, which is an area we will continue to work on.

Perceptions of Climate for Diversity: Most felt they do not need to change who they are to fit in and very few felt unfairly singled out; however, there is some indication that there may be some lack of diversity in the workplace. There was also a significant number of respondents feeling some policies and practices are not fair and equitable.

Although most respondents did not express that some groups are treated better than others, some people felt that there is a climate for intolerance of others and tension between members in the workplace.

Most respondents felt there is a lack of diversity in the organization at most levels and significant percentage of respondents expressed concern that the minority opinion is not always considered when decisions are made. We need to continue to be focused on our diversity efforts and get more information on the specific areas that people found concerning.

Key takeaways from Anecdotal Comments:

Anecdotal information represented a wide variety of observations, perceptions and comments. The ones that were reoccurring included:

DDRC workforce lacks diversity as pertains to employing people of color, males, and employing people of color in position of management/leadership.

DDRC is an inclusive work environment and appreciation of DDRC's efforts toward Diversity, Equity and Inclusion (DEI).

Other comments expressed wide variation in employees needing to think like the group, people feeling they cannot express differing political or religious viewpoints, (particularly more conservative views), whites being favored for promotions, feeling that we should not be making race a conversation at DDRC and feeling of stress related to systemic/community experience due to race and/or sexual orientation (outside of the workplace).



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Next steps:

- Hold Town Hall meetings to review the results of the survey information and gather additional input.
- Form one or more workgroups and/or focus groups on specific aspects of DEI and provide recommendations for improved DEI in the workplace.
- We have assessed and included DDRC's current employee demographic makeup as it pertains to race and gender and are committed to exploring opportunities and ways DDRC may increase diversity within the organization at all levels including the Board of Directors, management, staff, and the people and families we support.
- Further assessment of our Community demographics and Community Outreach efforts regarding the people we serve or who may be eligible/identify barriers to access.