

PRINCE WILLIAM COUNTY INCLUSION SURVEY

INTRODUCTION

Diversity, equity and inclusion are core values at Prince William County. We demonstrate these values by listening, learning, sharing, connecting, and acting on new insight and understanding to purposefully cultivate a work environment that is culturally fluent, reflective, psychologically safe, transparent, and accountable - to each other, our clients and the communities we serve.

We plan to move forward on our diversity, equity and inclusion journey by establishing a baseline on where we stand through the Prince William County Inclusion Survey, available at the link included in this email.

Your individual responses to this survey will be held confidentially between you and Diversity Learning Solutions, the company administering the survey, and will not be available to anyone at Prince William County. Only aggregate-level group and subgroup data will be released to Prince William County. We encourage you to be completely honest and open in the answers that you provide.

There are 3 sections in the assessment with 52 questions in total:

Section 1 - Demographic Assessment (10 questions)

Section 2 - Importance Assessment (21 questions)

Section 3 - Performance Assessment (21 questions)

51 questions are multiple choice, and 2 questions are free-format. The assessment should take 15-20 minutes to complete.

Please note the questions asked in the Section 2 and Section 3 may look similar, but they are not. The questions in Section 2 explore how IMPORTANT certain organizational behaviors are for you. The questions in Section 3 explore how FREQUENTLY these behaviors are exhibited by your organization.

This survey will be live until close of business on Wednesday, March 1, 2023. We appreciate your taking time to fill it out by that date. Your opinions and inputs are important for continuous improvement.

Diversity, equity and inclusion are everyone's responsibility. We encourage your contributions to the dialogue as we continue this journey together.

1. If you would like to receive this survey in Spanish, please enter your email address below and one of our team members will forward you the in-language link for completion.

Si desea recibir esta encuesta en español, ingrese su dirección de correo electrónico a continuación y uno de los miembros de nuestro equipo le enviará el enlace en el idioma para que la complete.

Email Address

PRINCE WILLIAM COUNTY INCLUSION SURVEY

SECTION 1 - DEMOGRAPHIC ASSESSMENT

Before we start with the survey, we would appreciate it if you could answer the following demographic questions. Your individual answers will be kept confidential and will only be used to identify the unique concerns of different constituencies and demographic segments at Prince William County.

* 1. What is your **gender** identity?

- ☐ Woman or Female
- ☐ Man or Male
- ☐ Trans Woman
- ☐ Trans Man
- ☐ Genderqueer
- ☐ Agender
- ☐ Genderfluid
- ☐ Intersex
- ☐ Non-Binary
- ☐ My identity is not listed above (please specify)

* 2. What is your **generation**?

- ☐ Gen Z (1997-2012)
- ☐ Gen Y (1981-1996)
- ☐ Gen X (1965-1980)
- ☐ Baby Boomer (1946-1964)
- ☐ Traditionalist (1928-1945)
- ☐ Prefer not to answer

* 3. What is your **race/ethnicity**?

- ☐ Caucasian/White
- ☐ African American/Black
- ☐ Hispanic/Latino/a/x
- ☐ Asian
- ☐ American Indian/Alaskan Native
- ☐ Native Hawaiian/Other Pacific Islander
- ☐ Middle Eastern/North African
- ☐ Multiracial (2 or more races)
- ☐ Prefer not to disclose
- ☐ Identify as other race/ethnicity (please specify)

4. What is your **sexual orientation**? (optional)

- ☐ Straight/Heterosexual
- ☐ Asexual
- ☐ Bisexual
- ☐ Gay
- ☐ Lesbian
- ☐ Pansexual
- ☐ Queer
- ☐ Questioning
- ☐ Non-Binary
- ☐ Prefer not to answer
- ☐ Self-Identified (please specify)

* 5. Are you a military **veteran** or active military?

- ☐ Yes
- ☐ No

6. Do you have a physical and/or mental **disability** as defined by the Americans with Disabilities Act? (ADAA) (optional)

- ☐ Yes
- ☐ No

* 7. What is your **role** at Prince William County?

- ☐ Executive Cabinet Leadership
- ☐ Director of Department Leadership
- ☐ Supervisory Leadership with direct reports
- ☐ Exempt Salaried Employees with no direct reports
- ☐ Non-exempt Hourly Employees with no direct reports
- ☐ Other (please specify)

* 8. What is your **tenure** at Prince William County?

- ☐ Less than 1 year
- ☐ 1+ to 3 years
- ☐ 3+ years to 5 years
- ☐ 5+ years to 10 years
- ☐ 10+ years to 20 years
- ☐ 20+ years

* 9. What is your **employment status** at Prince William County?

- ☐ Full-time
- ☐ Part-time
- ☐ Temporary
- ☐ Contractor

* 10. What **department** does your role predominately support or function within?

- ☐ Adult Detention Center
- ☐ Agency on Aging
- ☐ Community Services
- ☐ County Attorney
- ☐ Criminal Justice Services
- ☐ Development Services
- ☐ DoIT
- ☐ Economic Development
- ☐ Executive Management
- ☐ Facilities & Fleet Management
- ☐ Finance & Tax Administration
- ☐ Fire and Rescue
- ☐ Human Resources
- ☐ Human Rights
- ☐ Housing & Community
- ☐ Libraries
- ☐ Management & Budget
- ☐ Office of Executive Management (OEM)
- ☐ Parks, Recreation & Tourism
- ☐ Planning
- ☐ Police
- ☐ Public Safety Communications
- ☐ Public Works
- ☐ Social Services
- ☐ Transportation
- ☐ Other (please specify)

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SECTION 2 - NEEDS ASSESSMENT

How IMPORTANT is it for you that your organization does the following consistently on this scale?

0 - Optional for you

2 - Relevant for you to feel comfortable

10 - Critical for you to stay at the company

How IMPORTANT is it for you that your organization demonstrates the following behaviors consistently?

	Relevant for you to feel comfortable	Desirable for you to be engaged	Important for you to be satisfied	Necessary for you to be effective	Critical for you to stay at the company
Optional for you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Relevant for you				Critical for you to
Optional for you	to feel comfortable	Desirable for you to be engaged	Important for you to be satisfied	Necessary for you to be effective	stay at the company
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[illegible]

	Relevant for you to feel comfortable	Desirable for you to be engaged	Important for you to be satisfied	Necessary for you to be effective	Critical for you to stay at the company
Optional for you					
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[illegible]

* 6. *Provides the same opportunity for me to advance in my career and take on new roles as it does for others*

[illegible]

*7. Affirms me for who I am and the unique value that I add to the organization

	Relevant for you to feel comfortable	Desirable for you to be engaged	Important for you to be satisfied	Necessary for you to be effective	Critical for you to stay at the company
Optional for you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 8. Ensures that my leaders and managers dedicate one-on-one time and attention to me and my team (if applicable)

[illegible]

* 9. Provides me fair and appropriate compensation for the job I am performing

[illegible]

* 10. Provides me with additional rewards and recognition when I do a great job

[illegible]

* 11. Encourages management to communicate relevant and appropriate information to me in a timely manner

	Relevant for you				Critical for you to
Optional for you	to feel comfortable	Desirable for you to be engaged	Important for you to be satisfied	Necessary for you to be effective	stay at the company
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 12. Asks for and uses input from me in making decisions that impact my job and/or my area of the organization

[illegible]

* 13. Enables me to offer innovative ideas and, when appropriate, acts on them to improve the organization

	Relevant for you to feel comfortable	Desirable for you to be engaged	Important for you to be satisfied	Necessary for you to be effective	Critical for you to stay at the company
Optional for you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 14. Allows me the flexibility to contribute to projects that can make a significant impact on organization results

[illegible]

* 15. Promotes mutual understanding and respect between me and the hierarchy of that in the management chain

[illegible]

* 16. Creates an emotionally connected environment in which I feel like I belong to a work family

[illegible]

* 17. Helps me understand how my personal goals and values connect with the organization's vision and mission

[illegible]

* 18. Contributes meaningfully to social causes and communities that are dear to my heart

Optional for you Relevant for you
to feel comfortable Desirable for you
to be engaged Important for you
to be satisfied Necessary for you
to be effective Critical for you to
stay at the company

☐ ☐ ☐ ☐ ☐ ☐

* 19. Empowers me with opportunities for continuous growth, learning and development over my career

	Relevant for you to feel comfortable	Desirable for you to be engaged	Important for you to be satisfied	Necessary for you to be effective	Critical for you to stay at the company
Optional for you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 20. Establishes effective processes and programs that help me progress to positions of greater responsibility

[illegible]

21. Please add any comments regarding the IMPORTANCE of inclusion for you. (optional)

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SECTION 3 - BEHAVIORAL ASSESSMENT

How FREQUENTLY do you think your organization demonstrates the following on this scale?

- 0 - Never**
2 - Rarely
4 - Sometimes
6 - Regularly
8 - Often
10 - Always

Please remember that though the organizational behaviors mentioned in this section are the same as in the first section, what is being asked here is how FREQUENTLY your organization exhibits these behaviors, NOT how IMPORTANT they are to you.

How FREQUENTLY do you think your organization demonstrates the following behaviors?

* 1. *Values and uses my individual personality, working style and professional abilities*

Never Rarely Sometimes Regularly Often Always

* 2. Accommodates the challenges that are part of my specific life situation and circumstances

Never	Rarely	Sometimes	Regularly	Often	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 3. Supports me with tools, training, people and expense approval, whichever is relevant, in a fair manner

[illegible]

* 4. Welcomes my culture, constituency and background, regardless of what it might be

[illegible]

* 5. *Offers networking opportunities to interact with others who might be similar to me and/or different from me*

Never	Rarely	Sometimes	Regularly	Often	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 6. Provides the same opportunity for me to advance in my career and take on new roles as it does for others

Never	Rarely	Sometimes	Regularly	Often	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 7. Affirms me for who I am and the unique value that I add to the organization

[illegible]

* 8. Ensures that my leaders and managers dedicate one-on-one time and attention to me and my team (if applicable)

[illegible]

* 9. Provides me fair and appropriate compensation for the job I am performing

[illegible]

* 10. Provides me with additional rewards and recognition when I do a great job

Never **Rarely** **Sometimes** **Regularly** **Often** **Always**

☐ ☐ ☐ ☐ ☐ ☐

* 11. Encourages management to communicate relevant and appropriate information to me in a timely manner

[illegible]

* 12. Asks for and uses input from me in making decisions that impact my job and/or my area of the organization

[illegible]

* 13. Enables me to offer innovative ideas and, when appropriate, acts on them to improve the organization

Never	Rarely	Sometimes	Regularly	Often	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 14. Allows me the flexibility to contribute to projects that can make a significant impact on organization results

[illegible]

* 15. Promotes mutual understanding and respect between me and the hierarchy of that in the management chain

[illegible]

* 16. Creates an emotionally connected environment in which I feel like I belong to a work family

[illegible]

* 17. Helps me understand how my personal goals and values connect with the organization's vision and mission

[illegible]

* 18. Contributes meaningfully to social causes and communities that are dear to my heart

[illegible]

* 19. Empowers me with opportunities for continuous growth, learning and development over my career

Never	Rarely	Sometimes	Regularly	Often	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 20. Establishes effective processes and programs that help me progress to positions of greater responsibility

Never	Rarely	Sometimes	Regularly	Often	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. Please add any comments regarding the PERFORMANCE of the firm on inclusion in your opinion. (optional)

22. Thank you for participating in Prince William County's Inclusion Survey.

☐ [Click here for completion.](#)