**DEI SURVEY QUESTIONS** **DRAFT 9/30/2022**

**City Task Force Survey-City employees-Pilot**

Hello from the City of Stoughton Diversity, Equity and Inclusion (DEI) Taskforce! Established in March 2022, in response to Mayor Tim Swadley's invitation, we are neighbors interested in amplifying the voices of diverse communities within Stoughton. Through engagement and listening, we're identifying issues and barriers that may limit neighbors from full participation in and benefit of civic life.

Recognizing DEI efforts may already be underway across City offices, this survey assists us to learn from your experiences, successes and unanticipated challenges or outcomes. We're seeking to get informed and identify ways to establish and/or support initiatives to realize our shared DEI vision.

**SELF-ASSESSMENT**

There is no one way to define Diversity, Equity and Inclusion (DEI) and individuals can enact DEI values differently. The following four questions are intended to assist the Taskforce in deepening our understanding of what recommendations to make to the City. There are no right or wrong answers. It's fine to indicate if you are unsure and/or don't know.

1. How familiar are you with the term "diversity" and what it means?
    - I have a vague idea what the term means
    - I have a clear idea of the term but not necessarily how to define or apply it
    - I can explain what it is and I have examples of how I put it into practice
    - I'm unsure/Don't know
2. How familiar are you with the term "equity" and what it means?
    - I have a vague idea what the term means
    - I have a clear idea of the term but not necessarily how to define or apply it
    - I can explain what it is and I have examples of how I put it into practice
    - I'm unsure/Don't know
3. How familiar are you with the term "inclusion" and what it means?
    - I have a vague idea what the term means
    - I have a clear idea of the term but not necessarily how to define or apply it
    - I can explain what it is and I have examples of how I put it into practice
    - I'm unsure/Don't know
4. With regard to the expression "diversity, equity and inclusion" or "DEI" – how do you believe these terms relate to one another?
    - I have a vague idea about how the terms may relate
    - I have a clear idea of how they relate
    - I can explain how these relate and I have examples of how I put them into practice
    - I'm unsure/Don't know

**DEI TOPICS**

So we can identify opportunities to connect and collaborate, please tell us about topics that may be important to you both as a neighbor and/or as a City employee. Your interests will be recognized and used to inform the Taskforce's recommendations. We hope you'll be inspired to engage on one or more of these topics in Stoughton.

The list below reflects some common themes and identities that are all important to DEI, and which you may have knowledge about or have personal experience with. This isn't intended to be a complete list. Please take a few minutes to indicate which, if any of these, are important to you.

__ Anti-racism
__ Accessibility
__ Voting/civic engagement
__ Healthcare
__ Public safety
__ Sustainability
__Development
___ Gender equality
___ Social justice
___ First Nations peoples
___ Economic well-being
___ Healthy Aging
___ Financial management
__ Agriculture/Farming
__ LGTBQIA topics
__ Grassroots organizing
__ Technology/Digital Divide
__ Social services
__ Environmental justice
__ Fundraising

Another topic I care about is: _____

**TELL US MORE**

Sometimes we use or refer to common words or terms when talking about DEI, but we may not recognize if we share common understandings of the words. Given the tremendous value in learning different meanings and understandings in this work, please take a few minutes to thoughtfully respond to these questions that invite more detailed responses:

1. Having an understanding of DEI language is part of our work, but we also invite examples of how actions reflect being 'inclusive'. What kinds of actions are good examples of being inclusive, in your opinion?

2. If you were invited to share about how you personally take action/s to be inclusive, what are some actions you've taken to try to be inclusive?"

It's not uncommon to look to others to lead or initiate DEI initiatives in the workplace. Sometimes we're unsure about or question who should be leading this work and if we have what's needed to engage.

3. Do you have a role with DEI activities as part of being an employee of the City of Stoughton? YES / NO / MAYBE

4. In your view, who is responsible for initiating and sustaining DEI activities within the City of Stoughton?

5. Up above, we asked you to think about INCLUSION and how you are inclusive/how you could be more inclusive. Now, please think about EQUITY (fair access to opportunities for all) as you answer one of the following (or more if you would like):

- What actions have you taken to be more equitable?
- What are some actions, events, or other things you have seen in the Stoughton community that seem good examples of equitable practice?
- What actions do you think could be taken to be more equitable?

6. Would you say you enact DEI values in your work for the City of Stoughton? If yes, please share a favorite example of this.

**RESOURCES AND DEI**

Enacting DEI values can take many forms and can include personnel, funding, protected time on the calendar, supplies, administrative support, technology access and other things.

1. Are there existing City resources that you think might be particularly useful for supporting DEI activities? YES / NO / MAYBE
   - If you answered yes, please briefly describe the resource(s) you are referring to. _____
   - Do you have access to these resources? YES / NO/ MAYBE
   - Can you help get access to these resources? YES / NO/ MAYBE

2. Are there entities *outside* of the City of Stoughton infrastructure (non profits, service orgs, etc) that you look to for support of DEI activities? YES / NO/ MAYBE
   - If you answered yes, what do you rely on them for? _____

3. As a member of the Stoughton community, would you like to see DEI values enacted? YES / NO / MAYBE
   - If you answered yes, what would tell you Stoughton has successfully enacted such values? _____

Feel free to add any other comments you believe would enhance the overall work and effectiveness of the Taskforce: _____

We are seeking broad input about the overall work and effectiveness of the Taskforce. If you would like to be contacted to learn about our work/make a contribution, and/or if you would like to identify someone else you think is important for us to connect with, please share here! _____