

## City Staff and Volunteer Diversity Survey

### Purpose

To better understand the diversity within our City staff, commissions, and boards, ensuring we promote inclusive and equitable representation across all aspects of the community.

### Confidentiality and Voluntary Participation

Your responses are confidential and will be used to help the City better serve our community. Participation is entirely voluntary – you may skip any question you do not wish to answer.

Survey results will be compiled and reviewed by the City's Human Rights Commission and shared with City Council, City staff, and board/commission members to help guide future diversity, equity, and inclusion efforts.

1. Please share if you are City staff, or which commission or board you are currently serving on.

(Dropdown or open field response)

2. How long have you served in your current City role?

- ☐ Less than 1 year
- ☐ 1–2 years
- ☐ 3–5 years
- ☐ 6–10 years
- ☐ Over 10 years

3. How do you identify your gender?

- ☐ Female
- ☐ Male
- ☐ Non-binary
- ☐ Prefer not to say
- ☐ Other (please specify): \_\_\_\_\_

4. How do you identify your race or ethnicity? (Select all that apply)

- ☐ White
- ☐ Black or African American
- ☐ Asian or Pacific Islander
- ☐ Hispanic or Latino/a
- ☐ Native American or Alaska Native
- ☐ Middle Eastern or North African

- ☐Other (please specify): \_\_\_\_\_
- ☐Prefer not to say

5. Do you identify as having a disability?

- ☐Yes
- ☐No
- ☐Prefer not to say

6. Have you experienced poverty or financial hardship currently or in the past?

- ☐Yes
- ☐No
- ☐Prefer not to say

7. Were you born outside of the United States?

- ☐Yes
- ☐No
- ☐Prefer not to say

8. Do you identify with a religious group?

- ☐Yes (please specify): \_\_\_\_\_
- ☐No
- ☐Prefer not to say

9. What is your age group?

- ☐Under 18
- ☐18–29
- ☐30–39
- ☐40–49
- ☐50–59
- ☐60+
- ☐Prefer not to say

10. Are you or have you ever been involved in the criminal justice system?

- ☐Yes
- ☐No
- ☐Prefer not to say

11. What is your marital status?

- ☐Single

- ☐ Divorced
- ☐ Married
- ☐ Other (please explain): \_\_\_\_\_

12. How many people currently live in your home with you?

(Numeric response): \_\_\_\_\_

13. What is your highest completed level of education?

- ☐ GED / High school diploma
- ☐ Some college
- ☐ Associate's degree (AA)
- ☐ Bachelor's degree (BA)
- ☐ Master's degree or above

14. Do you identify as a member of any of the following protected classes? (Select all that apply)

- ☐ LGBTQ+
- ☐ Immigrant or Refugee
- ☐ Veteran
- ☐ Religious minority
- ☐ English language learner
- ☐ Other (please specify): \_\_\_\_\_
- ☐ None of the above

15. How do you feel your identities (e.g., gender, race, disability, etc.) intersect to shape your experiences in your role on the City commission/board?

(Open-ended response)

16. Is there any other aspect of your identity or lived experience that you feel is important to mention for the purposes of this survey?

(Open-ended response)

17. Do you have any additional comments on diversity, inclusion, or representation on City boards and commissions?

(Open-ended response)