# 2022 Racial Equity Staff Survey Results

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RESEARCH & PLANNING

# 2022 Annual Racial Equity Survey

- In October 2022, JPD staff were surveyed regarding their perceptions of racial equity in the department overall as they had been since the survey launched in 2020. Additionally, they were asked a series of questions related to their personal experiences (newly added section).
  - There was the option to complete the anonymous survey in multiple ways:
    - on the computer via hyperlink to the Teams survey, with survey-taking stations set-up in Juvenile Hall and in HR
    - on the phone via QR code to the Teams survey, included in the flyer sent via email and displayed throughout the buildings
    - on hard copy that could be picked up in the mailbox and dropped off in the locked drop box in the Administration Building
  - Aimed to address safety concerns by removing the requirement to be logged in, allowing for data analysis to be spearheaded by RE Leaders, and being mindful of classification questions + identification
  - The survey was translated into additional languages for accessibility
  - RE Leaders encouraged participation via word-of-mouth and by hosting “Survey Week” sessions in Juvenile Hall and Admin buildings with treats offered to staff
  - Pizza lunch was offered as an incentive to the Division with the highest response rate

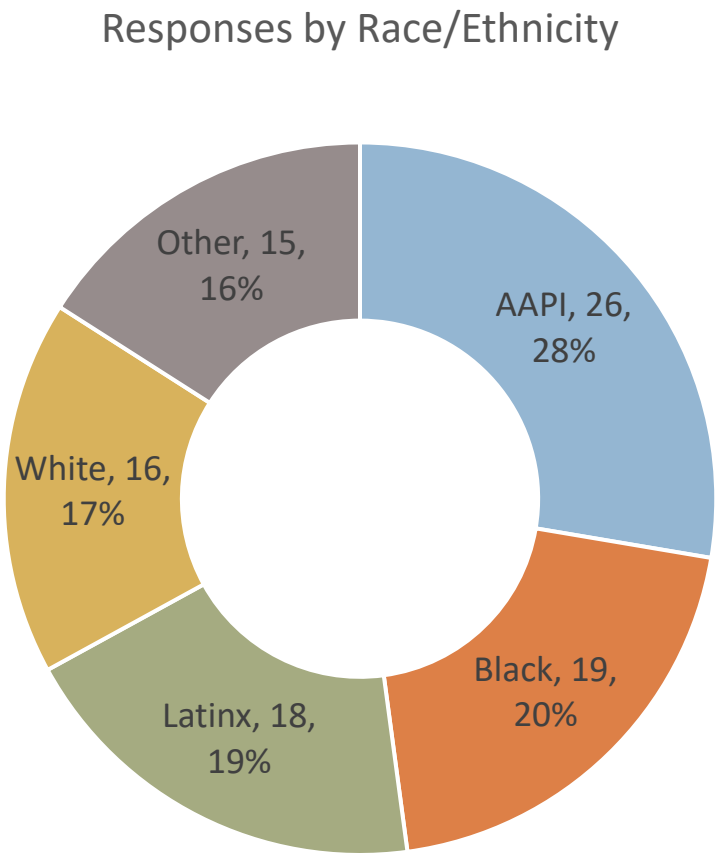
- 96 out of 162 JPD staff (59%) submitted responses to the survey – a record high!

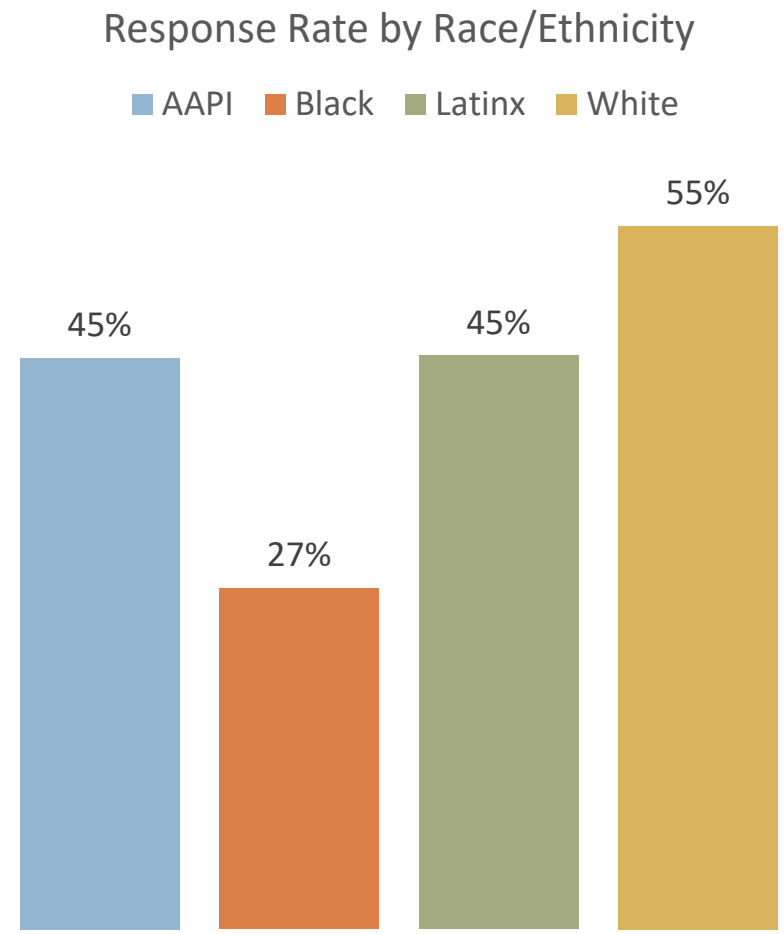
# Survey Responses (N = 96)

# Background Questions

1. Which **division** do you work in?
2. How **long have you worked** at JPD?
3. Are you in a **supervisor** level position?
4. What is your **gender**?
5. What is the **race or ethnicity** with which you most closely identify?

# Responses by Race/Ethnicity

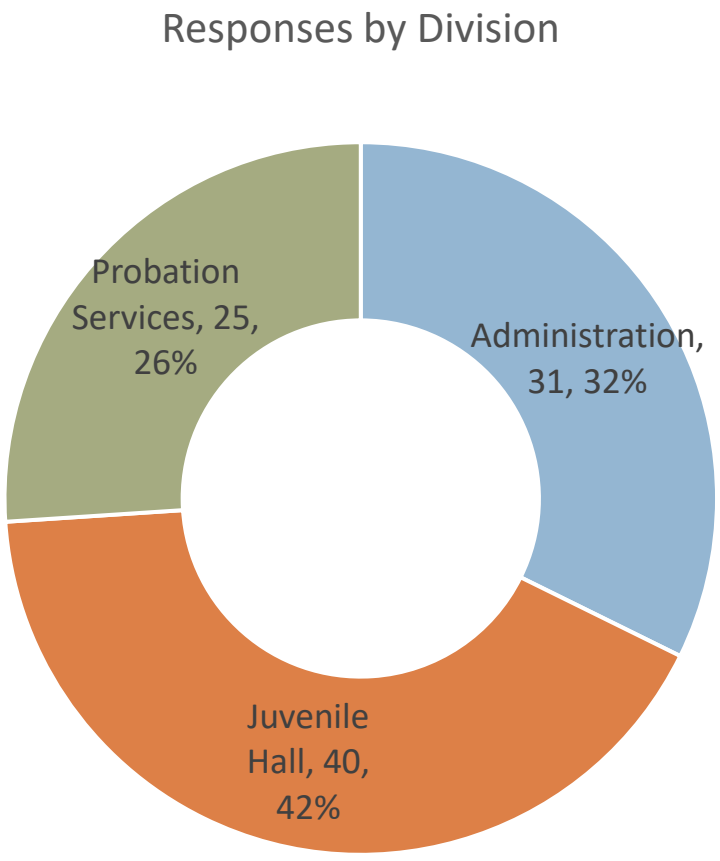


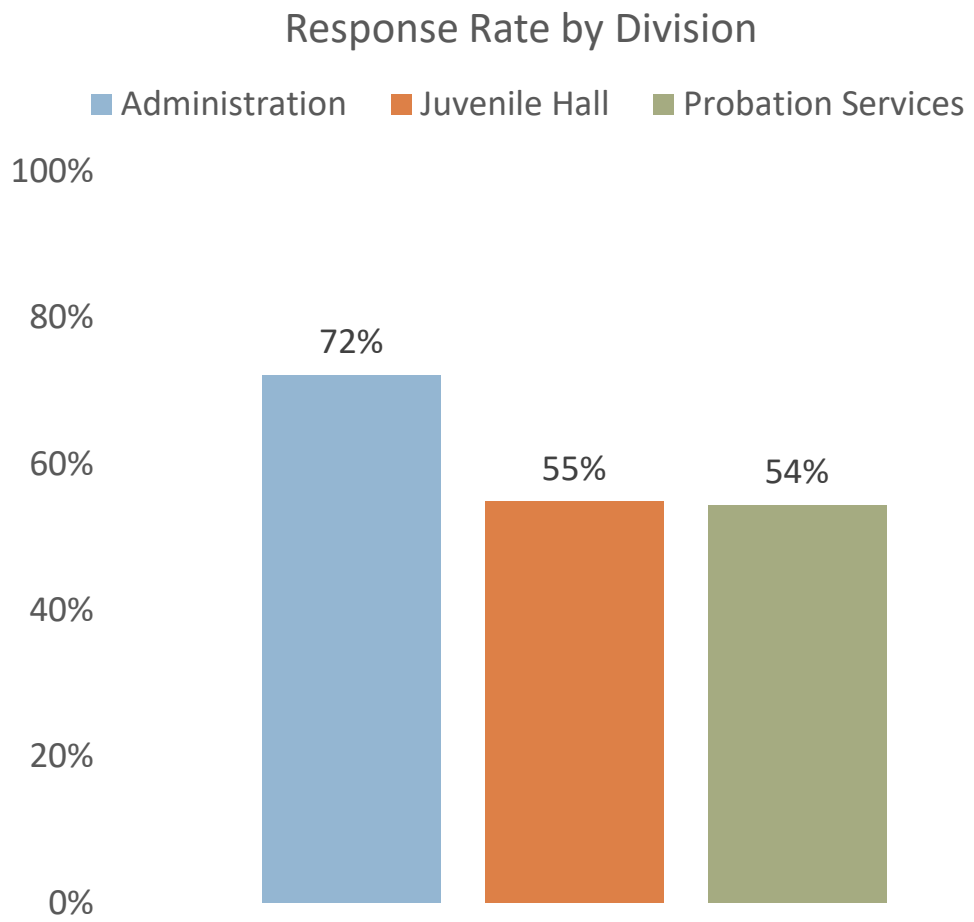




**Other**: Included staff that selected "Other" on the survey, as well as Middle Eastern/North African, Multiracial, and Native American

**Response Rate**: Responses / Total Staff

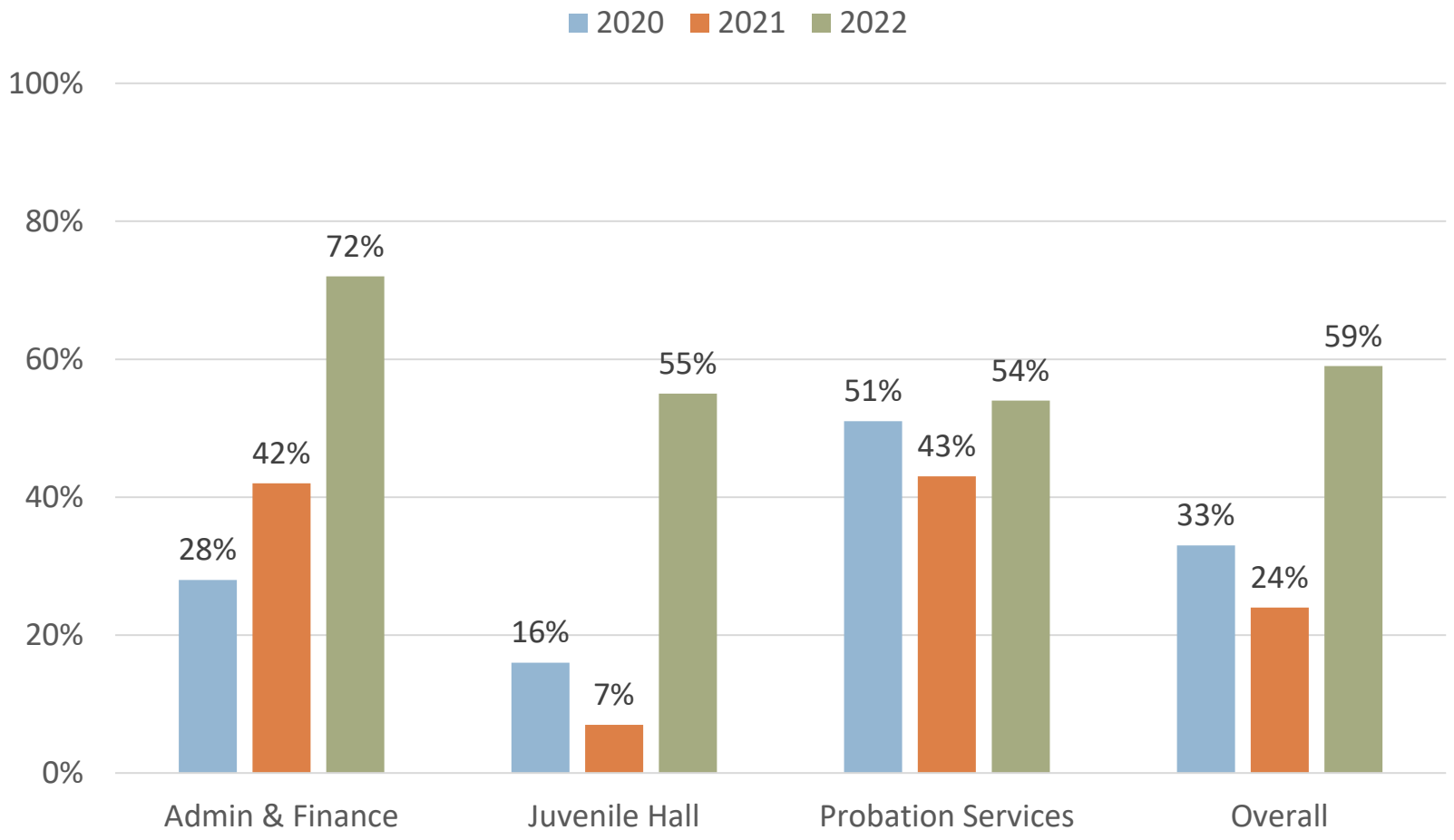
# Responses by Division



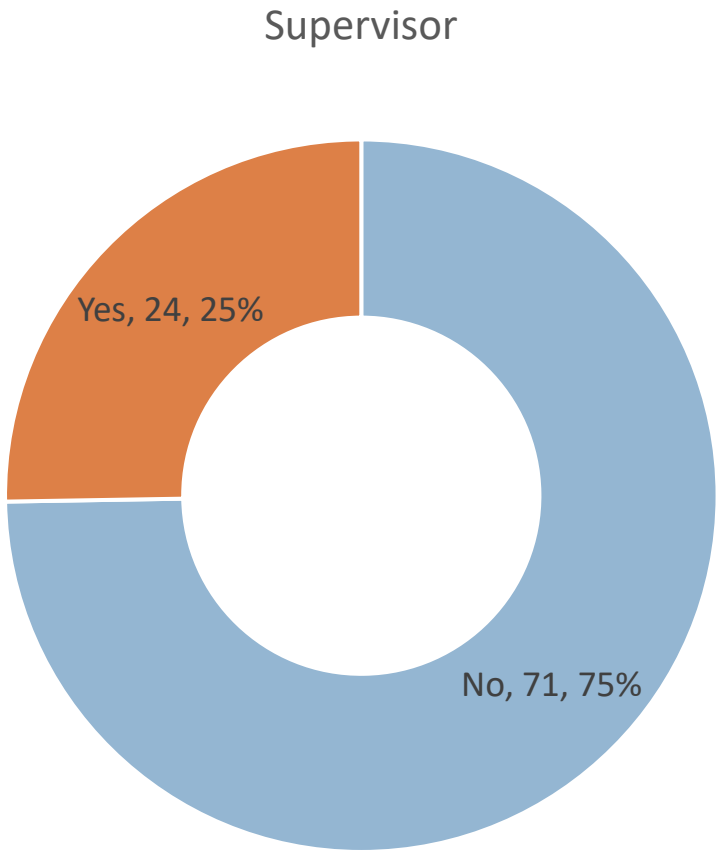

**Response Rate**: Responses / Total Staff

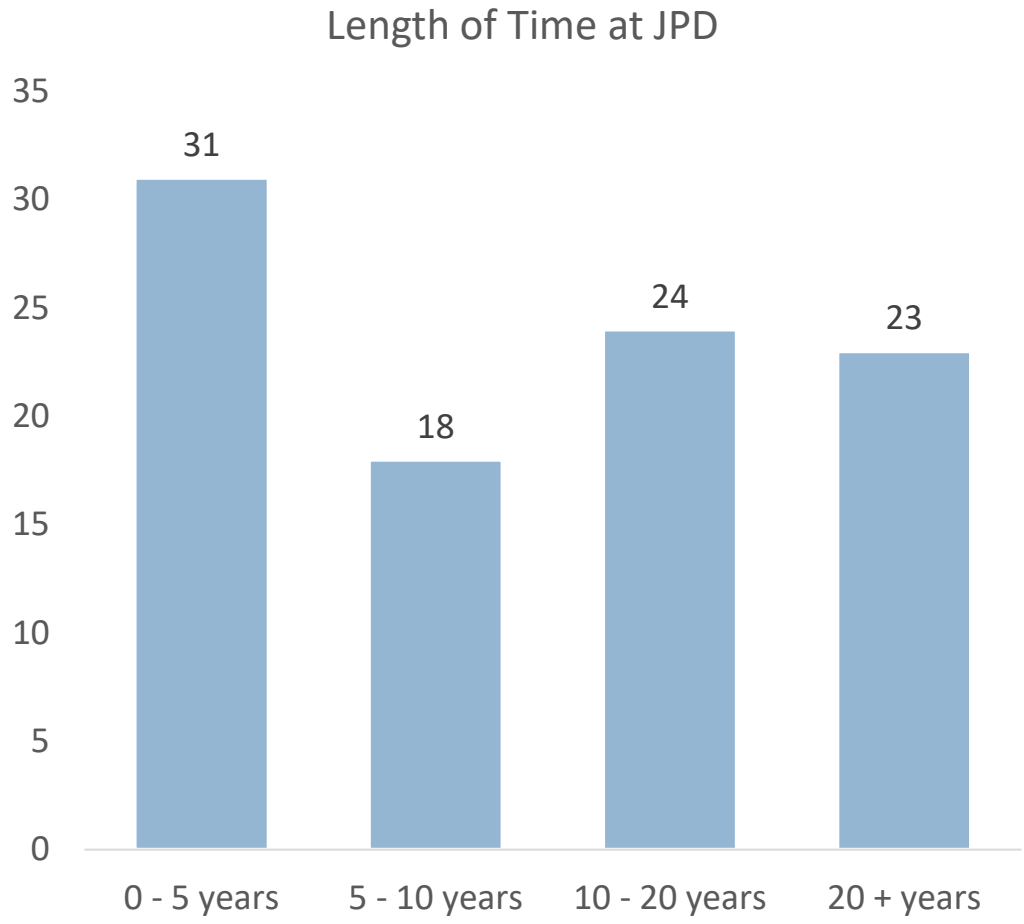
# Responses by Division by Year




The 2022 survey received the highest response rate yet – for JPD as a whole, and across all 3 divisions.

# Responses by Role Details



# Closed-Ended Survey Response Results

# Perceptions of JPD Overall

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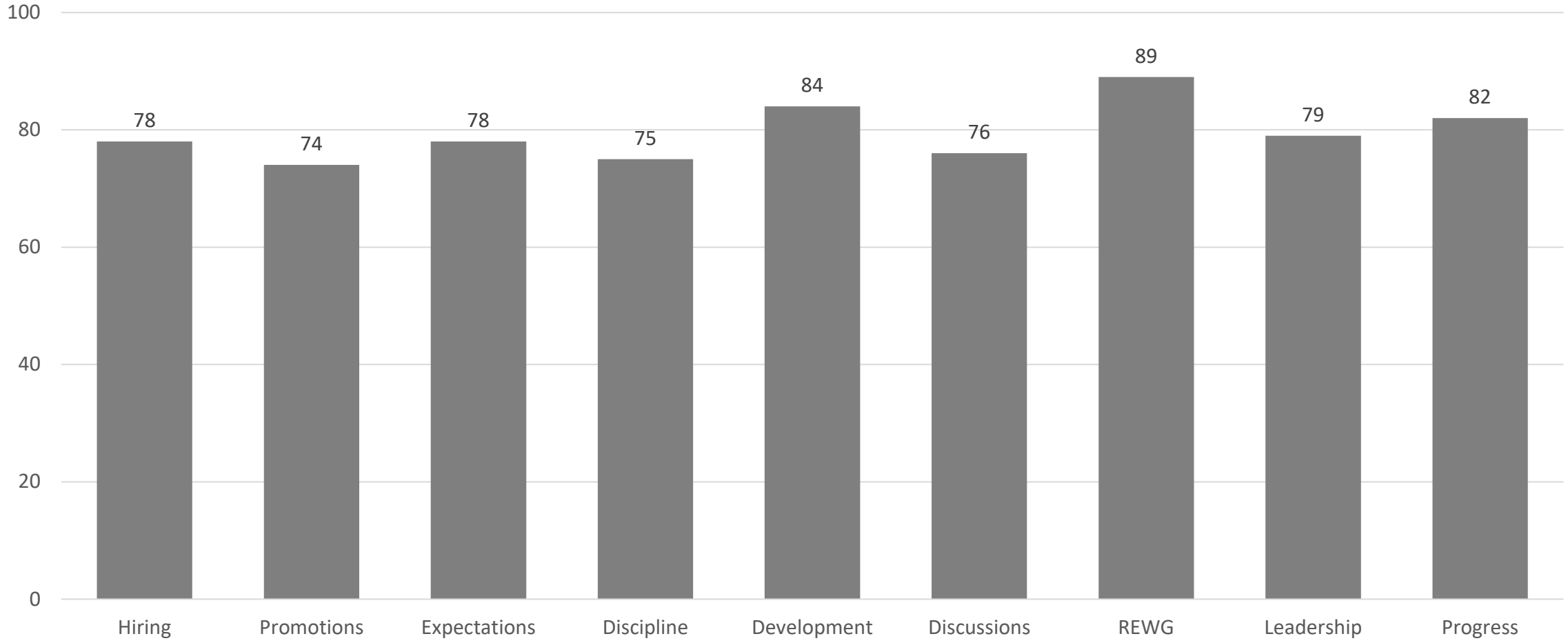
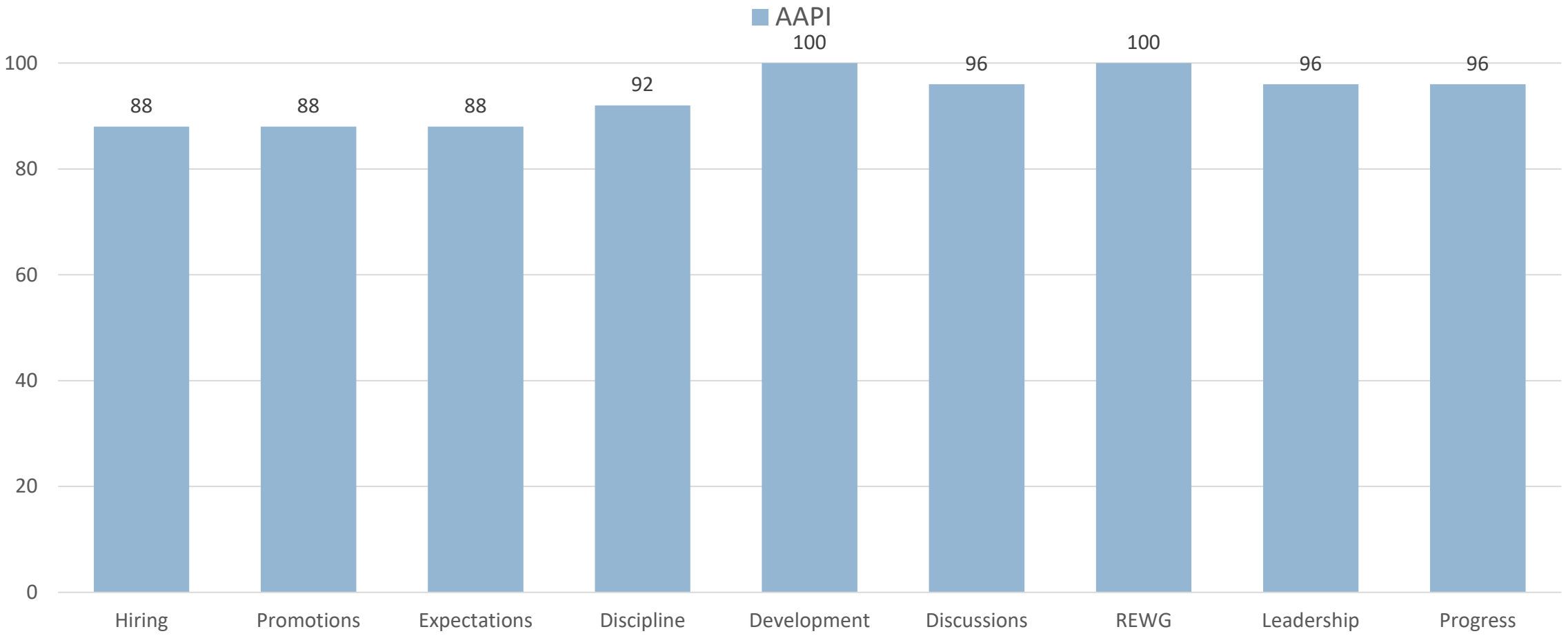
6. The **hiring process** is equal/fair for all that apply to JPD, regardless of race or ethnicity.
7. **Promotions** are given out fairly to everyone at JPD, regardless of race or ethnicity.
8. JPD supervisors and managers hold employees to the same **workplace expectations**, regardless of race or ethnicity.
9. The **discipline process** at JPD is equal for all employees, regardless of race or ethnicity.
10. All JPD employees have equal access to **training opportunities and professional development**, regardless of race/ethnicity.
11. I feel **supported in discussing issues of racial disparities, racism, and racial equity** at JPD.
12. The JPD **Racial Equity Work Group** effectively shares information about its activities with the department.
13. The **leadership of JPD** promotes and implements a diverse, inclusive, and equitable work environment.
14. As a whole, JPD is **making progress** towards achieving racial equity.

# % Agree – All Responses



# Perceptions of JPD Overall by Race/Ethnicity

# % Agree by Race/Ethnicity



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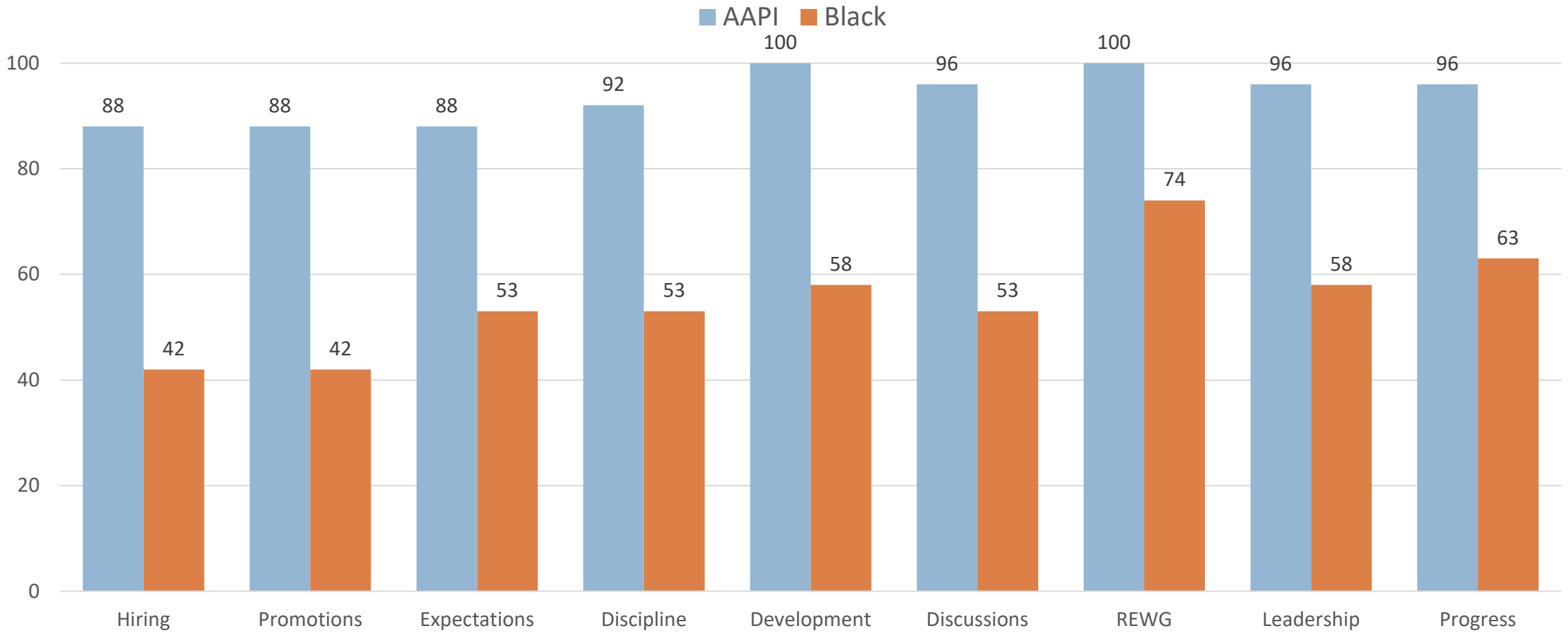

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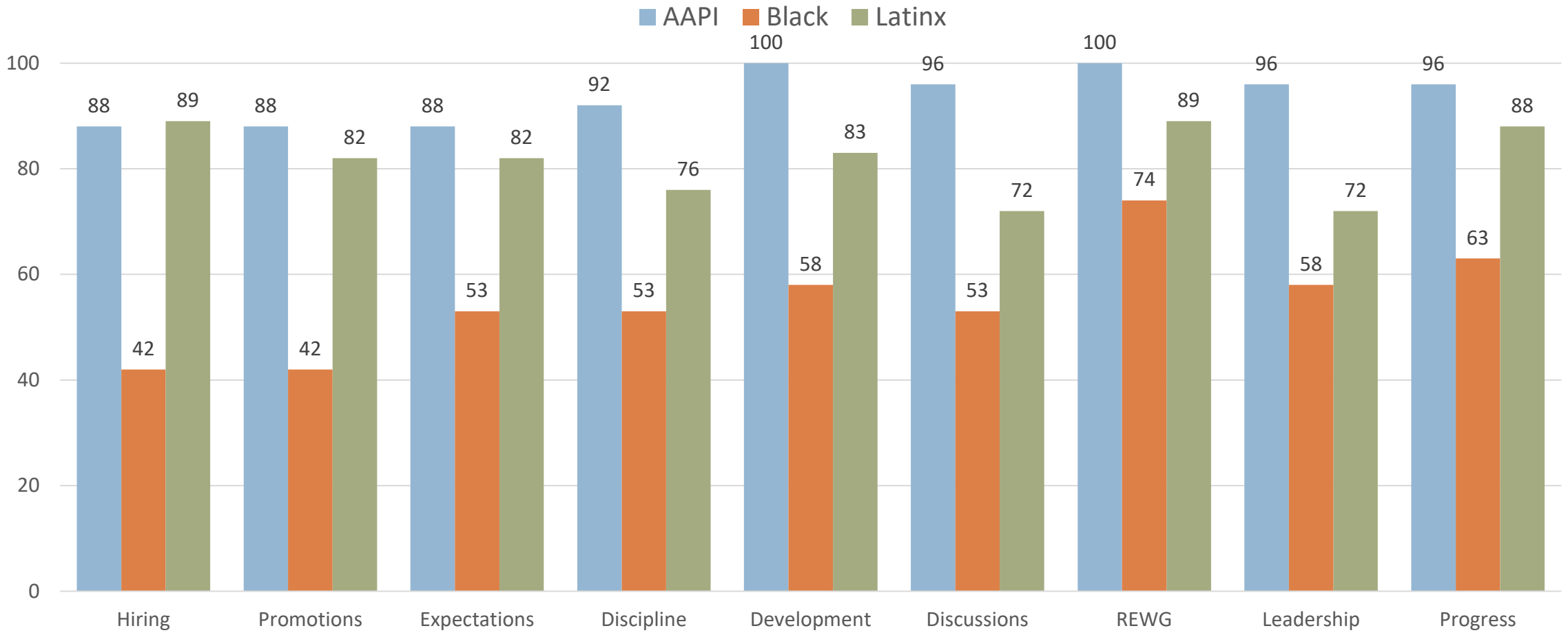

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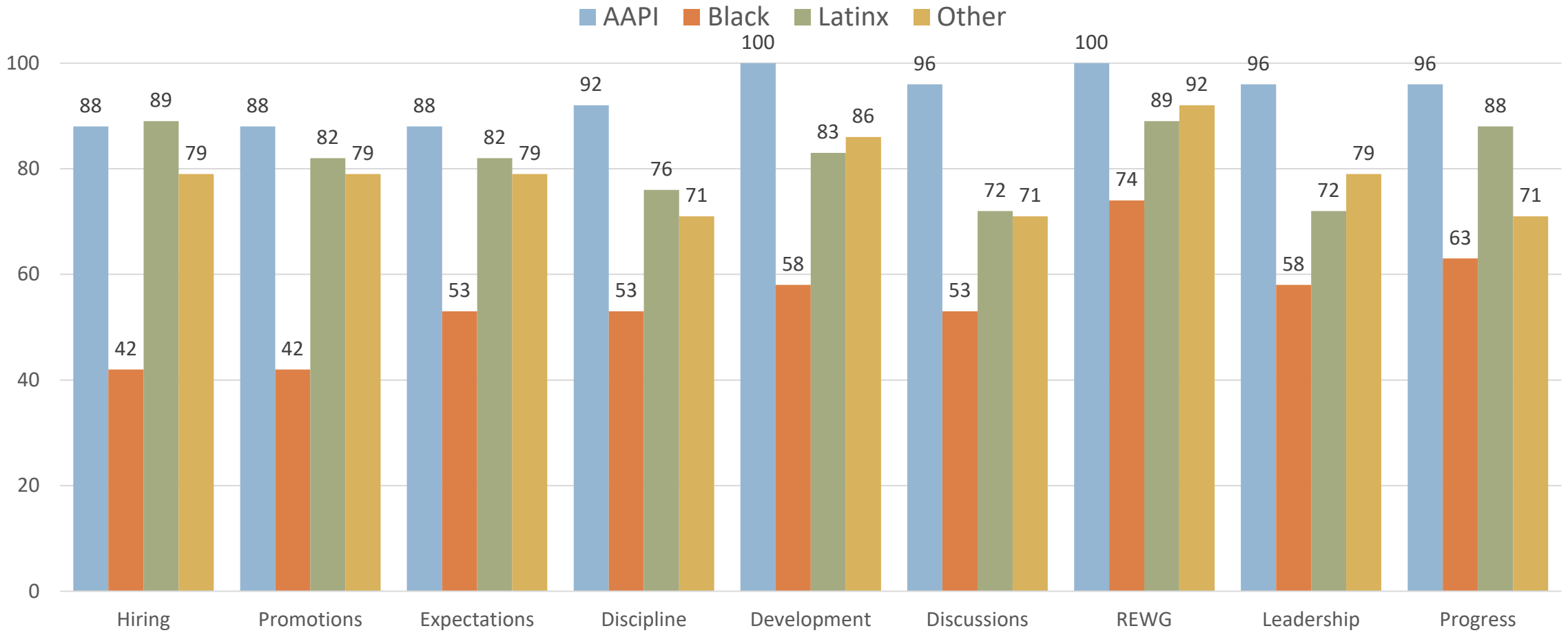

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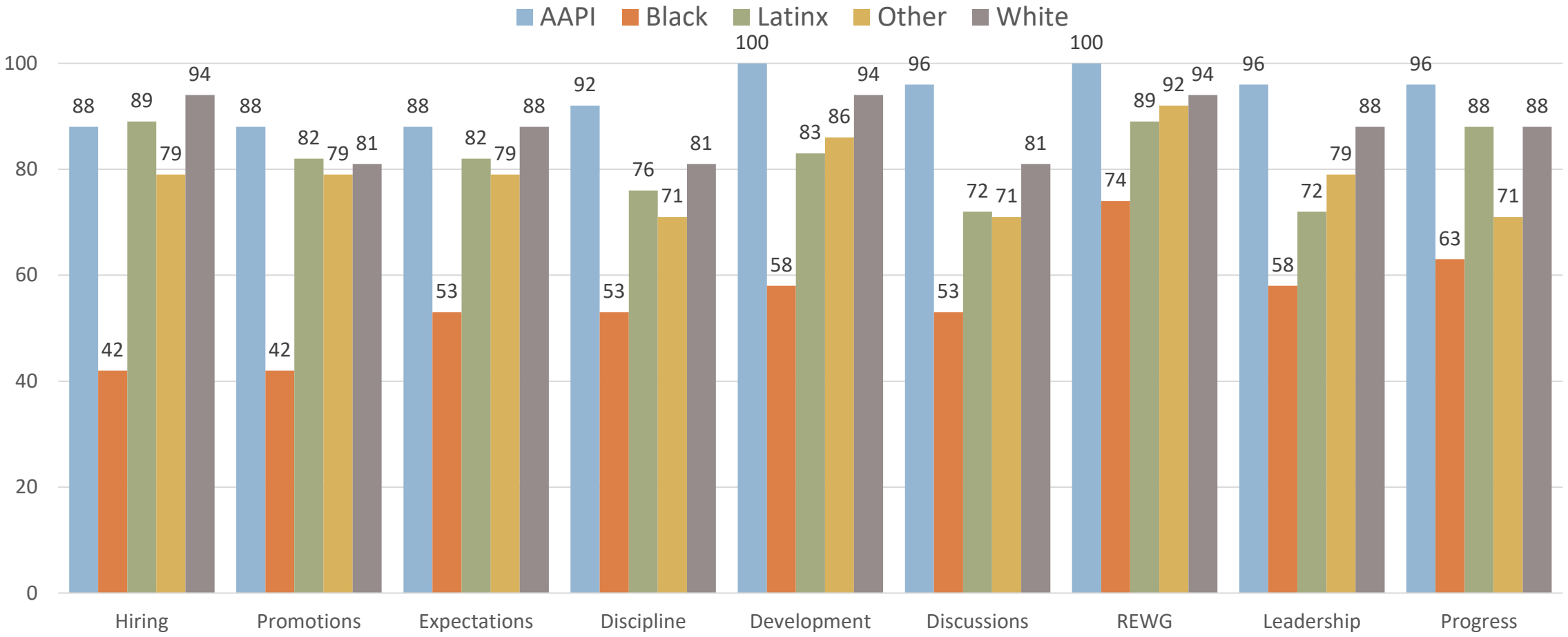
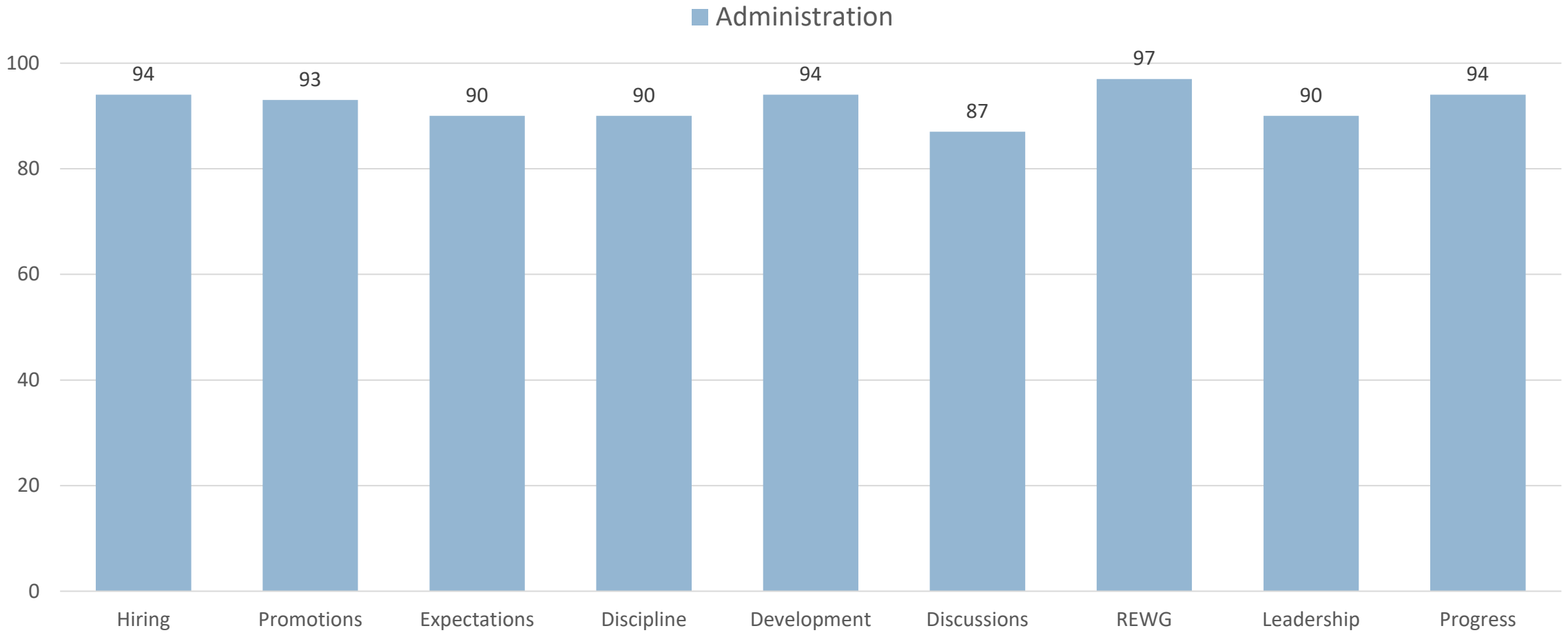


# Perceptions of JPD Overall by Division

# % Agree by Division



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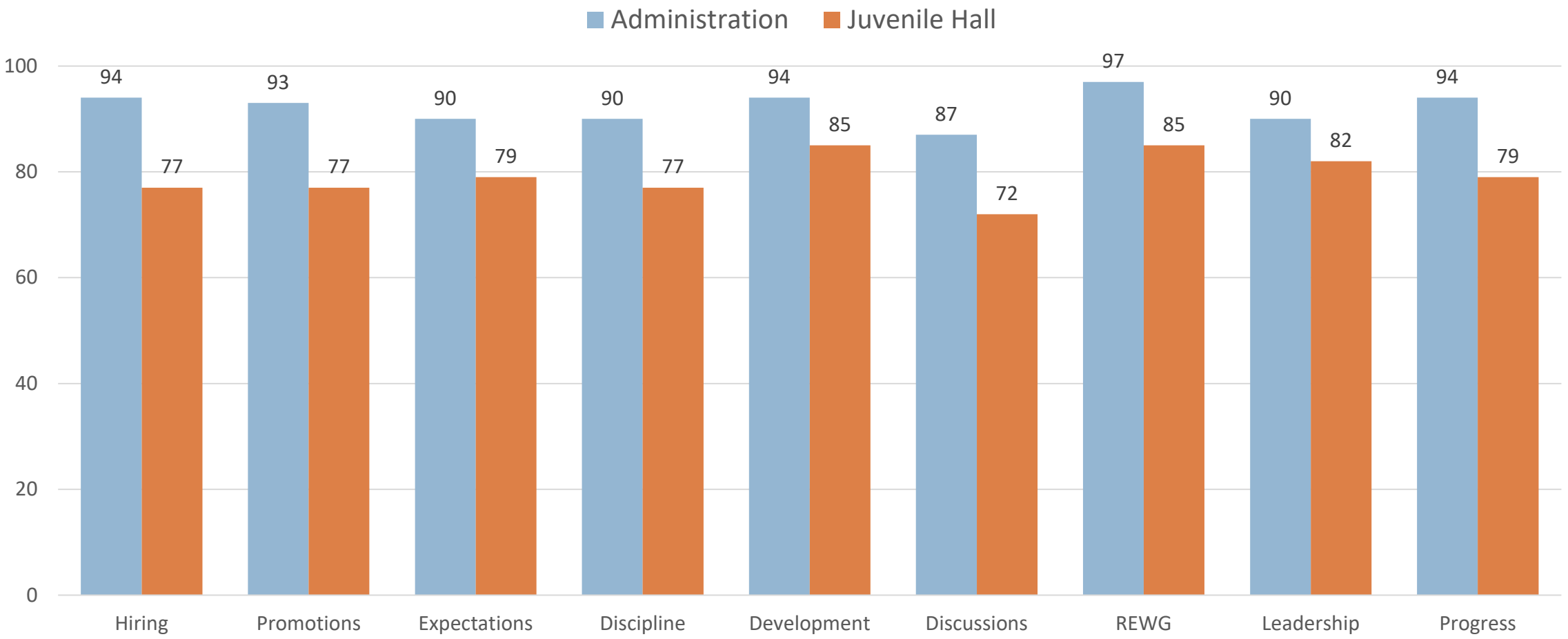

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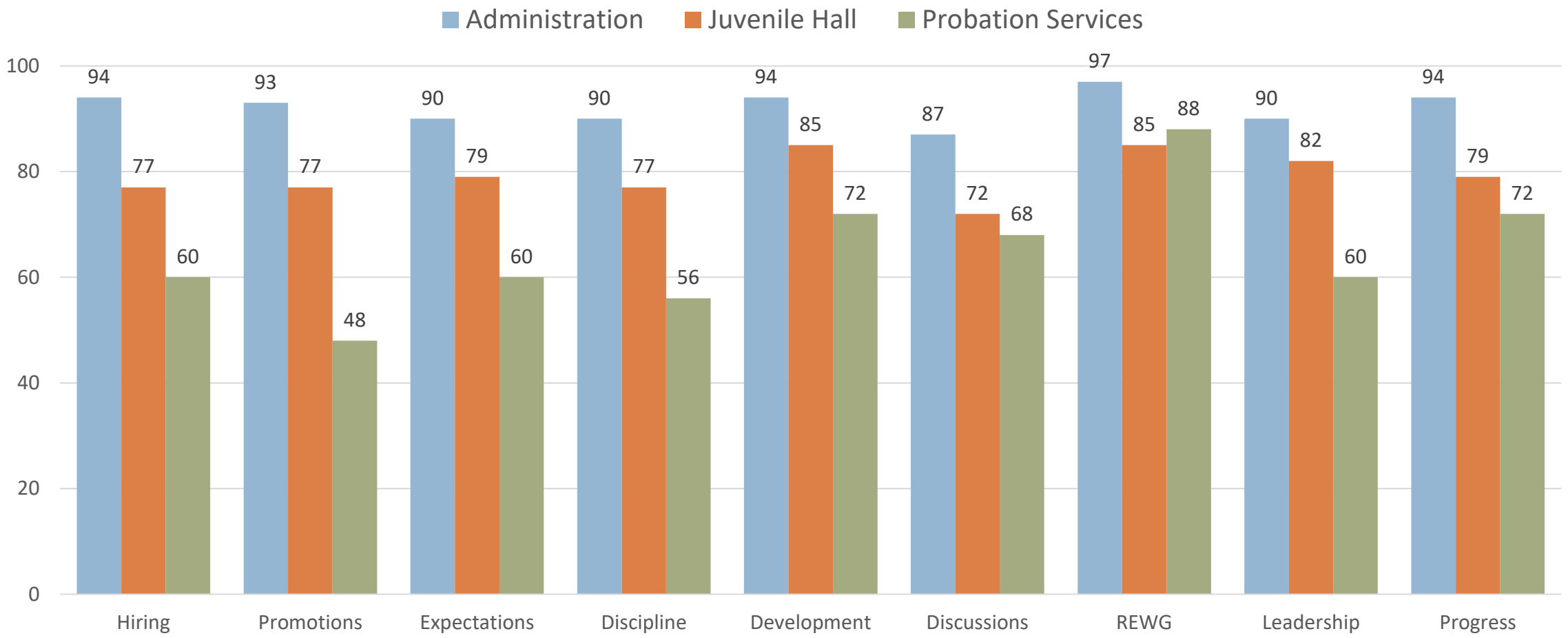
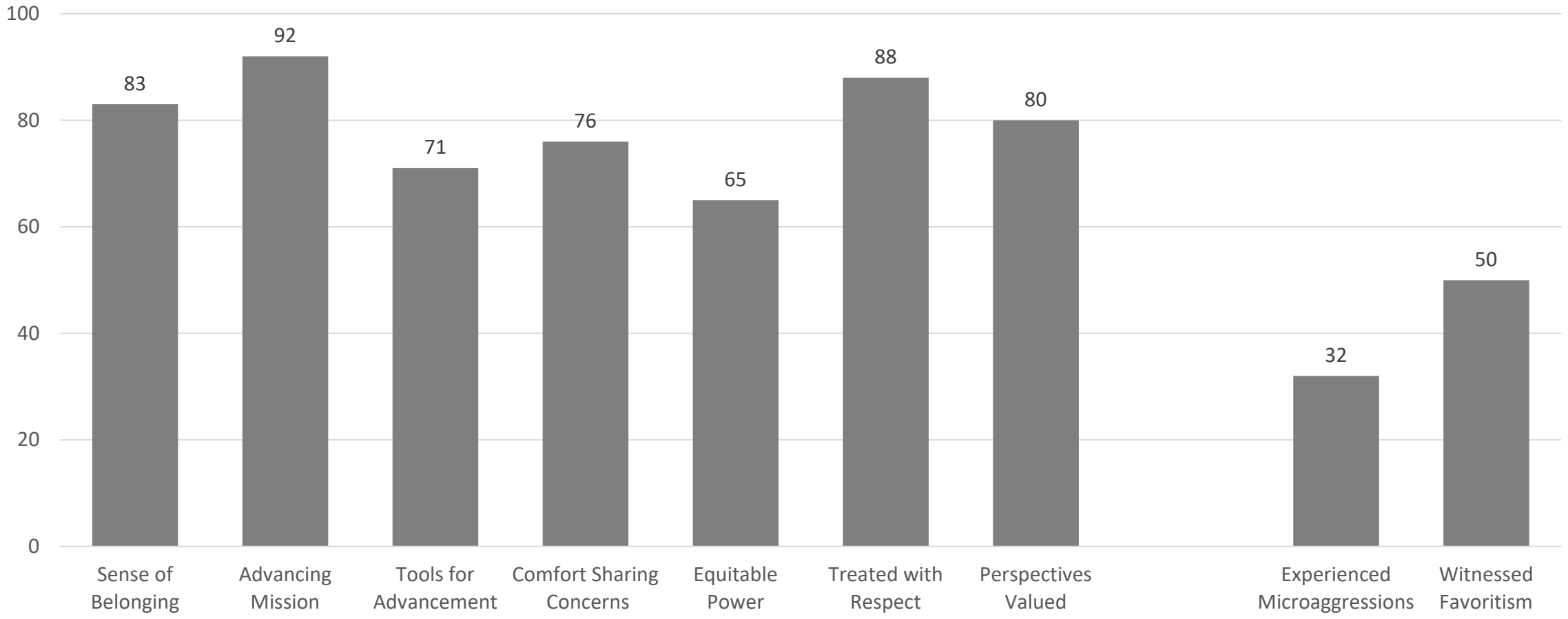


# Personal Experiences

# Personal Experiences

15. I feel a **sense of belonging** working at JPD.
16. I believe that the work I am doing is **advancing JPD's mission**.
17. I have been provided with the **tools and opportunities I need to obtain a higher position**.
18. I feel **comfortable sharing my thoughts and concerns** with supervisors/leadership.
19. I feel that **decision-making power is equitably distributed** across racial/ethnic groups at JPD.
20. I feel that I am **treated with respect** at work.
21. I feel that **my perspectives and ideas are valued** at work.
22. In the past year, I have **experienced microaggressions** at work.
23. In the past year, I have **witnessed favoritism** at work.

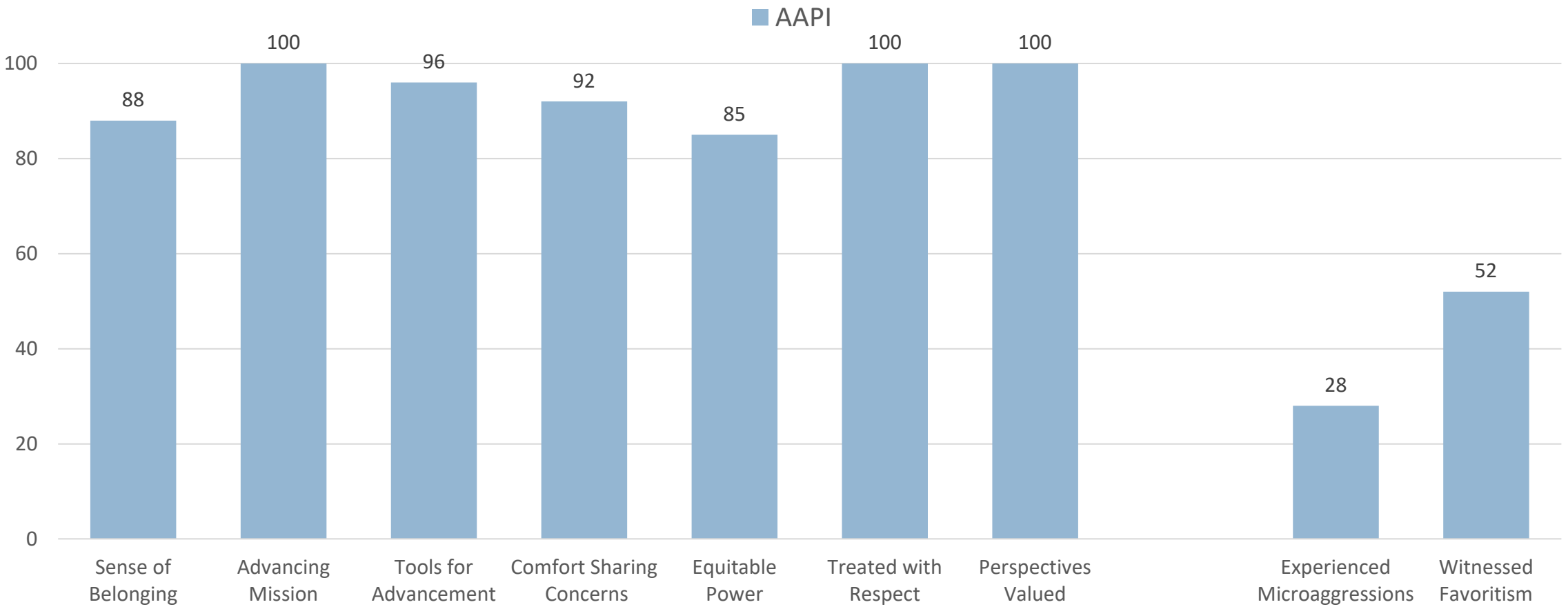
# % Agree – All Responses




Note: Unlike the rest of the questions, agreement is an unfavorable response for “Experienced Microaggressions” and “Witnessed Favoritism”

# Personal Experiences by Race/Ethnicity

# % Agree by Race/Ethnicity

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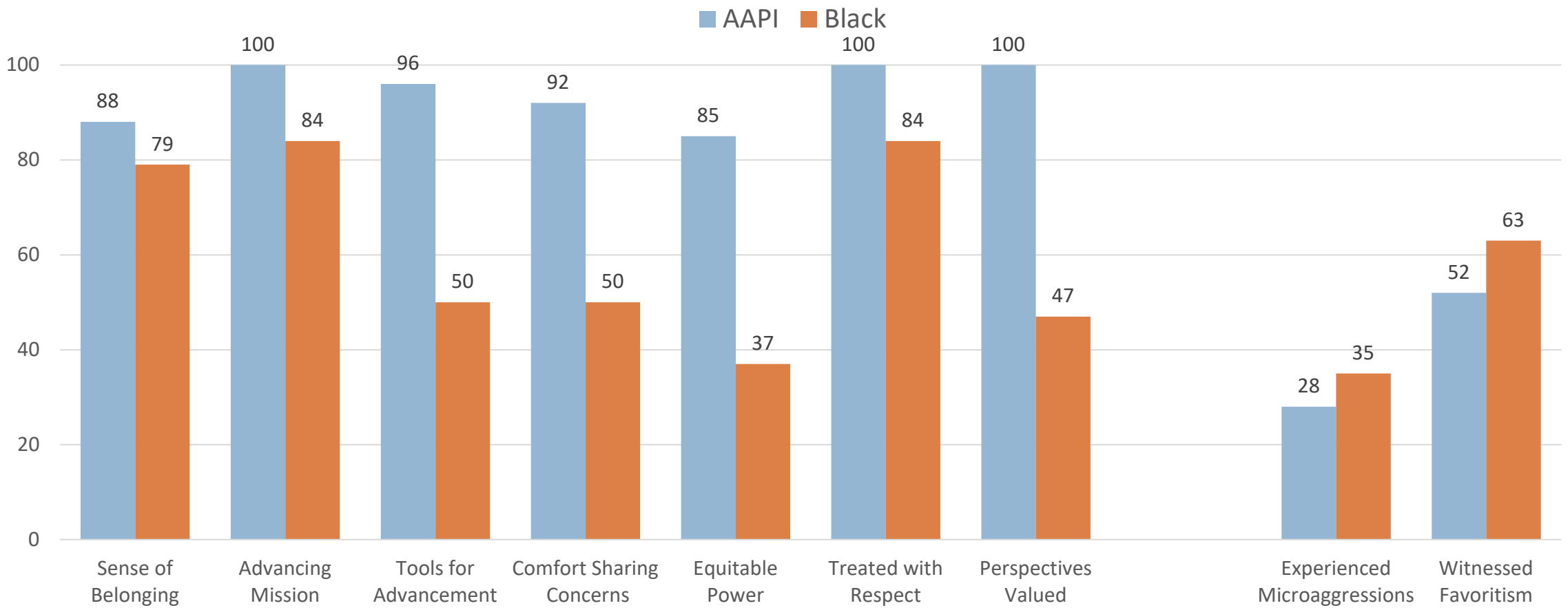


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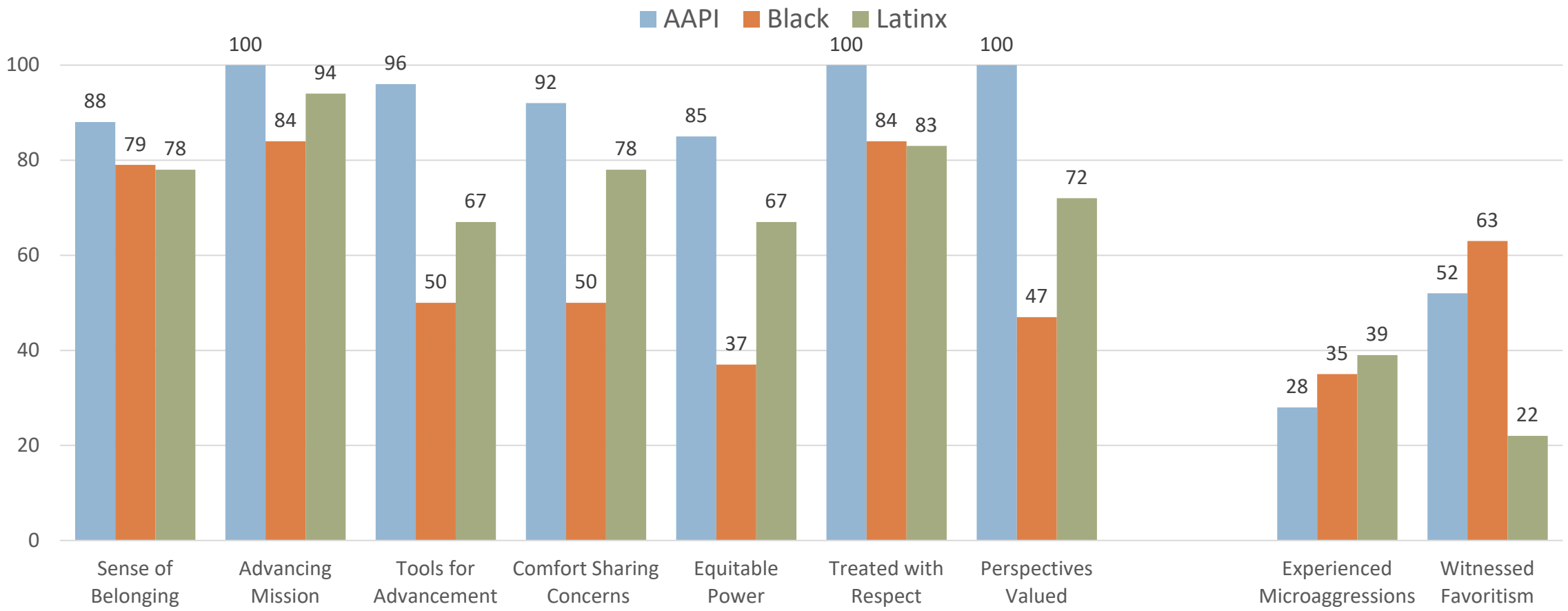


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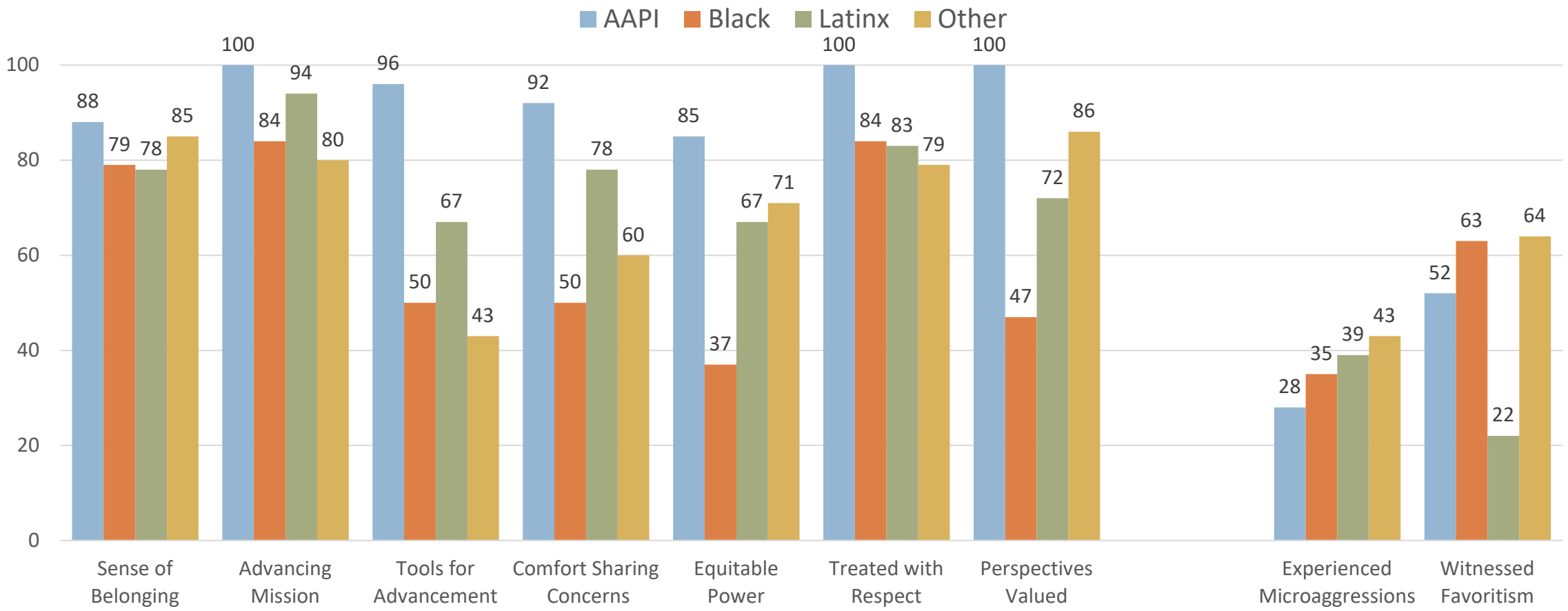


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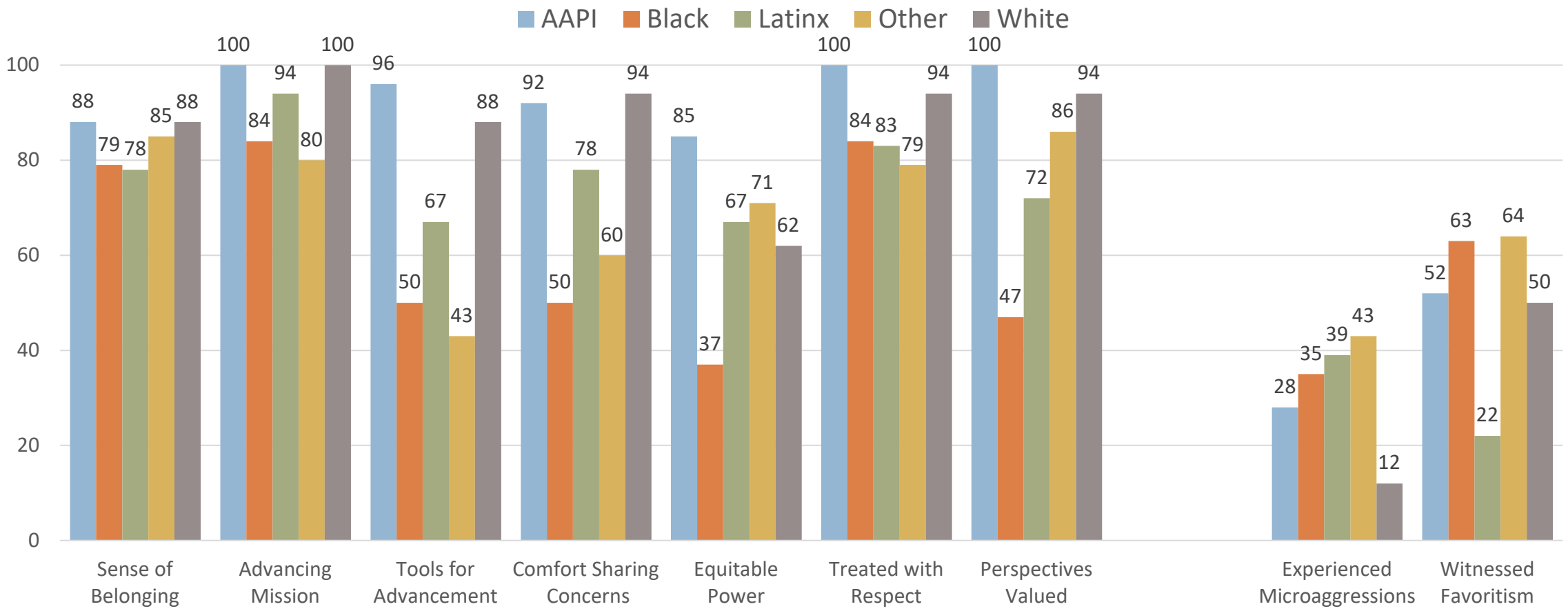


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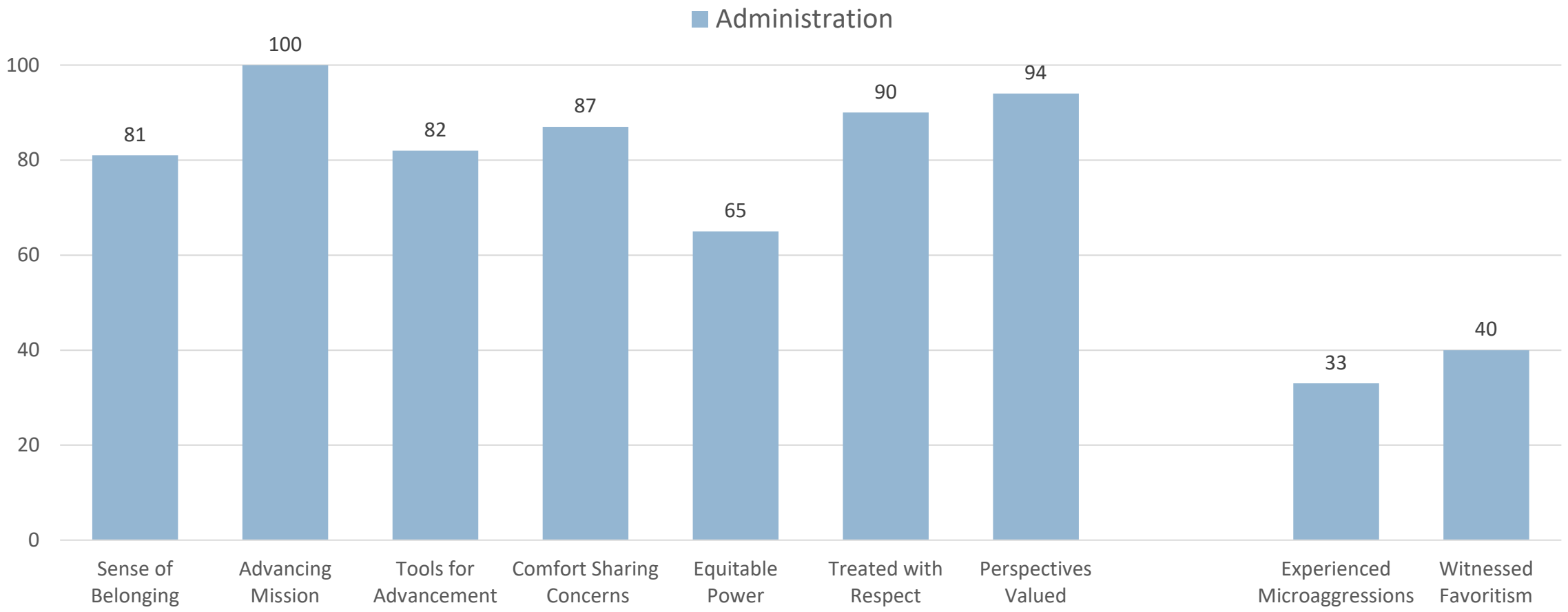
# Personal Experiences by Division

# % Agree by Division

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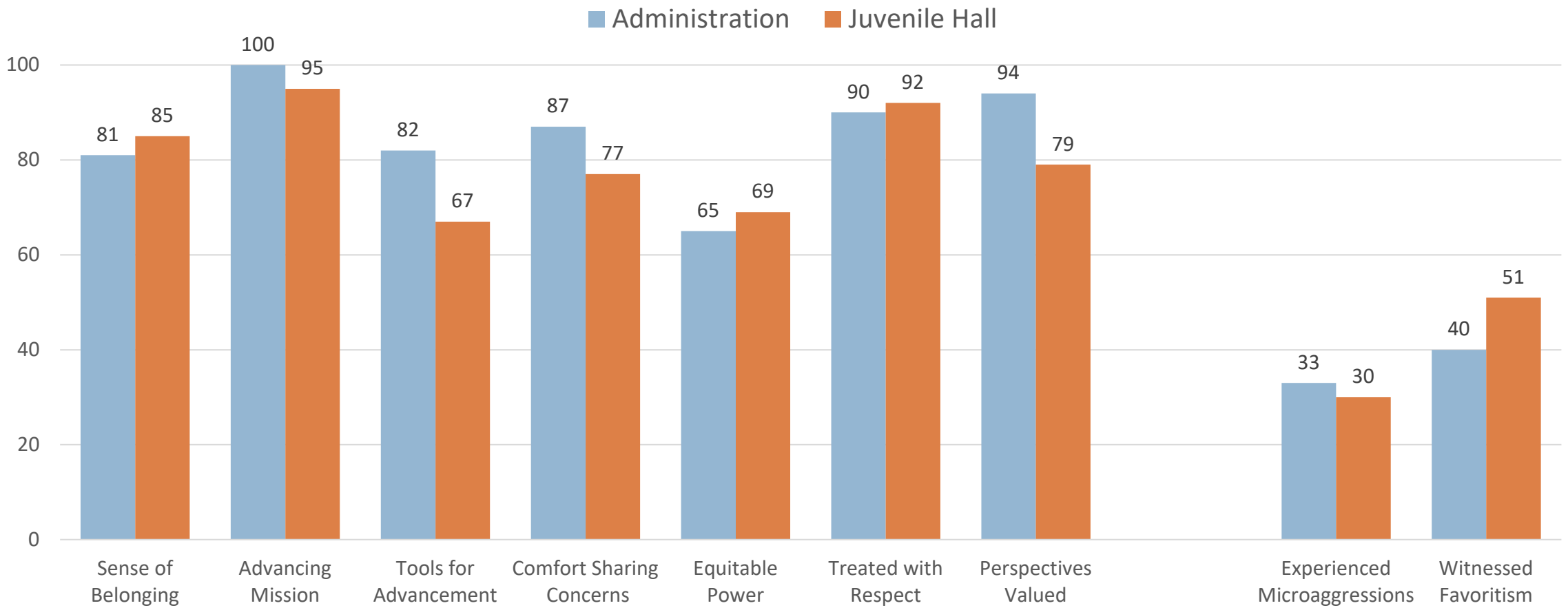


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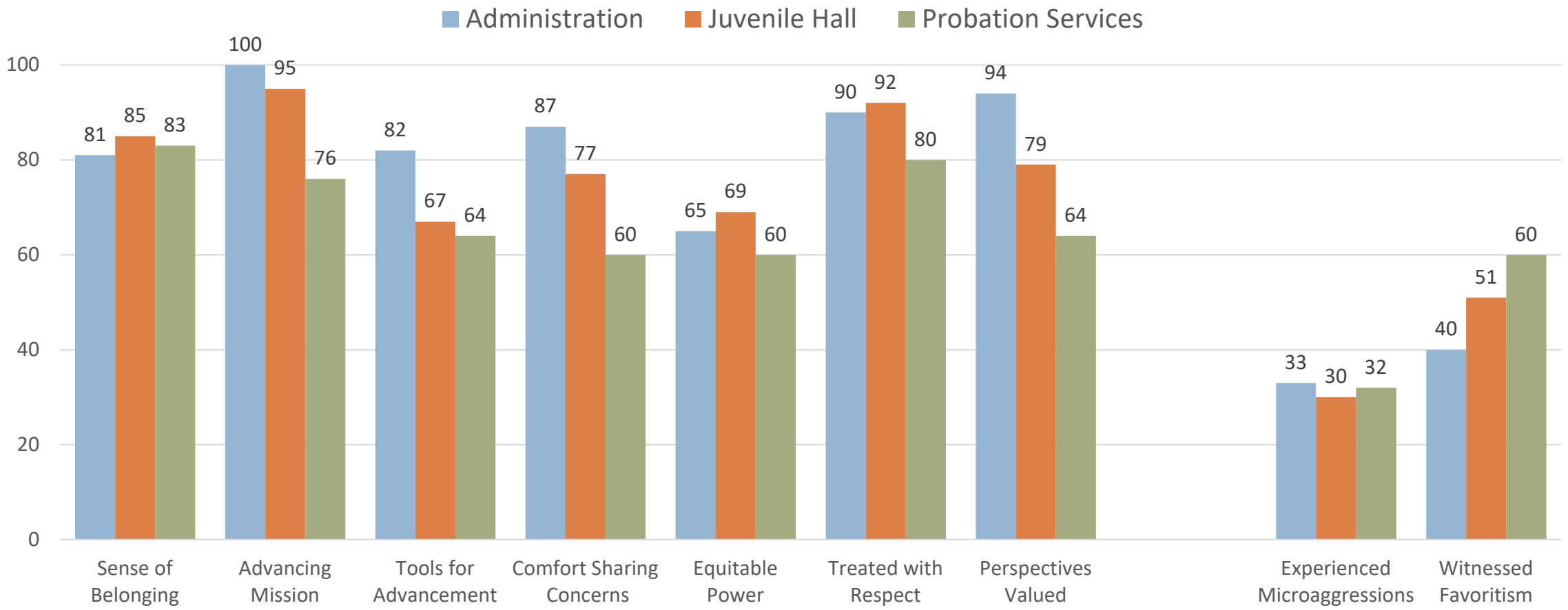


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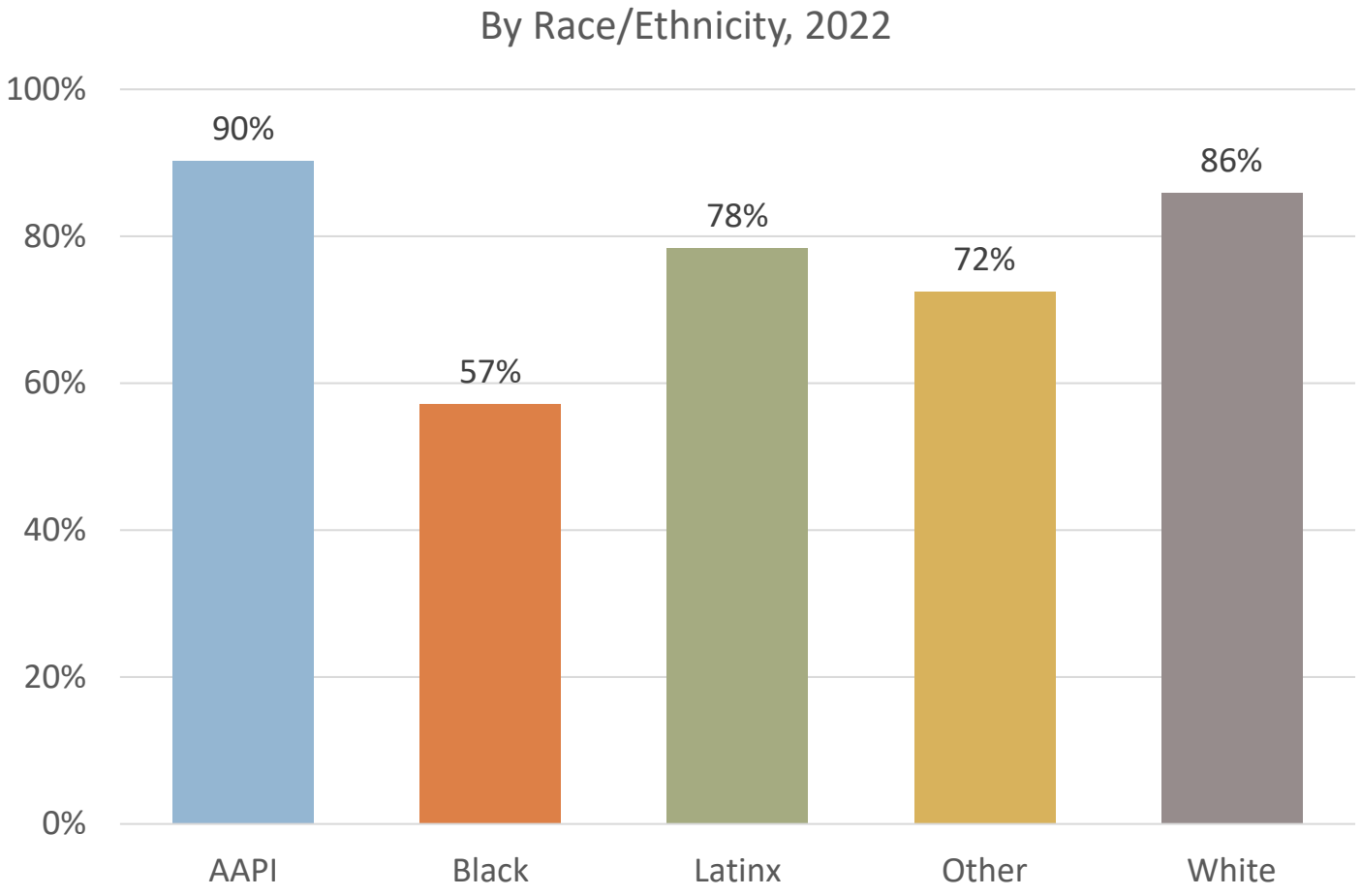
# Response Averages

# Average % Favorable Responses by Race/Ethnicity

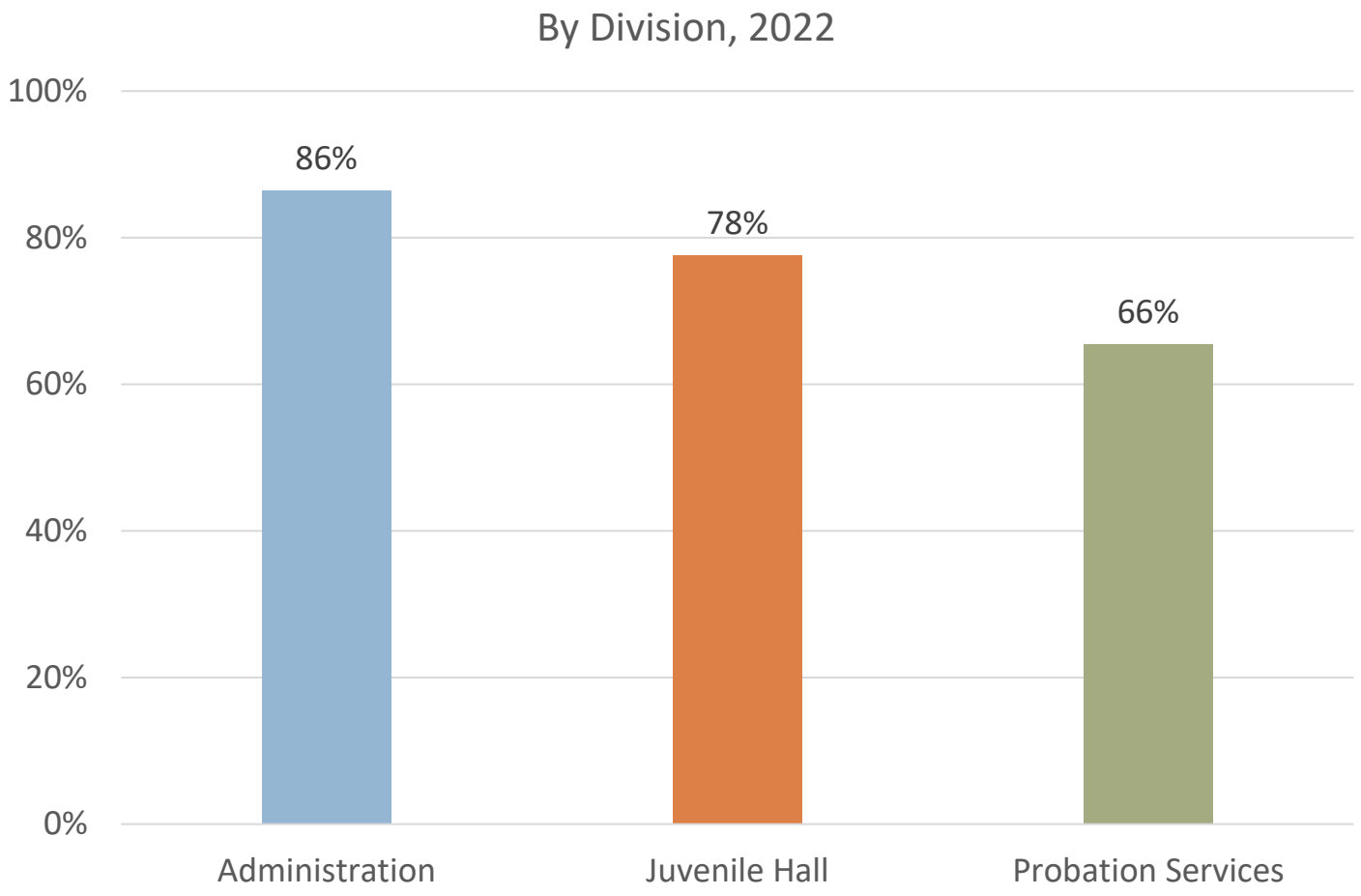



Over the 3 years of data collection, AAPI and white staff have consistently reported the most positive perceptions related to racial equity at JPD, followed by Latinx staff.

Over the same time period, Black staff have reported vastly different and more negative perceptions of racial equity at JPD.

Note: This graph averages responses to all questions on perceptions and experiences related to racial equity (Q6 –Q23).

# Average % Favorable Responses by Division



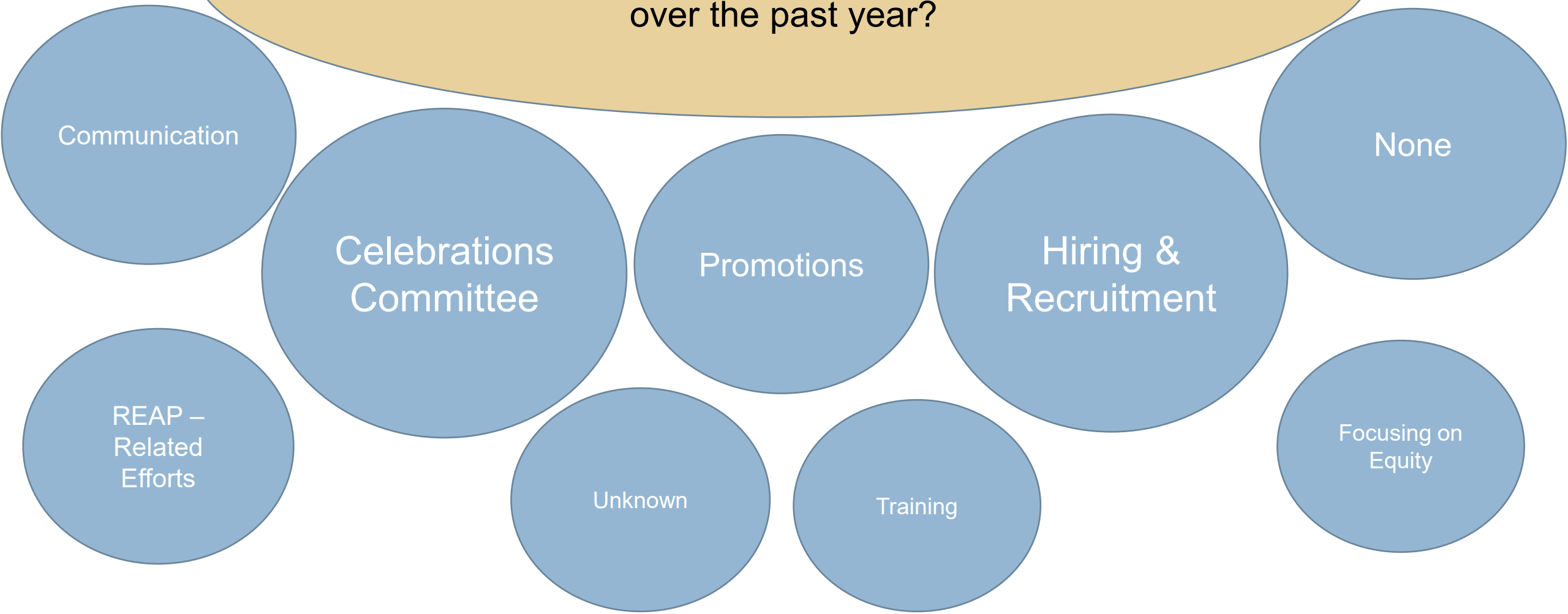

Over the 3 years of data collection, staff in the Administration division have consistently had the most positive perceptions of racial equity at JPD.

While staff in Juvenile Hall now report more positive perceptions related to racial equity than Probation Services, it was the opposite when the survey first launched in 2020.

Note: This graph averages responses to all questions on perceptions and experiences related to racial equity (Q6 –Q23).

# Open-Ended Survey Response Themes

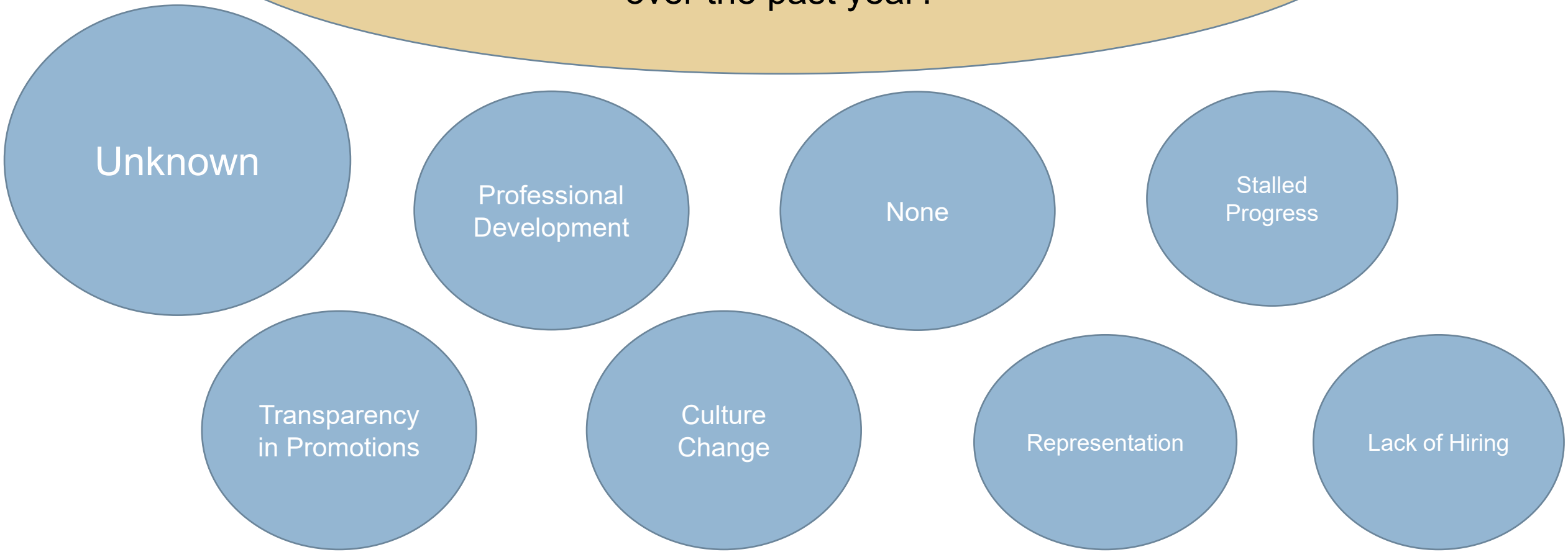
In what specific ways has JPD **created a more racially equitable work environment for staff** over the past year?



In what specific ways has JPD **created a more racially equitable work environment for staff** over the past year?

| Most Common Themes | Subthemes |
|---|---|
| **Hiring & Recruitment** | Hiring generally, hiring diverse candidates, targeted outreach at job fairs |
| **Celebrations Committee** | Morale booster, cross-division fellowship, learning opportunities |
| **None/Superficial** | It has not, POC staff experiences ≠ Black staff experiences, superficial |
| **Promotions** | Juvenile Hall promotions, fairness over favoritism, POC staff supervisors |
| **Communications** | Access in terms of scheduling, recordings, staff input, open door policy |
| **REAP-related Efforts** | Working on REAP, allowing staff to participate as RE Leaders, staff survey |

In what specific ways has **JPD fallen short in making meaningful progress to create a more racially equitable work environment** for staff over the past year?



In what specific ways has **JPD fallen short in making meaningful progress to create a more racially equitable work environment** for staff over the past year?

| Most Common Themes | Subthemes |
|---|---|
| **Unknown** | Lack of clarity re: REAP progress/work, left out of process, unclear department vision |
| **Culture Change** | Normalizing conversations, addressing department's history, equity-related trainings, relationship building, creating safe spaces for input |
| **Professional Development** | Equitable opportunities, tools for job duties/advancement |
| **Promotions** | Favoritism, acting positions, timeliness of job announcements, testing & interview > experience, promotion into management |
| **Representation** | No Black staff in Admin, no Black staff in Management, racial differences by division/building, disparities in promotion |
| **Lack of Hiring** | Hiring generally, hiring Black staff and staff of color, hiring multilingual staff |

What **specific actions or changes should JPD prioritize** that would have the greatest impact on creating a more racially equitable workplace in the coming year?

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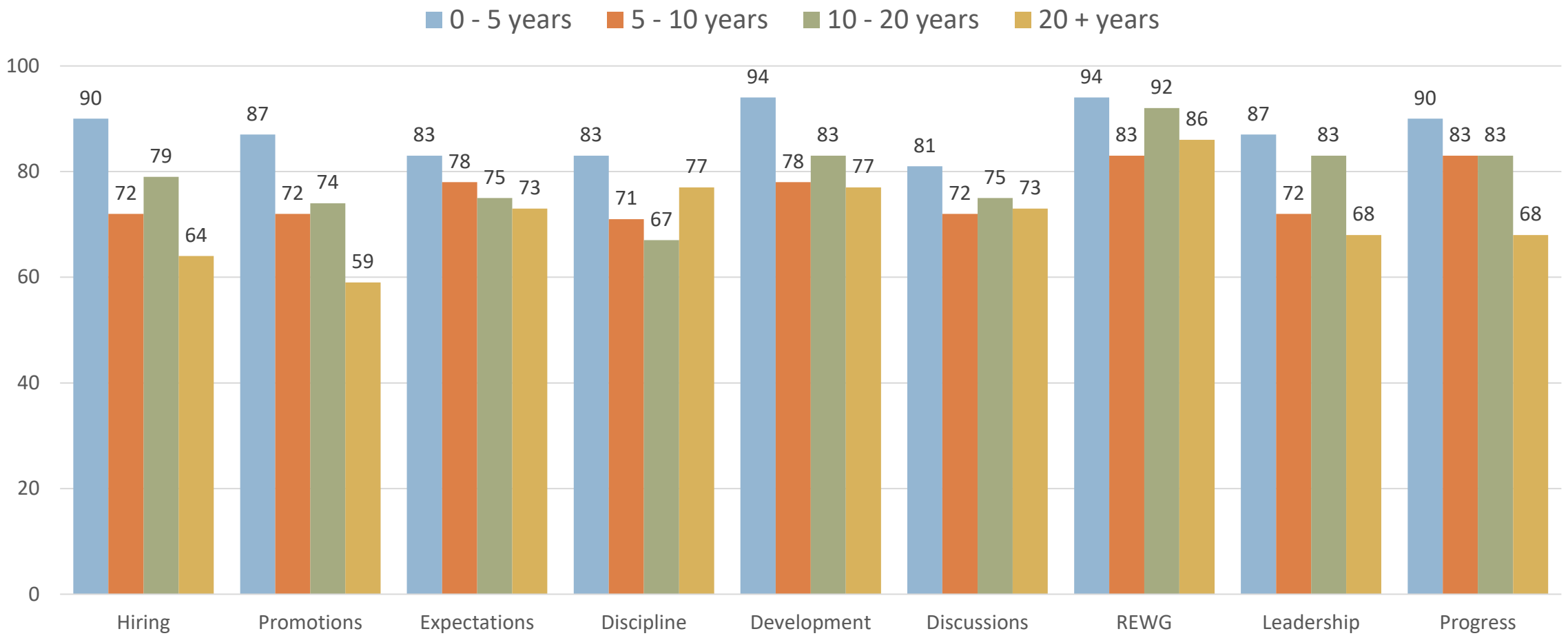
| Most Common Themes | Subthemes |
|---|---|
| **Culture Change** | Moving beyond policy changes, equitable voice and opportunities for input, safe spaces, affinity groups, external support |
| **DEI Opportunities** | DEI training, opportunities to learn about other cultures, clarity around when/how to report microaggressions |
| **Representation** | Increase representation of Black employees in Management & Admin |
| **Hiring & Recruitment** | Hire DEI Manager, hire Training Officer, recruit diverse applicants for Admin positions, address background checks |
| **Professional Development** | More training opportunities, equitable professional development, roadmaps for career advancement, manage towards developing skills needed for promotion |

# Additional Slides

# % Agree by Length of Time at JPD



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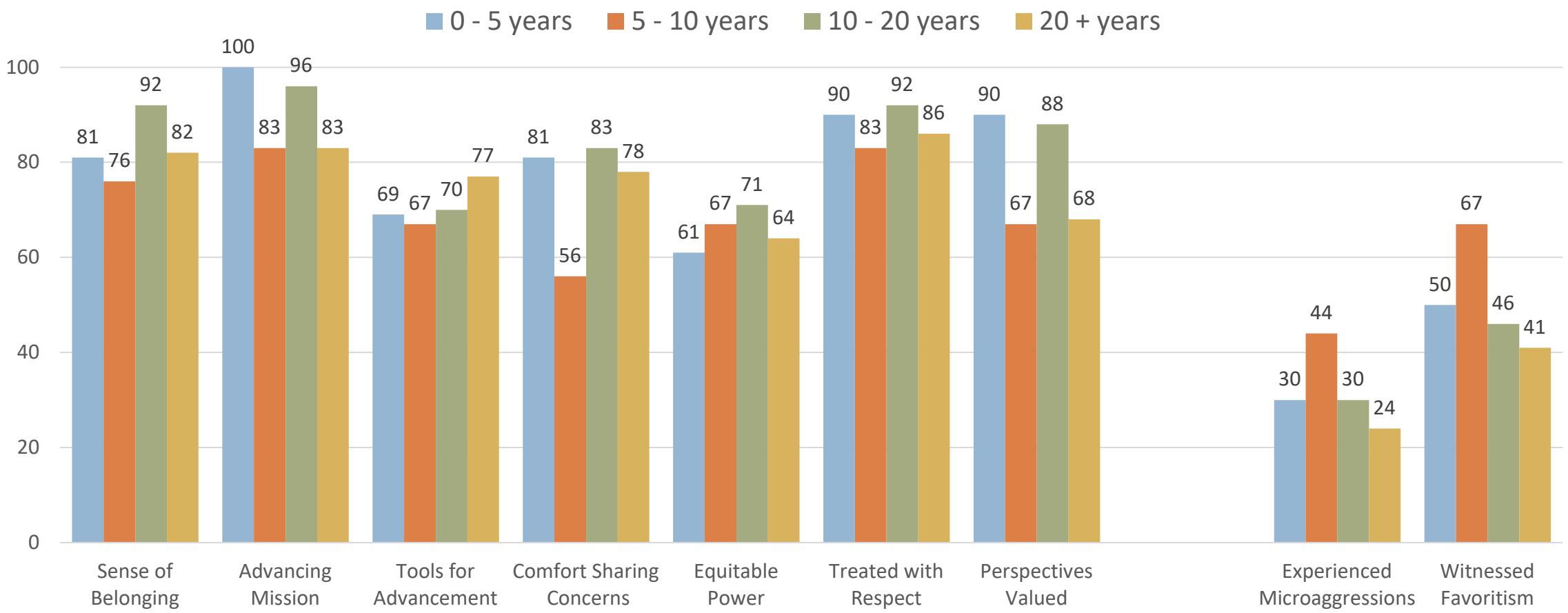


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