

## TDEC's Diversity Climate Survey

*Please circle one response for each statement.*

*The leadership at this Agency encourages diversity.*

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

*This Agency respects individuals and values their differences.*

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

### **Agency Culture**

*This Agency is making progress with diversity initiatives.*

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

*At this Agency, employees appreciate others whose race/ethnicity is different from their own.*

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

*I believe the Agency will take appropriate action in response to incidents of discrimination.*

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

*I believe TDEC receives a diverse, qualified applicant pool for advertised positions.*

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

*Employees of different racial/ethnic backgrounds are encouraged to apply for higher positions.*

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

*Getting to know people with racial/ethnic backgrounds different from my own has been easy at this Agency.*

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

*Employees of different backgrounds interact well in this Agency.*

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

*Management demonstrates a commitment to meeting the needs of employees with disabilities.*

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

*I believe the agency would benefit by offering training related to issues of diversity, equity and inclusion.*

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

*I would be interested in joining a TDEC Affinity Group to develop and promote a better climate of diversity and inclusion within the Agency. The TDEC Affinity group would assist the TDEC Diversity Council in efforts to recruit and retain a diverse workforce.*

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**The following questions are for analytic purposes only. They will not be used to try to identify any individual. However, if you feel uncomfortable about answering any of them do not do so.**

*I work in:*

Bureau of Environment

Bureau of Parks & Conservation

Department-Wide Services (Administrative Services, Strategy & Engagement, Office of General Counsel, Commissioner's Office, etc.)

*How long have you worked for TDEC*

Less than one year

One year to less than two years

Two years to less than five years

Five years to less than ten years

Ten years or more

*What is your gender?*

M

F

*Which of the following best describes your role in the organization?*

First-level supervisor

Manager/supervisor higher than first level (including senior management positions)

Not a manager or supervisor