

BOS Employee Racial Equity Survey

This survey takes about 15 minutes to complete. In order to ensure the most open and honest responses to questions, all answers are anonymous. Please answer each question to the best of your ability. This survey will be reviewed and aggregated by the BOS Racial Equity Team.

We are committed to responding to your concerns without any form of reprisal or retaliation, and to providing an inclusive, welcoming, and belonging environment. This form is not a substitute for filing a complaint of discrimination or harassment based on violation of any federal, state or local law. If you have a discrimination complaint, please follow the procedures for filing a complaint which can be accessed by clicking on the following link:

<https://sfdhr.org/how-file-discrimination-harassment-or-retaliation-complaint>

Please complete this survey by the end of the day on December 31, 2020.

If you have questions about the survey, please contact jessica.j.wong@sfgov.org

* Required

1. Before applying to BOS, how did you hear about your position? *

- Job posting website (e.g. Indeed, LinkedIn)
- Internal promotion
- City sponsored apprenticeship, fellowship, internship
- Through a personal contact or peer, already working in the City government
- CCSF Job Postings Page
-

2. Please select the responses that most closely reflects your opinion. *

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
When I first started working here, BOS provided the right amount of support for me to be able to learn my job quickly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know what is expected of me in my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BOS provides me with tools I need to help me develop in my career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The programs and trainings that are offered for my ongoing learning and support are effective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work environment supports the results I am expected to achieve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Please select the responses that most closely reflects your opinion. *

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
My coworkers treat each other with respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My team works well together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discipline in my division is administered fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BOS recognizes good performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
In my division opportunities for promotion are equally accessible regardless of race or ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Does your division administer a Performance Planning and Appraisal Report (PPAR or Performance Evaluations) for each employee once or more a year? *

- Yes
- No
- I don't know

5. Please select the responses that most closely reflects your opinion.

PPAR stands for Performance Plans and Appraisal Reports or Performance Evaluations. If your division does not administer PPARs mark Neither Agree nor Disagree below. *

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
My PPAR clearly outlines job expectations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My PPAR documents areas for growth and improvement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My PPAR is used to document and praise strengths	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
The PPAR process works well to fairly rate my actual performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Please select the responses that most closely reflects your opinion. *

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
BOS can do more to increase Citywide workforce equity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BOS Leadership is committed to Racial Equity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Addressing Racial Equity is a part of my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the tools I need to address racial disparities in my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I care about the results this department achieves	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have confidence in the direction that my division is going	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. If you would like to elaborate on any of the above responses please do so in the box below.

Enter your answer

8. Please select the responses that most closely reflects your opinion. *

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
My supervisor keeps me informed about departmental changes that could affect me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor helps me get what I need to do my best work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor treats me with respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor supports my overall success and achievement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor gives me the right amount of independence to do my work successfully	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor helps me learn from my mistakes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor provides me with feedback to help me improve my performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. If you would like to elaborate on any of the above responses please do so in the box below.

Enter your answer

10. Do you have regular one on one meetings with your supervisor? *

- Yes
- No
- I don't know

11. Have you experienced and/or witnessed racial bias or racism at BOS? *

- Yes
- No
- I don't know

12. If you would like to elaborate on any of the above responses please do so in the box below.

These responses may be investigated further by EEO or department leadership.

Enter your answer

13. Have you experienced and/or witnessed other inequities at BOS? *

- Yes
- No

I don't know

14. If you would like to elaborate on any of the above responses please do so in the box below.

These responses may be investigated further by EEO or department leadership.

Enter your answer

15. How comfortable would you feel reporting a racist or sexist behavior or experience to any of the following people: *

	Very Comfortable	Comfortable	I don't know	Uncomfortable	Very Uncomfortable
Your supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A Different Division Supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BOS's Department Personnel Officer (DPO)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equal Employment Opportunity (EEO)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Union Representative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BOS Senior Leadership Team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. If you had experienced racism, bias, or other inequities in the workplace would you feel comfortable participating in a 3rd-party mediated resolution with the person involved. *

- Yes
- No
- Maybe, I'd like to learn more

17. Are you involved in programs or workgroups at BOS to advance racial equity? *

- Very involved in racial equity initiatives
- Somewhat involved in racial equity initiatives
- Not involved in racial equity initiatives
- I am not yet involved in racial equity initiatives but would like to be

18. Please select the responses that best reflects your opinion on what would help you to become more actively involved in advancing racial equity at BOS:

	Strongly Agree	Agree	I Don't Know	Disagree	Strongly Disagree
Having more time to get involved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Greater management / supervisory support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More trainings and educational opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time to meet with affinity groups for support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. Please select the responses that best reflects your opinion: *

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I am proud to work for this department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel inspired to do my best work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I look forward to going to work on most days	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I will have a long career at this department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would refer this department to a friend as a good place to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. How would you prefer to share ideas about citywide and department racial equity? (Mark all that apply) *

- Anonymous Feedback Forms
- Racial Equity Workgroup Meetings
- Through conversations with Division and Department Leadership
- Promoting Affinity Group Workgroups
-

21. Do you have ideas about how BOS can improve Racial Equity in our workforce or how to include an equity lens into the work we do everyday?

If so, please provide your ideas below or focus areas for improvement below:

Enter your answer

22. What BOS Division are you a part of?

- Office of the Clerk of the Board
- District Office
- Assessment Appeals Board
- Youth Commission
- Sunshine Ordinance Task Force
- I'd prefer not to answer
- Other

23. What is your position classification number?

Enter your answer

24. What race/ethnicity do you identify as? *

- American Indian, Alaska Native or First Nations
- Asian
- Black, African American, or Black African
- Filipina/o/x

- Latina/o/x or Hispanic
- Multiracial
- Pacific Islander
- White or European American
- I'd prefer not to answer
-

25. What gender do you identify as? *

- Female
- Male
- Transgender Female
- Transgender Male
- Gender Nonbinary
- I'd prefer not to answer
-

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