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
   - Other

2. Please select the responses that most closely reflects your opinion. *
<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>When I first started working here, BOS provided the right amount of support for me to be able to learn my job quickly</td>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I know what is expected of me in my job</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>BOS provides me with tools I need to help me develop in my career</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>The programs and trainings that are offered for my ongoing learning and support are effective</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My work environment supports the results I am expected to achieve</td>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>My coworkers treat each other with respect</td>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My team works well together</td>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Discipline in my division is administered fairly</td>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>BOS recognizes good performance</td>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
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. *

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>My PPAR clearly outlines job expectations</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>My PPAR documents areas for growth and improvement</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>My PPAR is used to document and praise strengths</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
</tbody>
</table>
6. Please select the responses that most closely reflects your opinion. *

- The PPAR process works well to fairly rate my actual performance
  - Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree

- BOS can do more to increase Citywide workforce equity
  - Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree

- BOS Leadership is committed to Racial Equity
  - Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree

- Addressing Racial Equity is a part of my job
  - Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree

- I have the tools I need to address racial disparities in my work
  - Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree

- I care about the results this department achieves
  - Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree

- I have confidence in the direction that my division is going
  - Strongly Agree
  - Agree
  - Neither Agree nor Disagree
  - Disagree
  - Strongly Disagree

7. If you would like to elaborate on any of the above responses please do so in the box below.
8. Please select the responses that most closely reflects your opinion. *

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

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

13. Have you experienced and/or witnessed other inequities at BOS? *
   ○ Yes
   ○ No
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: *

<table>
<thead>
<tr>
<th></th>
<th>Very Comfortable</th>
<th>Comfortable</th>
<th>I don't know</th>
<th>Uncomfortable</th>
<th>Very Uncomfortable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your supervisor</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>A Different Division Supervisor</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>BOS's Department Personnel Officer (DPO)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Equal Employment Opportunity (EEO)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Union Representative</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>BOS Senior Leadership Team</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

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. *
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:

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>I Don't Know</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Having more time to get involved</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Greater management / supervisory support</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>More trainings and educational opportunities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Time to meet with affinity groups for support</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

19. Please select the responses that best reflects your opinion: *
<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am proud to work for this department</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I feel inspired to do my best work</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I look forward to going to work on most days</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I feel that I will have a long career at this department</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I would refer this department to a friend as a good place to work</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

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
- [ ] Other

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:
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
25. What gender do you identify as? *

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