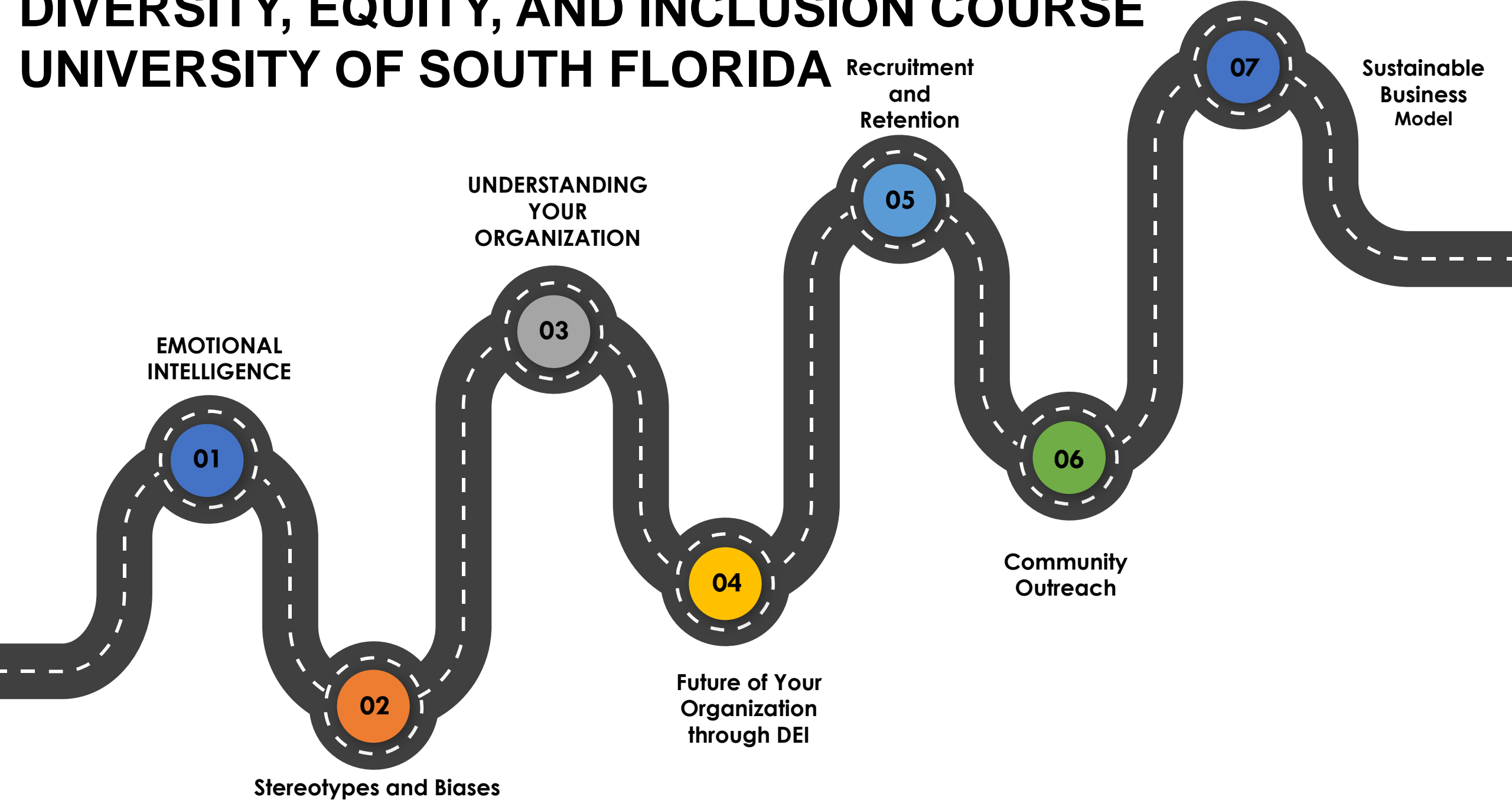




Diversity, Equity, and Inclusion

The Journey

DIVERSITY, EQUITY, AND INCLUSION COURSE UNIVERSITY OF SOUTH FLORIDA





DI·VER·SI·TY

All the ways in which people differ.




EQ·UI·TY

Fair treatment, access, opportunity, and advancement for all people. One's identity cannot predict the outcome.




IN·CLU·SION

A variety of people have power, a voice, and decision-making authority.



DEI is not a check-the-box activity; it is an ongoing process of calls to action that would help launch a lifelong commitment to improving Diversity, Equity & Inclusion in the workplace and community.



Anonymous Employee Survey

Time

Thursday, July 29th through Thursday, August 5th.



DIVERSITY, EQUITY, AND INCLUSION SURVEY

The City of Fort Pierce is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. We appreciate your honest and unbiased feedback. Please complete the anonymous questionnaire and place in the ballot box.

The City of Fort Pierce provides an environment for free and open expression of ideas, opinions, and beliefs.
 1 2 3 4 5

Strongly Disagree Strongly Agree

Management demonstrates a commitment to meeting the needs of employees with disabilities.
 1 2 3 4 5

Strongly Disagree Strongly Agree

Racial, ethnic, and gender-based jokes are not tolerated at the city.
 Yes | No

My immediate supervisor encourages people with different ideas and opinions to speak up.
 1 2 3 4 5

Disappointing Exceptional

All people have an opportunity to succeed in this organization.
 1 2 3 4 5

Disappointing Exceptional

My manager handles diversity matters appropriately and demonstrates a commitment to diversity, equity, and inclusion.
 1 2 3 4 5

Disappointing Exceptional

I would like more information on diversity, equity, and inclusion.
 Yes | No

I am interested in becoming a champion of diversity, equity, and inclusion.
 Yes | No

If you have any additional comments, please write them on the back of this survey.

RESULTS PER QUESTION

Diversity, Equity, and Inclusion Final Results

The City of Fort Pierce provides an environment for free and open expression of ideas, opinions, and beliefs.

	1	2	3	4	5	Total
# of Responses	28	18	45	36	47	174
	16%	10%	26%	21%	27%	

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

	1	2	3	4	5	Total
# of Responses	11	12	36	46	70	175
	6%	7%	21%	26%	40%	

Racial, ethnic, and gender-based jokes are not tolerated at the city.

	Yes	No	Total
# of Responses	121	47	168
	72%	28%	

My immediate supervisor encourages people with different ideas and opinions to speak up.

	1	2	3	4	5	Total
# of Responses	11	14	29	39	81	174
	6%	8%	17%	22%	47%	

All people have an opportunity to succeed in this organization.

	1	2	3	4	5	Total
# of Responses	24	20	41	33	59	177
	14%	11%	23%	19%	43%	

My manager handles diversity matters appropriately and demonstrates a commitment to diversity, equity, and inclusion.

	1	2	3	4	5	Total
# of Responses	14	14	32	41	74	175
	8%	8%	18%	23%	42%	

I would like more information on diversity, equity, and inclusion.

	Yes	No	Total
# of Responses	72	102	174
	41%	59%	

I am interested in becoming a champion of diversity, equity, and inclusion.

	Yes	No	Total
# of Responses	85	89	174
	49%	51%	

NUMBER OF PARTICIPANTS PER DEPARTMENT

Diversity, Equity, and Inclusion Survey Results			
Department	# of Employees	Surveys Returned	%
Building	20	7	35%
City Attorney	2	0	0%
City Clerk	4	4	100%
City Manager	7	6	86%
Code Enforcement	12	9	75%
Engineer	8	7	88%
Finance	15	9	60%
Golf Course	3	0	0%
Human Resources	5	3	60%
IT	8	7	88%
Marina	4	0	0%
Planning	6	2	33%
Police	141	80	57%
PW & Solid Waste	89	45	51%
Sunrise Theatre	1	0	0%
Total	325	179	55%

NEXT STEPS

Form Diversity, Equity, and
Inclusion Champion
Committees

DEI Training for Department
Heads

November 10, 2021
9AM

ITY SOCIAL JUSTICE **DIVERSITY** HUMILITY SUPPORT SYSTEM COURAGE CATALYST DIF
URE RESPECT **DIVERSITY** MUTUAL INTERSECTIONAL GROWTH INTERSE
COURAGE TRUST ACCOUNTABILITY WELCOMING VALUED GROWTH CENTERING COM
COMING TRANSPARENCY INTERACTING ACTIVE FAIRNESS JUSTICE NEEDS I
ER **EQUITY** FAMILY TRANSPARENCY RECEPTIVENESS CONNE
ESS **EQUITY** EQUALITY COLLECTIVE RESPONSIBILITES ACCOUN
ST INTERSECTIONALITY COMMUNITY DIFFERENCE INTERSECTIONALITY RECEPTIVENESS INFO
TY DIFFERENCE **AFFIRMING** IDENTITIES EXPERIENCES **HONESTY WELCOMING** RE
RSHIP INFORMATIVE VALUED PERSPECTIVES **INCLUSION** AF
DLINESS SUPPORT SYSTEM SOLIDARITY BACKGROUNDS INFORMATIVE SOCIAL JUSTICE BI
TIVENESS CATALYST **THRIVING** CONSCIOUS COMMUNITY APPRECIATION EI

