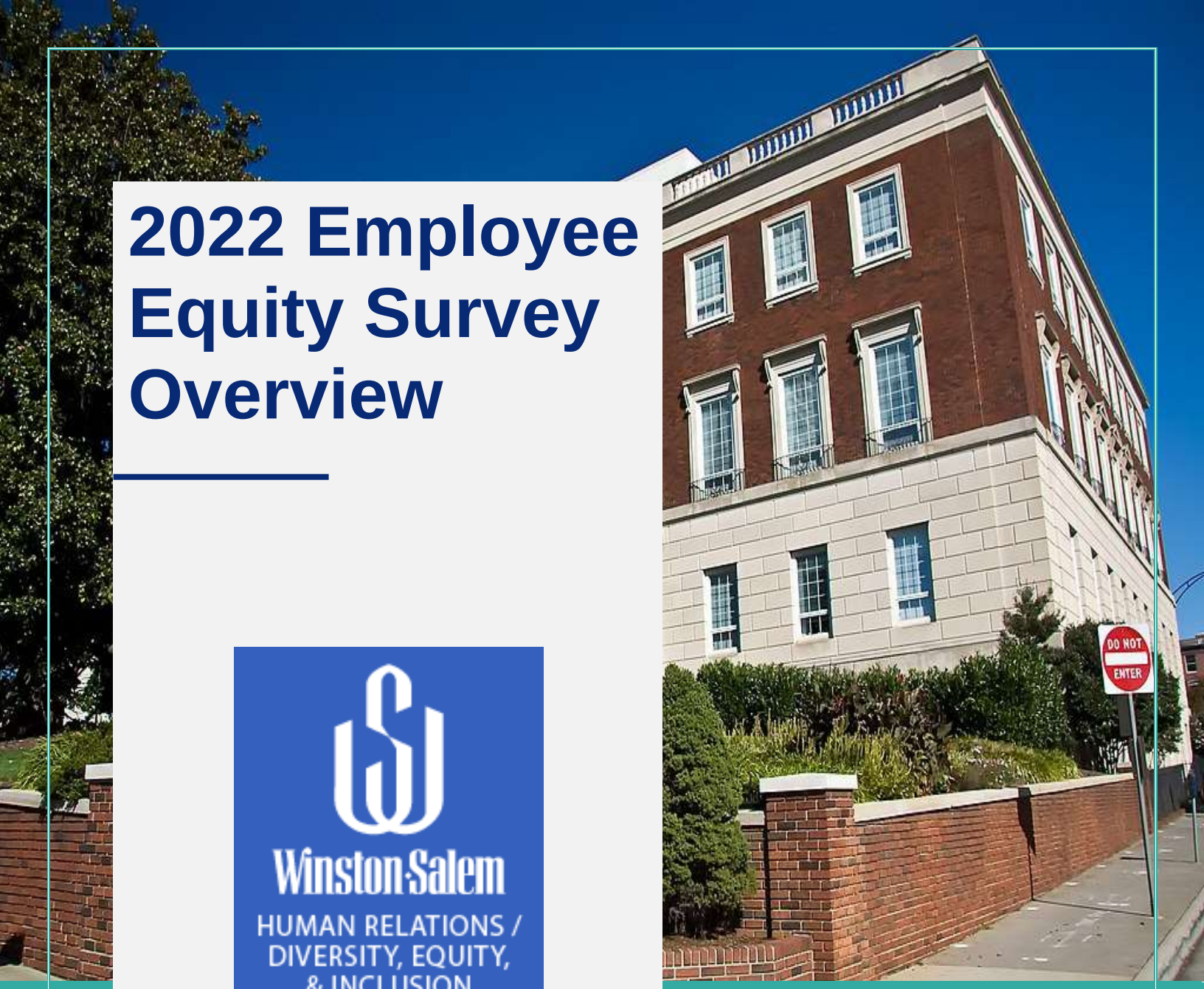
2022 Employee Equity Survey Overview



Winston-Salem
HUMAN RELATIONS / DIVERSITY, EQUITY, & INCLUSION

MARCH 23, 2022

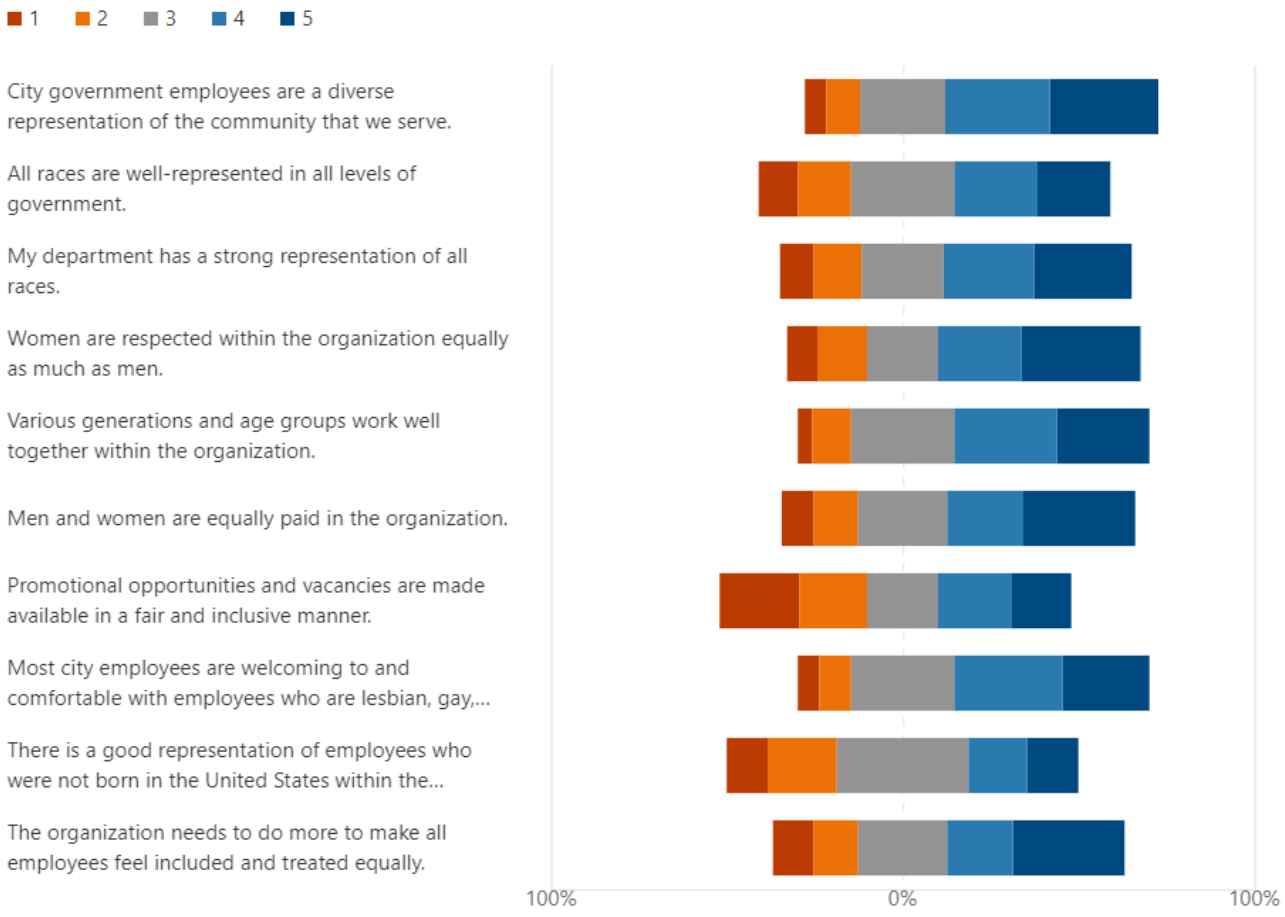
Executive Summary

The Human Relations/Diversity, Equity, and Inclusion (DEI) Department launched the Employee Equity Survey on February 11, 2022. The survey was created by the DEI Division, with the assistance of the Equity Core Team. The purpose of the Employee Equity Survey was to gauge the climate of perceptions within the city, related to diversity, equity, and inclusion. Employees did not need actual knowledge or expertise to answer the questions. Instead, employees were to base all responses on their perceptions and opinions, using their firsthand or learned experiences. All responses were collected anonymously, and the survey closed on March 11, 2022.

The Employee Equity Survey received three hundred seventy-four (374) total entries out of a 2,311 workforce. Employees were only able to submit one survey. Additionally, there were a total of four hundred forty-six (446) combined responses to the two open-ended survey questions.

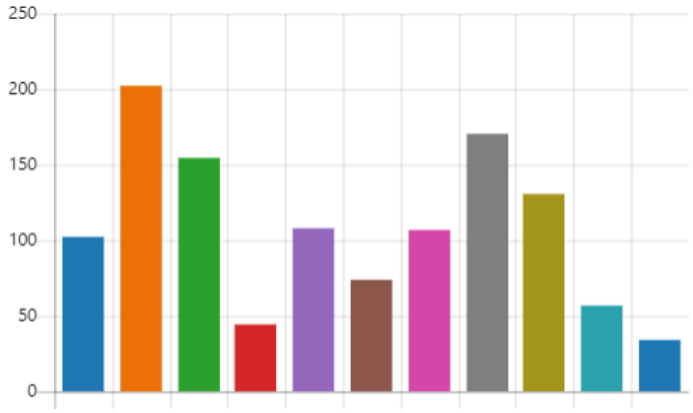
Presented herein is an overview of the survey, which can be used to benefit the City of Winston-Salem in the following areas: diversity in representation, equity in opportunity, and inclusion in participation.

On a scale of 1 to 5, where 1 is Strongly Disagree and 5 is Strongly Agree, how would you rate the following statements regarding Diversity, Equity, & Inclusion in our organization?



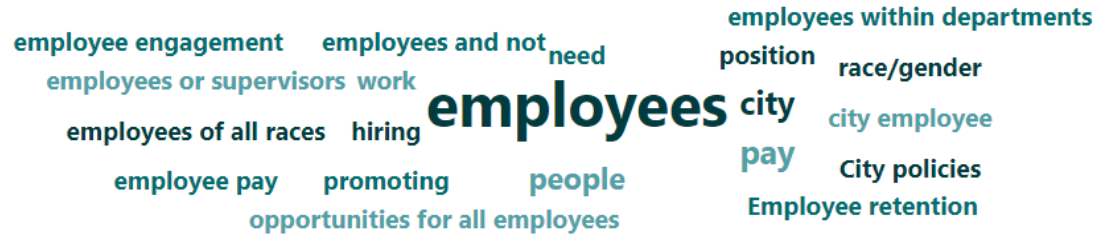
What Diversity, Equity, & Inclusion concerns do you have? (Select all that apply)

Employee engagement	102
Employee retention	202
Pay inequities	154
Community Engagement	44
Policy and procedure	108
Gender equality	74
Racial equality	107
Professional Development	170
Hiring practices	131
None	57
Other	34



The City of Winston-Salem Human Relations/Diversity, Equity, & Inclusion Department is responsible for promoting, recommending, and administering policies, strategies, and practices that promote opportunities for diversity, equity, and inclusion throughout the organization. What should the primary area(s) of focus be for the Human Relations/Diversity, Equity, & Inclusion Department?

62 respondents (**27**%) answered **employees** for this question.



Have you experienced any unwelcomed comments or conduct at the City of Winston-Salem that you felt was offensive, embarrassing, or hurtful?

Yes	140
No	179
Maybe	39

Please feel free to leave an anonymous comment or concern regarding your experience working for the City of Winston-Salem.

Summary

The above survey responses demonstrate a wide range of equity concerns to be addressed; however, the most shared concerns amongst employees who completed the survey were: **(1) Employee Retention; (2) Promotion/Hiring Practices; and (3) Pay Inequities/Professional Development.**

Upon deeper review of the tangible data and carefully examining the nuances of open-ended questions, the City of Winston-Salem is encouraged to move the needle toward a more diverse, inclusive, and equitable environment.

Recommended Next Steps: *Further examine the Employee Equity Survey Report, in conjunction with City leadership, the Human Resources Department, and Equity Core Team members, to gain a holistic understanding of what needs to be accomplished to address these equity concerns.*