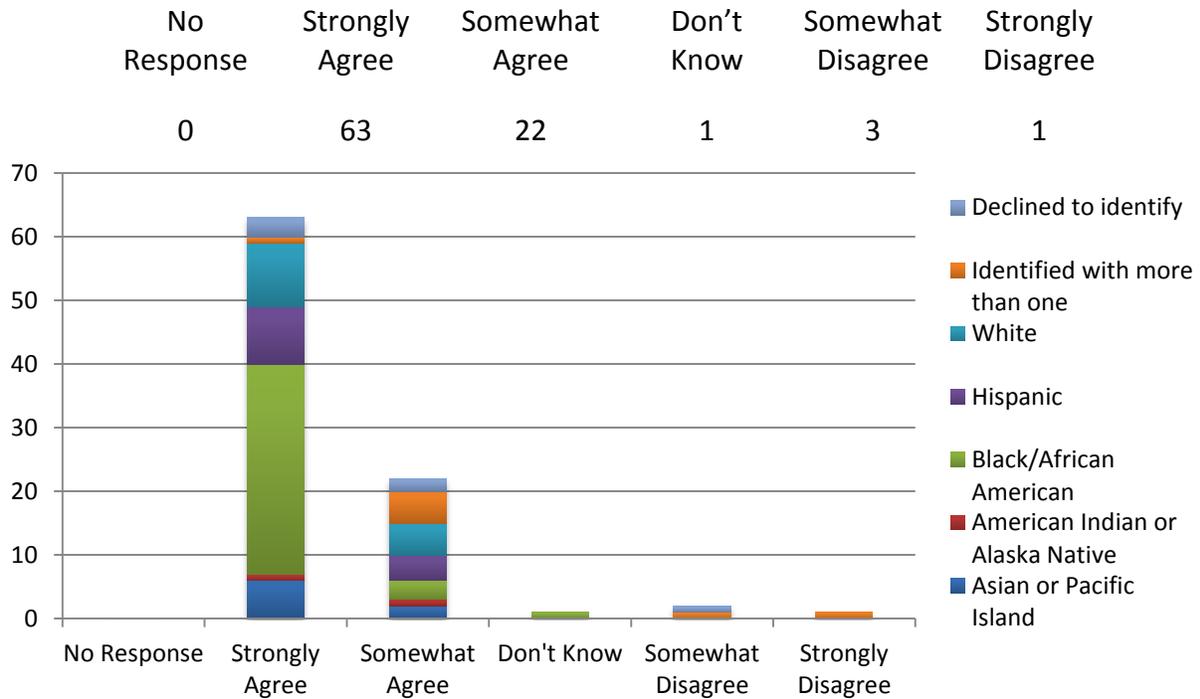# 2017 Summary of Survey Results on Race and Equity
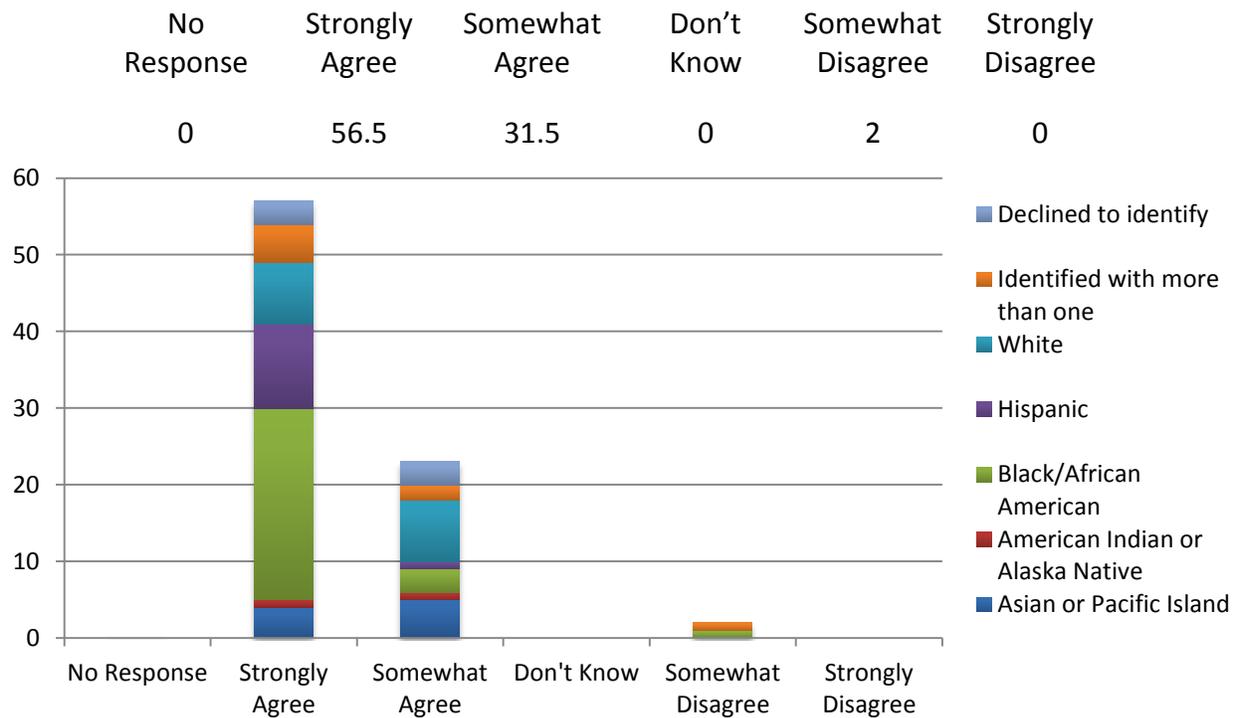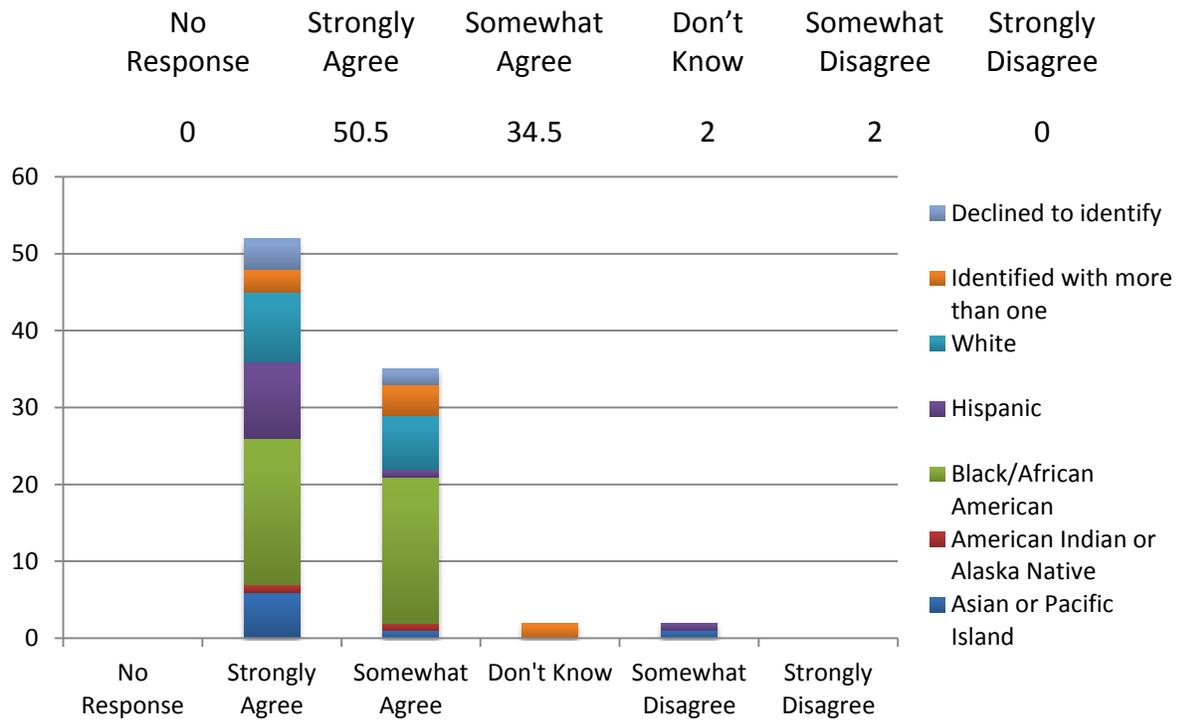
1. I think it is valuable to discuss the impacts of race.

No Response	Strongly Agree	Somewhat Agree	Don't Know	Somewhat Disagree	Strongly Disagree
0	63	22	1	3	1

2. I feel competent in my interactions with people of other races.

No Response	Strongly Agree	Somewhat Agree	Don't Know	Somewhat Disagree	Strongly Disagree
0	56.5	31.5	0	2	0

3. I have a basic understanding of concepts related to racial equity.

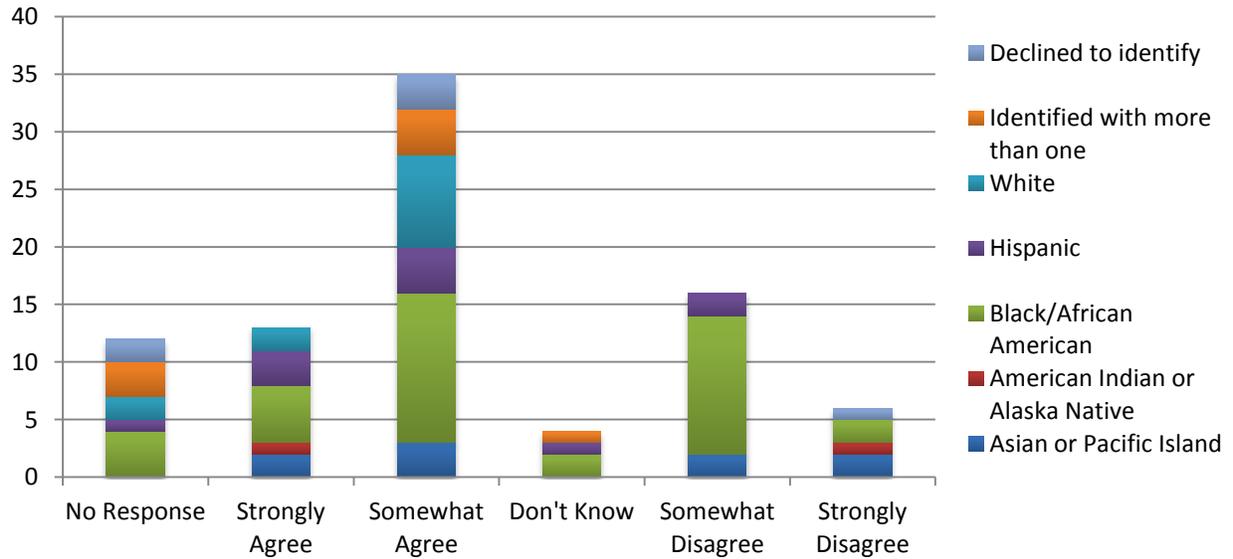| No Response	Strongly Agree	Somewhat Agree	Don't Know	Somewhat Disagree	Strongly Disagree
0	50.5	34.5	2	2	0

4. I know how to identify examples of institutional racism (i.e., when organizational programs or policies work better for white people than for people of color, usually unintentionally or inadvertently).

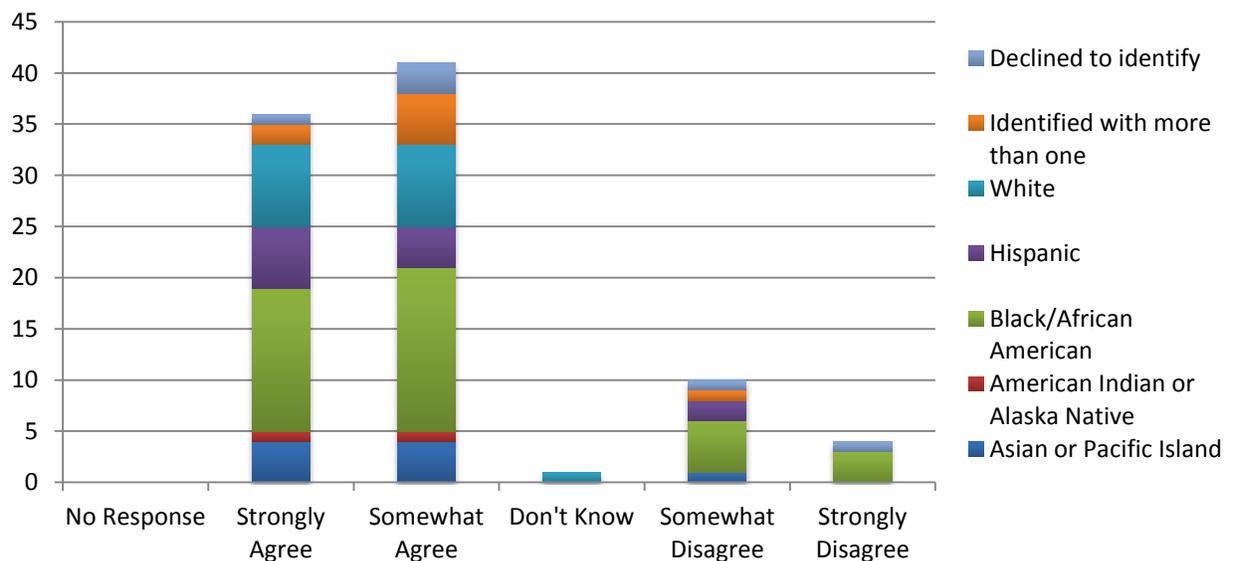| No Response	Strongly Agree	Somewhat Agree	Don't Know	Somewhat Disagree	Strongly Disagree
2	30.5	42.5	6	8	0
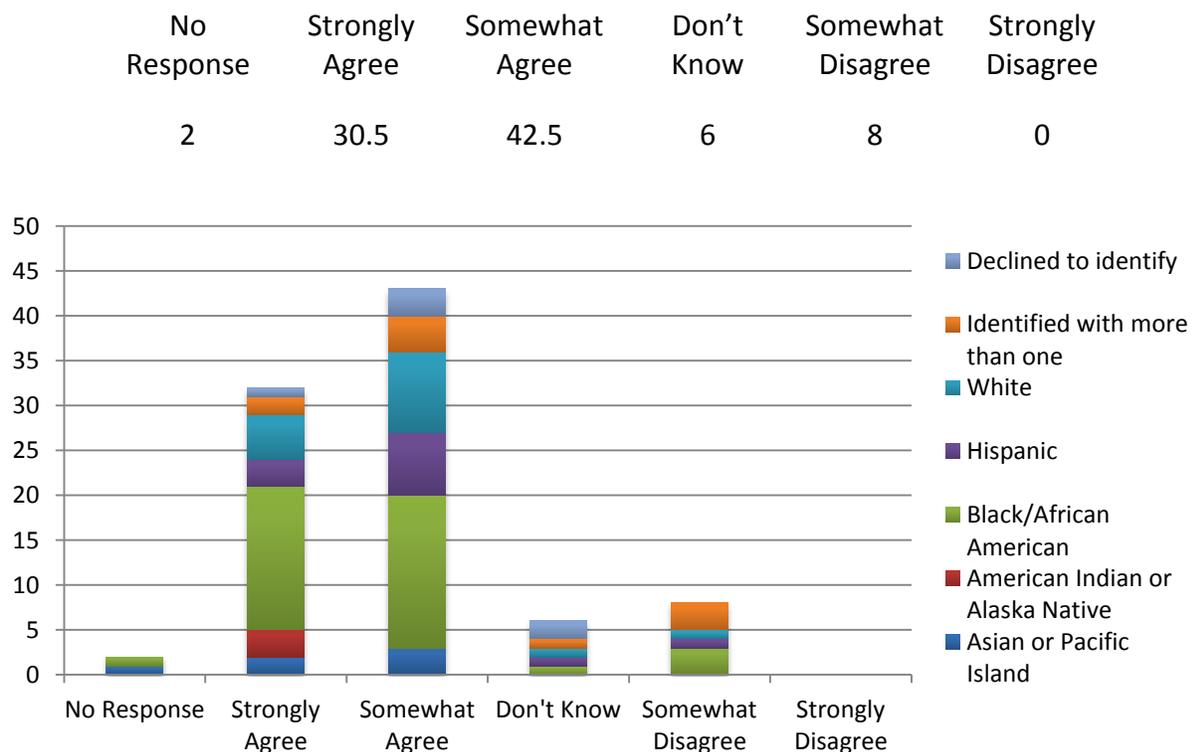
4a. (if employee can identify examples of institutional racism, as indicated in Q4) I have the tools to address institutional racism in my workplace.

|	No Response	Strongly Agree	Somewhat Agree	Don't Know	Somewhat Disagree	Strongly Disagree
	13	13	35	4	19.5	5.5

5. I feel comfortable talking about race.

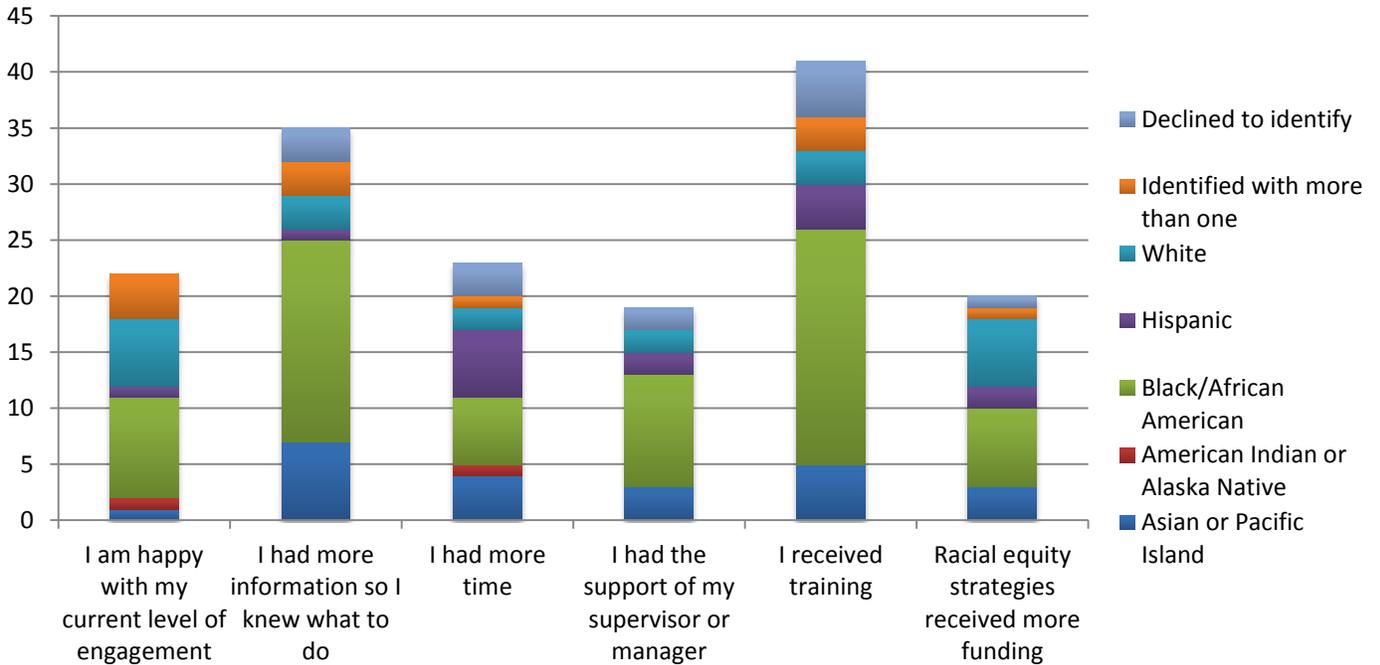|	No Response	Strongly Agree	Somewhat Agree	Don't Know	Somewhat Disagree	Strongly Disagree
	0	35.5	40	1	9.5	4

6. I am actively involved in advancing racial equity in my work.

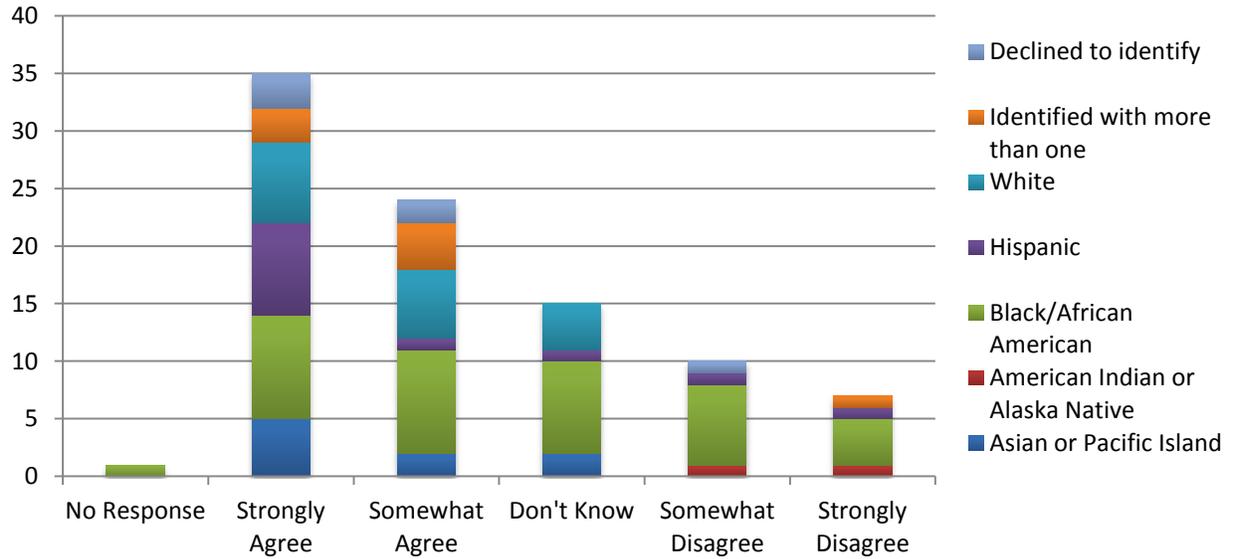| No Response	Strongly Agree	Somewhat Agree	Don't Know	Somewhat Disagree	Strongly Disagree
2	25	30	10.5	10.5	12
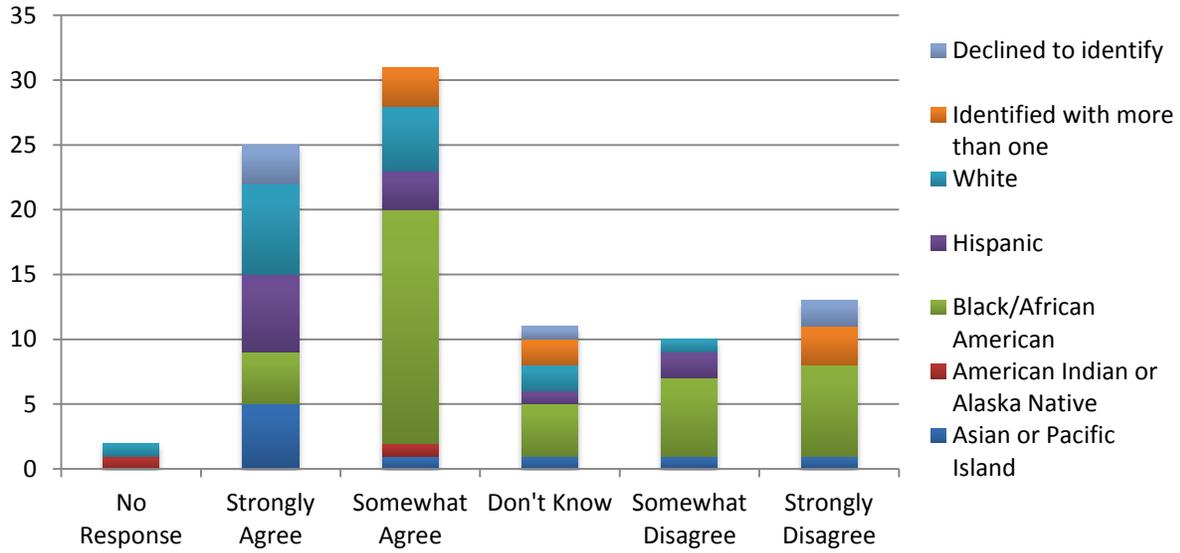
7. I would become more active in advancing racial equality if: (Mark all that apply)

I am happy with my current level of engagement	I had more information so I knew what to do	I had more time	I had the support of my supervisor or manager	I received training	Racial equity strategies received more funding
23	35	24	19	41	20

8. My department is committed to racial equity.

No Response	Strongly Agree	Somewhat Agree	Don't Know	Somewhat Disagree	Strongly Disagree
1	34.5	23	14.5	10	7

9. My department provides the resources necessary for addressing racial disparities and achieving racial equity.

No Response	Strongly Agree	Somewhat Agree	Don't Know	Somewhat Disagree	Strongly Disagree
2	17	21	23	16	11
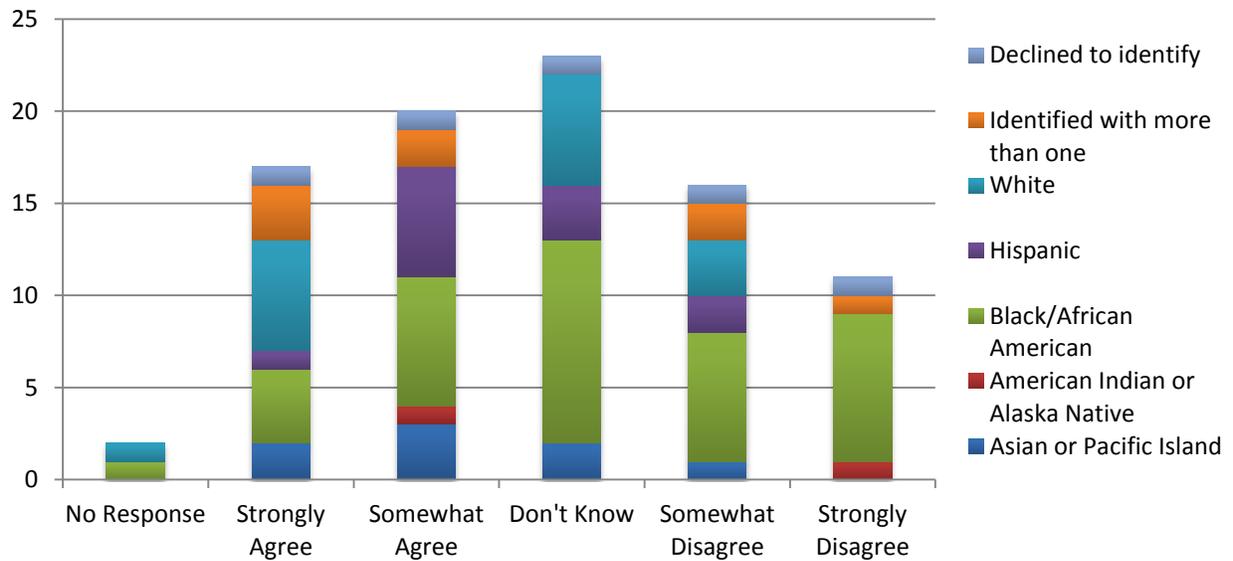
10. The City of Richmond seeks input and assistance on decision-making from communities of color.
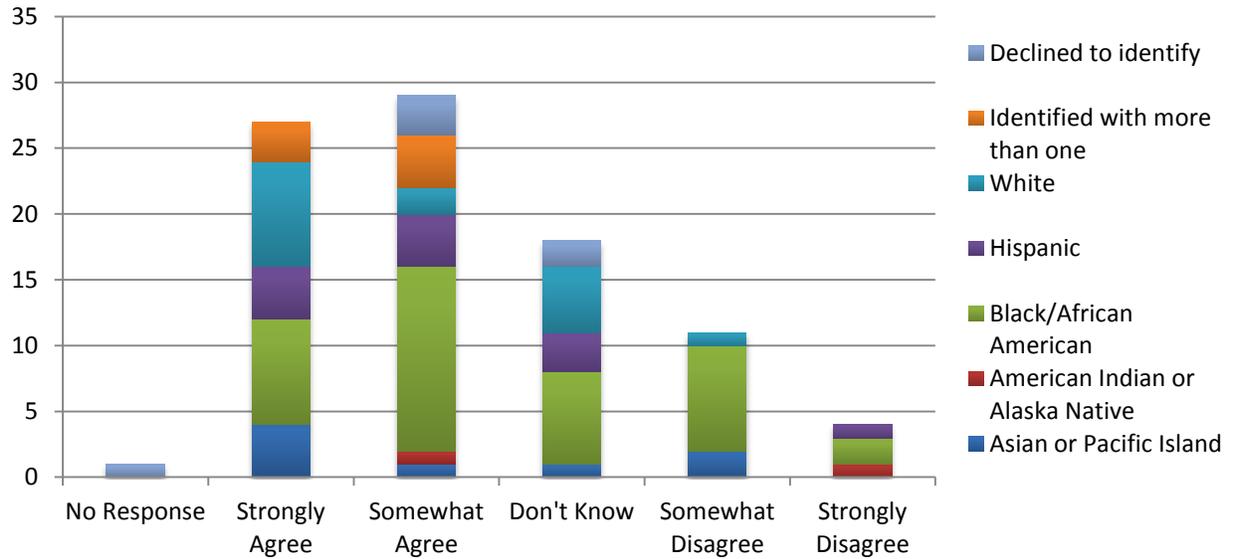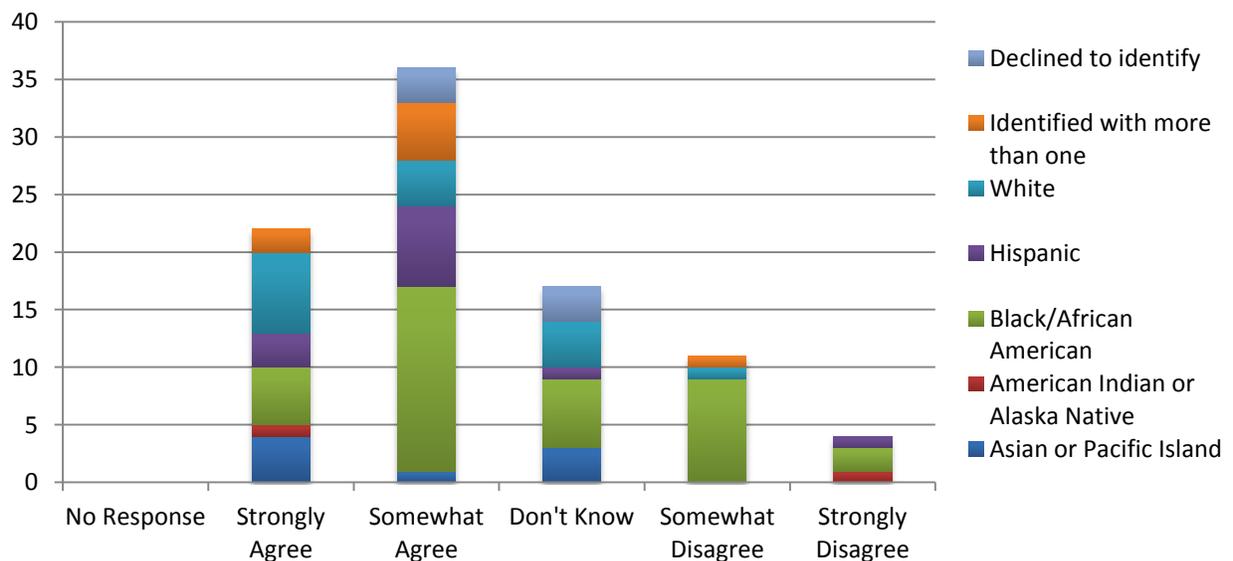
No Response	Strongly Agree	Somewhat Agree	Don't Know	Somewhat Disagree	Strongly Disagree
2	27	27	18	11	5

Legend:
- Declined to identify
- Identified with more than one
- White
- Hispanic
- Black/African American
- American Indian or Alaska Native
- Asian or Pacific Island

11. The City of Richmond is making progress on improving access to services for people of color.

No Response	Strongly Agree	Somewhat Agree	Don't Know	Somewhat Disagree	Strongly Disagree
0	22	36	17	11	4

Legend:
- Declined to identify
- Identified with more than one
- White
- Hispanic
- Black/African American
- American Indian or Alaska Native
- Asian or Pacific Island

Respondent Demographics:

12. What department do you work for?

Cultural and Recreational   2

    Library & Cultural Services, Community Services

General Government   29

    Office of the Mayor, City Council, City Clerk, City Manager's Office, City Attorney, Police Commission, Finance, Human Resources, Information Technology

Housing and Economic Development   11

    Housing, Employment & Training, Richmond Housing Authority, Rent Control

Infrastructure   17

    Water Resource Recovery, Engineering & CIP, Planning & Building, Infrastructure Maintenance & Operations, Port

Public Safety   10

    Police, Fire, Office of Neighborhood Safety

No Response   7

13. How long have you worked for the city?

Less than one year   10

No Response   2

1-5 years   19

6-10 years   20

11-20 years   19

21 or more years   20

14. Do you manage or supervise people?

Yes   35

No   45

No Response   4

15. What is your race or ethnicity? (Please check all that apply.)

No Response   6

American Indian or Alaska Native   7

Asian or Pacific Islander   13

Black/African American   43

Hispanic   14

White (not of Hispanic origin)   23

Number who checked more than one box   16