



Town of Carrboro Racial Equity Employee Survey

Executive Summary

Background

In the summer of 2019, the Town of Carrboro collaborated with the Government Alliance on Race and Equity (GARE) to survey Carrboro employees. The purpose of the survey was to assess racial equity knowledge, skills, and experiences among employees to inform future action steps toward advancing racial equity within town government. An online questionnaire, consisting of 54 items, was administered. An electronic invitation to participate in the survey, as well as several follow-up reminders, was sent to all 163 employees.

Respondents

A total of 123 employees participated in the racial equity employee survey, accounting for a 75.5% response rate. A total of 118 questionnaires met the completion threshold and were useable, resulting in a 72.4% effective response rate. Among those who specified their gender, more than three quarter (71.3%) identified as male. In terms of race and ethnicity, a majority of survey respondents (72.9%) were White, non-LatinX. Black or African Americans accounted for less than a fifth (16.5%) of survey respondents. The remainder were Multiracial (7.1%) and Hispanic, Latina, or Latino (3.5%). One in ten (10.4%) respondents indicated they have a disability.

Survey respondents came from across all seven departments. Most frequently, survey respondents identified working in the departments of Police (28.0%), Public Works (20.0%), and Fire-Rescue (14.7%). The remaining respondents worked for the other departments. Survey respondents exhibited variation in organizational tenure. Most frequently, survey respondents indicated between 11 and 20 years with the Town of Carrboro (34.8%), followed by one to five years (24.7%). Half (50.0%) of survey respondents indicated they managed or supervised people.

Individual-level Insights

Survey respondents reported a range of knowledge, skills, and experiences with racial equity. A majority of respondents indicated agreement that they felt competent in their interactions with people of other races (98.3%; Figure 1). Similarly, survey respondents exhibited high agreement (94.8%) they possessed a basic understanding of concepts related to racial equity. Respondents of color were more inclined to indicate they strongly agreed they possessed a basic understanding than white, non-LatinX respondents (39.1% and 27.9%, respectively). Across all respondents, more than eight in ten (84.7%) agreed it was valuable to examine and discuss the impacts of race. A similar percent (83.9%) agreed they felt comfortable talking about race. White, non-Latino respondents were more inclined to indicate disagreement with the statement than respondents of color (12.9% and 0.0%, respectively). With respect to all respondents, nearly two third (61.5%) agreed they knew how to identify examples of institutional racism. Respondents of color were more inclined to indicate strong agreement with the

statement, as compared to white, non-LatinX respondents (30.4% and 8.1%, respectively). Among all employees who indicated they could identify examples of institutionalized racism, nearly two third (63.9%) agreed they had the tools to address institutional racism in their workplace. White, non-LatinX respondents were more inclined to strongly agree they had the tools, as compared to respondents of color (17.1% and 6.7%, respectively).

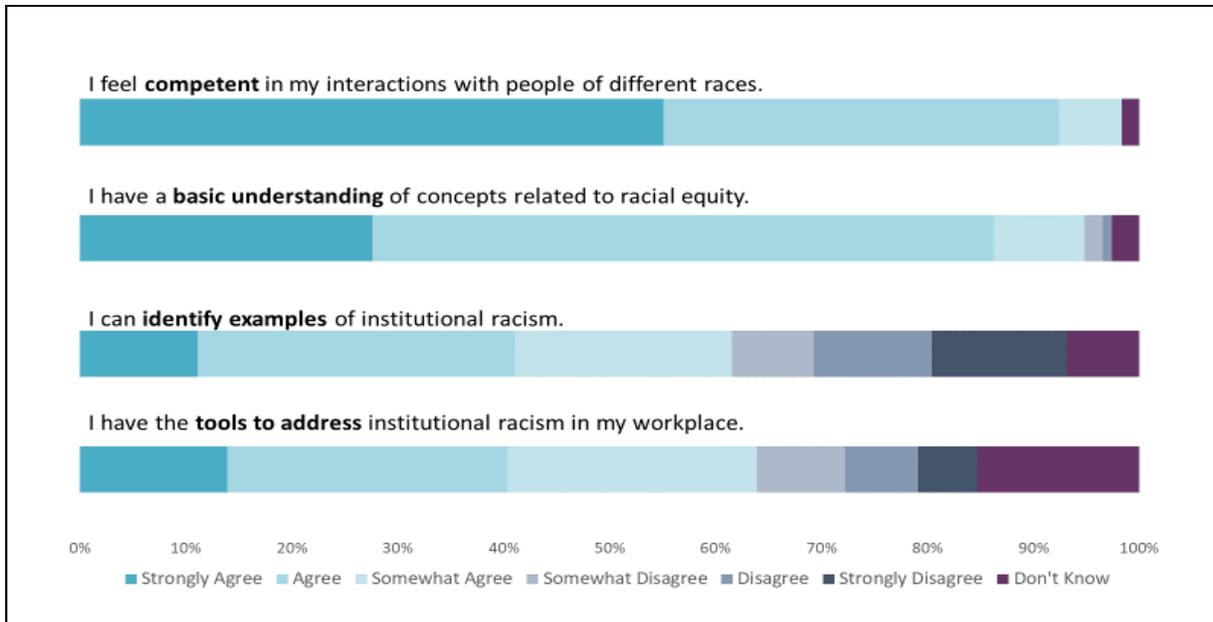


Figure 1. Individual-level perspectives among Town of Carrboro employee survey respondents.

A third of survey respondents (33.3%) indicated they had attended one or two racial equity trainings or workshops, while an additional third (35.9%) indicated attending three or more trainings. Respondents of color more frequently indicated they had not attended a racial equity training, as compared to white, non-LatinX respondents (45.5% and 25.8%, respectively). Among all respondents who attended trainings, approximately two third (67.5%) agreed trainings were useful. In terms of involvement with racial equity in the workplace, over two third (70.9%) of all survey respondents agreed they were actively involved. White, non-LatinX respondents were more inclined to indicate agreement, as compared to respondents of color (75.4% and 65.2%, respectively). With regards to enhancing involvement, the two most frequent overall noted needs were more information so employees knew what to do (22.0%) and additional training (18.6%). Over half (51.1%) of survey respondents identified they were happy with their current level of involvement.

Department-Level Insights

Survey respondents were also asked to characterize and assess their department. Over three quarter (81.1%) of survey respondents agreed their department was committed to racial equity (Figure 2). White, non-LatinX respondents were more inclined to indicate agreement with the statement than respondents of color (90.3% and 69.6%, respectively). Overall, survey respondents indicated varying responses toward their department’s progress toward racial equity. Nearly two third (65.1%) of survey respondents agreed their department, on the whole, was making progress toward achieving racial

equity. White, non-LatinX respondents were more inclined to indicate agreement as compared to respondents of color (80.3% and 52.2%, respectively). Among all respondents, approximately six out of ten (61.1%) agreed their department had taken steps to reduce racial inequities. Respondents of color were more inclined to indicate disagreement with the statement, as compared to white, non-LatinX respondents (26.5% and 11.5%, respectively).

In terms of resources, over half (56.9%) agreed their department provided resources necessary for addressing racial disparities and achieving racial equity. White, non-LatinX respondents were more inclined to indicate agreement with the statement than respondents of color (66.1% and 43.5%, respectively). Overall, lower levels of agreement occurred with regards to whether their department either encouraged employees to participate in racial equity trainings, workshops, or events (58.9%) or provided racial equity training (42.7%). Very few respondents indicated their department had a racial equity work group (10.8%), a racial equity action plan (7.5%), or consistently used a racial equity tool (8.5%).

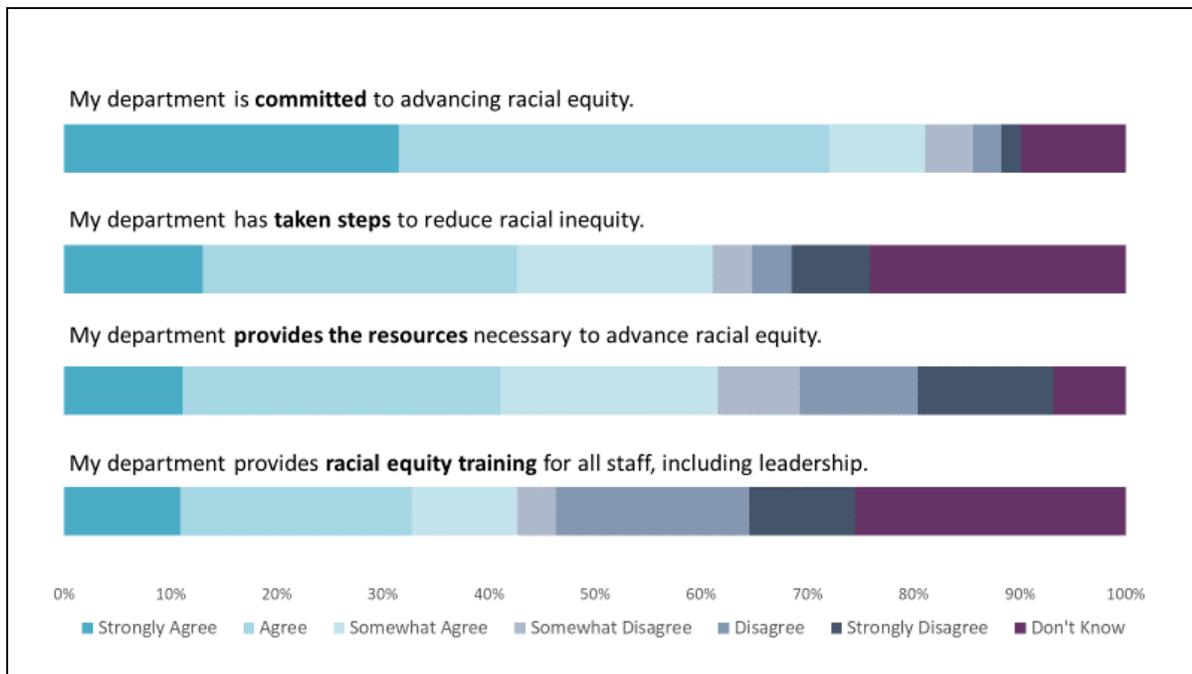


Figure 2. Department-level perspectives among Town of Carrboro employee survey respondents.

With respect to leadership in their department, nearly three quarter (74.1%) of survey respondents agreed their leadership participates in and supports discussions about racial equity. White, non-LatinX respondents were more inclined to indicate agreement than respondents of color (83.9% and 65.2%, respectively). Among all respondents, nearly three quarter (73.4%) agreed their leadership communicates the importance of addressing racial inequities and achieving racial equity. White, non-LatinX respondents were more apt to indicate agreement with the statement as compared to respondents of color (80.6% and 63.6%, respectively).

With regards to departmental workforce, nearly three quarter (71.7%) agreed their department reflected the diversity of the community. Fewer (57.0%) agreed their department was taking concrete actions to improve workforce equity. White, non-LatinX respondents were more inclined to indicate agreement their department was taking concrete action, as compared to respondents of color (66.1%

and 43.5%, respectively).

Employees were also asked to provide their perspectives on their department's external facing efforts. Nearly six in ten (59.8%) agreed their department was taking concrete actions to increase racial equity for their communities. Respondents of color more frequently indicated disagreement with the statement as compared to white, non-LatinX respondents (17.3% and 4.8%, respectively). Approximately half (51.4%) of all respondents agreed their department sought input and assistance on decision-making from communities of color. Fewer respondents of color indicated agreement with the statement as contrasted with white, non-LatinX respondents (34.8% and 54.8%, respectively). Over half (50.5%) of all respondents agreed their department partners with other organizations to advance racial equity. Greater than half (57.9%) agreed their department was making progress on improving access to services for people of color. White, non-LatinX respondents more frequently indicated agreement, as compared to respondents of color (67.7% and 39.1%, respectively). Less than half (45.8%) of all respondents agreed their department was making progress on improving access to services for refugees and immigrants. Respondents of color more frequently indicated they did not know, as compared to white, non-LatinX respondents (65.2% and 33.9%, respectively). Less than half (45.8%) of all respondents also agreed providing interpretation and translation services for people with limited English. Respondents of color less frequently indicated agreement, as compared to white, non-LatinX respondents (50.0% and 30.4%, respectively).

Town of Carrboro-level Insights

Employees were also asked to weigh in on their government as a whole. Over two third (70.2%) agreed the Town of Carrboro, as a whole, has made an explicit commitment to advancing racial equity. White, non-LatinX respondents more frequently indicated agreement, as compared to respondents of color (78.7% and 60.7%, respectively). Approximately half (54.8%) of all survey respondents could identify one or more concrete actions the Town of Carrboro had taken to address racial inequities in the community. Respondents of color less frequently indicated agreement, as compared to white, non-LatinX respondents (43.5% and 67.2%, respectively). Of all the organizational strategies to advance racial equity provided, survey respondents most frequently identified knowledge that the Town of Carrboro had: 1) participated in the GARE Network (48.3%), 2) increased workforce diversity (33.9%), and 3) provided staff training (26.3%). Overall, approximately two third (68.6%) of survey respondents agreed the Town of Carrboro government was, on the whole, making progress on advancing racial equity in the community. White, non-LatinX respondents more frequently indicated agreement, as compared to respondents of color (75.8% and 60.9%, respectively). A third (66.3%) of all respondents agreed their community, as a whole, is making progress advancing racial equity. White, non-LatinX respondents more frequently indicated agreement, as compared to respondents of color (75.8% and 60.9%, respectively).

Significant Differences by Supervisory Status

Tests were performed to assess if significant differences emerged by supervisory status. Differences were assessed between those who indicated they managed or supervised people (46 total respondents) and those who did not (46 total respondents). Across all survey items assessed, six items resulted in significant differences. A significantly larger percentage of supervisors and managers agreed or strongly agreed they were actively involved in advancing racial equity in their work, as compared to non-supervisors/non-managers. Compared to non-supervisors/non-managers, supervisors and managers were more inclined to indicate knowledge if their department: a) had a Racial Equity Work Group, b) had

a Racial Equity Action Plan, or c) collaborated with other departments on an action plan. Non-supervisors/non-managers, as compared to supervisors and managers, were more inclined to indicate they agreed or strongly agreed their department was making progress at providing interpretation and translation services for people with limited English. Conversely, supervisors and managers more frequently indicated strong agreement that they could identify at least one concrete action their government had taken to address racial inequities in the community, as compared to non-supervisors/non-managers.

Summary and Recommendations

Results from the employee survey help to assess the progress of efforts to both build a shared understanding of racial equity and implement racial equity strategies. Overall, respondents indicated a high degree of willingness and capacity to engage in racial equity work. A majority of respondents agreed they thought it was valuable to examine and discuss the impacts of race and felt comfortable talking about race. A majority also agreed they had a basic understanding of concepts related to racial equity. Taken together, these results are excellent indicators of the potential for meaningful future engagement and action across departments.

Results revealed general agreement on departmental actions to demonstrate greater institutional commitment to racial equity and support employee engagement. Moving forward, an emphasis on building internal infrastructure to guide racial equity efforts will be advantageous to both operationalize and organize efforts across the organization. Specifically, the use of workgroups, existing and future plans, and readily available tools will maximize efficacy and effectiveness. The involvement of a broad cross section of employees is also called for to increase internal awareness of activities being undertaken and embed the work more thoroughly.

Results also reveal consistent differences between respondents of color and white, non-LatinX respondents. These differences will be important to take into consideration as the Town of Carrboro engages employees in efforts to normalize, operationalize, and organize racial equity efforts.

Finally, the results suggest that active leadership and more robust communication across all levels will facilitate stronger partnerships, staff engagement, and improved outcomes for all. The data yielded from this survey are useful for shaping Town of Carrboro's long-term organizational racial equity strategy. It is recommended the employee survey be repeated in two years' time, in 2021, to evaluate the Town of Carrboro's continued progress toward advancing racial equity.