

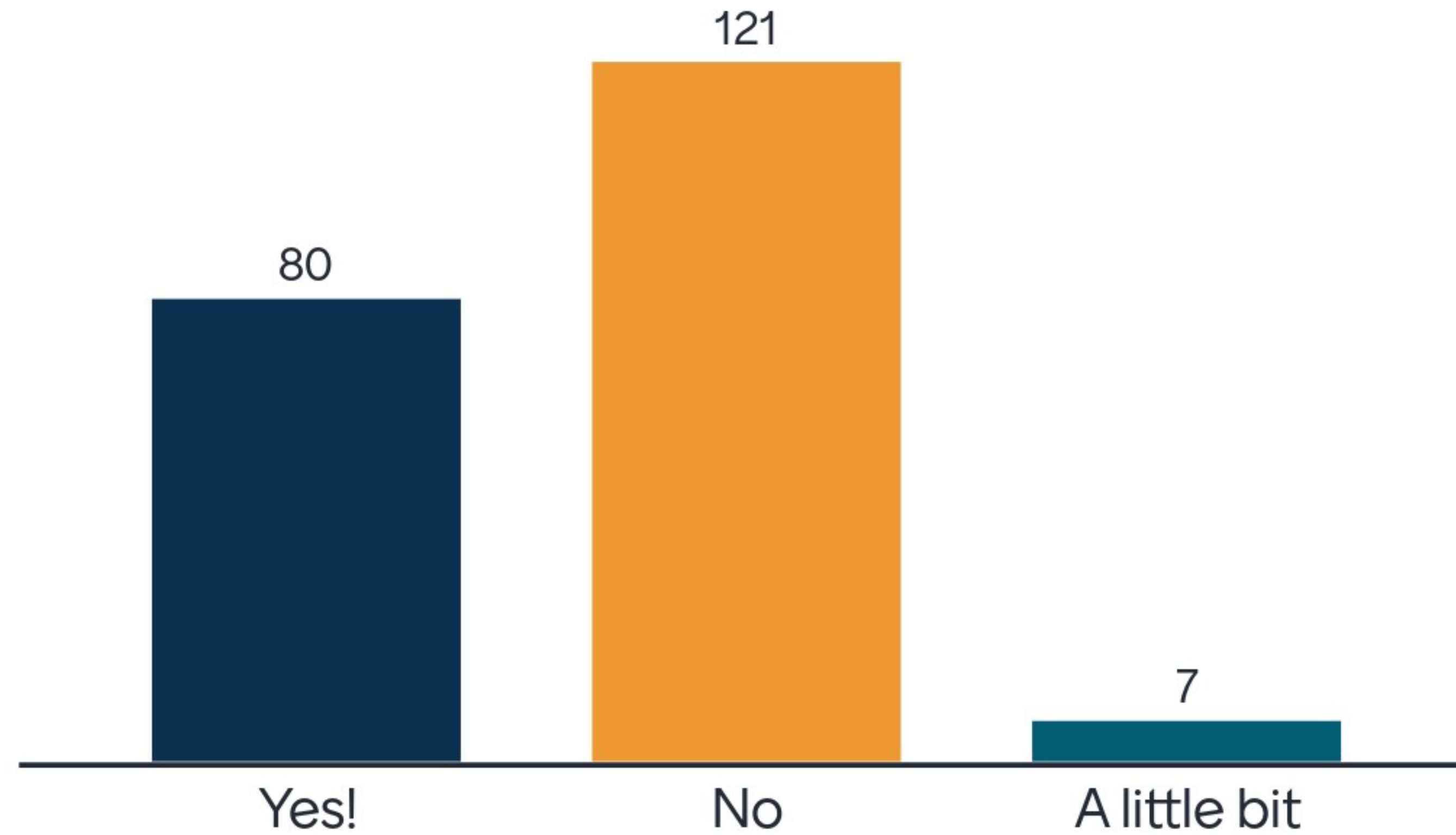


Instructions



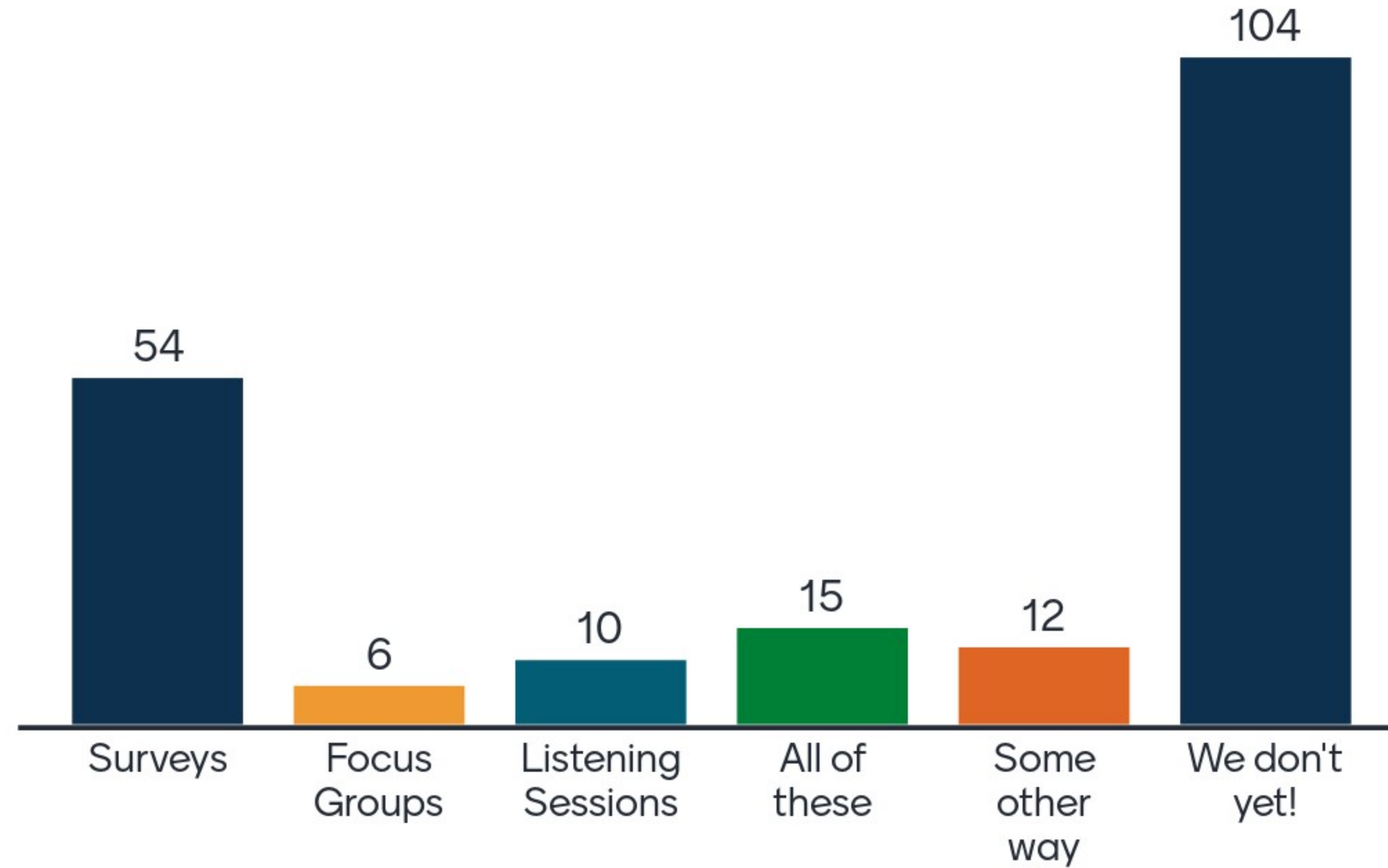


Have you ever used Menti-Meter before?





How do you currently measure DEI Impact?





What are some ways we can structure or implement those methods in a way that helps foster belonging within your organization?

130 responses

anonymous survey

Open bar.

Make it anonymous

Online and in person trailhead surveys

Anonymous surveys to create safe space

anonymous

Offer them in multiple language

Open table discussions

smart marketing

28



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What are some ways we can structure or implement those methods in a way that helps foster belonging within your organization?

130 responses

surveying our volunteers

Ask

Put them into policy

Anonymous surveys

anonymous surveys

make it anonymous

Offer translations

Anonymous

Not sure

28



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What are some ways we can structure or implement those methods in a way that helps foster belonging within your organization?

130 responses

Our agency has a DEI office but I don't know much

Not discounting voices - all are valid.

We do focus groups and surveys, but we've been discussing one-on-one interviews to discover. Don't assume you know.

Surveys are anonymous

Provide multiple ways for people to respond or provide input.

Anonymous surveys!

Include food for in person events

meet people where they are

Make optional and anonymous

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What are some ways we can structure or implement those methods in a way that helps foster belonging within your organization?

130 responses

Partnering with nonprofit and community organizations.

focus groups

Engage directly with the communities we want to hear from

Anonymous survey

Building relationships

Anonymous online survey

Translating surveys into the top 8 languages in our city

Accessible from your phone

Engage with communities we want to include in the design of our data collection.

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What are some ways we can structure or implement those methods in a way that helps foster belonging within your organization?

130 responses

Go to those populations you want to include

not there yet.

Use community groups

Targeted outreach to specific groups

Meeting people where they are at local parks as well QR code signage

Accomplishment summary

We have set up a DEIB Committee and meet once a month to discuss where everyone is at and what we want to do next.

Open dialogue

Social awareness

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What are some ways we can structure or implement those methods in a way that helps foster belonging within your organization?

130 responses

offer compensation or food for attending things

Broadcast to everyone on social media page

small group DEI meetings with open dialogue with all staff

Intercept surveys

Outreach booths, social media, informal conversation

Focus on what services are provided in historically distressed communities

Ask for assistance in designing the survey including the question wording and topics

hard copy surveys can be collected in a drop box instead of by individuals on site

Incentives for participation

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What are some ways we can structure or implement those methods in a way that helps foster belonging within your organization?

130 responses

anonymous survey

Not skirting around issues!

Focused discussions of survey results so people see that their inputs count

Small group work and discussions

anonymous, surveyor are of diverse backgrounds, online surveys

Using different ways for people to participate in surveys. having open informal groups to talk about DEI.

Anonymous surveying with open platforms

In service, staff meetings via zoom/in person

Affinity options for listening

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What are some ways we can structure or implement those methods in a way that helps foster belonging within your organization?

130 responses

Anonymous surveys

We try to reach out to many different organizations.

Providing options in multiple languages, formats, etc that cater to different engagement and learning styles

Transparent sharing of results... All details available to all of results of surveys.

Transparent sharing of results... All details available to all of results of surveys.

Anonymous

Partnerships with DEI orgs

We are about to launch this effort. It's so novel, that folks come. Also it's sort of required by the county

anonymous survey, choices about how to complete survey - online or in person, or written

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What are some ways we can structure or implement those methods in a way that helps foster belonging within your organization?

130 responses

Tabling events at community festivals

Anonymity helps, as well as administering surveys in multiple languages.

multiple languages, anonymous participation

pay folks for their time and expertise!

We are reading a DEI and belonging guide book a with out team and having regular open discussions

online survey

Be transparent about why the information is being gathered and how it will be used. Guarantee anonymity. Have both open and closed-ended questions. Offer paper, online, and in-person options.

We do a company-wide annual anonymous survey. Our DEI director reaches out to existing culture groups and supports development of Employee Resource Groups!

online surveys posted at trailheads

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What are some ways we can structure or implement those methods in a way that helps foster belonging within your organization?

130 responses

Small group discussions in house

Periodic check in's

Make sure marketing photos include all not one group

Walk across the parking lot

Focus groups led by people who reflect the participants' race/ethnicity/background

Anonymous surveys

Online

multiple options for providing input

Online surveys

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What are some ways we can structure or implement those methods in a way that helps foster belonging within your organization?

130 responses

QR Code Anonymous Surveys

anonymous surveys

Offer surveys in multiple languages

Employee Resource Groups!

Company events - family day, christmas party, happy hours.

Use special events to reach people

Mediate feedback through a third party. Usually working with a community serving group who then relays feedback to us to remove identities.

public outreach and marketing

Building trust by actually implementing suggestions or making changes based on results

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What are some ways we can structure or implement those methods in a way that helps foster belonging within your organization?

130 responses

Anonymous and summarized responses

On site at the end of each event in person, follow up email
online survey, roundtable conversations

Incorporation at a basic level so they becomes as natural
as breathing.

A "retreat." Get away from the day-to-day and focus
exclusively on how we're addressing equity.

It's novel so folks are interested bits required by the county.
Too

Make them norms

joint sessions with local municipalities, to provided wider
reach

Clearly define what diversity actually means

We have done some trail surveys, in person. Don't think
we've really done much else. Have been changing our social
media to be more inclusive.

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What are some ways we can structure or implement those methods in a way that helps foster belonging within your organization?

130 responses

Not sure yet, we have nothing in place

Reach out to folks where they are, not always the usual places

Offer both anonymous options and non anonymous options

We started a DEI committee.

bake into strategic plans and actions for implementation

DEI is one of our strategic Imperatives

Maintain communication through publications, newsletters, etc.

Build relationships,

Offer a space to give feedback on the information-gathering process that they just went through!

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What are some ways we can structure or implement those methods in a way that helps foster belonging within your organization?

130 responses

offer in different languages

Raise of hands survey, ask open ended questions, and take action to respond

Share survey results with staff across the organization

we have a survey going out soon to stakeholders that will help shape our strategic plan - make targeted phone calls to groups that do DEI work to get them to fill it out

Build stronger relations within your organization and develop a training program that brings in educational learning

Don't ask, authentic conversation/ relationships

we are not sure

Walk alongs

show photos and videos of participants interacting in actual events such as an integrated OHV trail ride event that includes riders with disabilities who have been totally included and accomodated

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What are some ways we can structure or implement those methods in a way that helps foster belonging within your organization?

130 responses

Don't rely on census demographic breakouts, use more inclusive ones.

Use simple, functional methods that are readily attainable.

not sure

Off topic - Having the resources to do all of the things to collect the data. My org does all. - SORTOF. The survey data is out of date, but we recently invested in compensated listening sessions

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