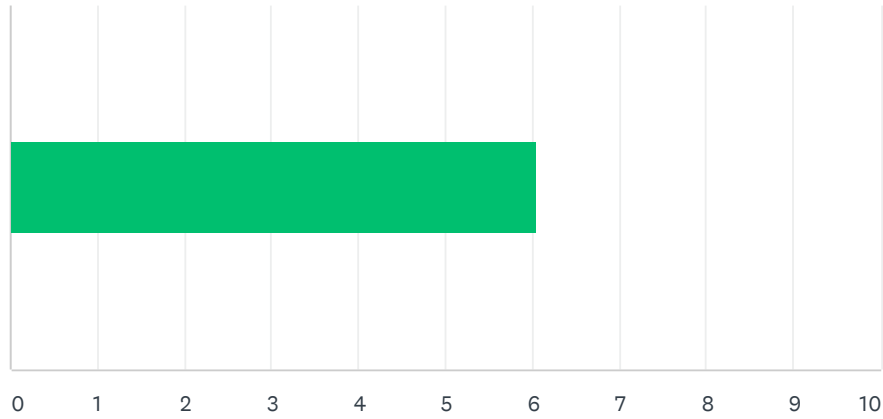


# Q1 On a scale from 0 to 10, how would you rate diversity within CSS? (0 - not diverse at all, 10 - most diversity)

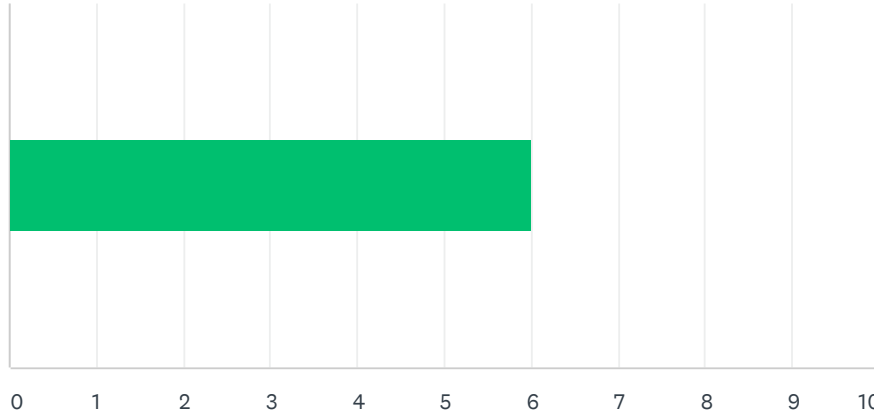
Answered: 52 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	314	52
Total Respondents: 52			

Q2 On a scale from 0 to 10, please rate how CSS is doing with the recruitment of Black, Indigenous, and People of Color (BIPOC) employees?(0 - not good at all, 10 - very good)

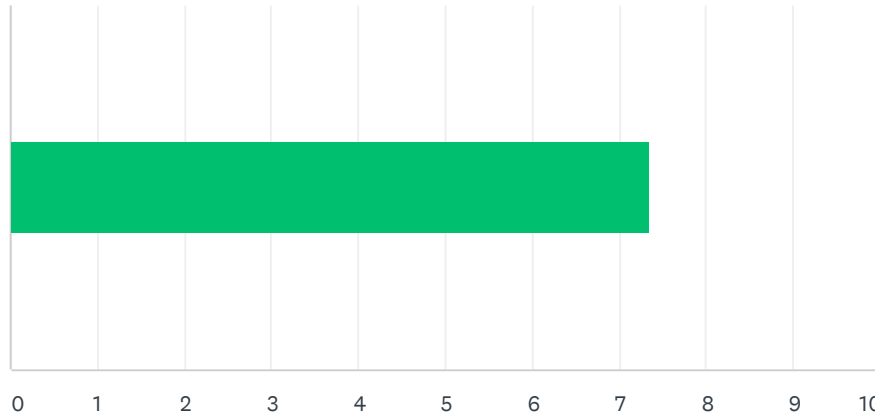
Answered: 52 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	312	52
Total Respondents: 52			

Q3 On a scale from 0 to 10, please rate how CSS is doing with retention of Black, Indigenous, and People of Color (BIPOC) employees?(0 - not good at all, 10 - very good)

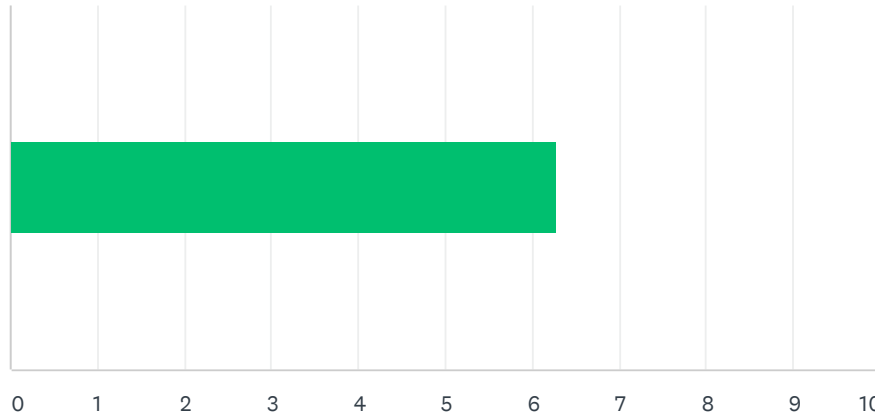
Answered: 52 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	382	52
Total Respondents: 52			

Q4 On a scale from 0 to 10, please rate how CSS is doing with the professional advancement of Black, Indigenous, and People of Color (BIPOC) employees?(0 - not good at all, 10 - very good)

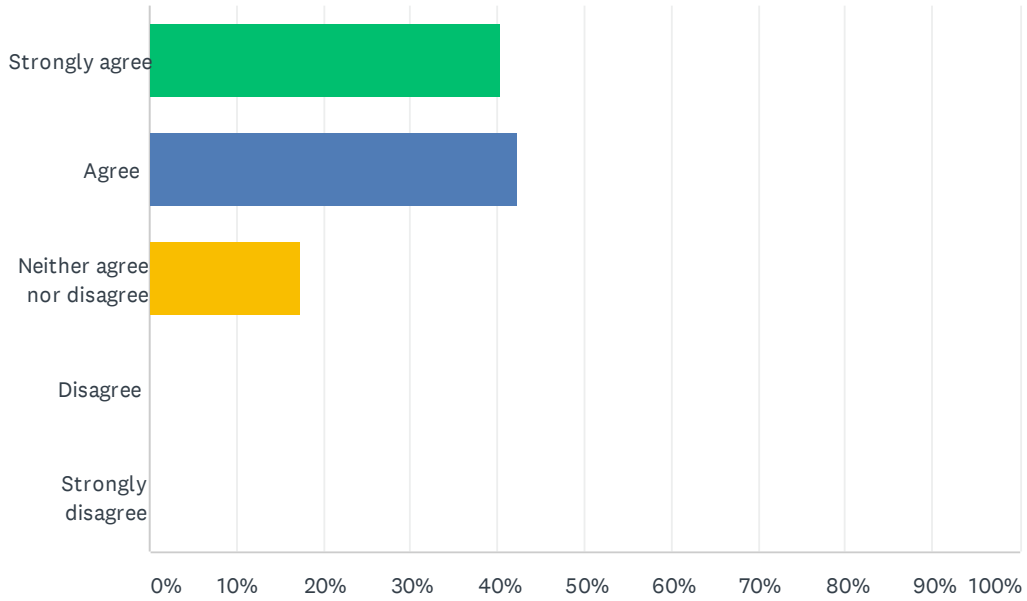
Answered: 52 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	326	52
Total Respondents: 52			

## Q6 Employees of different backgrounds interact well within CSS.

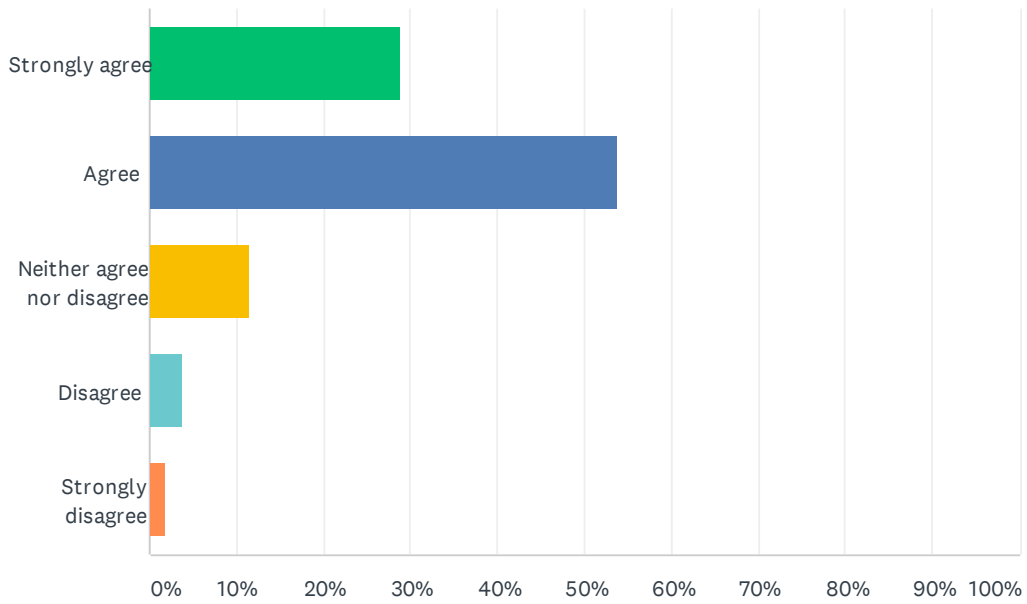
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	40.38%	21
Agree	42.31%	22
Neither agree nor disagree	17.31%	9
Disagree	0.00%	0
Strongly disagree	0.00%	0
<b>TOTAL</b>		<b>52</b>

## Q7 I feel comfortable talking about my background and cultural experiences with my colleagues.

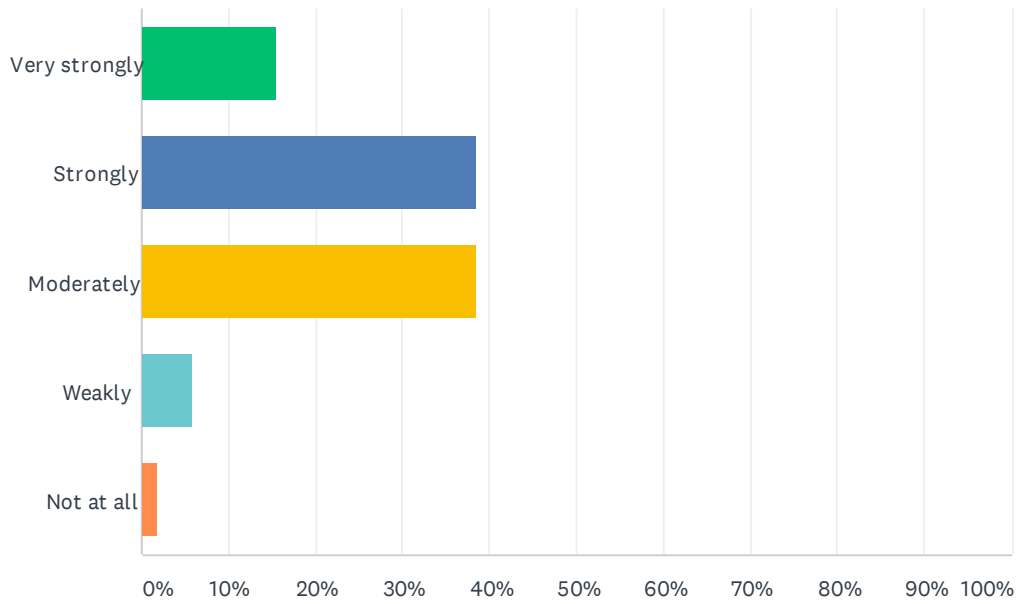
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	28.85%	15
Agree	53.85%	28
Neither agree nor disagree	11.54%	6
Disagree	3.85%	2
Strongly disagree	1.92%	1
TOTAL		52

## Q8 How strongly does CSS promote workplace diversity and inclusion, in your view?

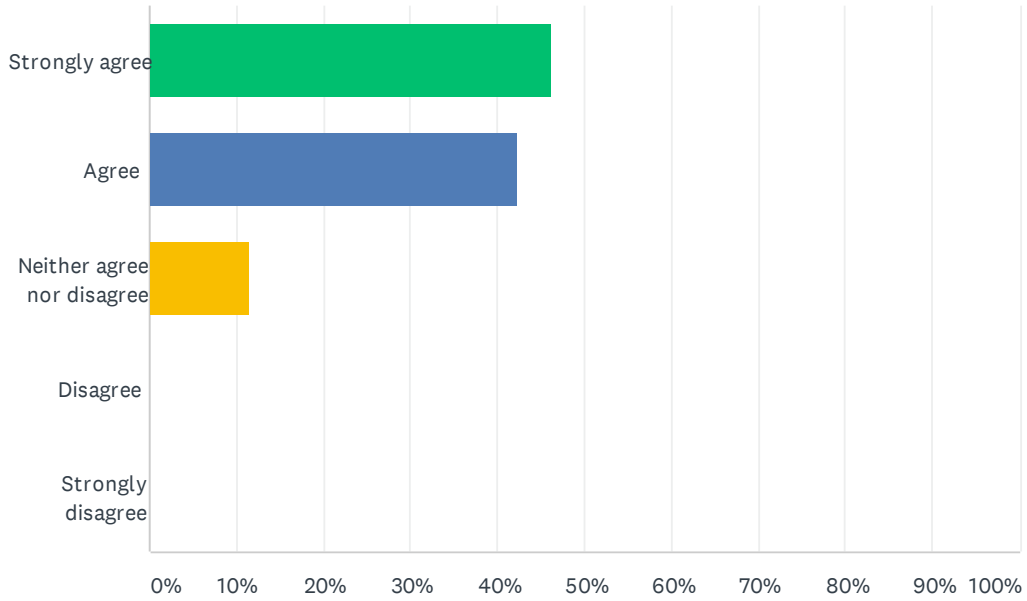
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very strongly	15.38%	8
Strongly	38.46%	20
Moderately	38.46%	20
Weakly	5.77%	3
Not at all	1.92%	1
<b>TOTAL</b>		<b>52</b>

## Q9 My manager demonstrates a commitment to and support of diversity.

Answered: 52 Skipped: 0

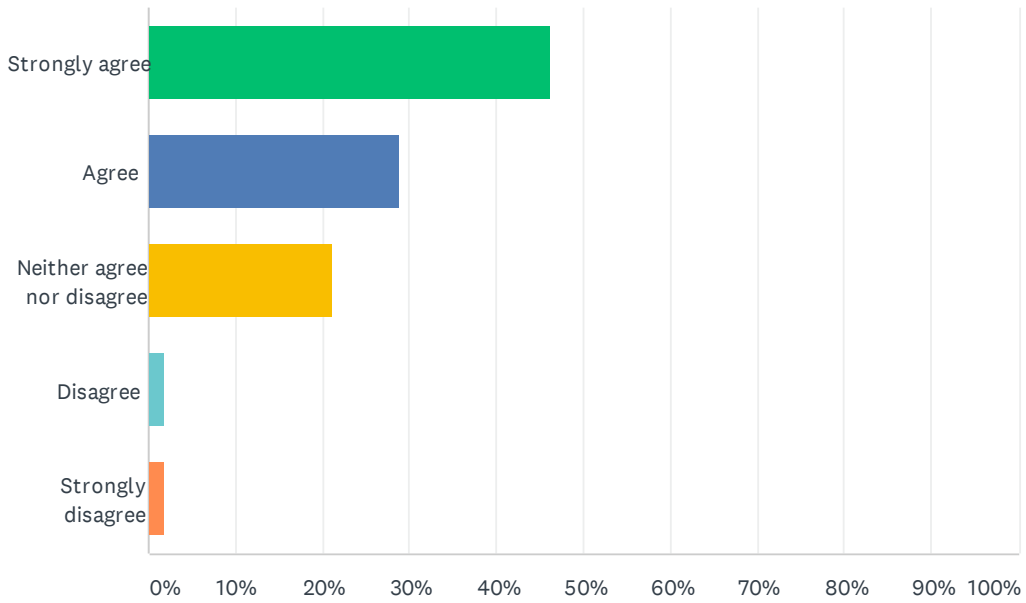


ANSWER CHOICES	RESPONSES	
Strongly agree	46.15%	24
Agree	42.31%	22
Neither agree nor disagree	11.54%	6
Disagree	0.00%	0
Strongly disagree	0.00%	0
<b>TOTAL</b>		<b>52</b>



## Q10 My manager handles diversity matters appropriately.

Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	46.15%	24
Agree	28.85%	15
Neither agree nor disagree	21.15%	11
Disagree	1.92%	1
Strongly disagree	1.92%	1
<b>TOTAL</b>		<b>52</b>

### Q11 On a scale from 0 to 10, how would you rate CSS on inclusion? (0 - not inclusive at all, 10 - most inclusive)

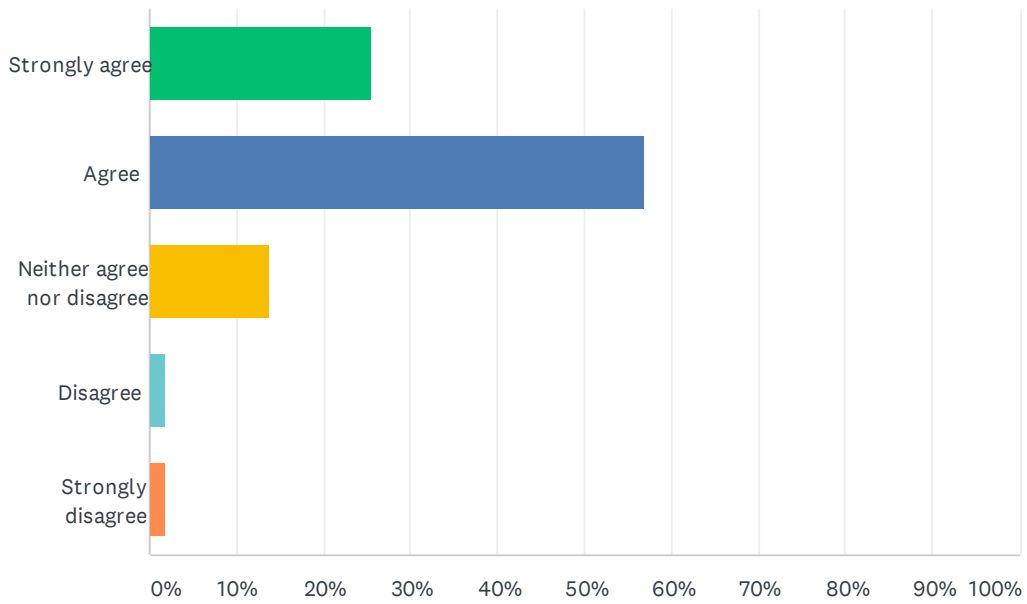
Answered: 51 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	393	51
Total Respondents: 51			

## Q12 CSS provides an environment for the free and open expression of ideas, opinions, and beliefs.

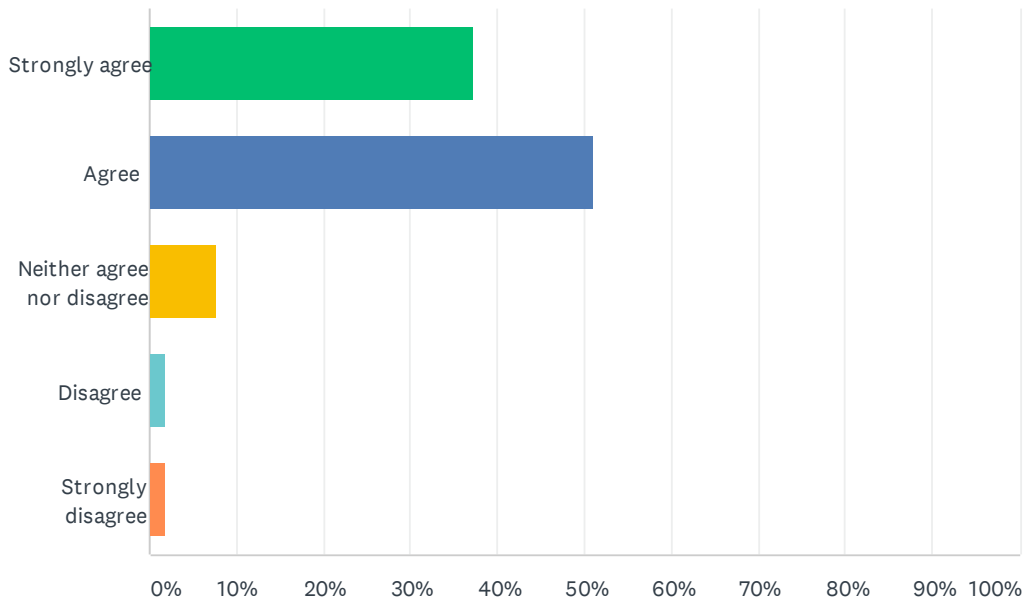
Answered: 51 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	25.49%	13
Agree	56.86%	29
Neither agree nor disagree	13.73%	7
Disagree	1.96%	1
Strongly disagree	1.96%	1
TOTAL		51

### Q13 I feel my unique attributes, traits, characteristics, skills, experience, and background are valued at CSS.

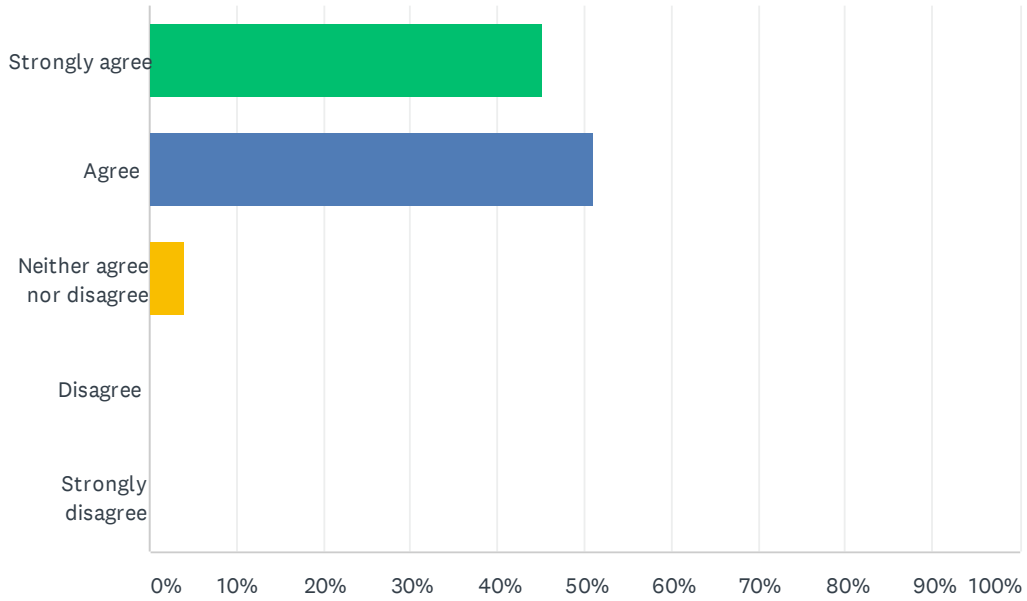
Answered: 51 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	37.25%	19
Agree	50.98%	26
Neither agree nor disagree	7.84%	4
Disagree	1.96%	1
Strongly disagree	1.96%	1
<b>TOTAL</b>		<b>51</b>

### Q14 I feel like I belong at CSS.

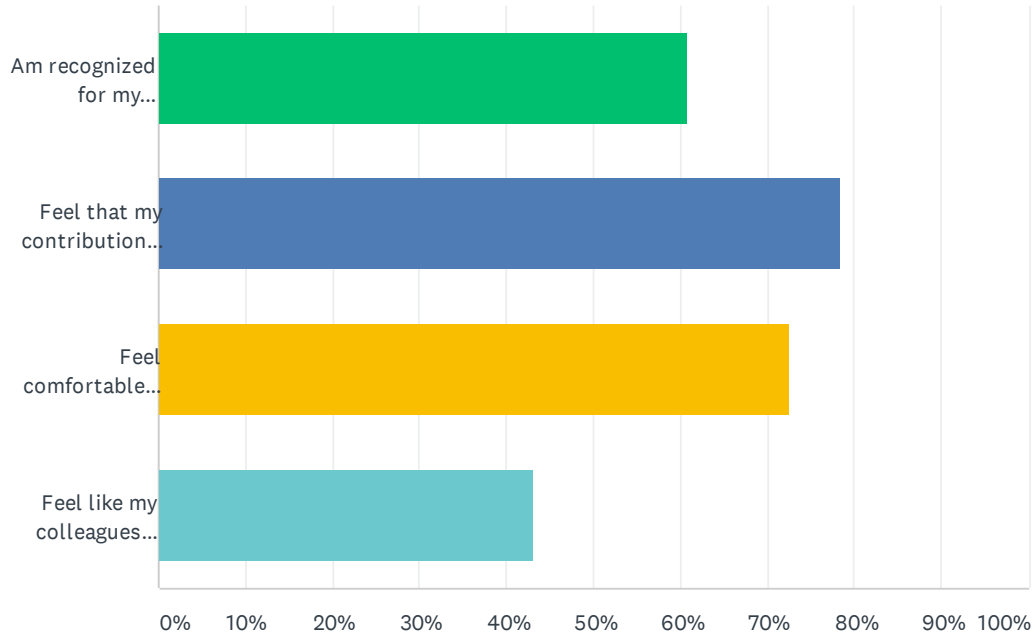
Answered: 51 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	45.10%	23
Agree	50.98%	26
Neither agree nor disagree	3.92%	2
Disagree	0.00%	0
Strongly disagree	0.00%	0
<b>TOTAL</b>		<b>51</b>

## Q15 In CSS, I feel like I belong because I : (Check all that apply)

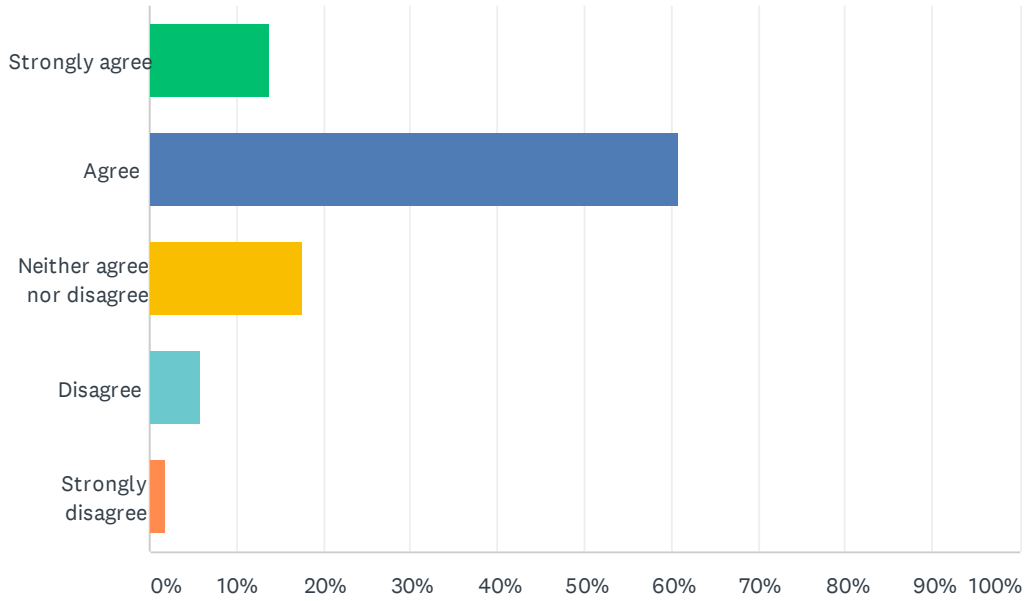
Answered: 51 Skipped: 1



ANSWER CHOICES	RESPONSES	
Am recognized for my accomplishments	60.78%	31
Feel that my contributions to my team are valued	78.43%	40
Feel comfortable with being myself at work	72.55%	37
Feel like my colleagues understand who I really am	43.14%	22
Total Respondents: 51		

## Q16 I can voice a contrary opinion without fear of negative consequences.

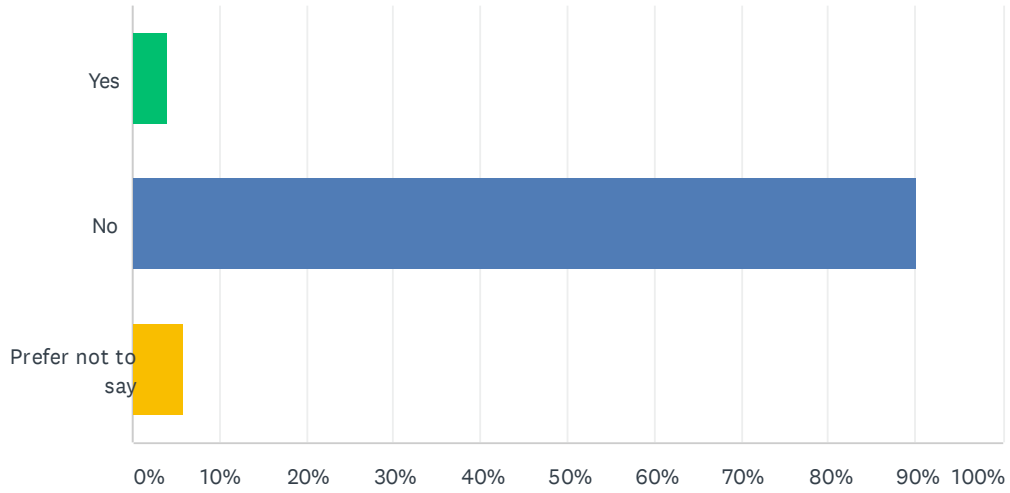
Answered: 51 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	13.73%	7
Agree	60.78%	31
Neither agree nor disagree	17.65%	9
Disagree	5.88%	3
Strongly disagree	1.96%	1
<b>TOTAL</b>		<b>51</b>

## Q17 In your time here at CSS, have you felt discriminated against?

Answered: 51 Skipped: 1

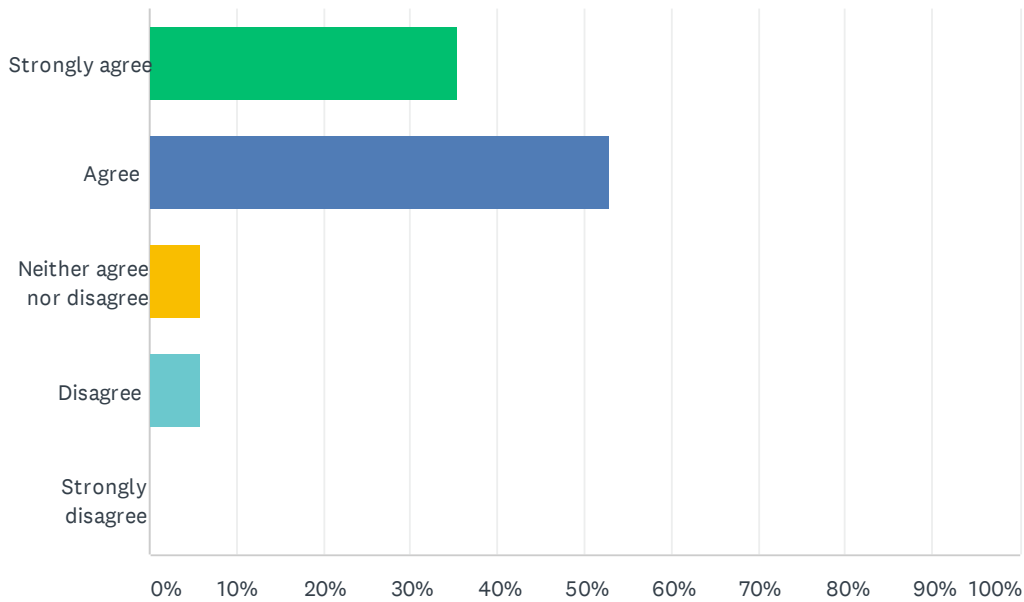


ANSWER CHOICES	RESPONSES	
Yes	3.92%	2
No	90.20%	46
Prefer not to say	5.88%	3
<b>TOTAL</b>		<b>51</b>



## Q18 If I had a concern about harassment or discrimination, I know where and how to report that concern.

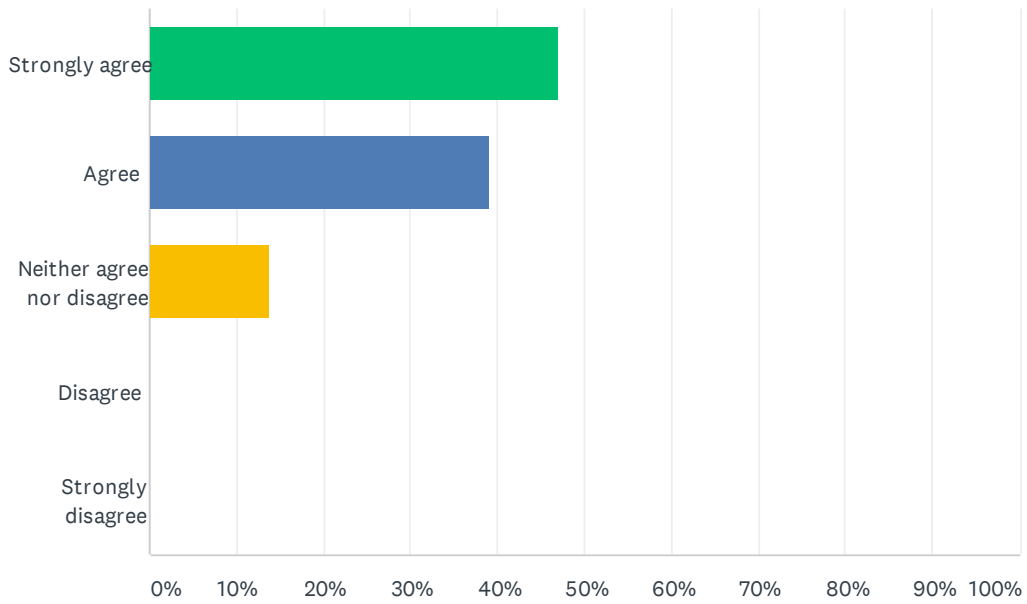
Answered: 51 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	35.29%	18
Agree	52.94%	27
Neither agree nor disagree	5.88%	3
Disagree	5.88%	3
Strongly disagree	0.00%	0
<b>TOTAL</b>		<b>51</b>

## Q19 I believe CSS will take appropriate action in response to incidents of discrimination.

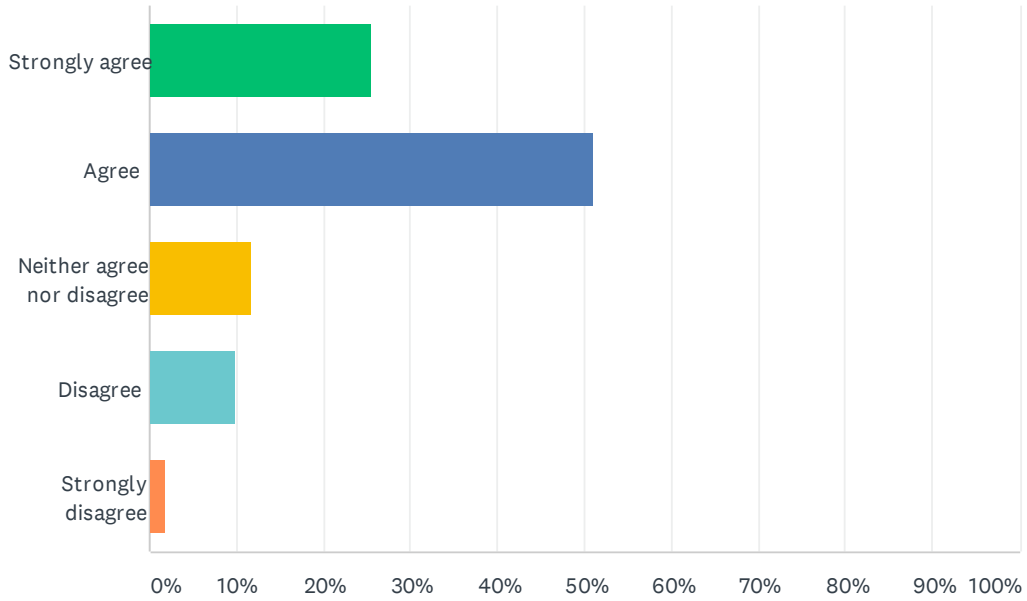
Answered: 51 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	47.06%	24
Agree	39.22%	20
Neither agree nor disagree	13.73%	7
Disagree	0.00%	0
Strongly disagree	0.00%	0
<b>TOTAL</b>		<b>51</b>

## Q20 Tasks without a specific owner are fairly divided in my team.

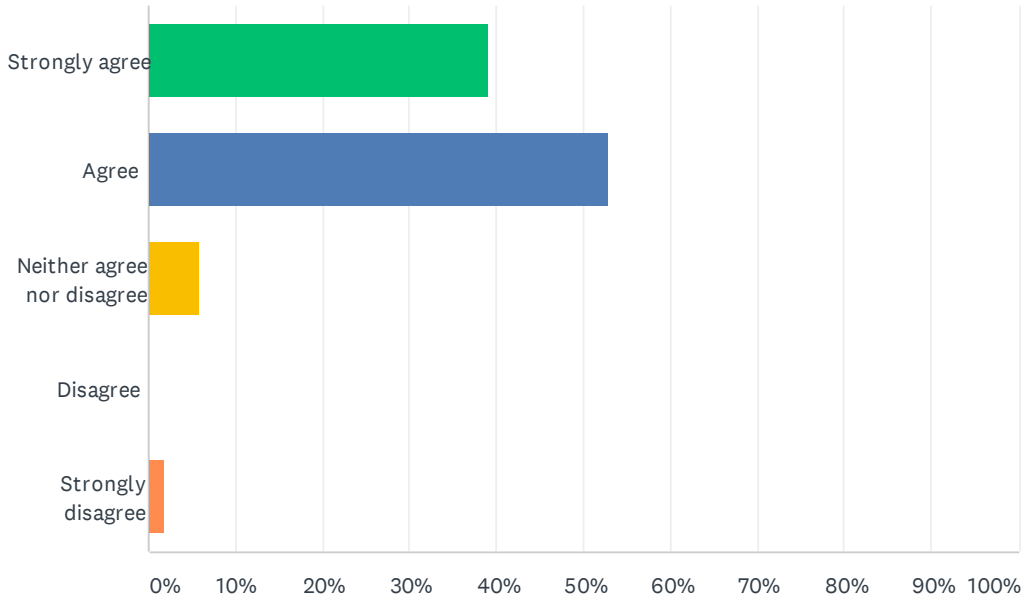
Answered: 51 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	25.49%	13
Agree	50.98%	26
Neither agree nor disagree	11.76%	6
Disagree	9.80%	5
Strongly disagree	1.96%	1
<b>TOTAL</b>		<b>51</b>

## Q21 Support is provided fairly and equitably in my team.

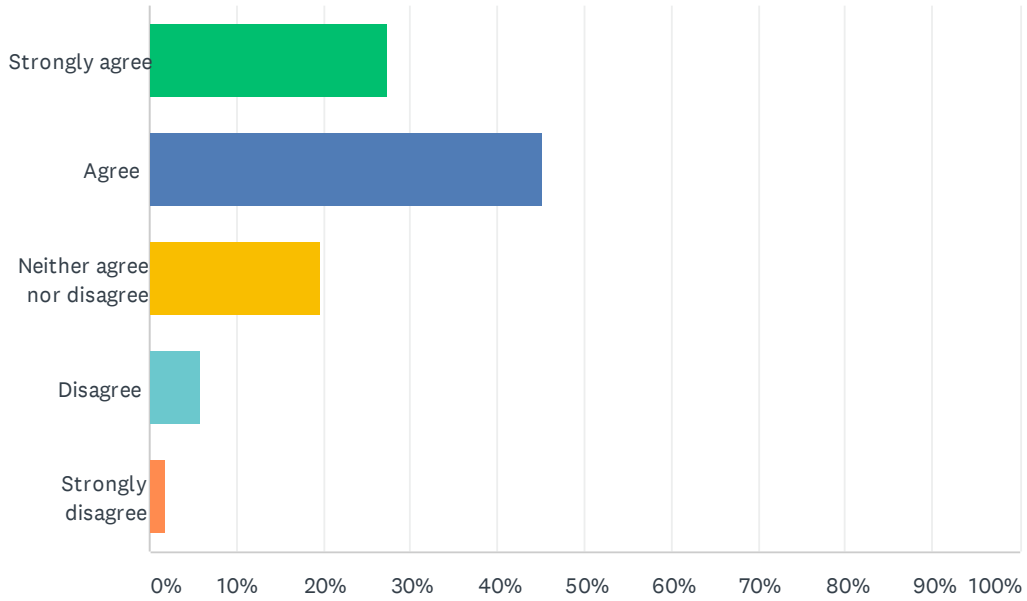
Answered: 51 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	39.22%	20
Agree	52.94%	27
Neither agree nor disagree	5.88%	3
Disagree	0.00%	0
Strongly disagree	1.96%	1
<b>TOTAL</b>		<b>51</b>

## Q22 The workload is fairly and equitably distributed in my team.

Answered: 51 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	27.45%	14
Agree	45.10%	23
Neither agree nor disagree	19.61%	10
Disagree	5.88%	3
Strongly disagree	1.96%	1
<b>TOTAL</b>		<b>51</b>