



All Staff Survey September 2020

## SECTION 1: SURVEY INTRODUCTION AND PERSONAL DEMOGRAPHIC INFORMATION

Unlike some of the All Staff Surveys you may have taken in the past, this survey is unique in that it is centered around current issues that are affecting our world. This survey will seek your responses to important, though sensitive, topics and will ask you to provide personal demographic information that we have not included in the past.

It is very important that you understand why we are asking for more specific demographic information. This is simply to inform us of the breadth of diversity that exists within our staff and to allow us to better understand each employee's experience. This information is NOT being used to personally identify anyone.

This survey is 100% secure, anonymous, and optional, though we strongly encourage you to participate. With a high participation rate, we can confidently take actions on relevant issues at this challenging time that have impacted your life and our organization. Thank you in advance for participating.

- \* 1. Please review the statement below and affirm that you have read the introduction to this survey by clicking on the check box below.

I have read the introductory information related to this survey. If I have any questions or require more information, I will reach out to Human Resources or my Program/Department Director.

- \* 2. Location (check all that apply if you work in multiple locations)

Brookside ITU  Housatonic Academy Main Program  
 Highpoint/Fernbrook  Housatonic Academy ASD Program  
 Hillcrest Center ASD  Administrative Offices

- \* 3. Length of Service

Under 1 year  1>3 years  3>5 years  5>10 years  10>20 years  20+ years

\* 4. Please select the choice that best represents your position within the agency (check one)

- Direct Care (YDP, TA, On Call, Assistant Supervisor, Job Coach, Activity Coordinator)
- Campus Administration (Supervisor, Head Nurse, Residential Coordinator, Assistant Director, Quality Assurance)
- Support Services (Maintenance, Dietary, Housekeeping, Administrative Assistant)
- Student Services (Education, Clinical, Nursing, NYPUM, Greenhouse, Life Skills)
- Senior Leadership (Executive Management, Senior Management)
- Office Personnel (Business Office, Human Resources, Admissions, Workforce Learning, IT)
- Other

\* 5. What is the highest level of school you have completed or the highest degree you have received?

- High school degree or equivalent (e.g. GED)
- Some college but no degree
- Certificate program/advanced training credential
- Associates degree
- Bachelors degree
- Masters degree
- Doctoral degree

\* 6. In what age group do you fit?

- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+

\* 7. What is your racial or ethnic identity? (Select all that apply.)

- African-American/Black
- East Asian
- Hispanic/Latinx
- Middle Eastern
- American Indian/Alaskan Native
- Pacific Islander
- South Asian
- Southeast Asian
- White
- I prefer not to say
- None of the above, please specify

\* 8. What is your gender identity?

- Female
- Male
- Non-binary
- Agender
- I prefer not to say
- None of the above, please specify

\* 9. Do you identify as a member of the LGBTQIA+ Community?

- Yes
- No
- I prefer not to say
- If you wish to specify your identity within this community, please include it here.

\* 10. Is English your first language?

- Yes
- No
- I prefer not to say



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## SECTION 2: DIVERSITY AND INCLUSION

**This section of the survey will focus on the issues of diversity and inclusion, with some specific survey items centered around race, ethnicity, and gender identity. We wanted to take this opportunity to recognize the immense impact of the current racial inequity and social justice issues on those around us, especially our black employees, friends, and family.**

\* 11. Hillcrest respects individuals and values their differences regardless of race, ethnicity, or gender identity.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

\* 12. Our employees appreciate others who are different from themselves.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

\* 13. Hillcrest provides an environment for the free and open expression of ideas, opinions, and beliefs.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

\* 14. Employees from all backgrounds have an equal opportunity to succeed at Hillcrest.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

\* 15. Racial, ethnic, and gender-base jokes are not tolerated at Hillcrest.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

\* 16. I have personally experienced racist and/or discriminatory behavior directed toward me by another Hillcrest employee.

- Yes
- No



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\* 17. **Please note that Hillcrest takes incidents of racism and discrimination in the workplace very seriously. Any employee impacted by this type of behavior is encouraged to contact Human Resources. All reports are kept strictly confidential.**

I was personally discriminated against by another Hillcrest employee based on the following. Check those that apply.

- Race
- Ethnicity
- Gender identity
- Other

Comments about "other" and/or comments about what you experienced

\* 18. I have observed racist and/or discriminatory behavior being directed toward a coworker by another employee.

- Yes
- No



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\* 19. **Please note that Hillcrest takes incidents of racism and discrimination in the workplace very seriously. Any employee witnessing this type of behavior is encouraged to contact Human Resources. All reports are kept strictly confidential.**

I have observed discriminatory behavior being directed toward a coworker by another Hillcrest employee based on the following. Check those that apply.

- Race
- Ethnicity
- Gender identity
- Other

Comments about "Other" and/or comments about what you observed.

\* 20. The events of the past few months have compelled me to take action in support of the Black Lives Matter movement.

- Yes
- No





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\* 21. What actions have you taken in support of the Black Lives Matter movement. Check all that apply.

- Shared opinions or news articles on social media
- Signed a petition, either on paper or over the internet
- Boycotted a product or company
- Donated money to the cause
- Participated in a protest, rally, march, or demonstrations
- Written or called your representatives
- Put up a sign of support (such as a lawn sign or bumper sticker)
- Attended local political meetings
- Other

\* 22. If I have a concern about discrimination, I know where and how to report that concern.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

\* 23. I am confident that Hillcrest leaders will respond appropriately to discriminatory behavior in the workplace.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

24. Please share any comments, questions, examples, concerns, or ideas related to the issue of diversity and inclusion in our workplace.



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## SECTION 3: COVID-19 PANDEMIC

This section of the survey focuses on the the COVID-19 pandemic which has brought many changes to how we live our lives, and with it uncertainty, altered daily routines, financial pressures, and social isolation. As an essential employee of Hillcrest Educational Centers, we want to hear from you about your experiences in your life and work related to the virus during this unprecedented time.

\* 25. Overall, I am satisfied with how Hillcrest is managing the COVID-19 crisis.

- Strongly agree
- Agree
- Neither agree or disagree
- Disagree
- Strongly disagree

\* 26. What are the best ways to provide important updates and communication to you? Rate the following based on what type of communication is most beneficial to you from extremely beneficial to least beneficial.

	Extremely beneficial	Somewhat beneficial	Least beneficial
Work email	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Text alerts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Online meetings (Zoom, Google Meet, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All staff videos from senior leaders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In person meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Postings in the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\* 27. There is an adequate supply of PPE (personal protective equipment) available in your workplace.

- Strongly agree
- Agree
- Neither agree or disagree
- Disagree
- Strongly disagree

\* 28. I have been adequately informed of COVID-19 preventative measures and workplace practices.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

\* 29. How much have you and your family been affected by changes in the following areas due to COVID-19?

	Significantly affected	Affected	Minimally affected	Not affected
Child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Elder care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Schooling for K-12th grade	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Schooling for college students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spouse's or partner's employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal finances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mental health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\* 30. How concerned are you about contracting COVID-19?

- Extremely concerned
- Concerned
- Somewhat concerned
- Minimally concerned
- None at all concerned

\* 31. How strictly have you been practicing social distancing outside of work?

- Always
- Usually
- Sometimes
- Rarely
- Never

\* 32. How strictly have you adhered to wearing a mask in public spaces outside of work?

- Always
- Usually
- Sometimes
- Rarely
- Never

33. Please share any concerns, comments, or questions you have about our workplace during the pandemic.



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## Hillcrest and Your Opinions

\* 34. We appreciate you taking the time to complete this survey. Your thoughts and opinions are extremely valuable. Would you be willing to be contacted by us to share more information and/or explore these survey items in more detail?

- Yes, I would like to be contacted.
- No, I would not like to be contacted.



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\* 35. Your Information

**Full Name:**

**Email Address:**

**Phone:**