



YA Staff Inclusion Survey

YA Staff Team Involved:

Joseph Ahmed, Diversity, Equity, Access and Inclusion Co-Manager,
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Lindsay Roberts, Diversity Equity, Access and Inclusion Co-Manager,
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Lori Rivera, Finance Director, lrivera@yanjep.org

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Notes on administration:

HR functions at YA are shared by Finance Director and President & CEO. YA has 13 staff members so confidentiality is very important, since anyone seeing detailed responses could potentially identify individuals based on their demographics. Survey was administered anonymously by a 3rd party consultant team of 2 people at Oomen Brookes Consulting, led by Zoe Brookes (zoe@oomenbrookes.com). Oomen Brookes' team member 1 masked all demographic information. Team member 2 did data analysis with all demographics masked. Team member 1 then compiled report. The extra step of masking demographics ensured that the data analysis itself was free from bias. The final report includes overall results for each question. It also highlights results for questions where there was a significant difference in responses between different demographic groups.

Scale:

Strongly Agree

Agree

Neither Agree nor Disagree

Disagree
Strongly Disagree

Questions:

I am proud to work for YOUNG AUDIENCES NJ & EASTERN PA

I would recommend YOUNG AUDIENCES NJ & EASTERN PA as a great place to work

YOUNG AUDIENCES NJ & EASTERN PA motivates me to go beyond what I would in a similar role elsewhere

I rarely think about looking for a job at another company

I see myself still working at YOUNG AUDIENCES NJ & EASTERN PA in two years' time

Administrative tasks that don't have a specific owner (e.g., taking notes in meetings, scheduling events, cleaning up shared space) are fairly divided at YOUNG AUDIENCES NJ & EASTERN PA

People from all backgrounds have equal opportunities to succeed at YOUNG AUDIENCES NJ & EASTERN PA

My job performance is evaluated fairly

I believe that my total compensation is fair, relative to similar roles at YOUNG AUDIENCES NJ & EASTERN PA

When there are career opportunities at YOUNG AUDIENCES NJ & EASTERN PA, I am aware of them

I have everything I need to do my job well

YOUNG AUDIENCES NJ & EASTERN PA believes that people can always greatly improve their talents and abilities

YOUNG AUDIENCES NJ & EASTERN PA enables me to balance work and personal life

I am satisfied with how decisions are made at YOUNG AUDIENCES NJ & EASTERN PA

Perspectives like mine are included in the decision making at YOUNG AUDIENCES NJ & EASTERN PA

I am included in decisions that affect my work

At YOUNG AUDIENCES NJ & EASTERN PA there is open and honest two-way communication

I can voice a contrary opinion without fear of negative consequences

When I speak up, my opinion is valued

I feel like I belong at YOUNG AUDIENCES NJ & EASTERN PA

I feel respected at YOUNG AUDIENCES NJ & EASTERN PA

Even when something bad happens (e.g., when I get critical feedback from my manager, I have a negative social interaction with a peer, etc.), I don't question whether or not I belong at YOUNG AUDIENCES NJ & EASTERN PA

I can be my authentic self at work

YOUNG AUDIENCES NJ & EASTERN PA values diversity

YOUNG AUDIENCES NJ & EASTERN PA builds teams that are diverse

The work that we do at YOUNG AUDIENCES NJ & EASTERN PA is important

I understand how my work contributes to YOUNG AUDIENCES NJ & EASTERN PA's mission

Demographic Information Collected:

Race/Ethnicity

African-American/Black

Asian

Hispanic/Latinx

Middle Eastern

Native American/Alaskan Native

Pacific Islander

Two or more races

White

Other, please specify...

Gender Identity

Non-binary/Non-conforming

Man

Woman

Other, please specify...

Do you identify as transgender?

No

Yes

Sexual Orientation

Bisexual

Gay/Lesbian

Heterosexual

Queer

Other, please specify...

Family Status

No children

Partnered Parent/Legal Guardian

Single Parent/Legal Guardian

Do you provide regular care for someone other than your child?

No

Yes

Veteran Status

Not a Veteran

Veteran

Are you a person with a disability?

I have a visible disability

I have an invisible disability

I have both a visible and invisible disability

I do not have a disability

Native Language

The primary business language spoken at YOUNG AUDIENCES NJ & EASTERN PA is not my native language.

Native English speaker

Age

<18

18-24

25-34

35-44

45-54

55-64

65+

Tenure at YA

<3 months

3-6 months

6-12 months

1-2 years

2-4 years

4-6 years

6-10 years

10+ years

What is the highest degree that you have attained?

Less than high school or less than GED equivalent

High school, GED, Upper Secondary (or less)

Associate Degree, Trade Qualification, some College

Bachelor's Degree

Advanced Degree (Masters, JD, MBA, PhD, etc)

Other, please specify...