

Diversity, Equity & Inclusion Staff Survey Results

Survey completed in December, 2018

Our DEI Journey

Ongoing Process

Working to have the right people excelling in the right roles, with equitable internal structures in place, and an inclusive culture that functions as the foundation for how we approach one another, our work, and our community.

June, 2018

Completed a CLAS				
Standards Assessment to	Nov. 2018		- ALE	
clarify where our	A Talent		Dec. 2018	
organization stands	Acquisition	AND CONTRACTOR	A CIS Change Team	Collis Arton
on a continuum of	Specialist was	Nov. 2018	formed to work with our	
cultural competence and what areas of	hired to support recruiting a	We began participating in	DEI Consultant Eric Polite	2019
cultural and	more diverse	the Promise54 Serve	Two DEI experience	Change Team
linguistic	candidate pool	Austin DEI Institute to	surveys were completed	deep dive into
competence require	and improve the	embed DEI practices into	– by staff & by	DEI survey
the most attention	hiring process	our day-to-day practices	AmeriCorps members	results

About the Survey

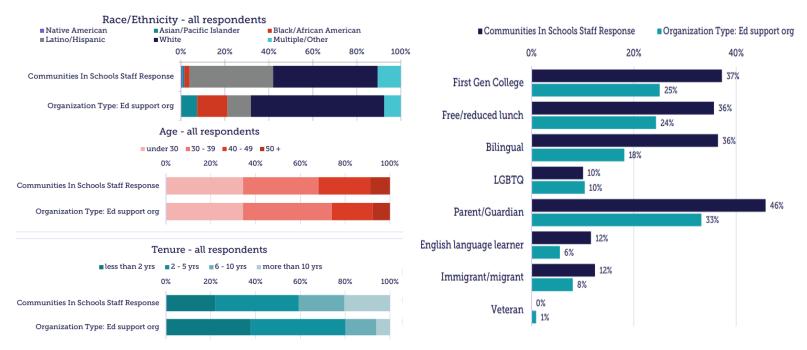
- In December 2018, CIS of Central Texas employees and AmeriCorps members had the opportunity to complete a Diversity, Equity and Inclusion Survey administered by Promise54, a national organization working with nonprofits and educational institutions on DEI-related strategies and initiatives.
- 129 of 160 CIS employees completed the staff experience survey. CIS AmeriCorps members took a separate survey that is being analyzed and will be communicated in another format.

Change Team & Next Steps

- A DEI *Change Team* formed in December, and the group is doing a deep dive into the survey data with DEI Consultant Eric Polite, as well as conducting focus groups and one-on-one interviews.
- The *Change Team* is working to identify areas for improvement based on all the data being collected, and steps will be outlined to improve in those areas.

Key Findings

- 89% of respondents agreed that our organizational culture respects individuals, and values differences
- 86% of respondents indicated they are given the opportunity to contribute meaningfully in meetings
- 77% agree that they can bring their "whole self" to work, while 23% disagree that they can bring their "whole self" to work
- Compared to other educational support organizations, more CIS of CT employees would both recommend CIS of CT as a good place to work, and they plan to stay
- Only 45% of employees agree or strongly agree that our organization's DEI initiatives are effective
- Less than 40% of employees indicated that they agree that CIS recruitment efforts yield a diverse candidate pool, and a diverse group of new hires, including race, socioeconomic, and perspectives, styles and beliefs
- Less than 40% of respondents agree that we have frequent conversations about race/ethnicity, power and privilege at our organization



Demographics of Respondents

*Note, if there were fewer than 5 respondents in any category, the results show as "0"

Gaps: Identify as Person of Color, White

