

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.*

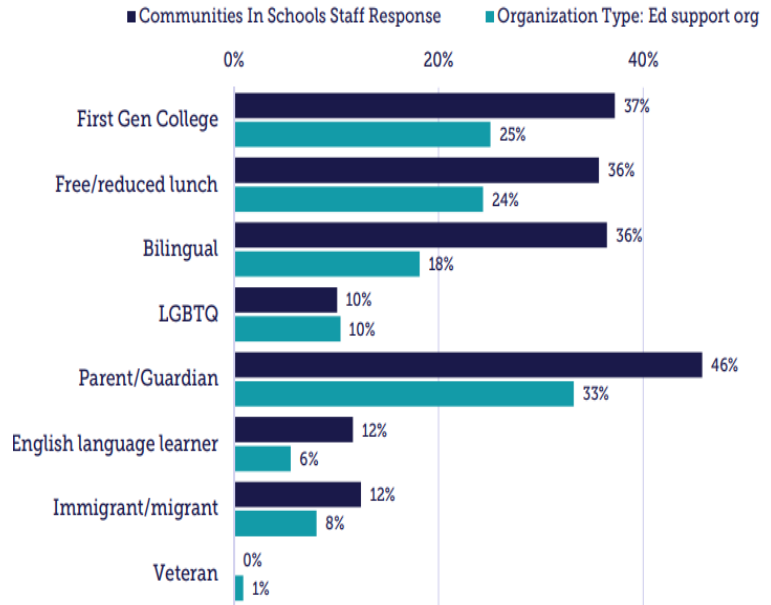
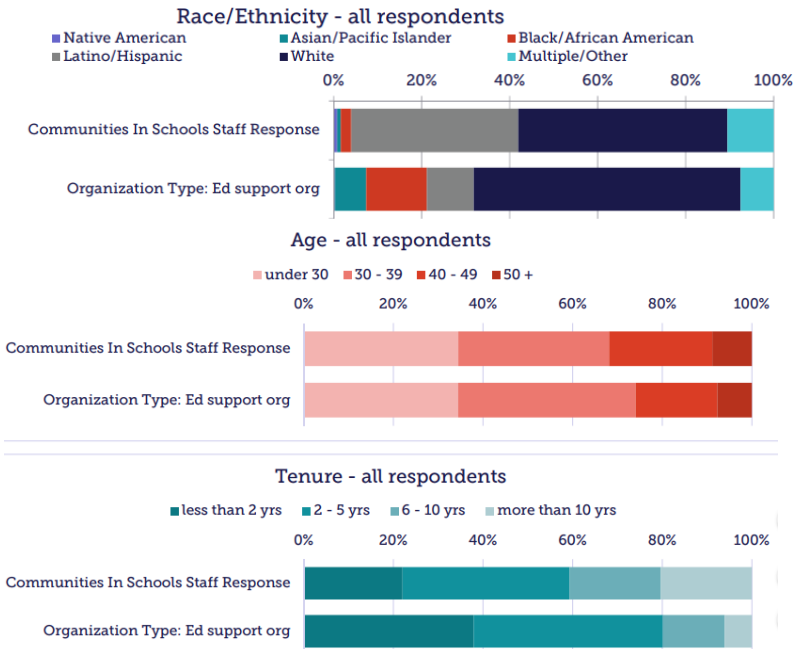
Change Team & Next Steps

- 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

