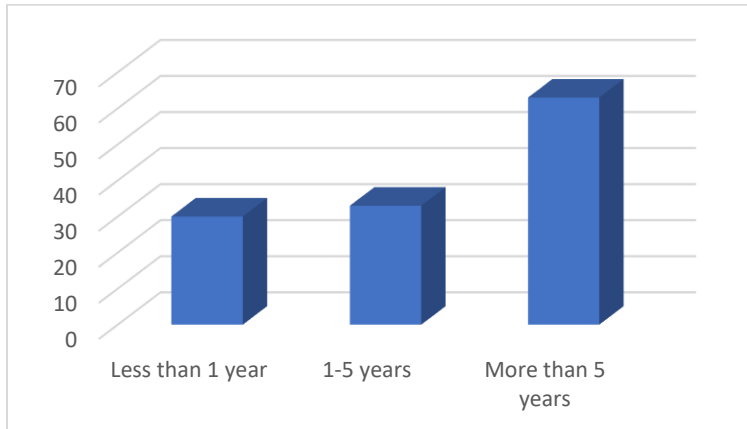


## DEI Training Survey Results

Total Responses: 126

### How long have you been employed/volunteered at the Phoenix Zoo?

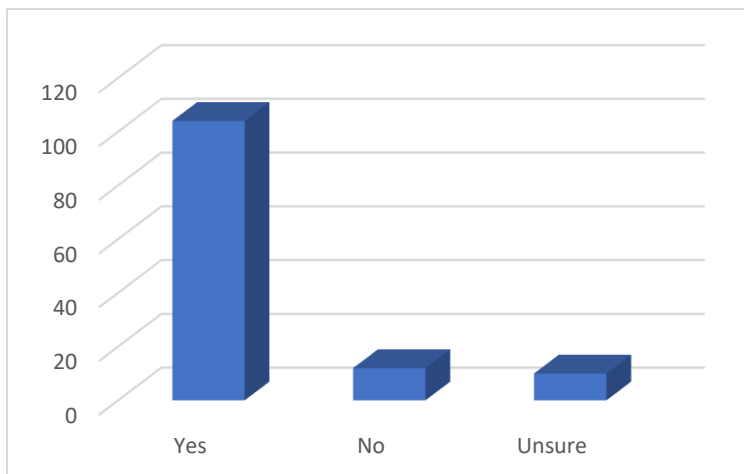


Less than 1 year: 30

1-5 Years: 33

More than 5 years: 63

### Do you think knowing about how different people live and think will help you work with them?

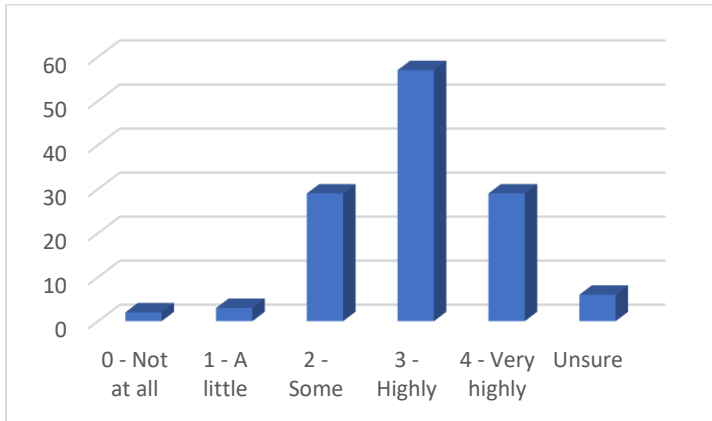


Yes: 104

No: 12

Unsure: 10

**On a scale from 0-4, how well is diversity valued by employees?**



0—Not at All: 2

1—A Little: 3

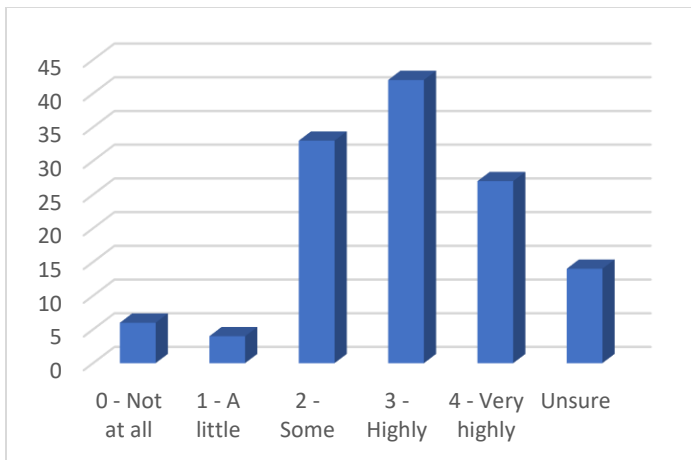
2—Some: 29

3—Highly: 57

4—Very Highly: 29

Unsure: 6

**On a scale from 0-4, how well is diversity valued by volunteers?**



0—Not at All: 6

1—A Little: 4

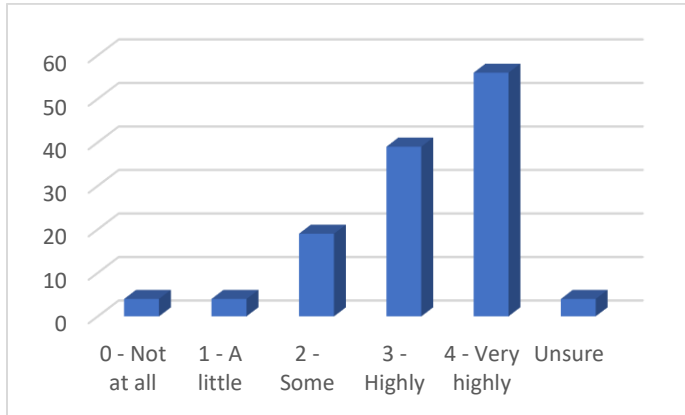
2—Some: 33

3—Highly: 42

4—Very Highly: 27

Unsure: 14

**On a scale from 0-4, how well is diversity valued by your supervisor?**



0—Not at All: 4

1—A Little: 4

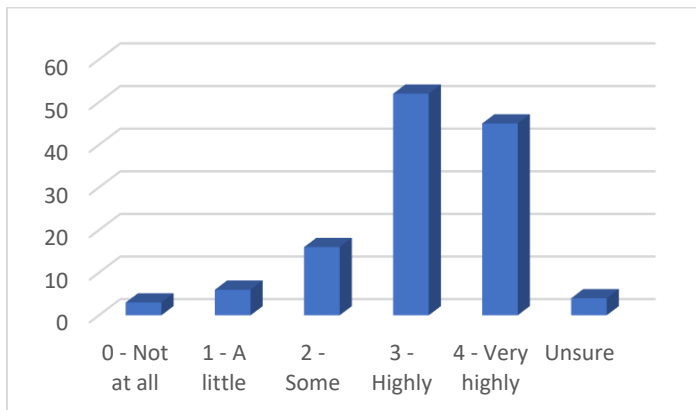
2—Some: 19

3—Highly: 39

4—Very Highly: 56

Unsure: 4

**On a scale from 0-4, how well is diversity valued by your department?**



0—Not at All: 3

1—A Little: 6

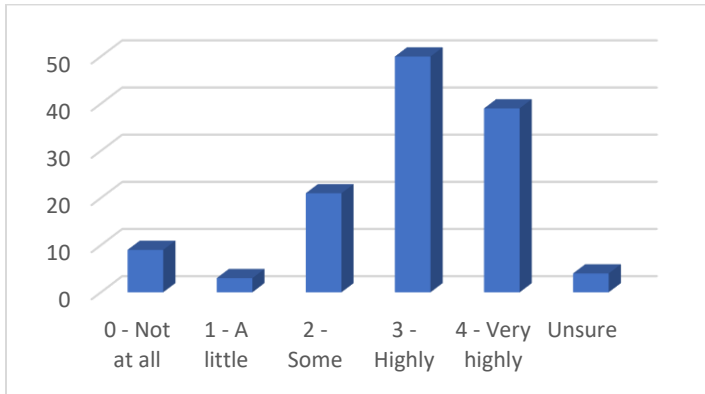
2—Some: 16

3—Highly: 52

4—Very Highly: 45

Unsure: 4

**On a scale from 0-4, how well is diversity valued by management?**



0—Not at All: 9

1—A Little: 3

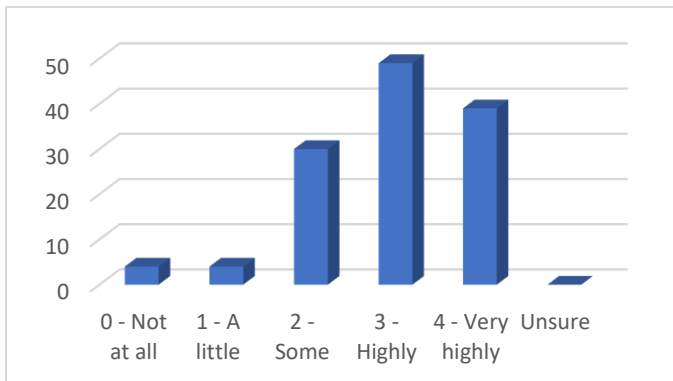
2—Some: 21

3—Highly: 50

4—Very Highly: 39

Unsure: 4

**On a scale from 0-4, how well is diversity valued by the Zoo?**



0—Not at All: 4

1—A Little: 4

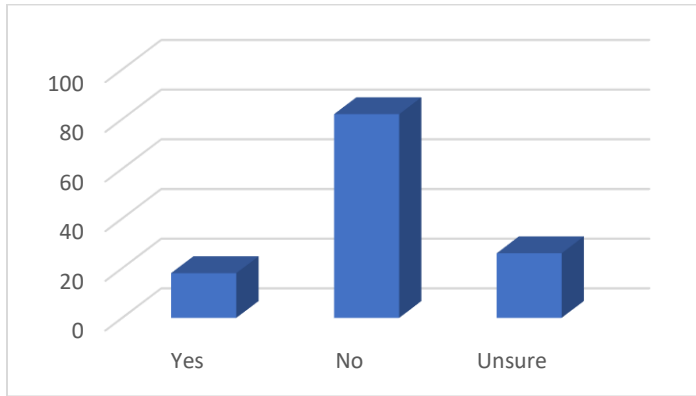
2—Some: 30

3—Highly: 49

4—Very Highly: 39

Unsure: 0

**Do you feel that you or other employees/volunteers are treated differently based on race?**

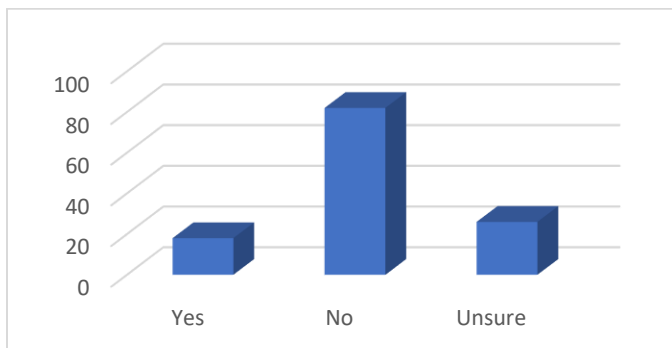


Yes: 18

No: 82

Unsure: 26

**Do you feel that you or other employees/volunteers are treated differently based on ethnic heritage?**

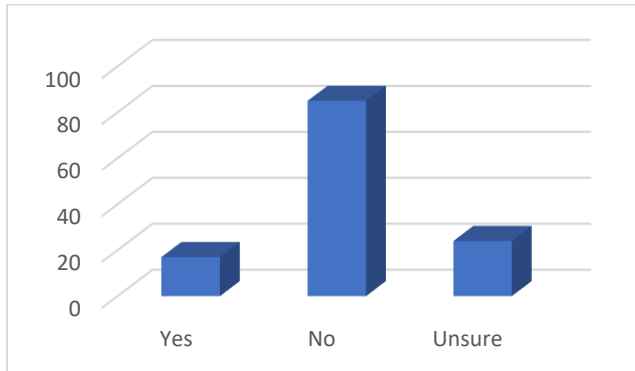


Yes: 18

No: 82

Unsure: 26

**Do you feel that you or other employees/volunteers are treated differently based on gender?**

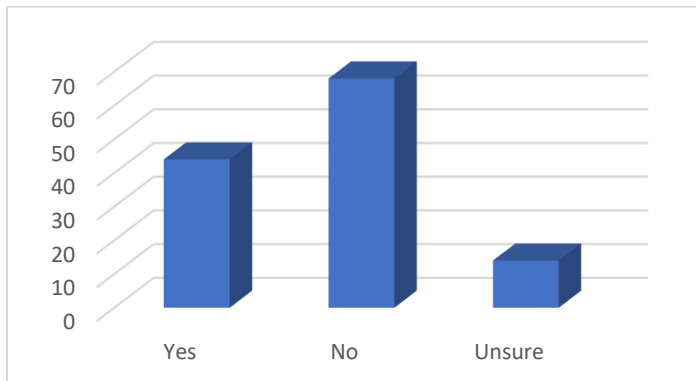


Yes: 17

No: 85

Unsure: 24

**Do you feel that you or other employees/volunteers are treated differently based on age?**

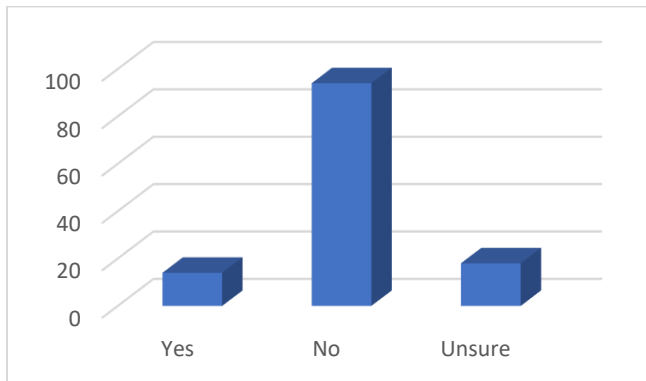


Yes: 44

No: 68

Unsure: 14

**Do you feel that you or other employees/volunteers are treated differently based on spiritual/religious beliefs?**

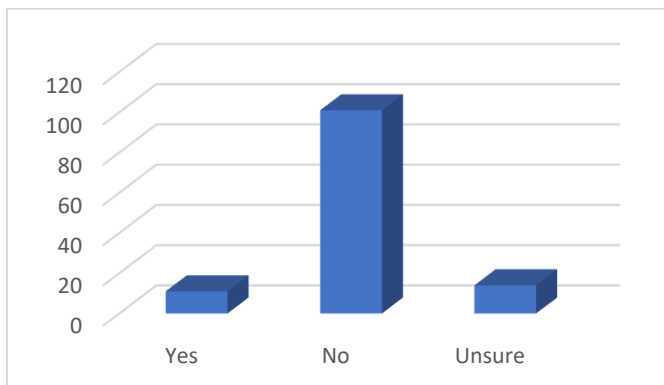


Yes: 14

No: 94

Unsure: 18

**Do you feel that you or other employees/volunteers are treated differently based on sexual orientation?**

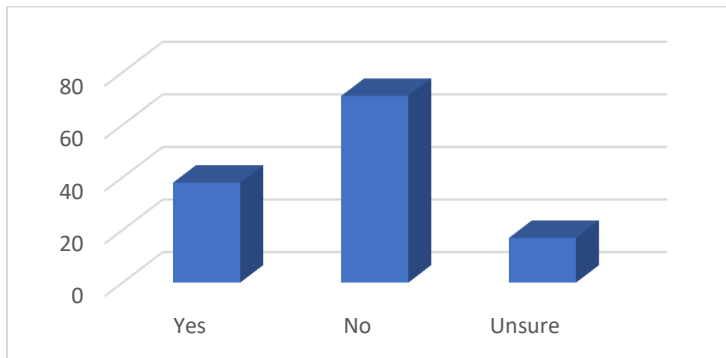


Yes: 11

No: 101

Unsure: 14

**Do you feel that you or other employees/volunteers are treated differently based on mental/physical abilities?**

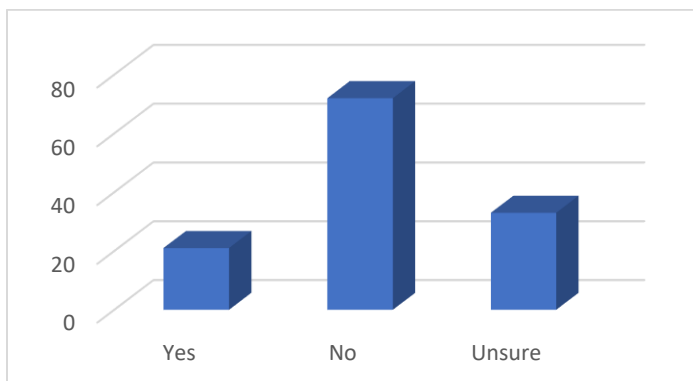


Yes: 38

No: 71

Unsure: 17

**Do you feel that you or other employees/volunteers are treated differently based on characteristics not identified in the previous questions?**



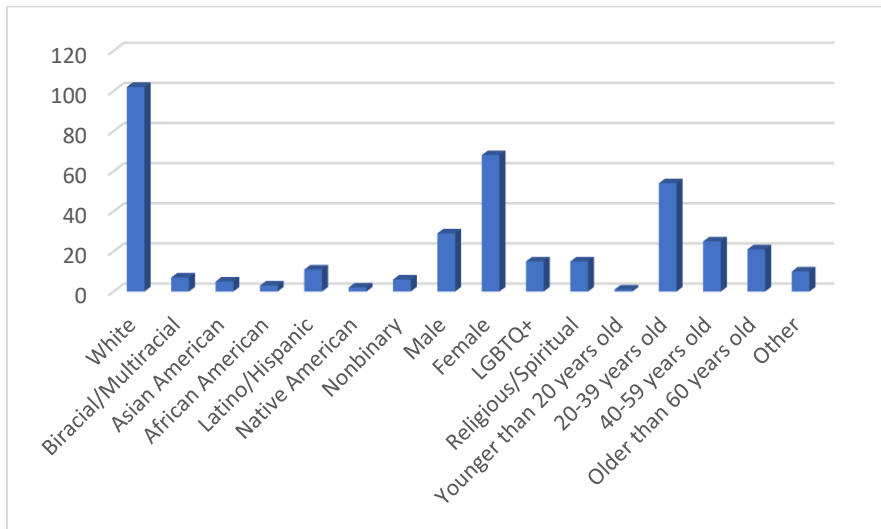
Yes: 21

No: 72

Unsure: 33



## How do you identify?



White: 102

Biracial/Multiracial: 7

Asian American: 5

African American: 3

Latino/Hispanic: 11

Native American: 2

Nonbinary: 6

Male: 29

Female: 68

LGBTQ+: 15

Religious/Spiritual: 15

Younger than 20 years old: 1

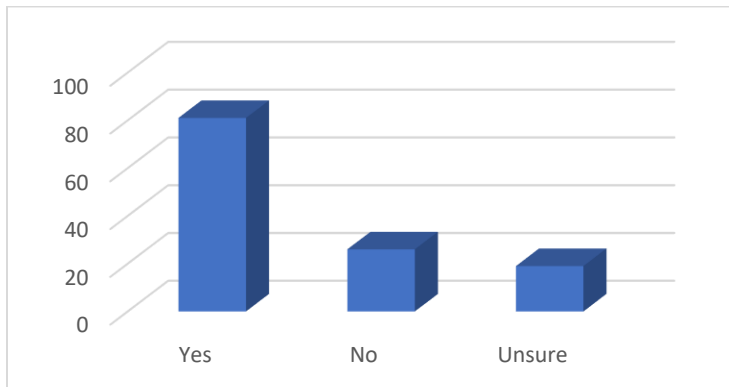
20-39 years old: 54

40-59 years old: 25

Older than 60 years old: 21

Other: 10

**Do you feel that you have opportunities for professional development here at the Phoenix Zoo?**

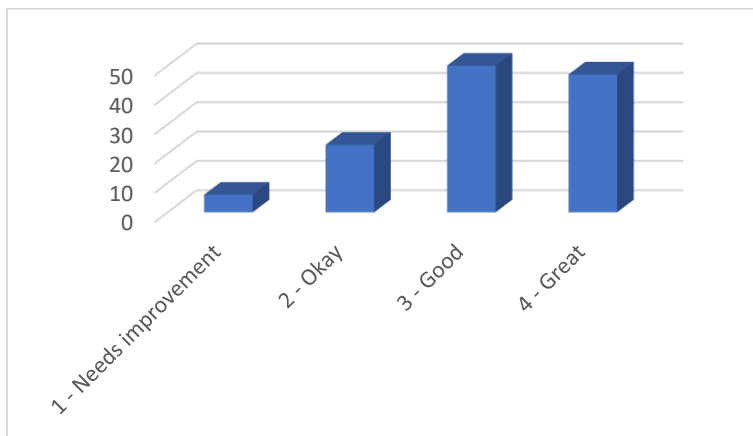


Yes: 81

No: 26

Unsure: 19

**On a scale of 0-4, how would you rate the Phoenix Zoo's commitment to diversity?**



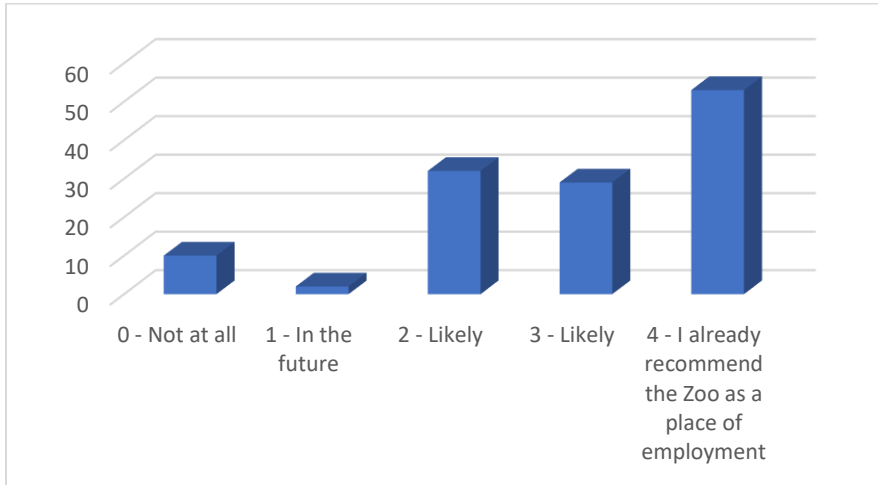
1—Needs Improvement: 6

2—Okay: 23

3—Good: 50

4—Great: 47

**Considering the Phoenix Zoo's current diversity climate, how likely are you to recommend the Phoenix Zoo to a friend as a place of employment?**



0—Not at All: 10

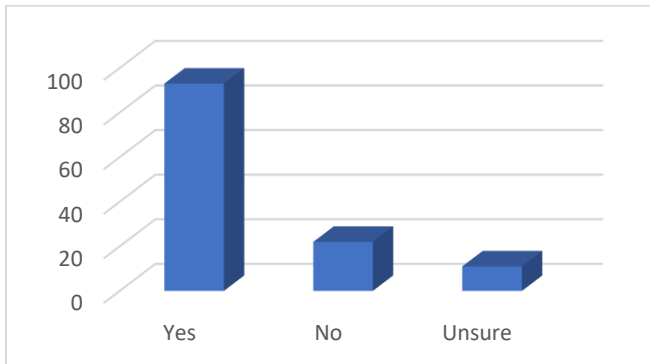
1—In the Future: 2

2—Likely: 32

3—Very Likely: 29

4—I already recommend the Zoo as a place of employment: 53

**Do you feel like you are treated fairly while working/volunteering?**

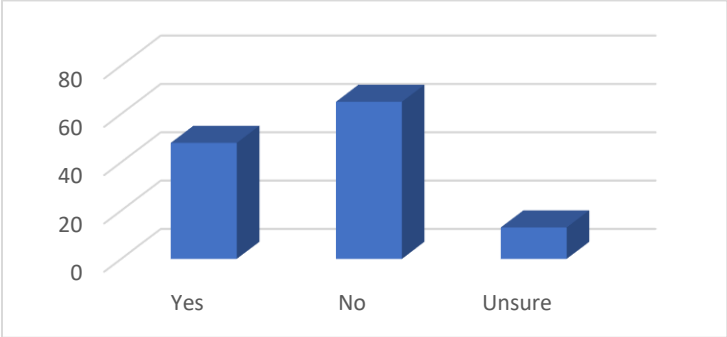


Yes: 93

No: 22

Unsure: 11

**Have you heard ethnic, racial or gender slurs or jokes while working/volunteering?**

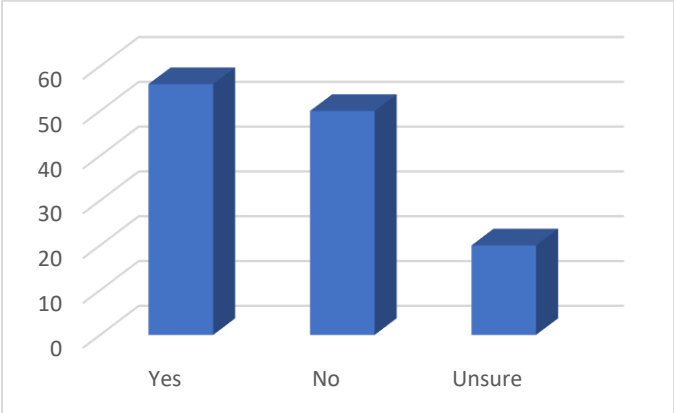


Yes: 48

No: 65

Unsure: 13

**Do you feel like it is an advantage to fit into the norm while working/volunteering?**

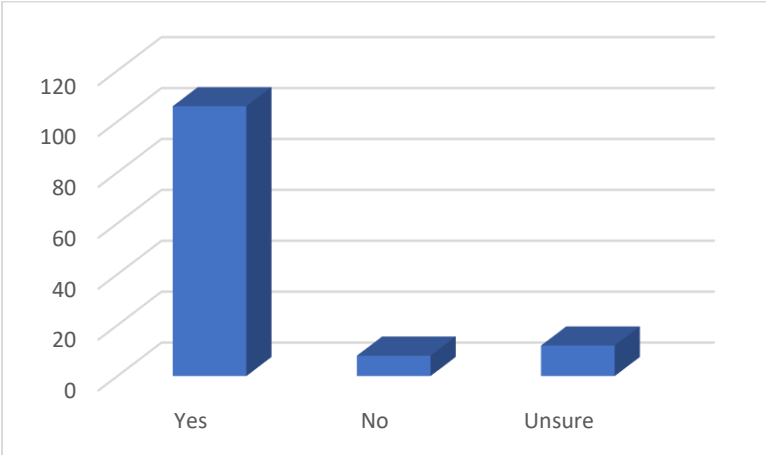


Yes: 56

No: 50

Unsure: 20

**The ACNC workplace is a positive community to be a part of; I believe I can be my authentic self while working/volunteering.**

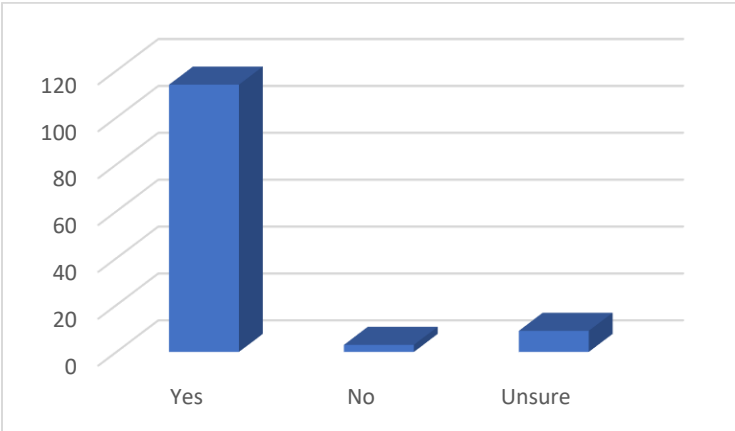


Yes: 106

No: 8

Unsure: 12

**I am able to build strong connections at the Zoo with my co-workers/co-volunteers.**

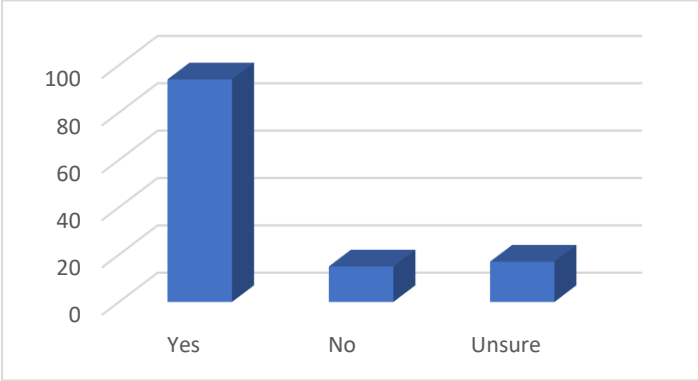


Yes: 114

No: 3

Unsure: 9

**All team members are encouraged to speak up and share thoughts and ideas.**

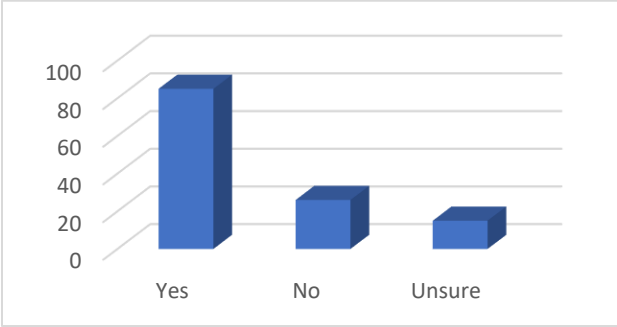


Yes: 94

No: 15

Unsure: 17

**We have a healthy culture for giving and receiving all constructive feedback here.**

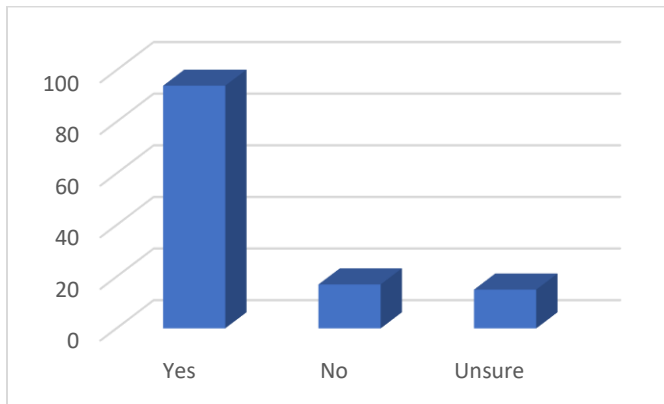


Yes: 85

No: 26

Unsure: 15

**I feel comfortable speaking up about problems/issues in the workplace with my immediate supervisor.**



Yes: 94

No: 17

Unsure: 15

**What resources would be helpful to you in learning more about diversity?**



Speakers in the community: 69

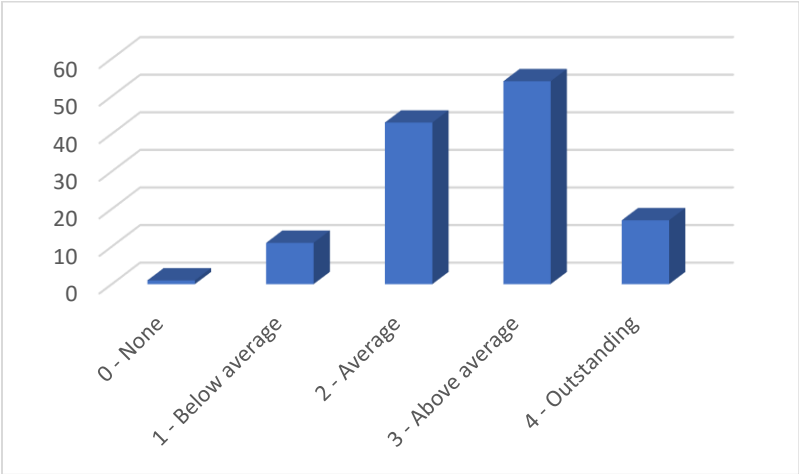
Awareness Training: 57

Mentoring Programs: 43

Training to Manage a Diverse Workforce: 34

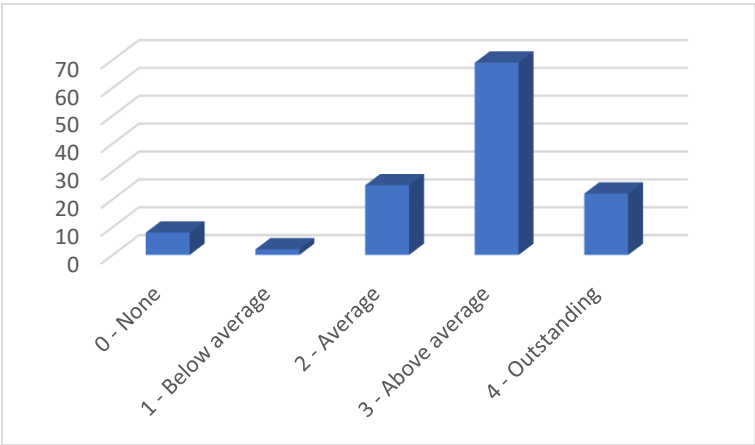
I don't need information on diversity: 18

**On a scale of 0-4, where do you feel your knowledge of diversity, equity and inclusion was prior to the Phoenix Zoo's DEI training?**



- 0—None: 1
- 1—Below Average: 11
- 2—Average: 43
- 3—Above Average: 54
- 4—Outstanding: 17

**On a scale of 0-4, where do you feel your knowledge of diversity, equity and inclusion is now following the Phoenix Zoo's DEI training?**



- 0—None: 8
- 1—Below Average: 2
- 2—Average: 25
- 3—Above Average: 69
- 4—Outstanding: 22