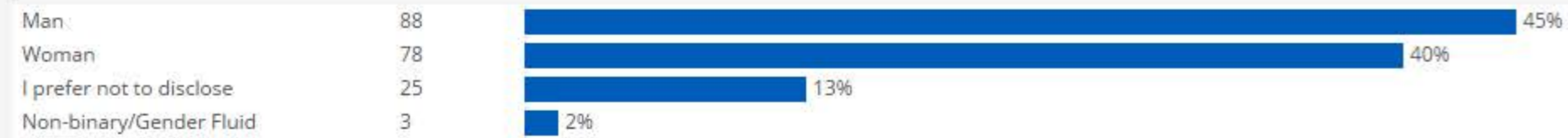


Demographics

N= 269

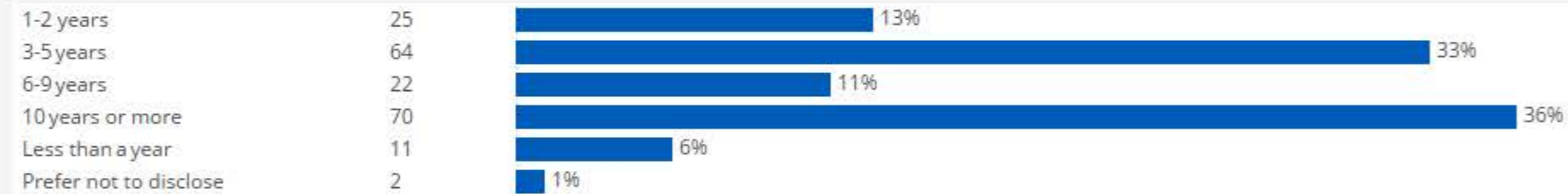
Gender



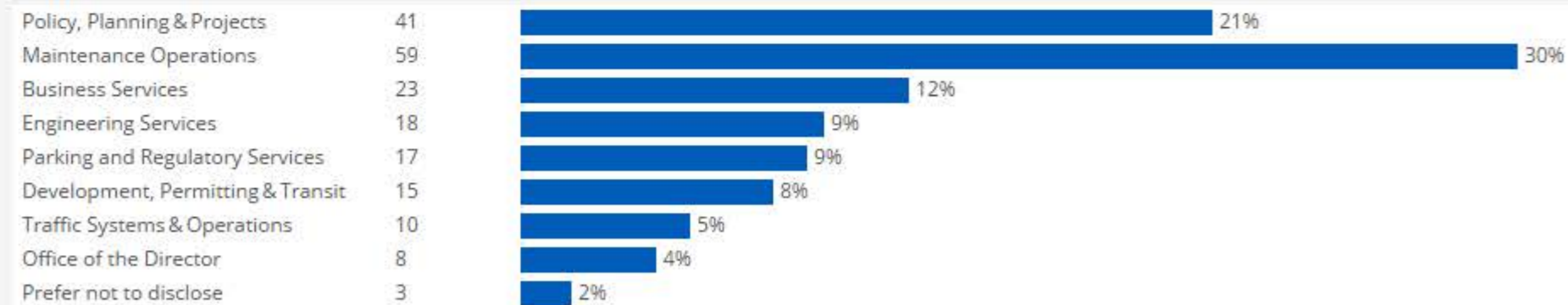
Race



Length of Employment



Group



How familiar are you with PBOT's Five-Year Racial Equity Plan?

Broken down by None

Response

Not at all familiar/I am hearing about this for the first time

Not so familiar

Somewhat familiar

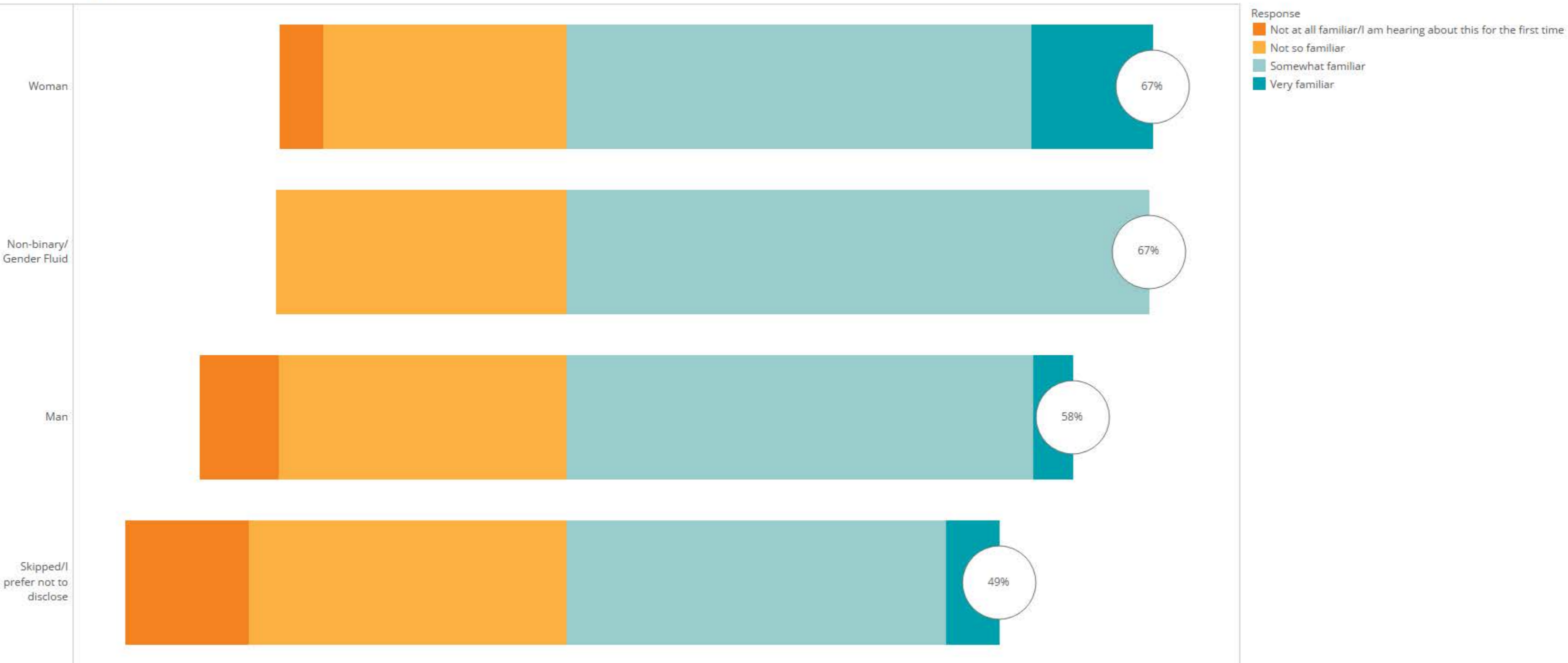
Very familiar



0%

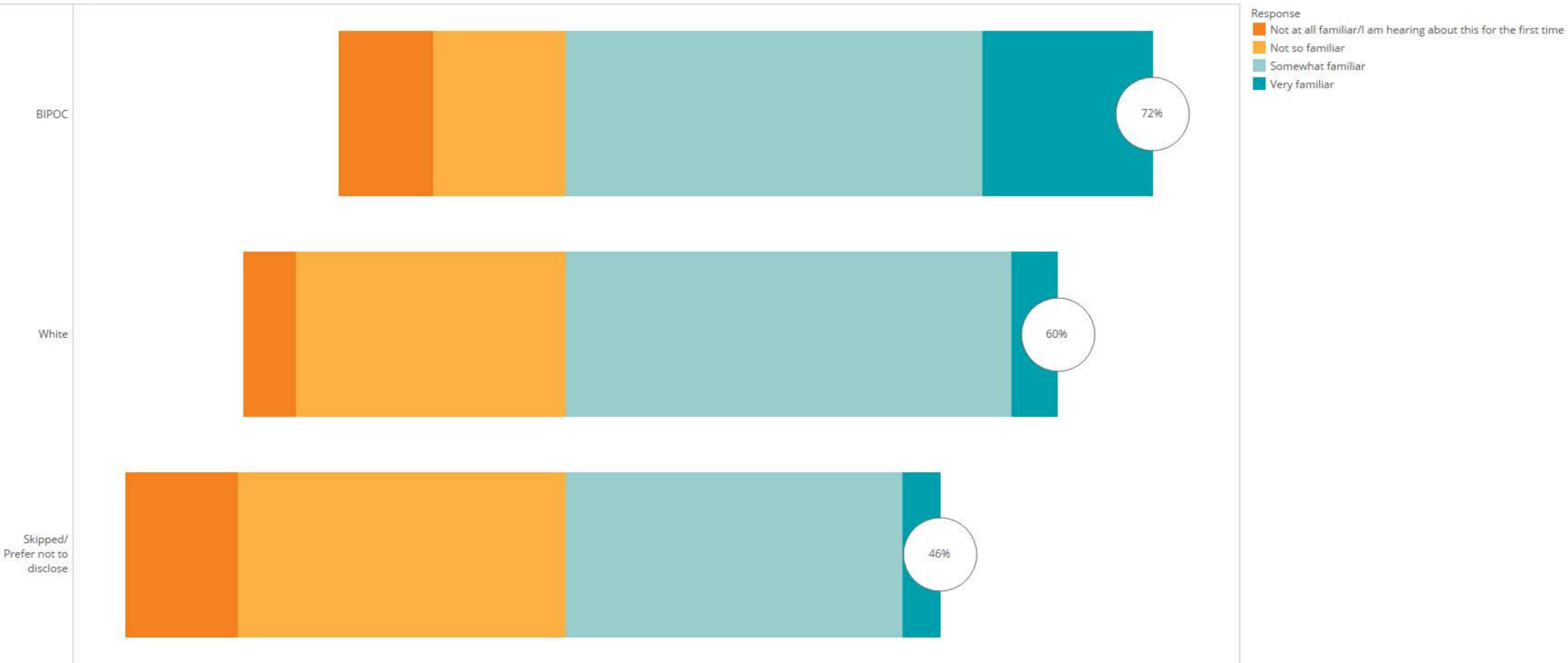
How familiar are you with PBOT's Five-Year Racial Equity Plan?

Broken down by Gender



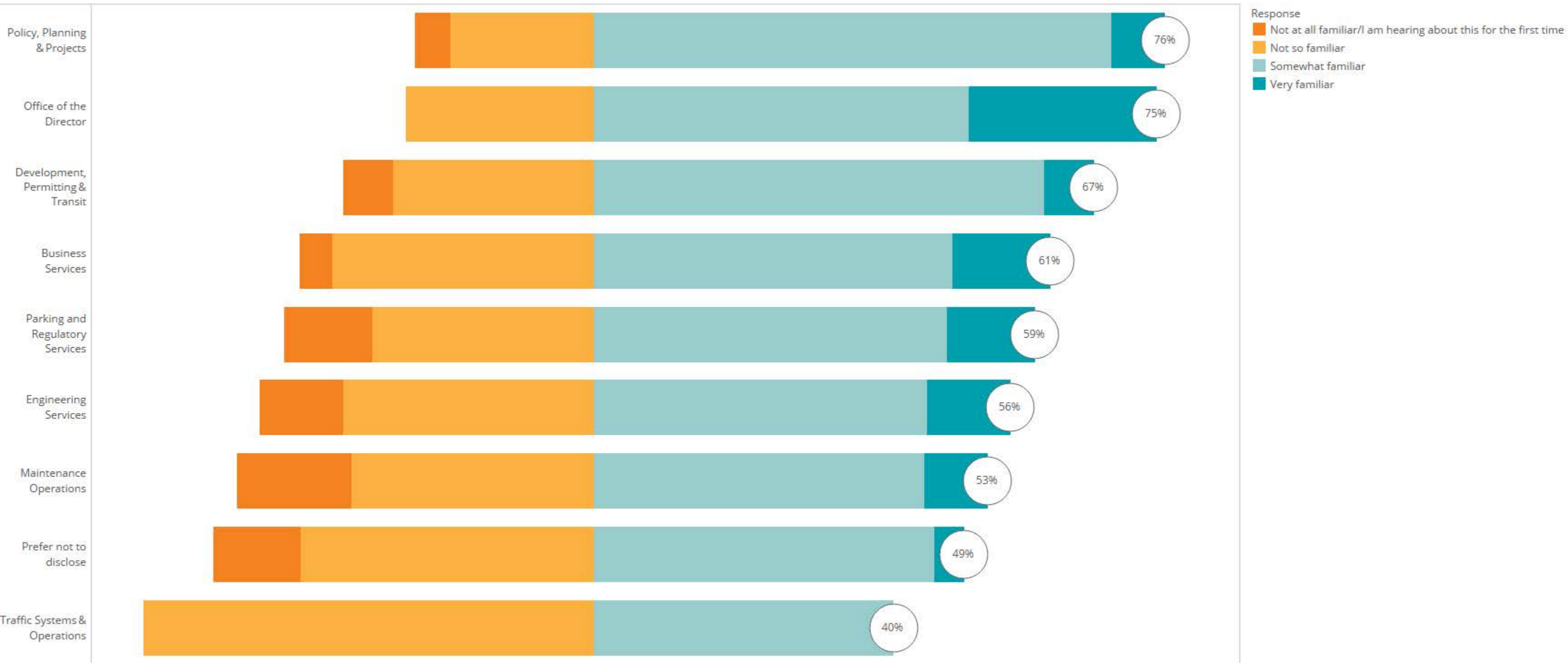
How familiar are you with PBOT's Five-Year Racial Equity Plan?

Broken down by Race



How familiar are you with PBOT's Five-Year Racial Equity Plan?

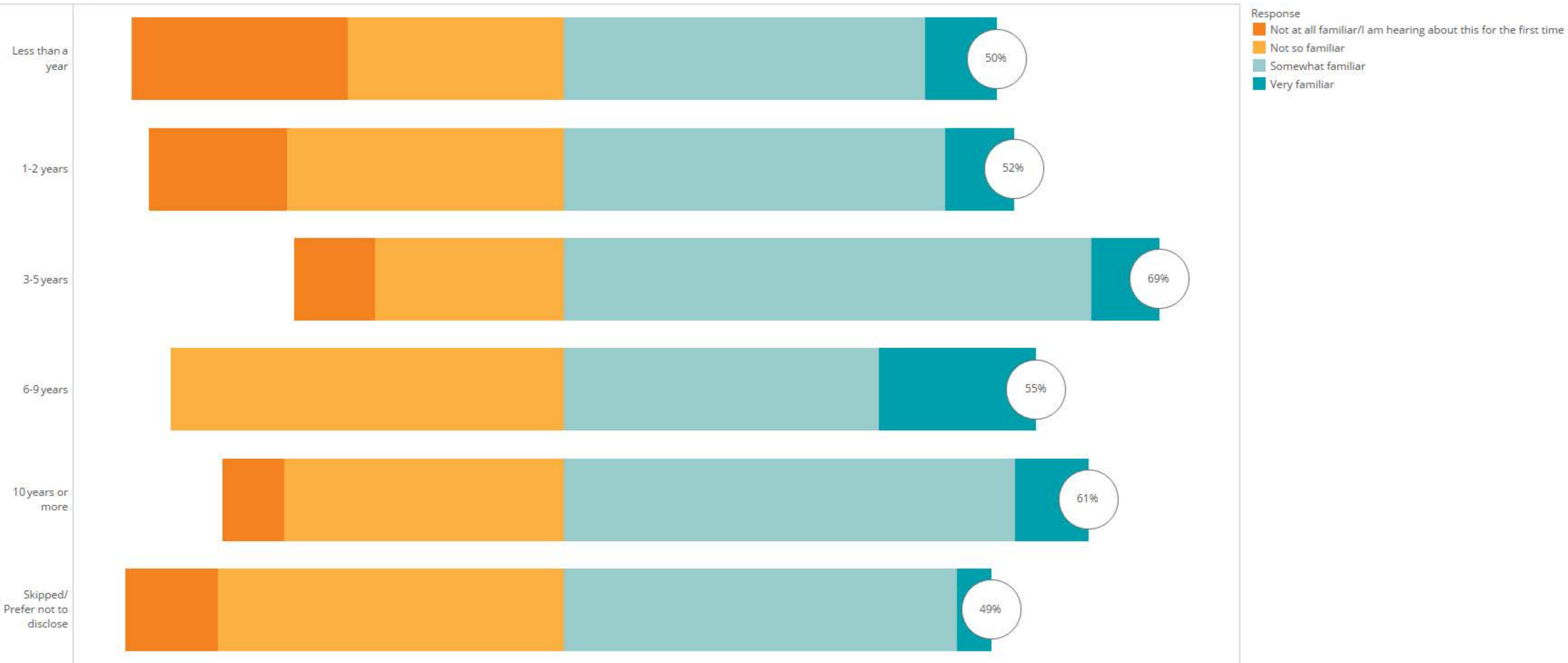
Broken down by Group



0%

How familiar are you with PBOT's Five-Year Racial Equity Plan?

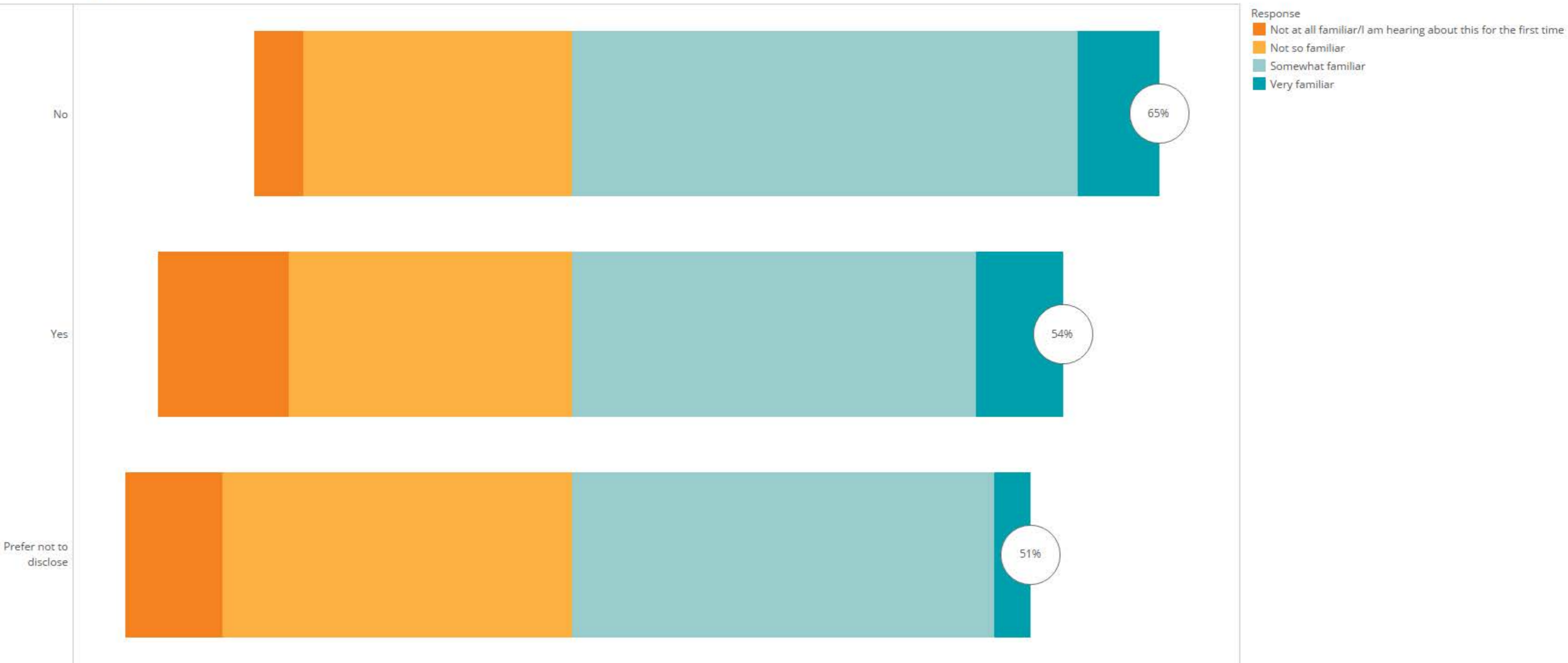
Broken down by Length of Employment



0%

How familiar are you with PBOT's Five-Year Racial Equity Plan?

Broken down by Represented



0%

How familiar are you with PBOT's Five-Year Racial Equity Plan?

Broken down by Supervisor



Did you contribute to the development of PBOT's Five-Year Racial Equity Plan in 2017?

Broken down by Gender



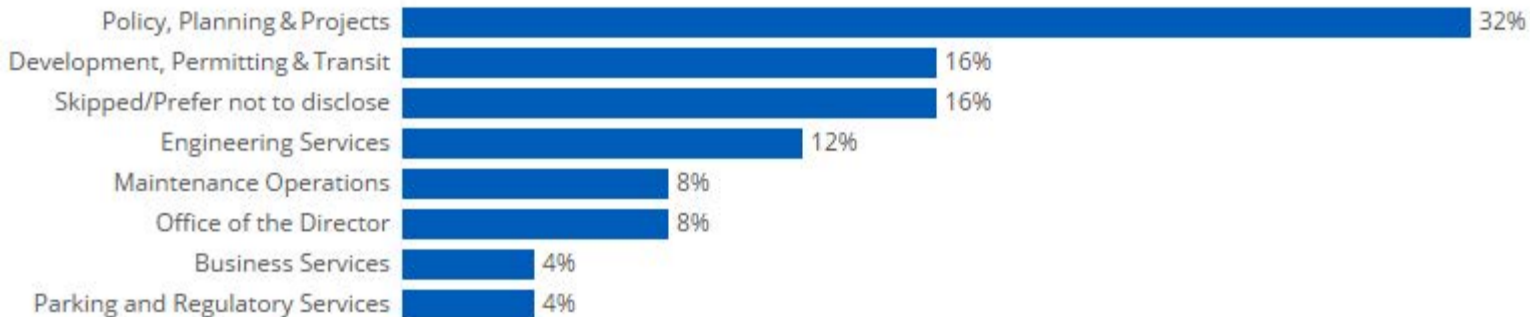
Did you contribute to the development of PBOT's Five-Year Racial Equity Plan in 2017?

Broken down by Race



Did you contribute to the development of PBOT's Five-Year Racial Equity Plan in 2017?

Broken down by Group



Did you contribute to the development of PBOT's Five-Year Racial Equity Plan in 2017?

Broken down by Length of Employment



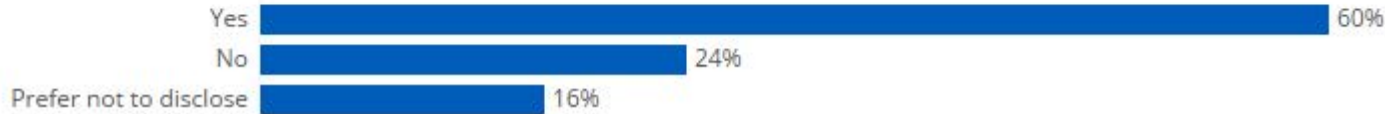
Did you contribute to the development of PBOT's Five-Year Racial Equity Plan in 2017?

Broken down by Represented



Did you contribute to the development of PBOT's Five-Year Racial Equity Plan in 2017?

Broken down by Supervisor

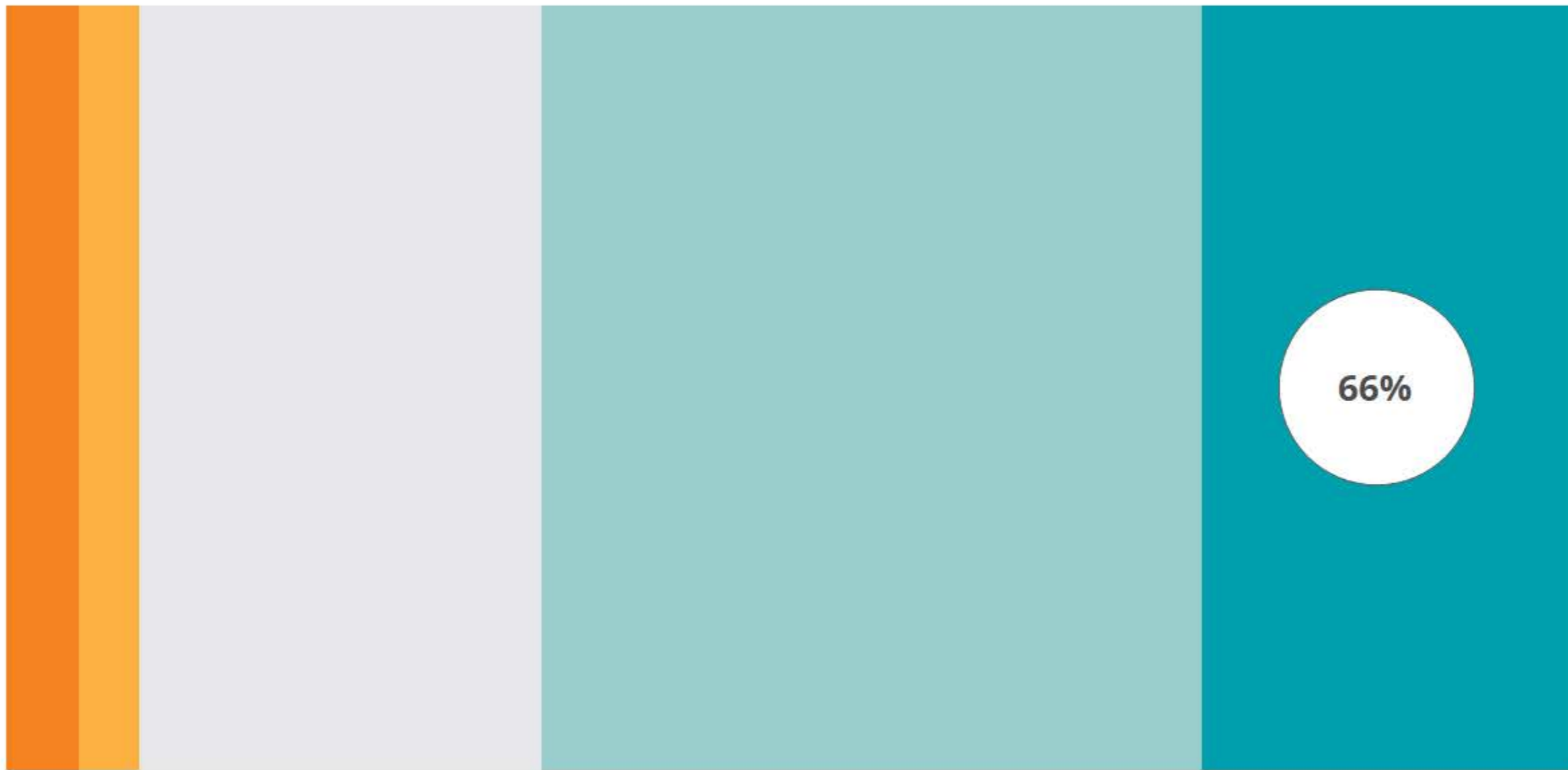


Equity is built into my performance plan

Broken down by None

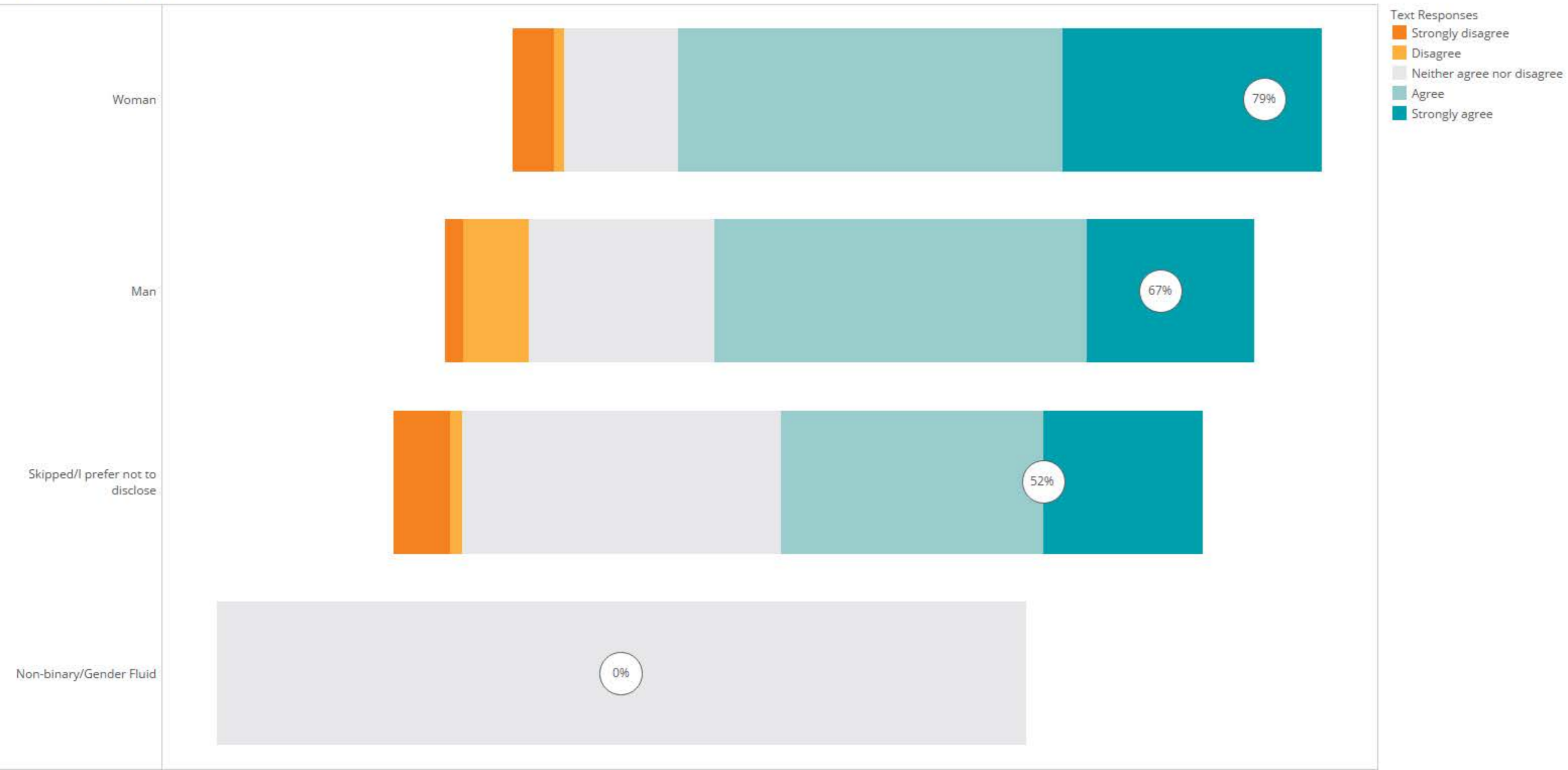
Text Responses

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



Equity is built into my performance plan

Broken down by Gender



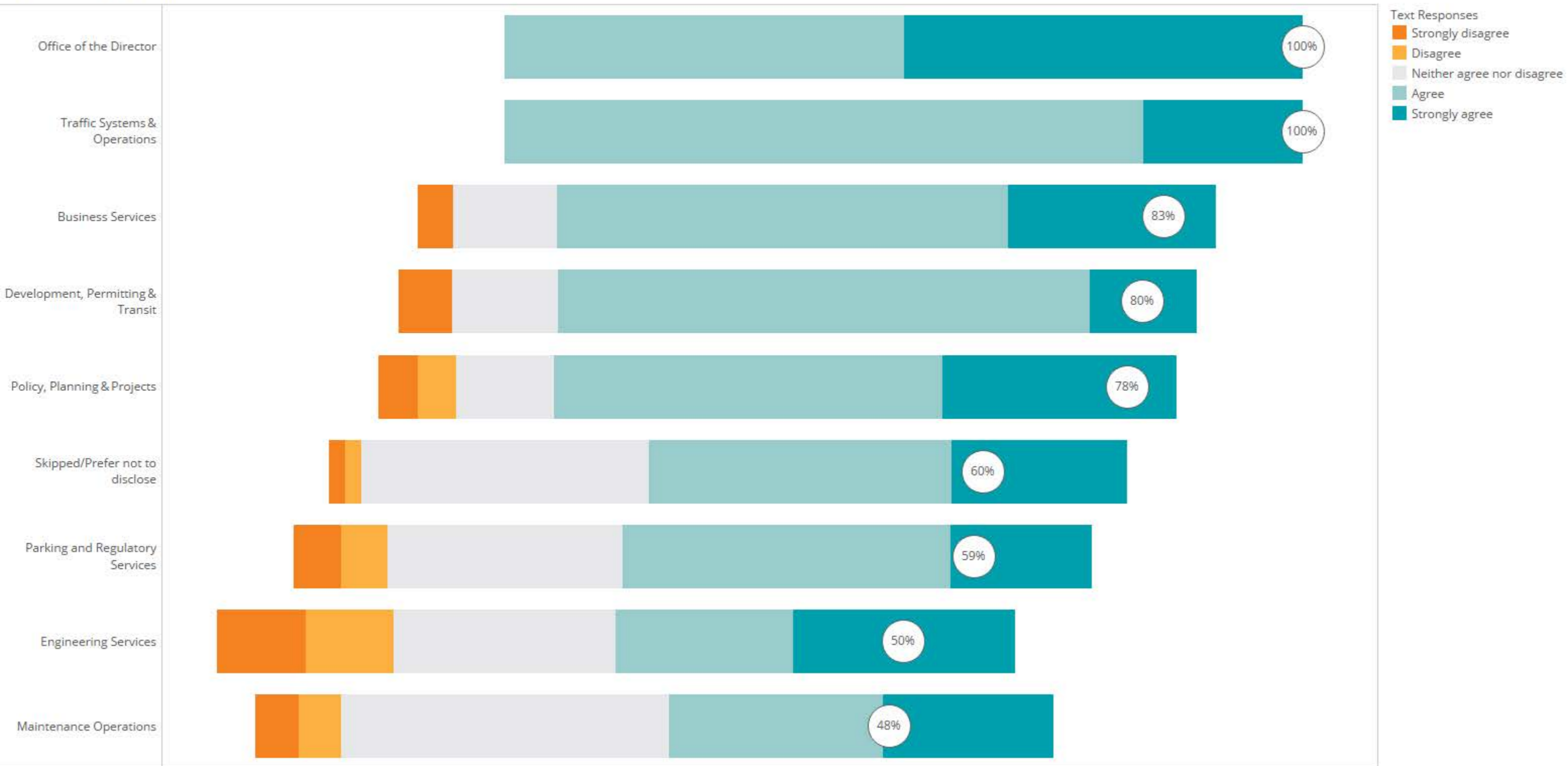
Equity is built into my performance plan

Broken down by Race



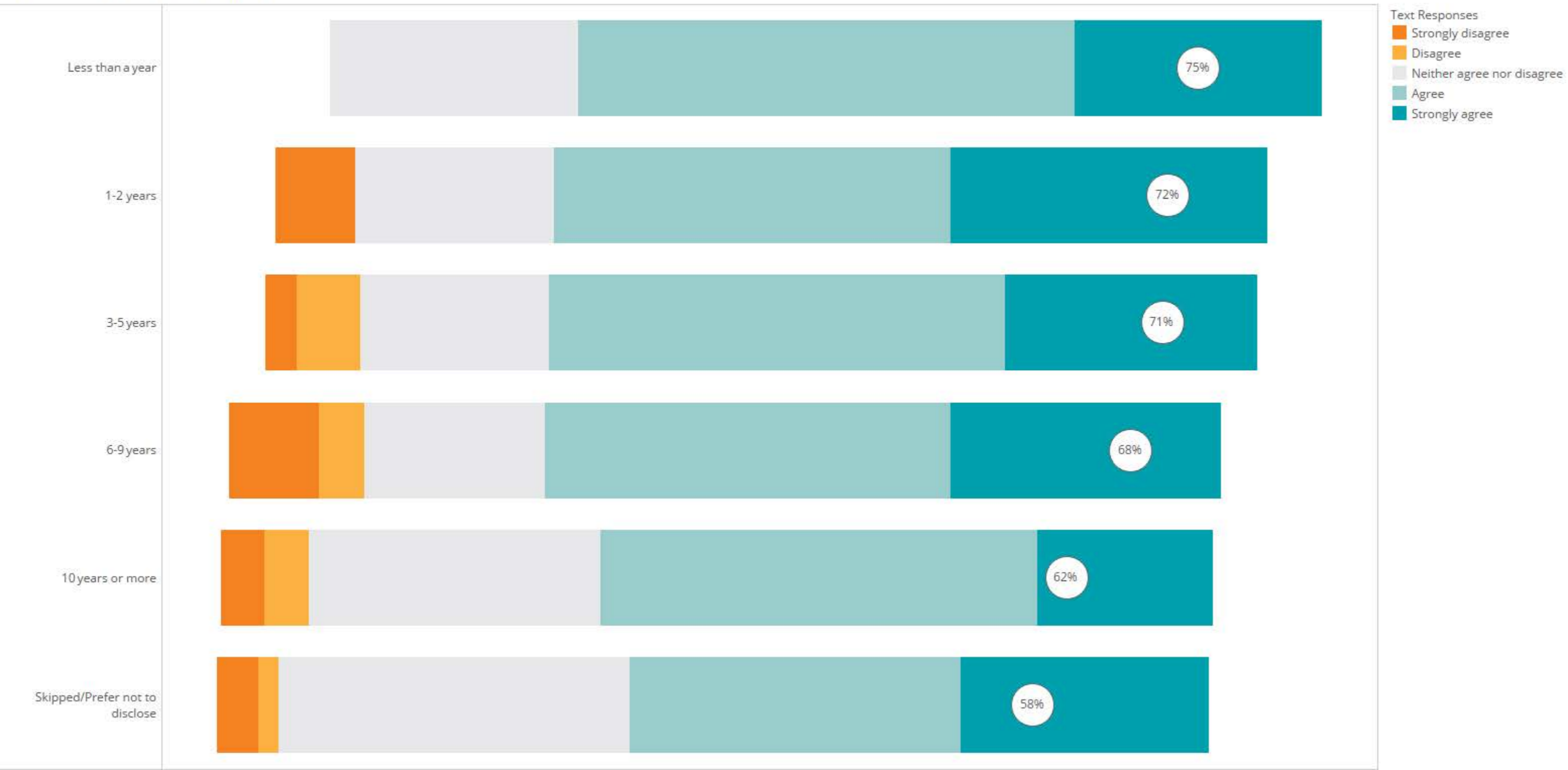
Equity is built into my performance plan

Broken down by Group



Equity is built into my performance plan

Broken down by Length of Employment



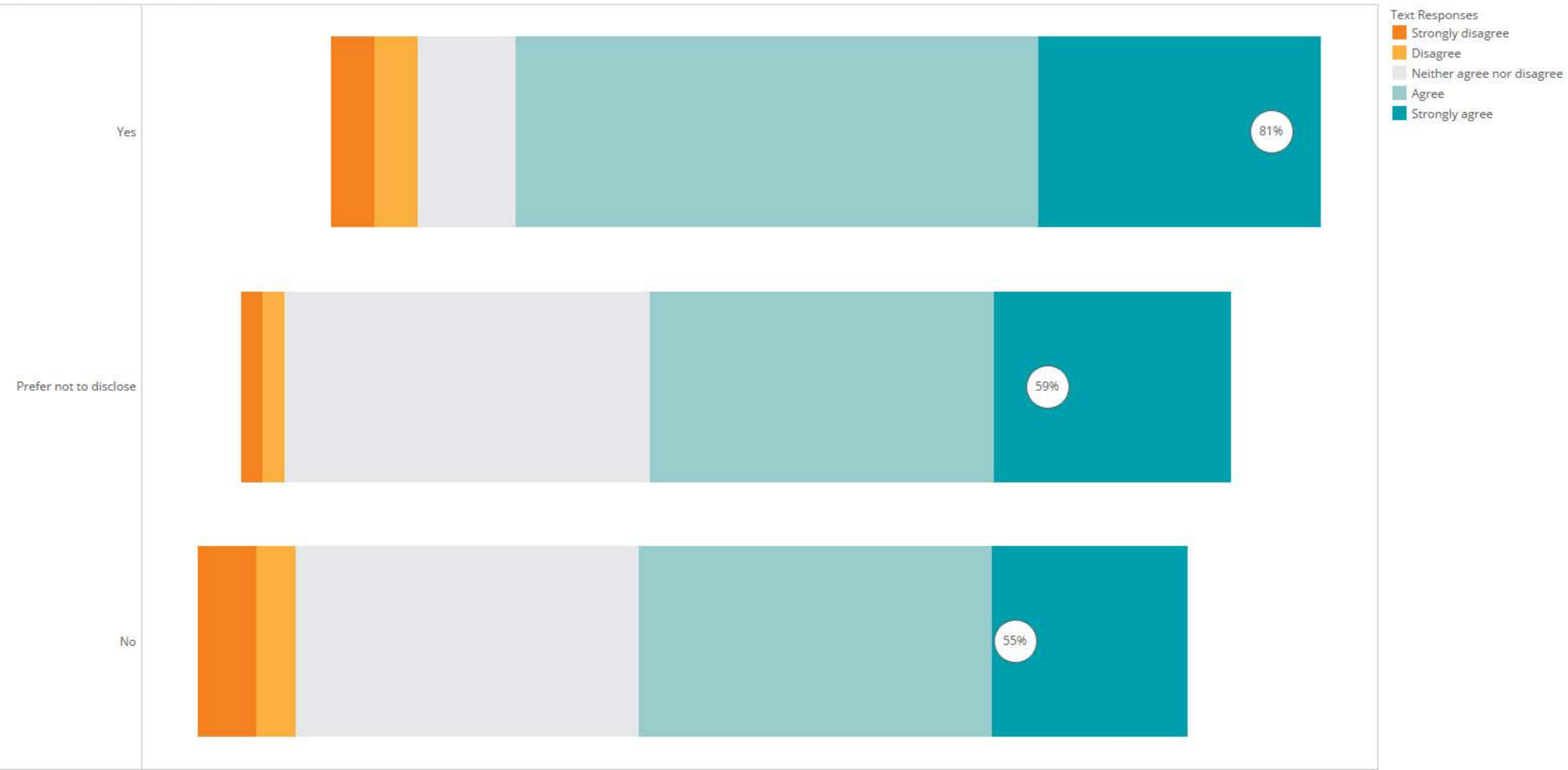
Equity is built into my performance plan

Broken down by Represented



Equity is built into my performance plan

Broken down by Supervisor



My team or division discusses PBOT's racial equity plan regularly (at least monthly or quarterly)

Broken down by None

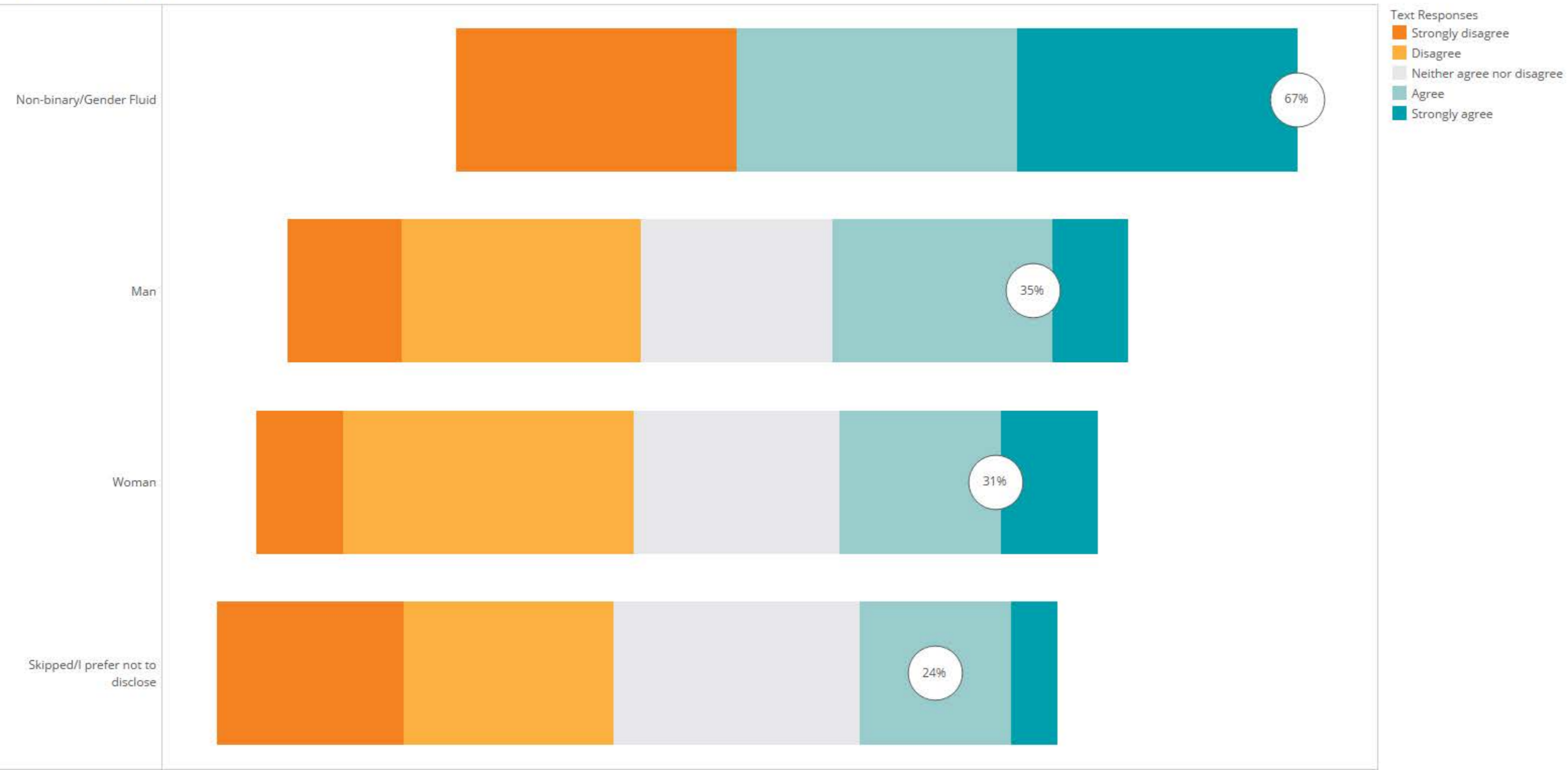
Text Responses

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



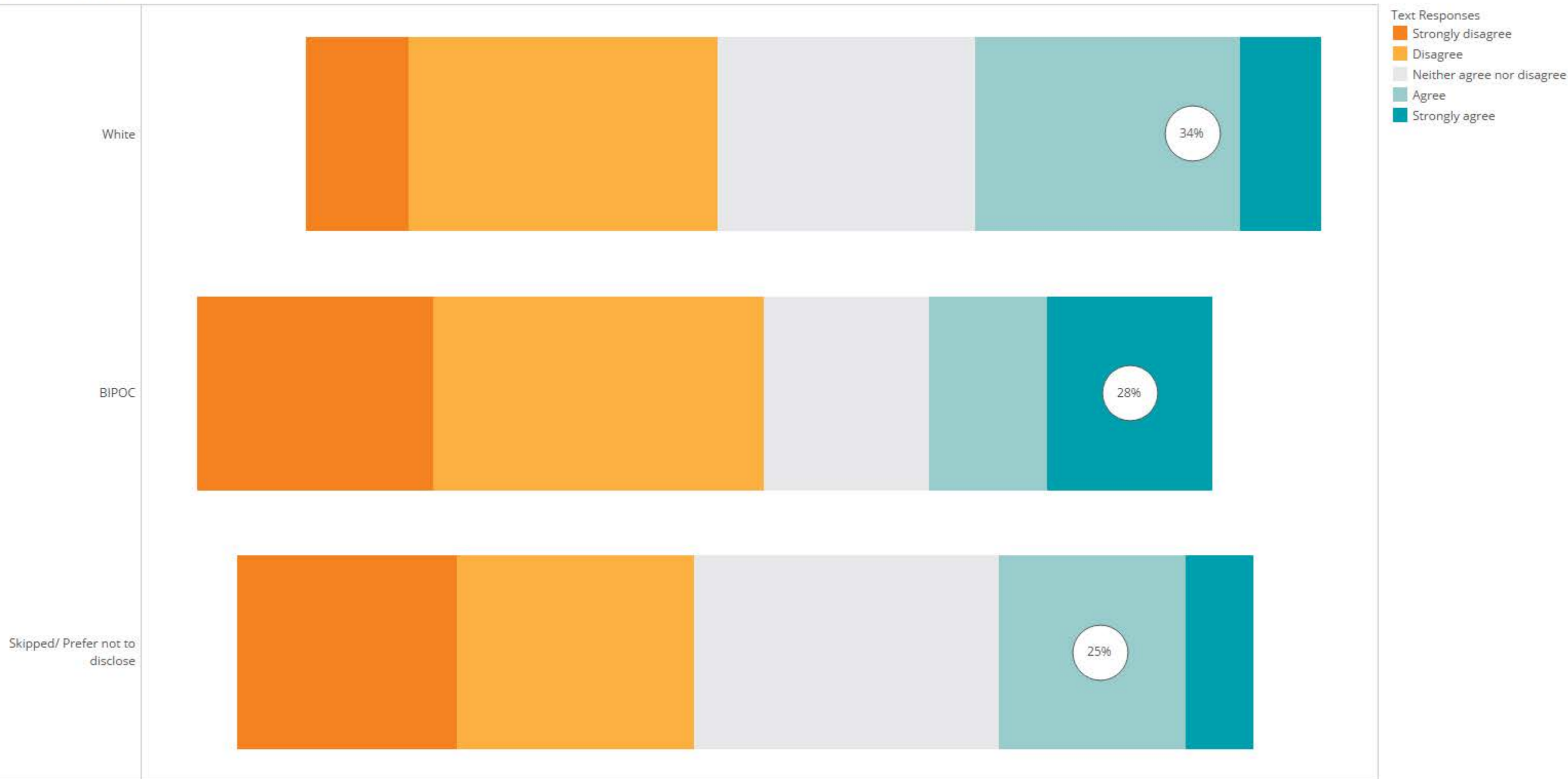
My team or division discusses PBOT's racial equity plan regularly (at least monthly or quarterly)

Broken down by Gender



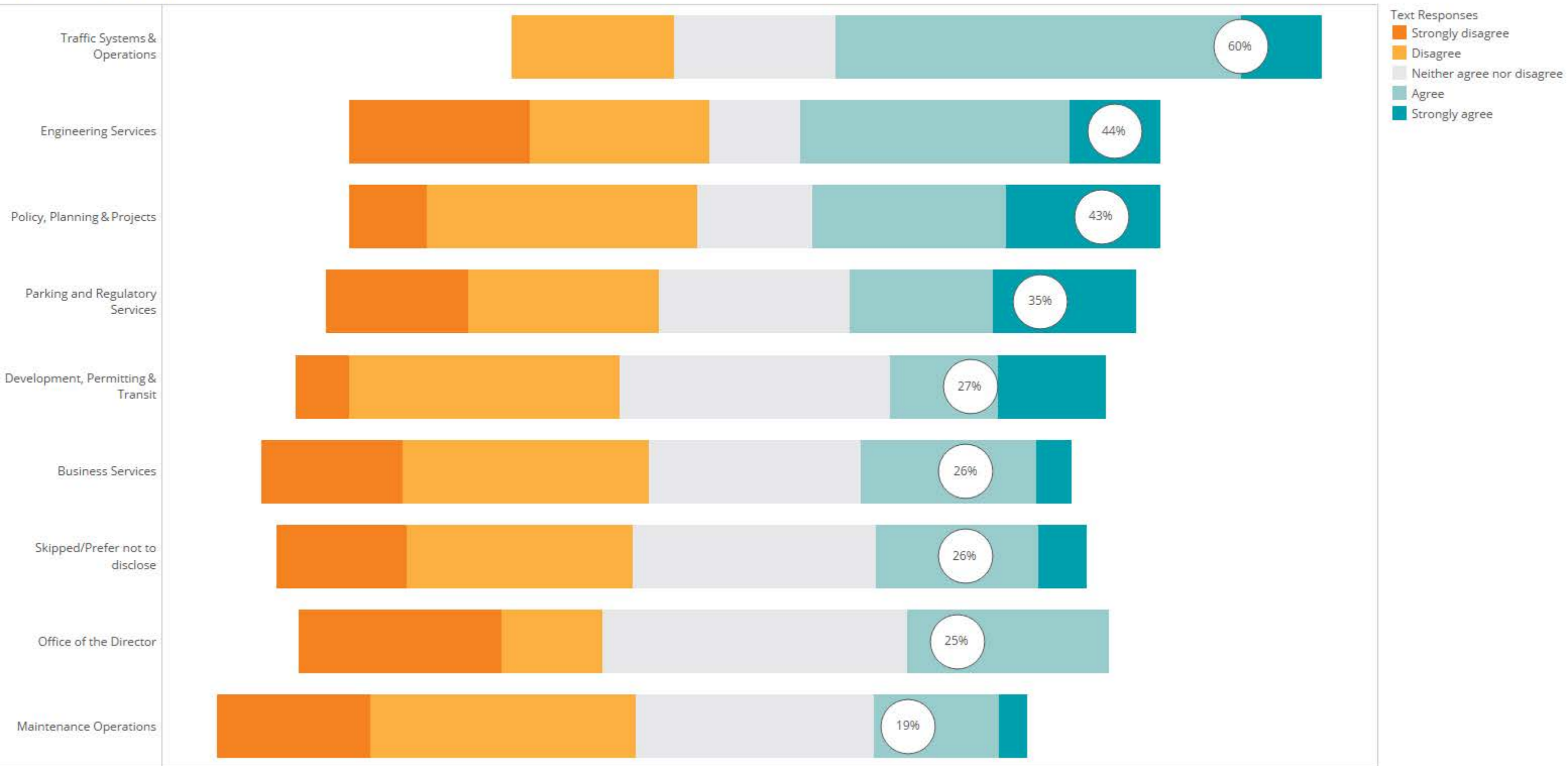
My team or division discusses PBOT's racial equity plan regularly (at least monthly or quarterly)

Broken down by Race



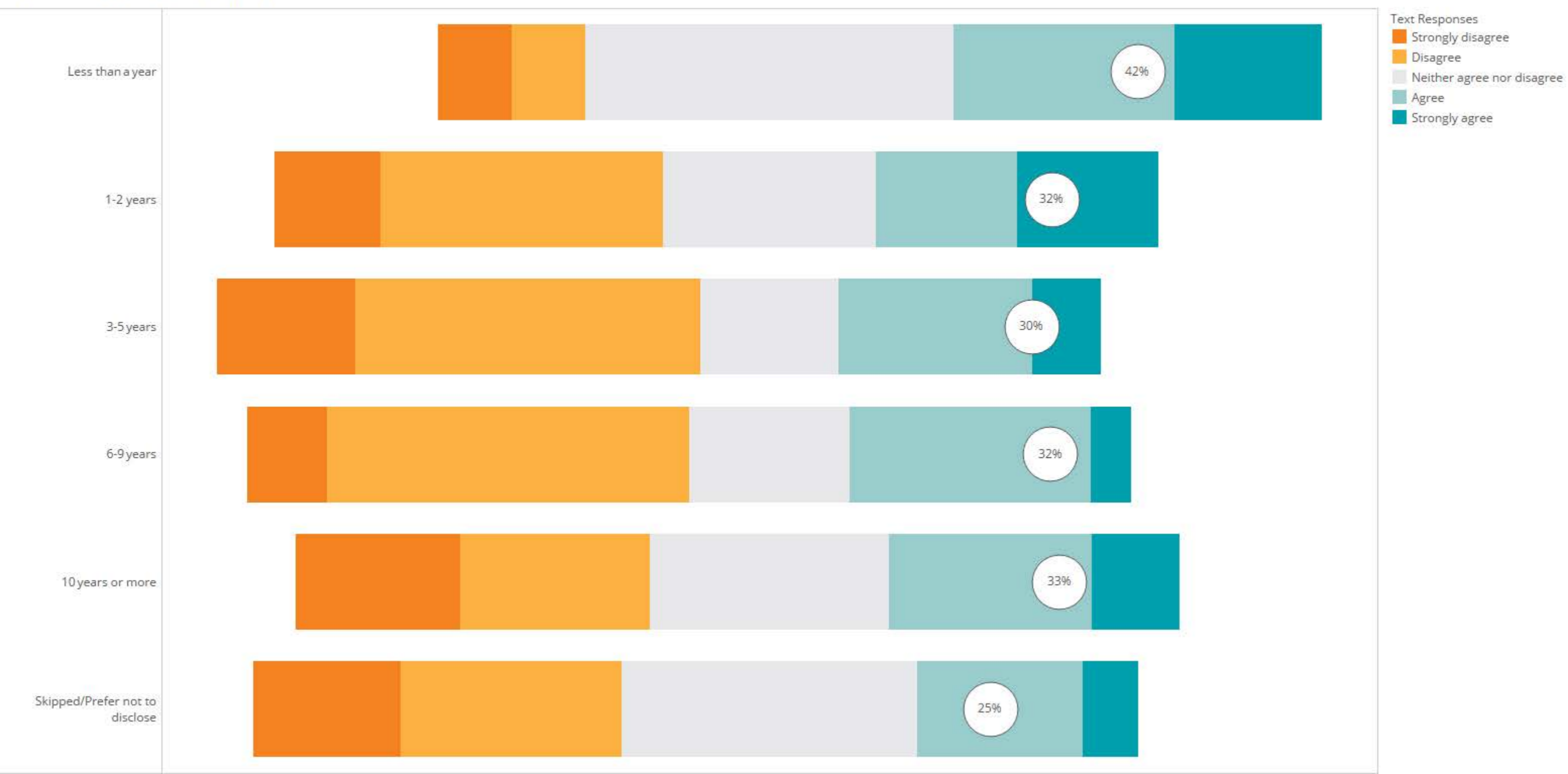
My team or division discusses PBOT's racial equity plan regularly (at least monthly or quarterly)

Broken down by Group



My team or division discusses PBOT's racial equity plan regularly (at least monthly or quarterly)

Broken down by Length of Employment



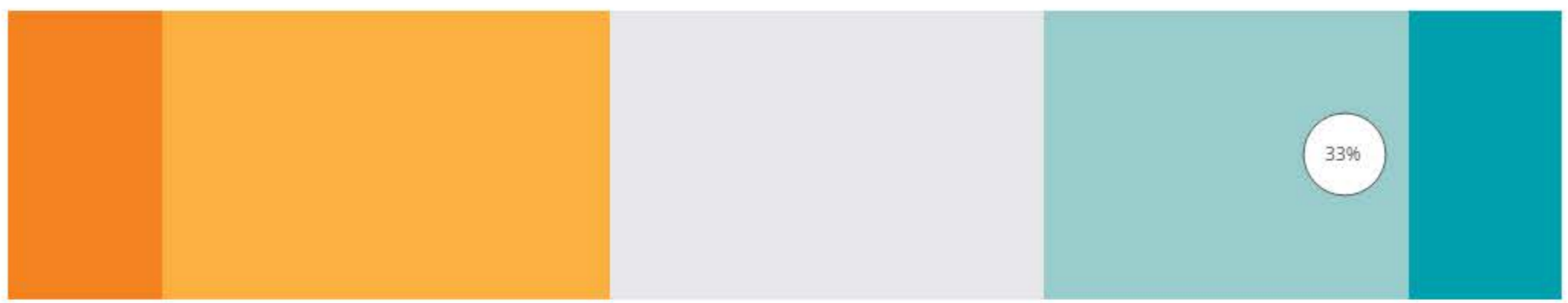
My team or division discusses PBOT's racial equity plan regularly (at least monthly or quarterly)

Broken down by Represented

Text Responses

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

No



33%

Prefer not to disclose



27%

Yes



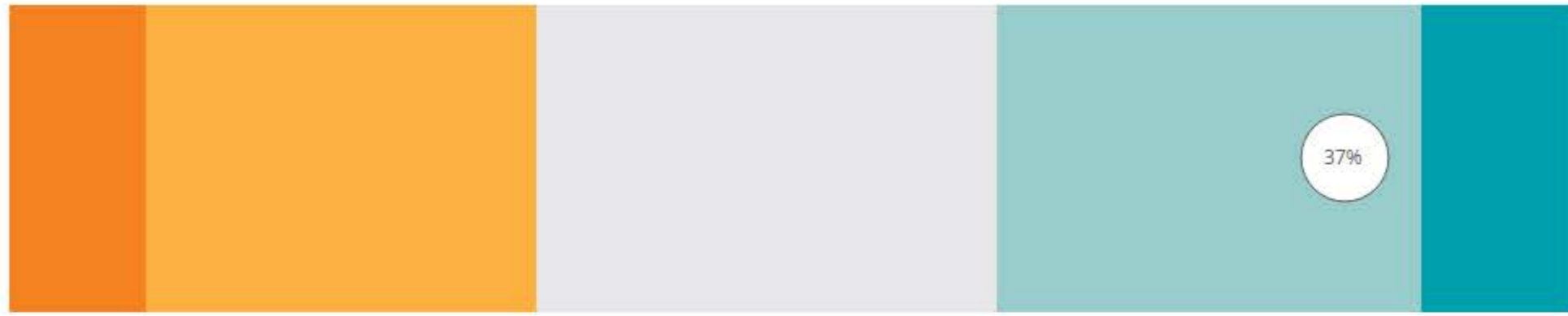
29%

My team or division discusses PBOT's racial equity plan regularly (at least monthly or quarterly)

Broken down by Supervisor

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

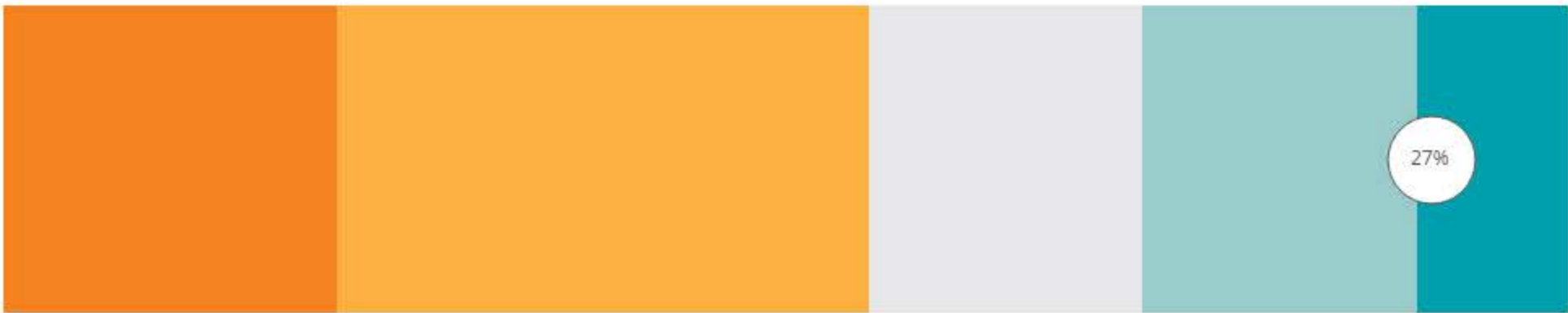
Yes



Prefer not to disclose



No

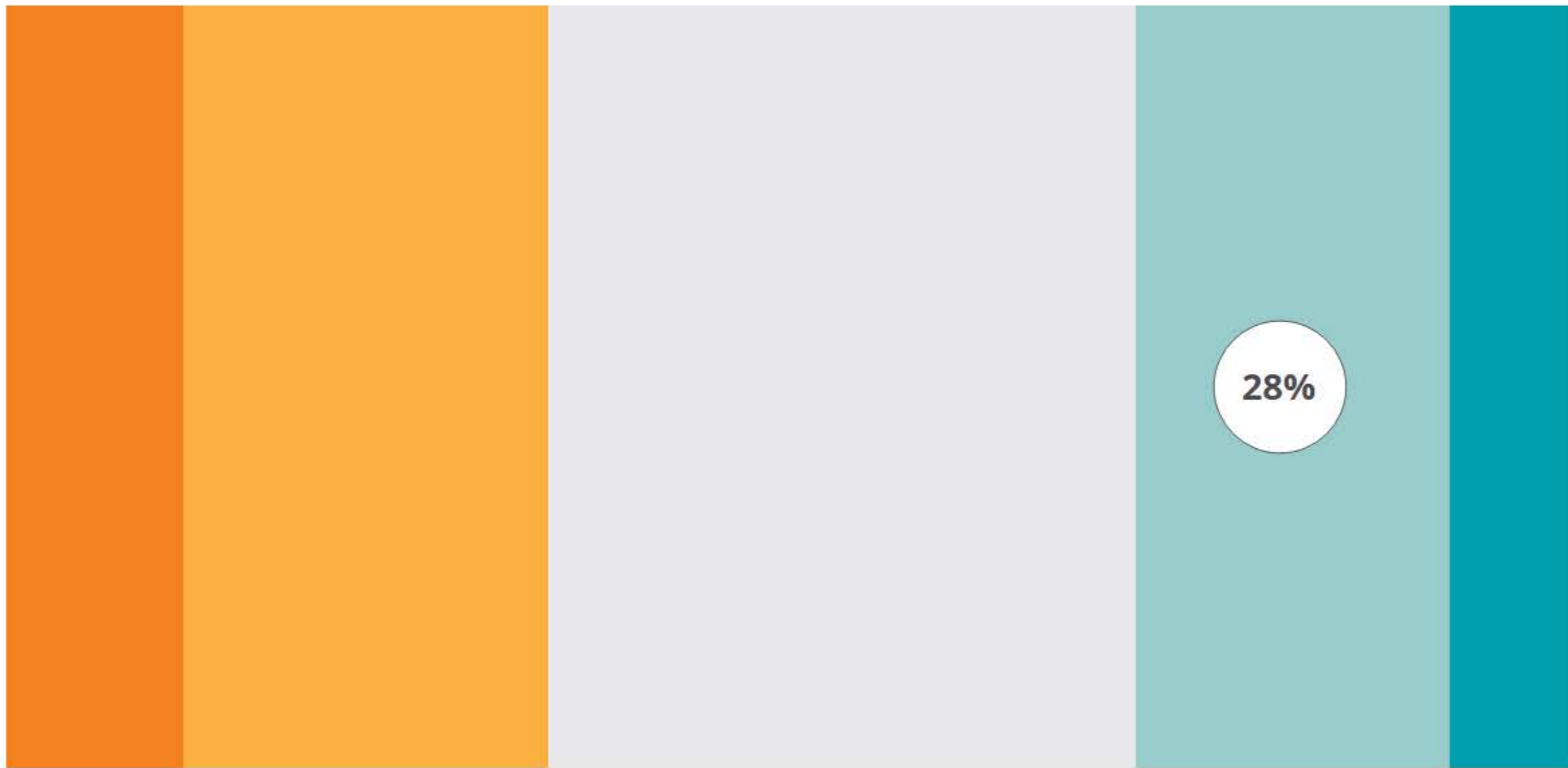


My team, group, and division have clearly laid out equity workplans

Broken down by None

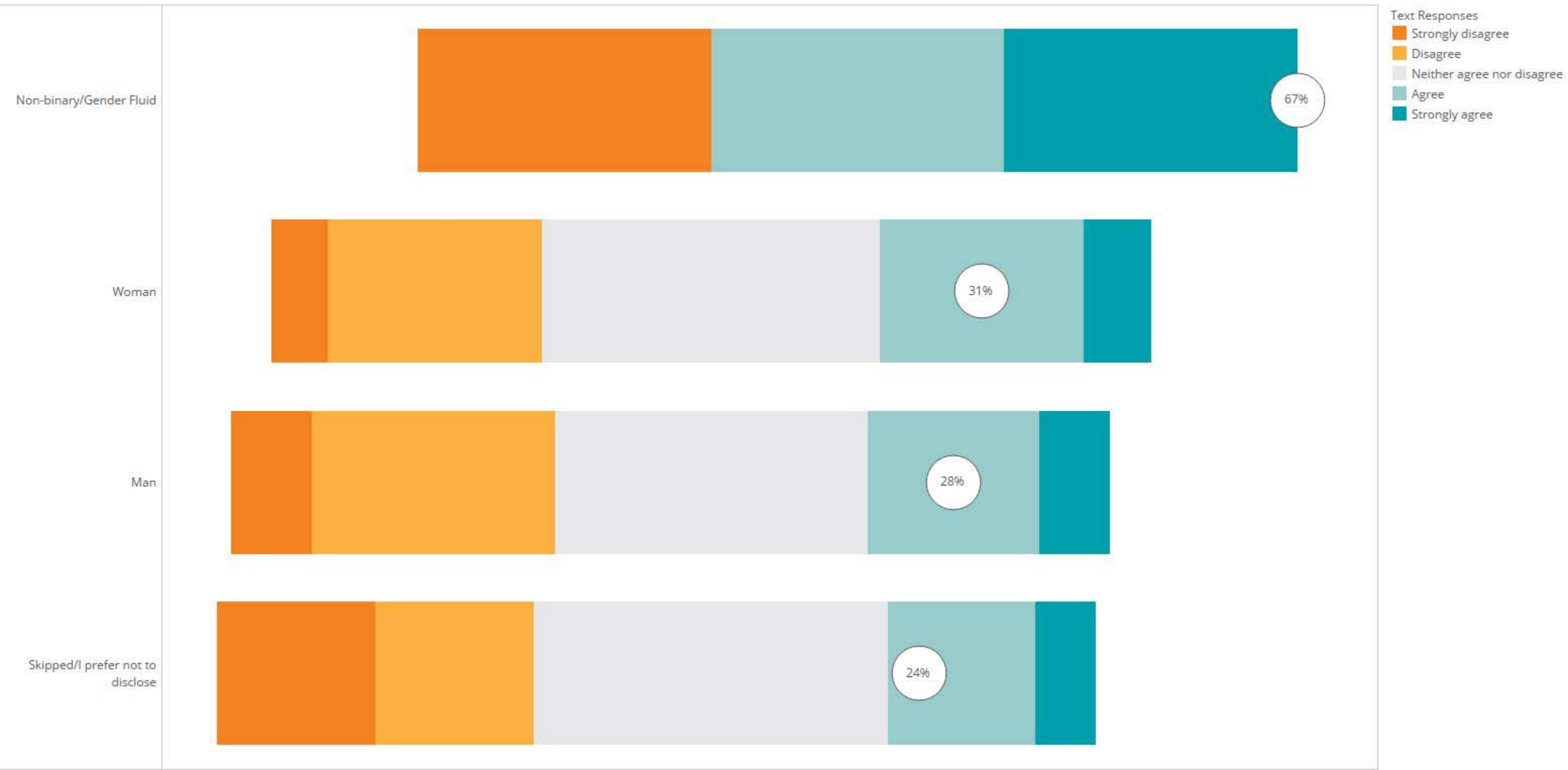
Text Responses

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



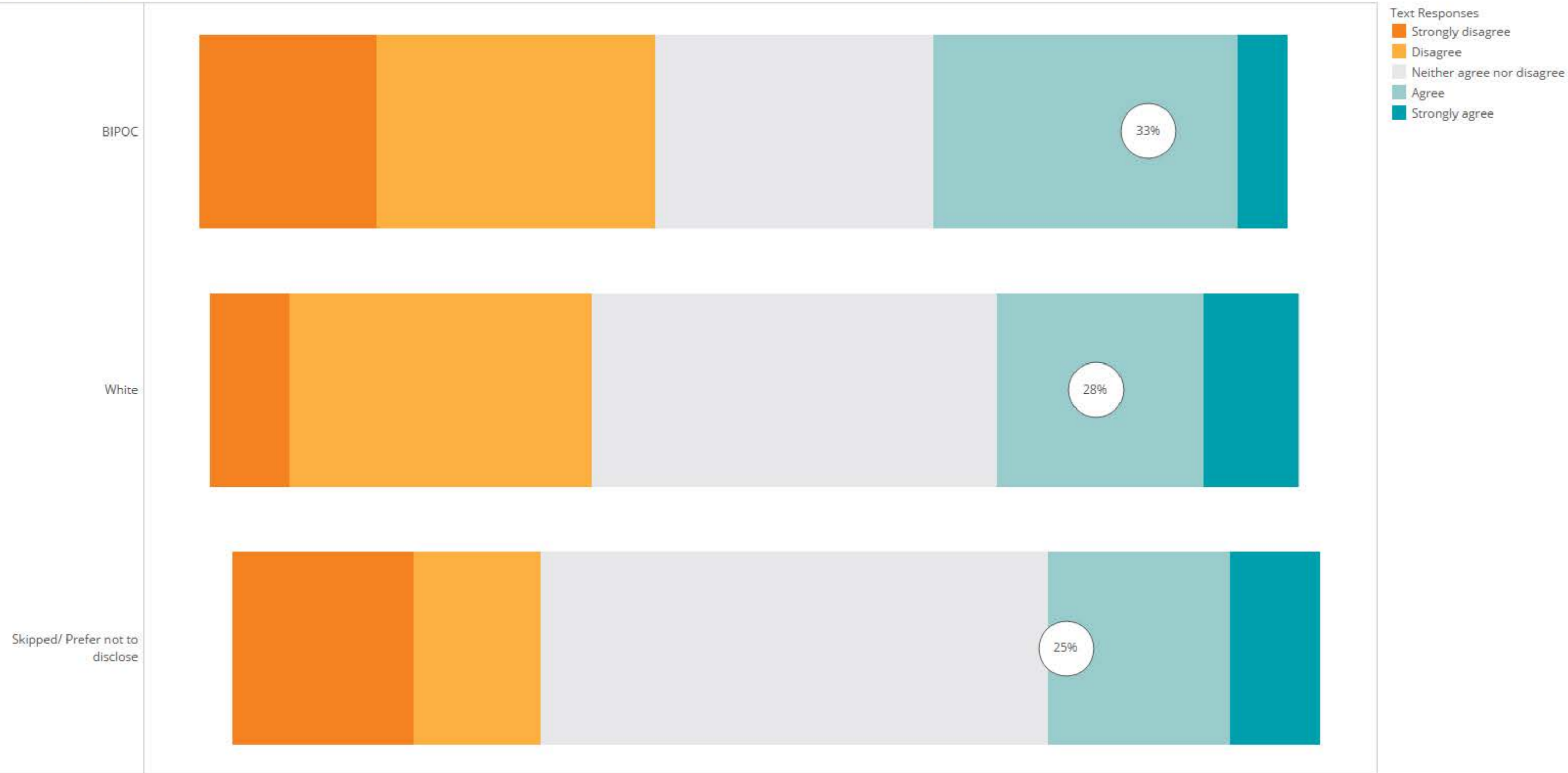
My team, group, and division have clearly laid out equity workplans

Broken down by Gender



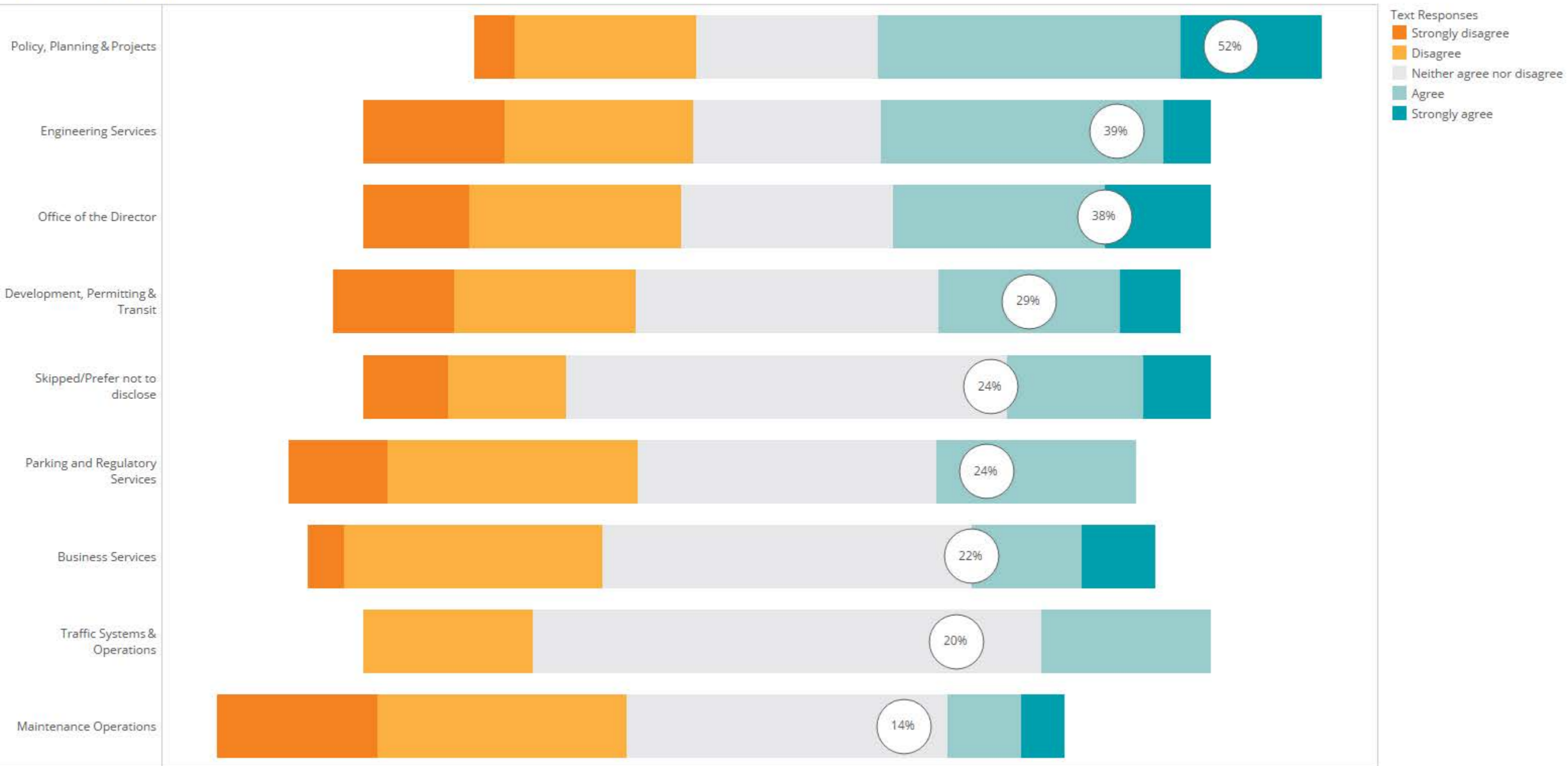
My team, group, and division have clearly laid out equity workplans

Broken down by Race



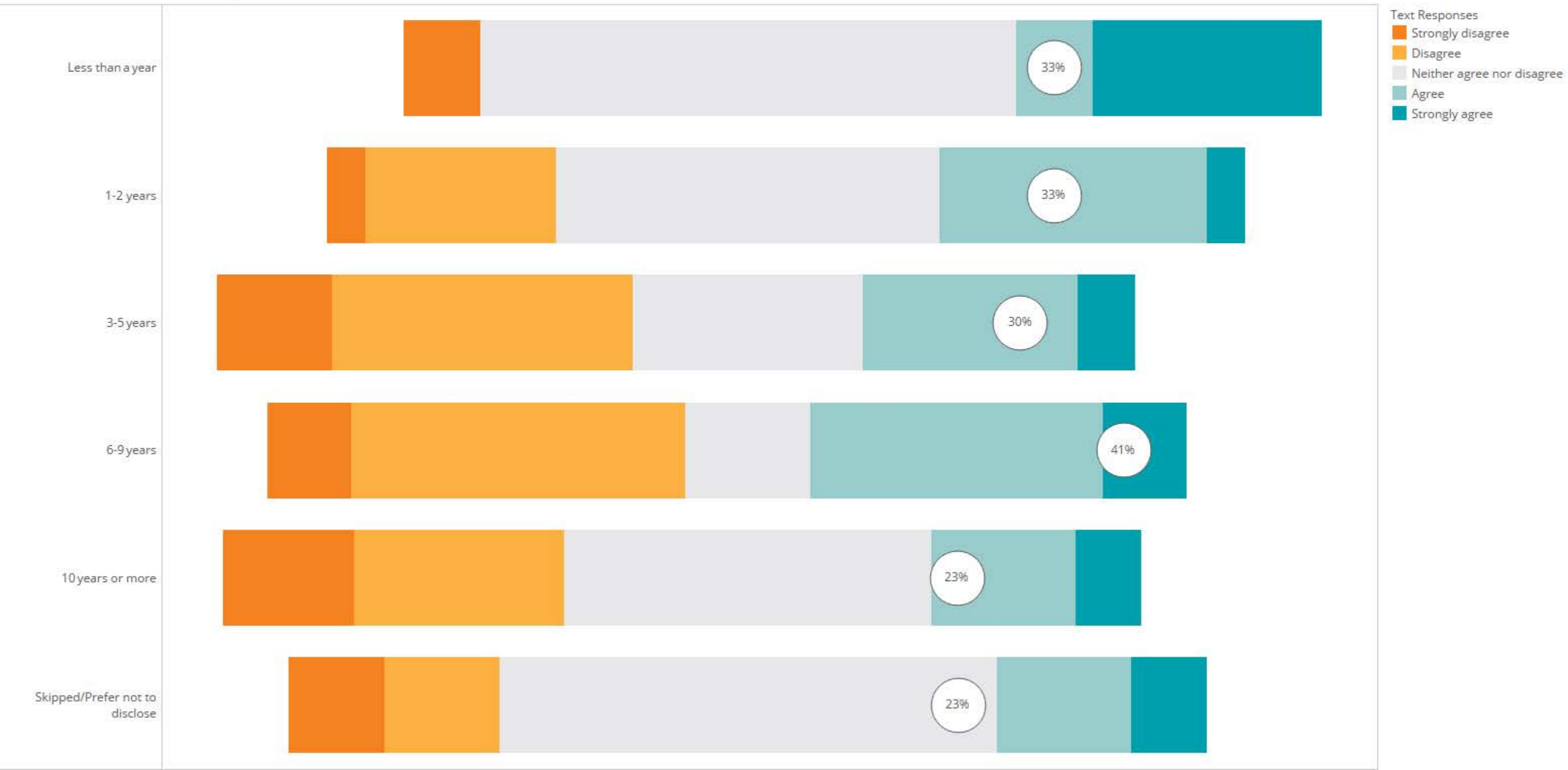
My team, group, and division have clearly laid out equity workplans

Broken down by Group



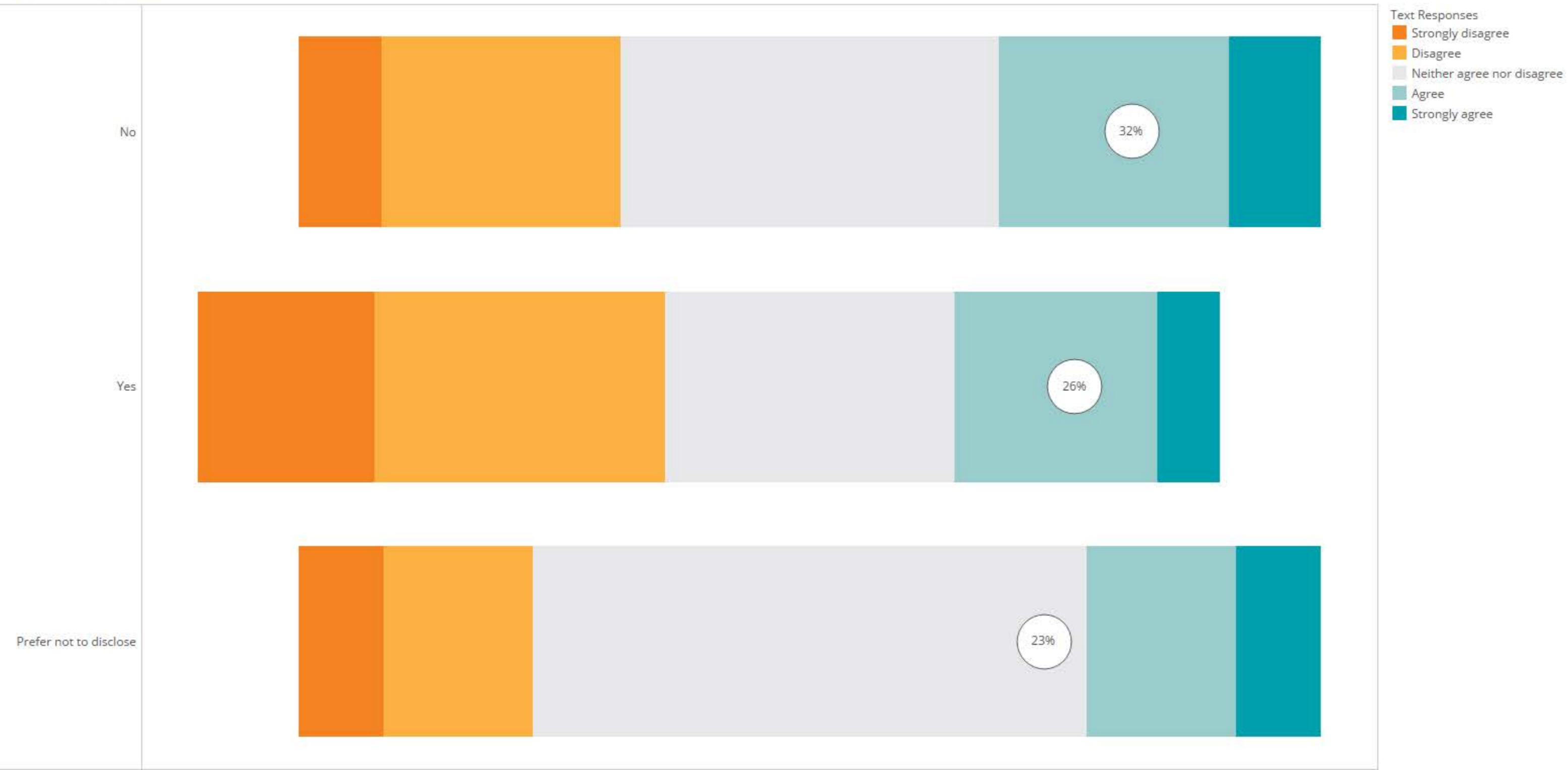
My team, group, and division have clearly laid out equity workplans

Broken down by Length of Employment



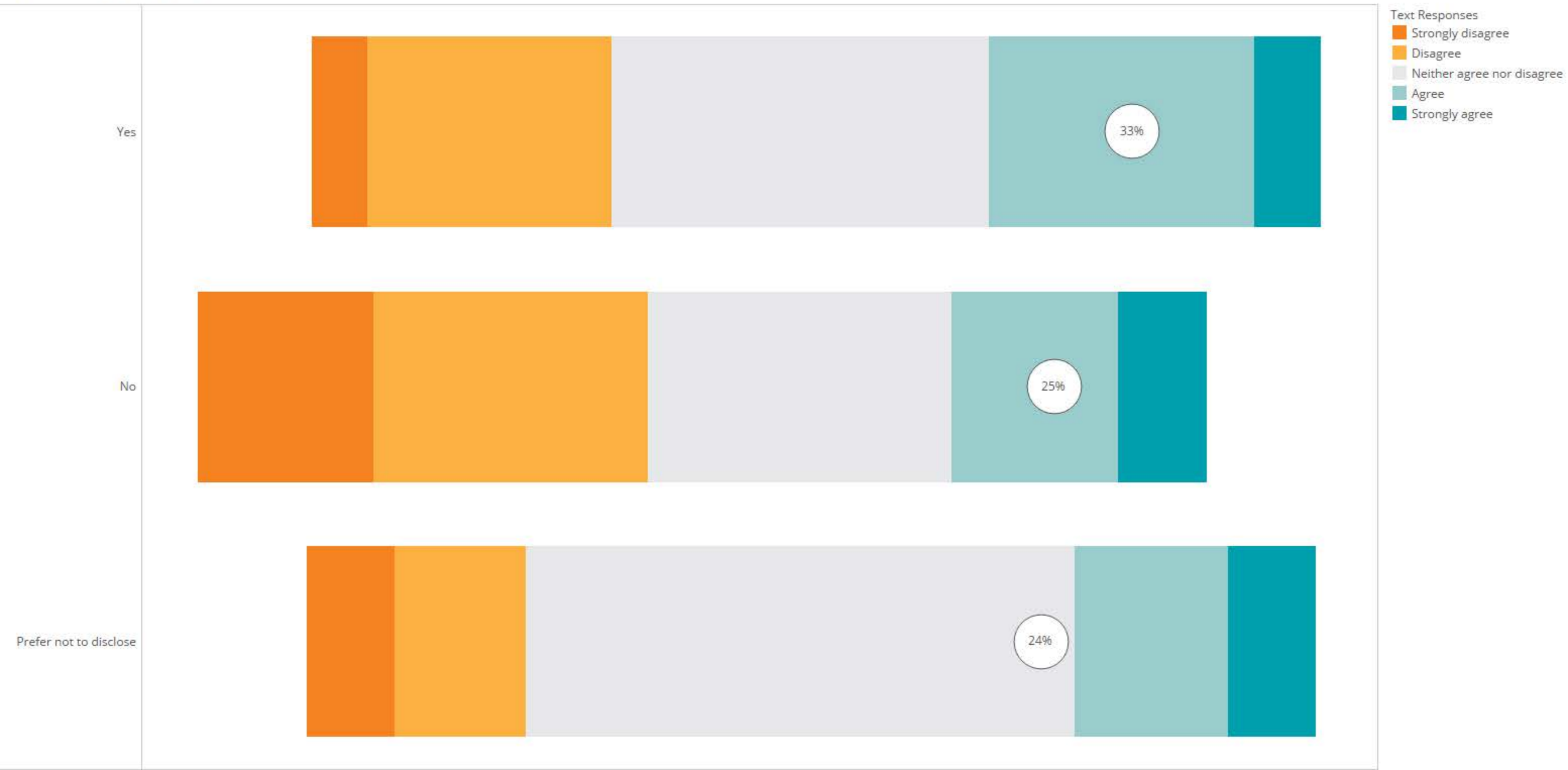
My team, group, and division have clearly laid out equity workplans

Broken down by Represented



My team, group, and division have clearly laid out equity workplans

Broken down by Supervisor



PBOT is an anti-racist organization

Broken down by None

Text Responses

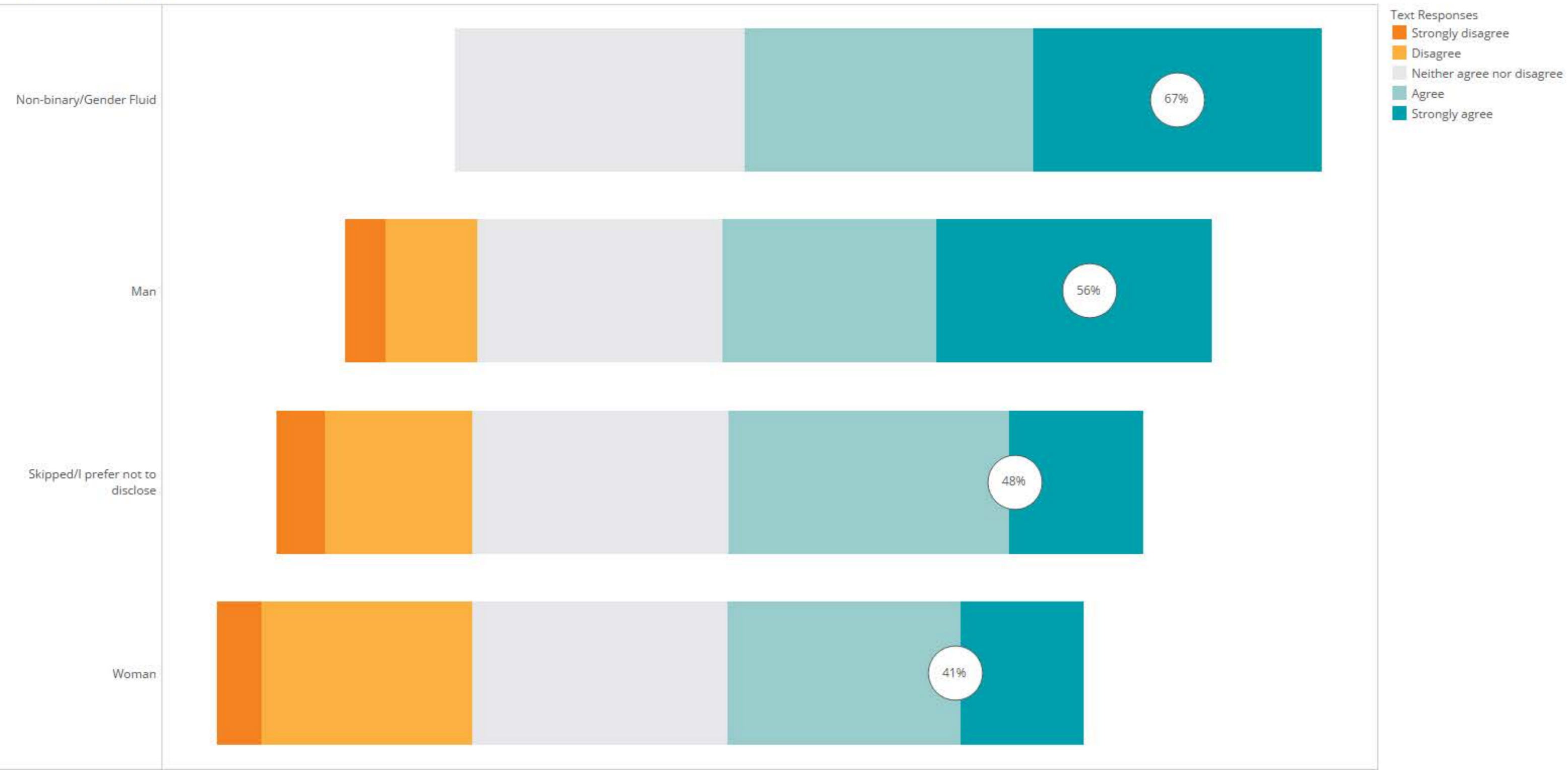
- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree



49%

PBOT is an anti-racist organization

Broken down by Gender



PBOT is an anti-racist organization

Broken down by Race

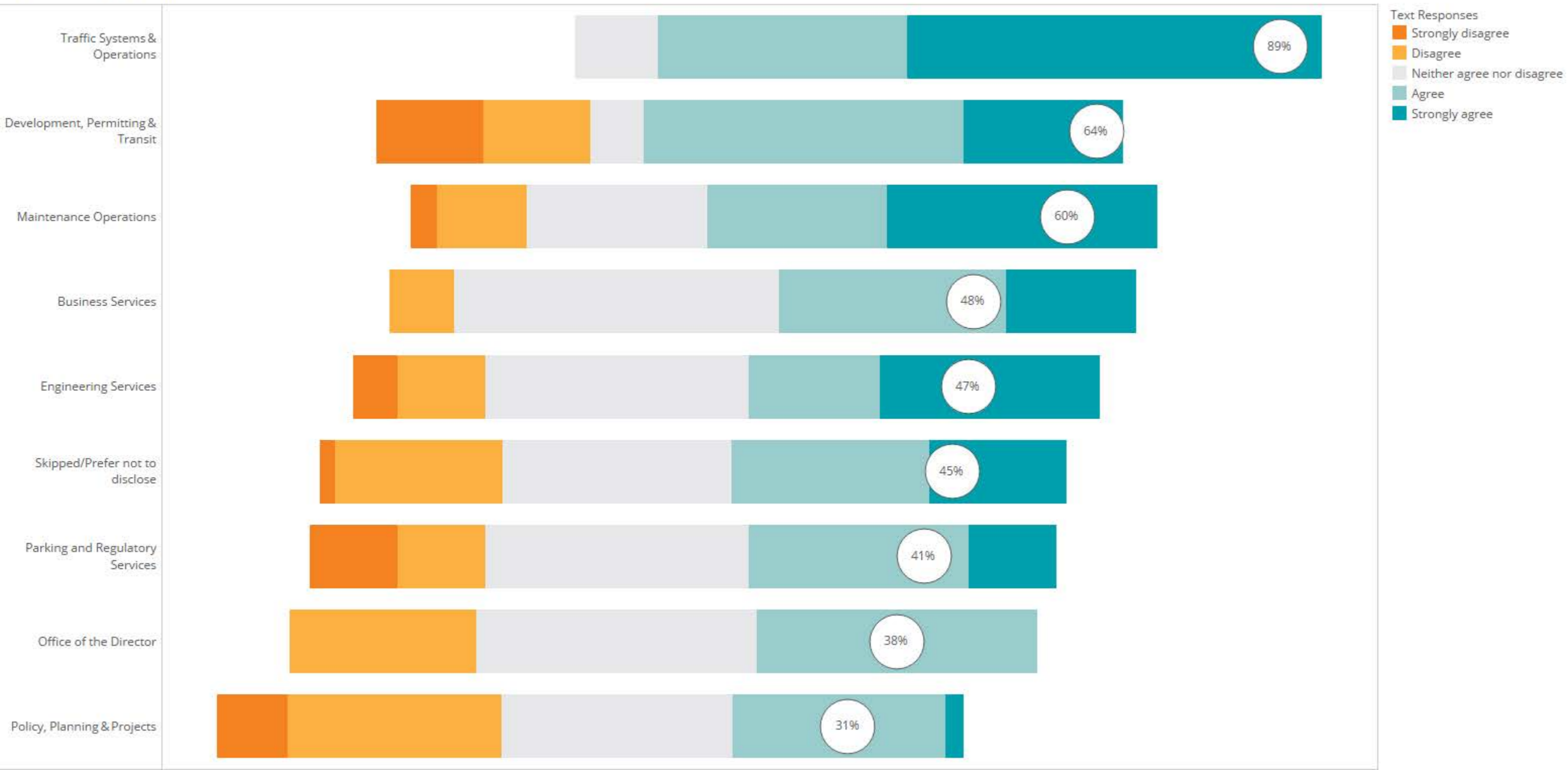


Text Responses

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

PBOT is an anti-racist organization

Broken down by Group



PBOT is an anti-racist organization

Broken down by Length of Employment

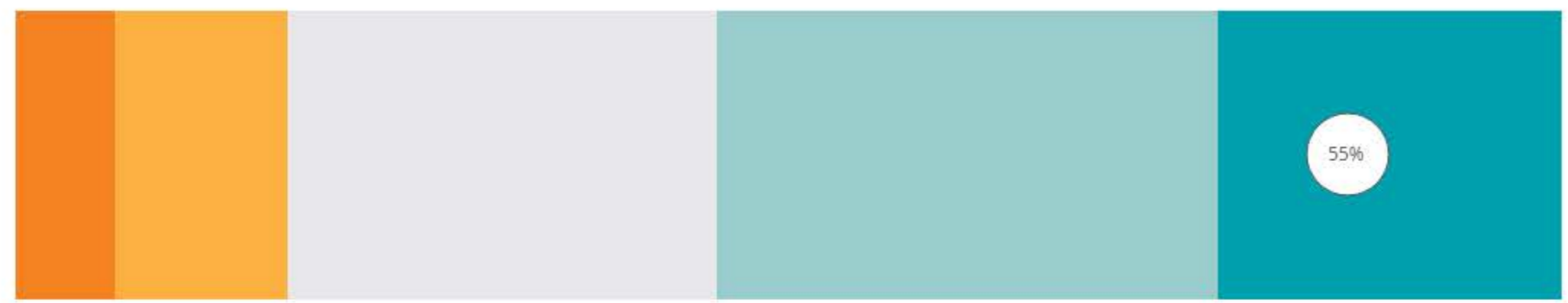


PBOT is an anti-racist organization

Broken down by Represented

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

No



Prefer not to disclose



Yes



PBOT is an anti-racist organization

Broken down by Supervisor

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

Yes



Prefer not to disclose



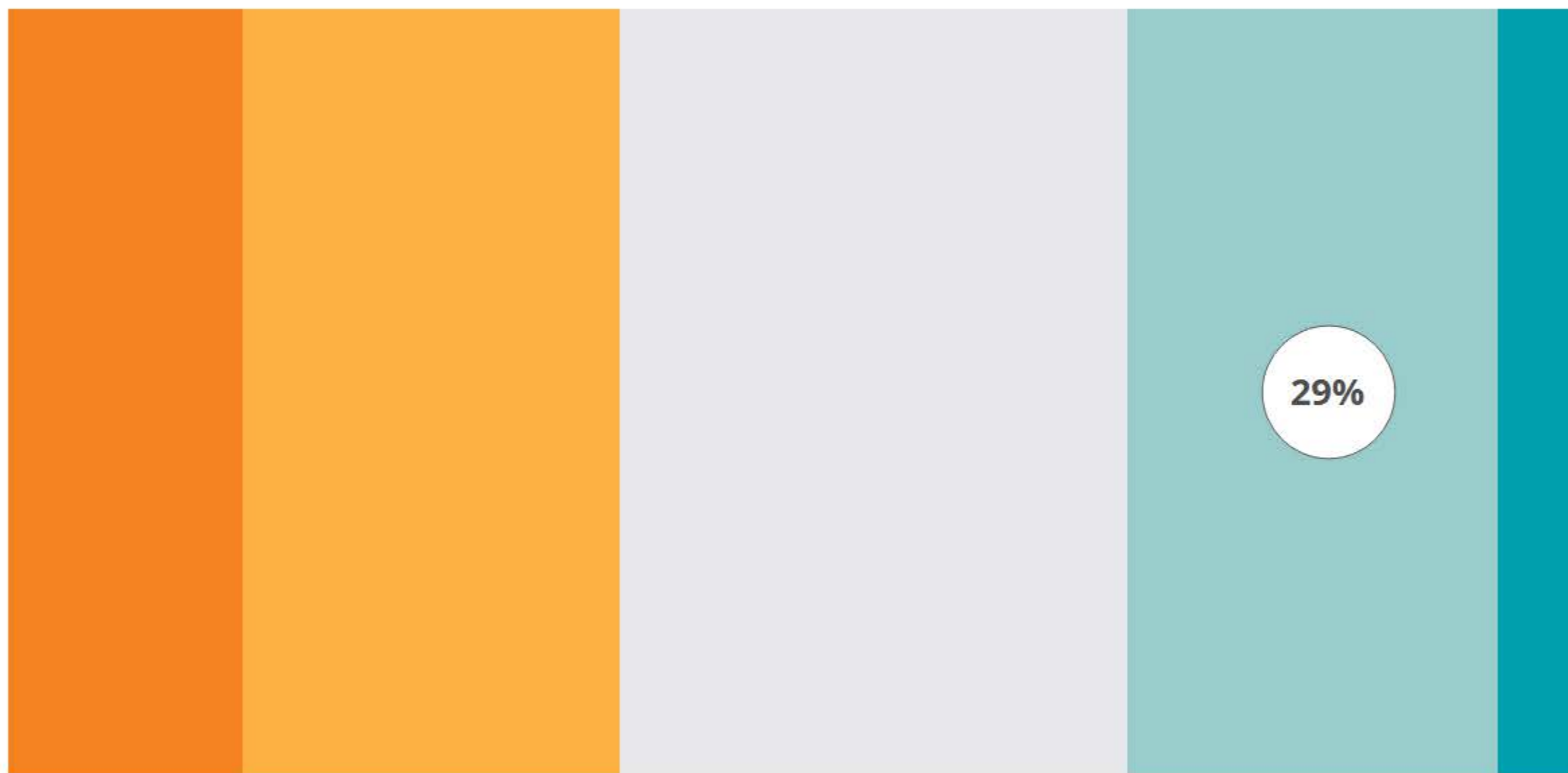
No



PBOT leadership (including managers and supervisors) provide clear direction and guidance about racial equity work plans

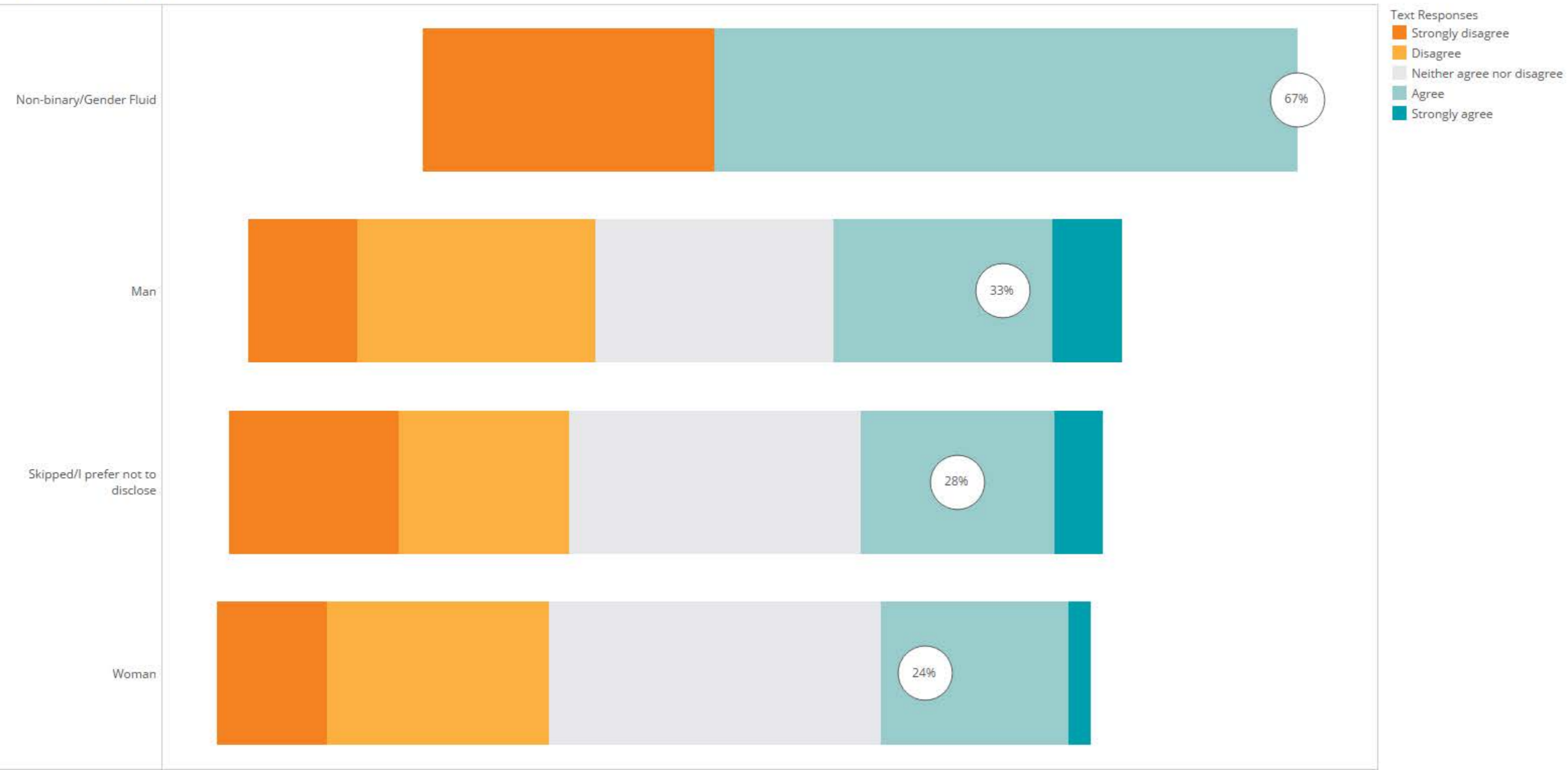
Broken down by None

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



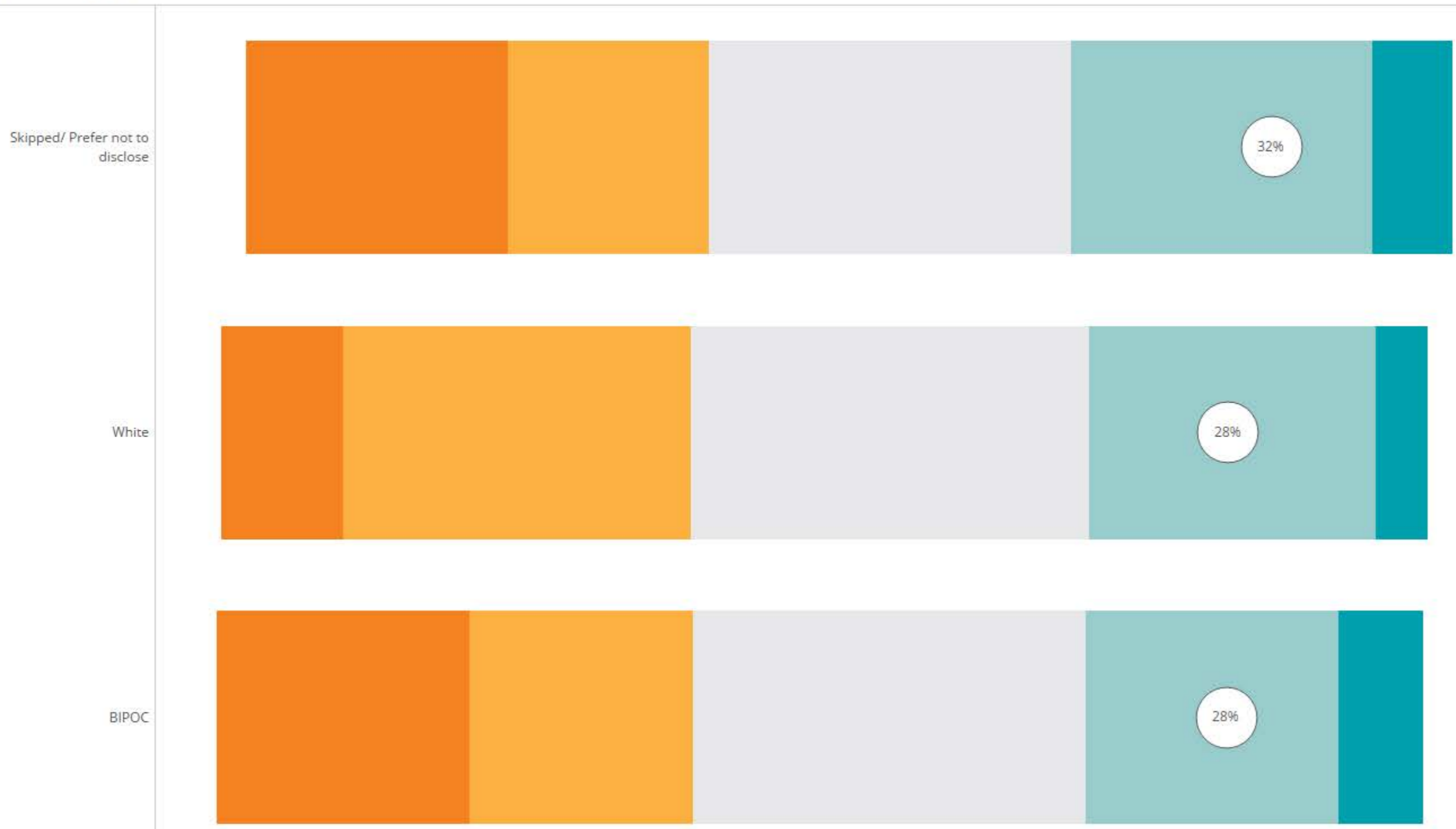
PBOT leadership (including managers and supervisors) provide clear direction and guidance about racial equity work plans

Broken down by Gender



PBOT leadership (including managers and supervisors) provide clear direction and guidance about racial equity work plans

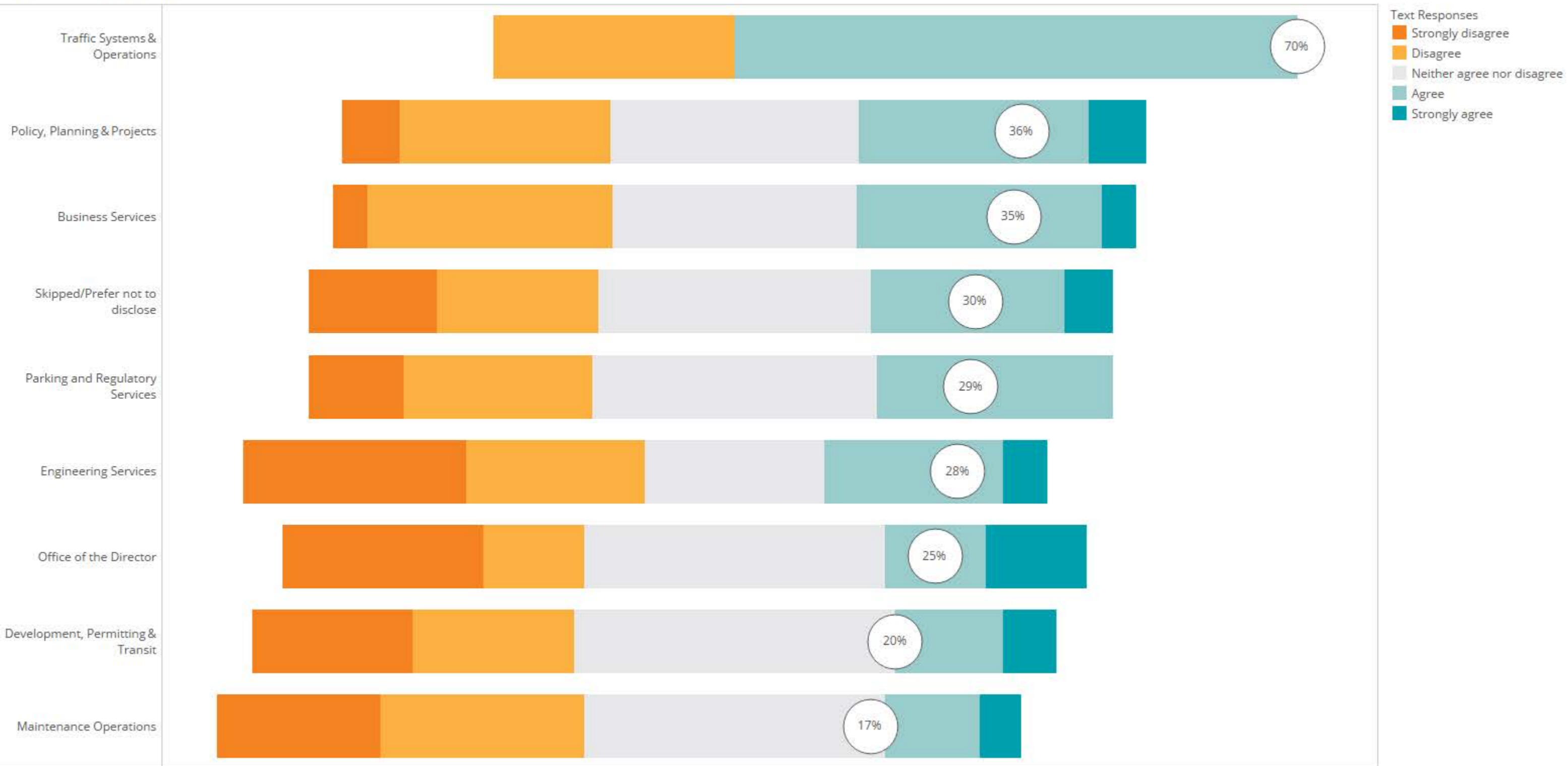
Broken down by Race



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

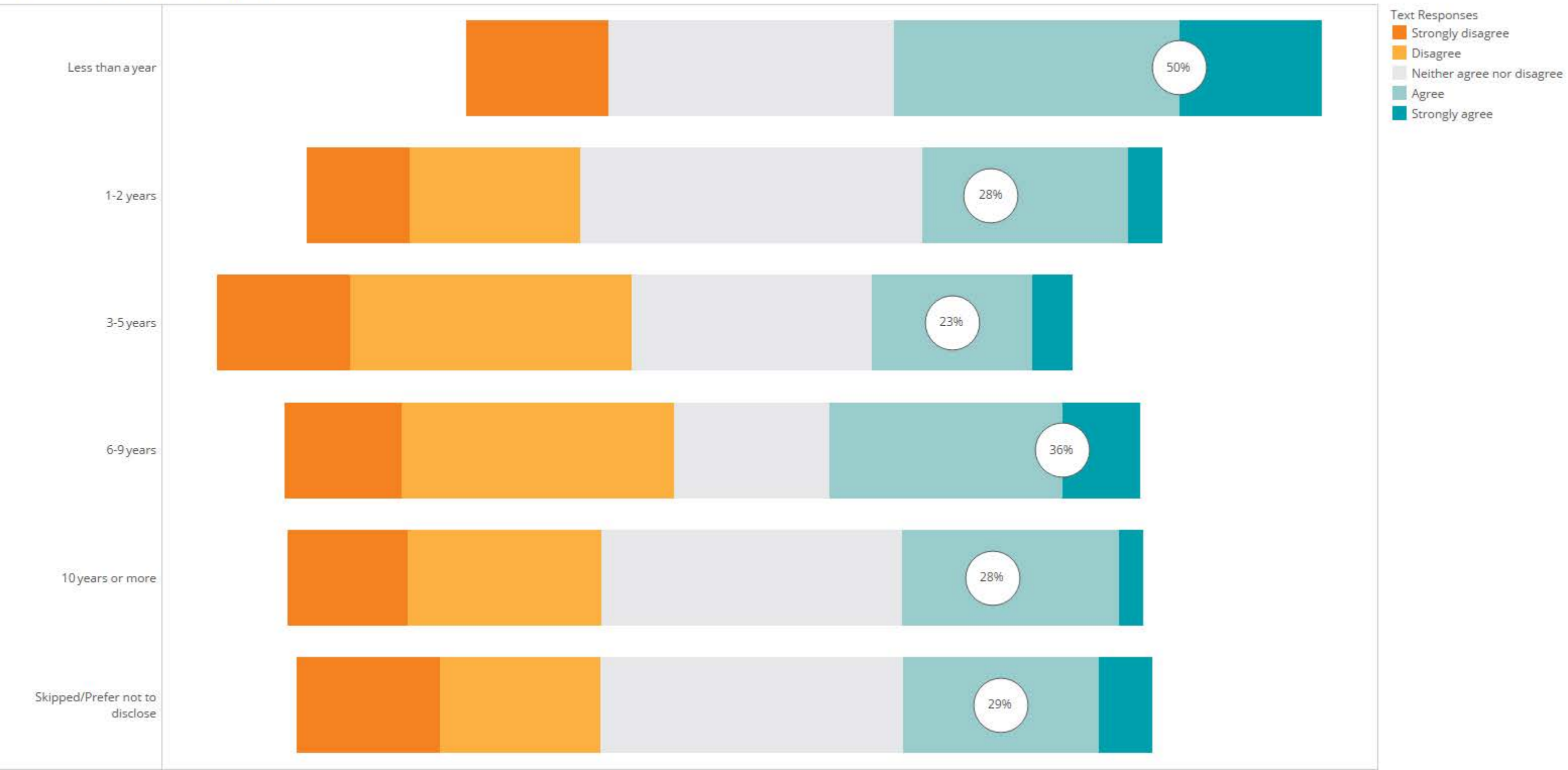
PBOT leadership (including managers and supervisors) provide clear direction and guidance about racial equity work plans

Broken down by Group



PBOT leadership (including managers and supervisors) provide clear direction and guidance about racial equity work plans

Broken down by Length of Employment



PBOT leadership (including managers and supervisors) provide clear direction and guidance about racial equity work plans

Broken down by Represented

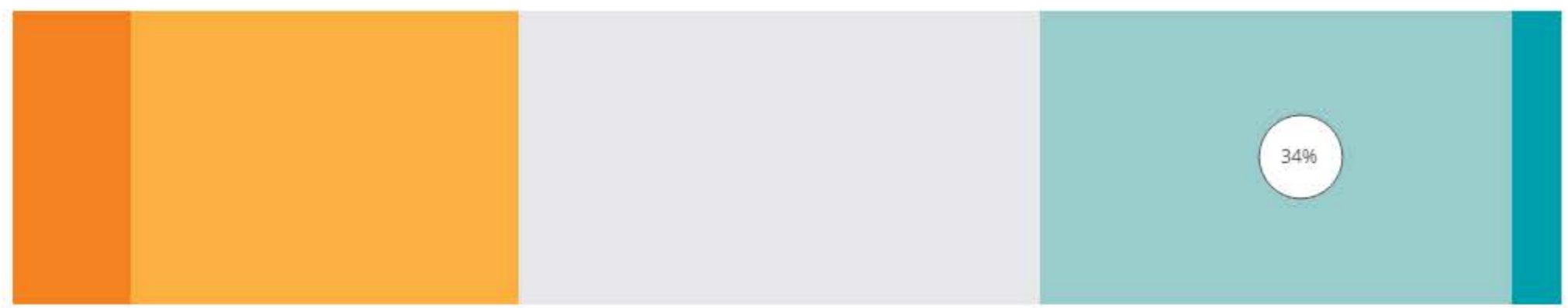


PBOT leadership (including managers and supervisors) provide clear direction and guidance about racial equity work plans

Broken down by Supervisor

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

Yes



Prefer not to disclose



No

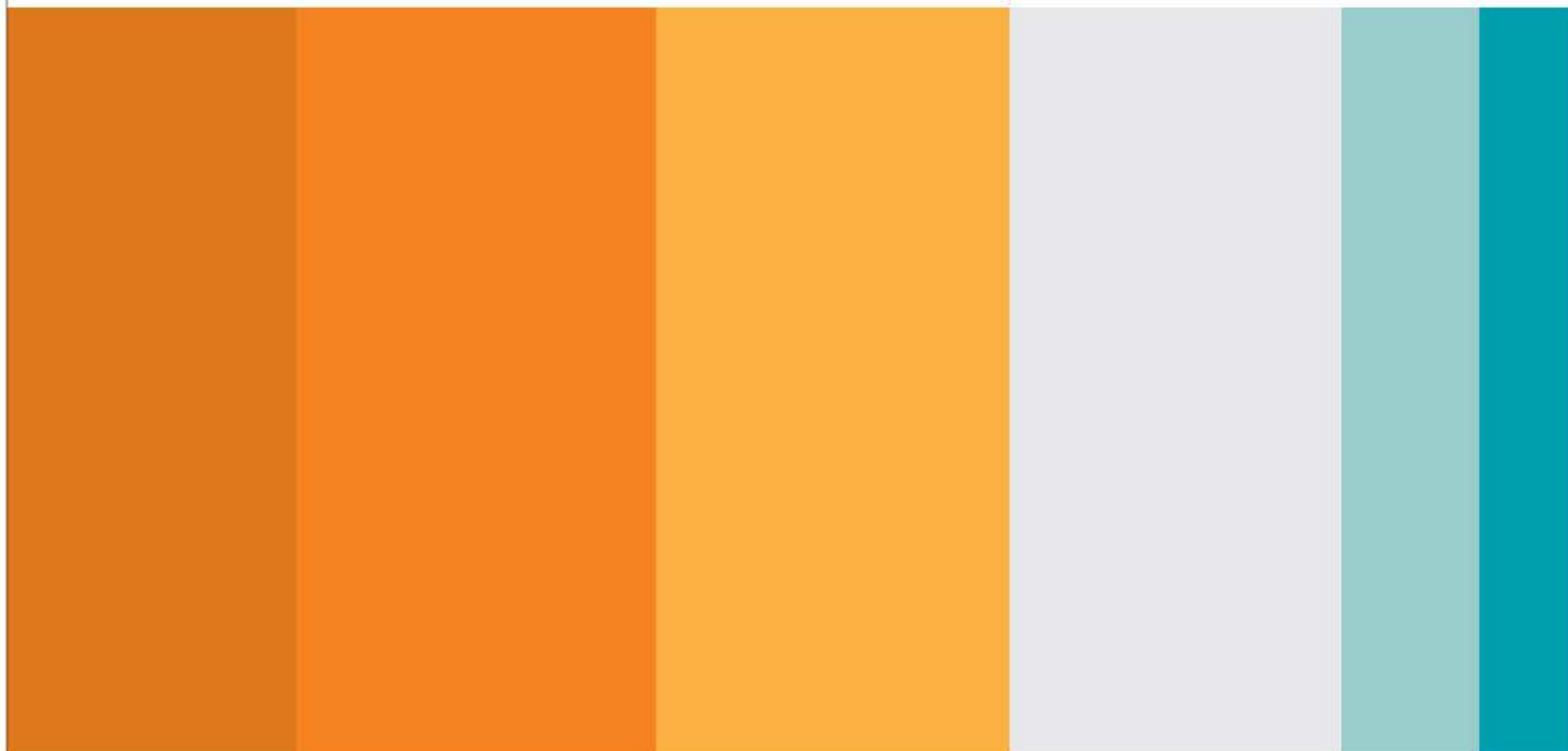


When was the last time you reviewed PBOT's Five-Year Racial Equity Plan?

Broken down by None

Text Responses

- I have never reviewed the document
- It's been years now
- Last year
- A few months back
- Last month
- Last week



-64%

0%

36%

When was the last time you reviewed PBOT's Five-Year Racial Equity Plan?

Broken down by None



- Text Responses
- I have never reviewed the document
 - It's been years now
 - Last year
 - A few months back
 - Last month
 - Last week

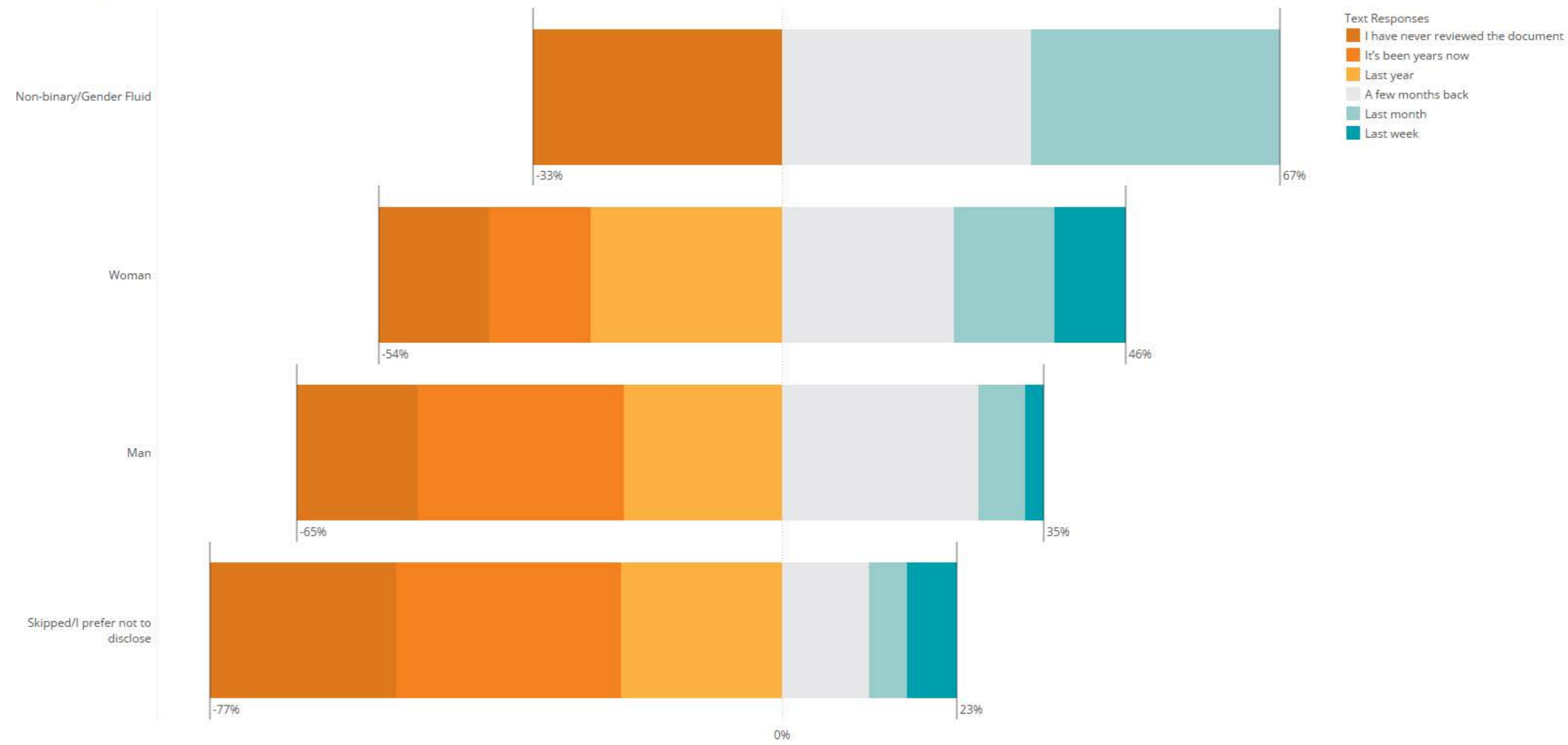
-64%

0%

36%

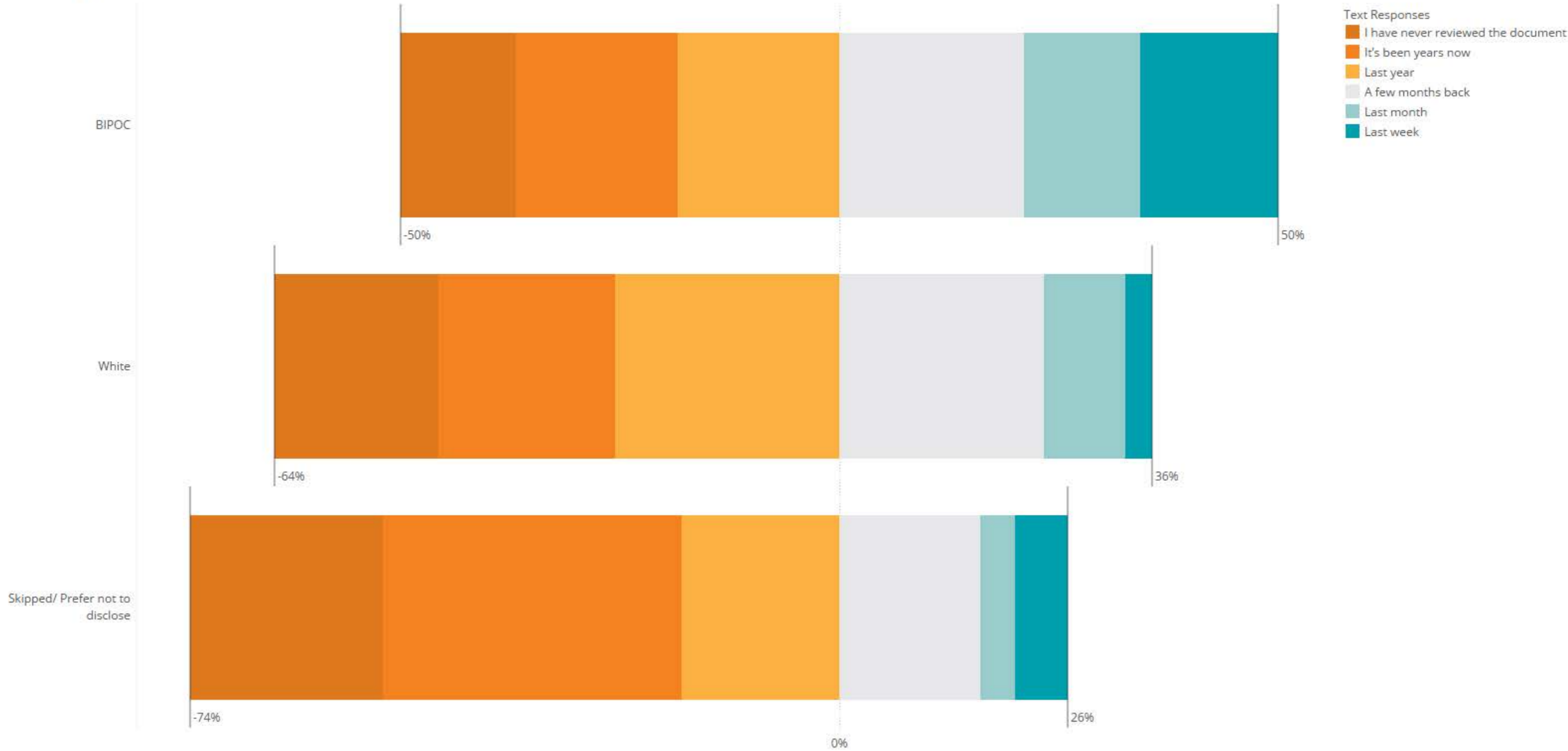
When was the last time you reviewed PBOT's Five-Year Racial Equity Plan?

Broken down by Gender



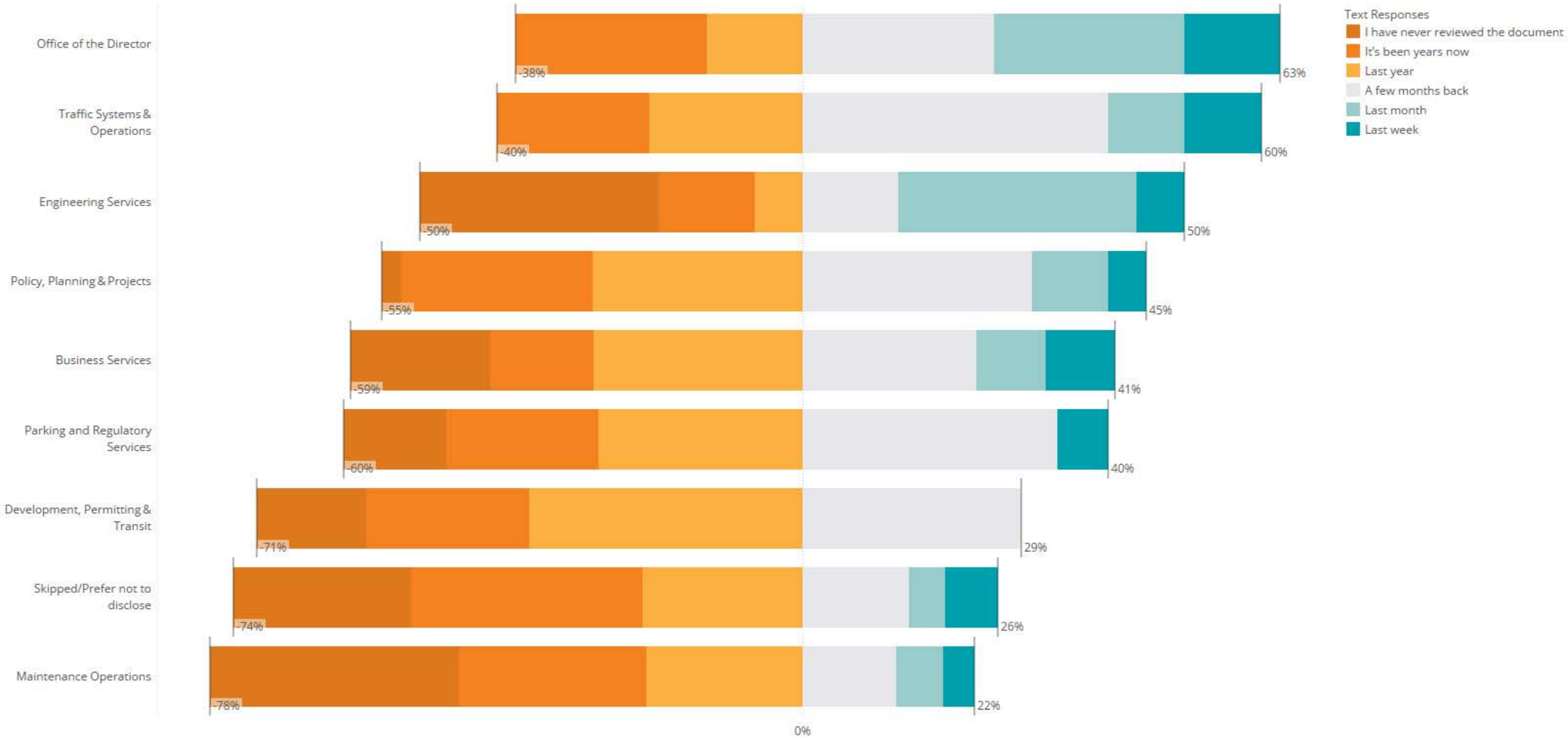
When was the last time you reviewed PBOT's Five-Year Racial Equity Plan?

Broken down by Race



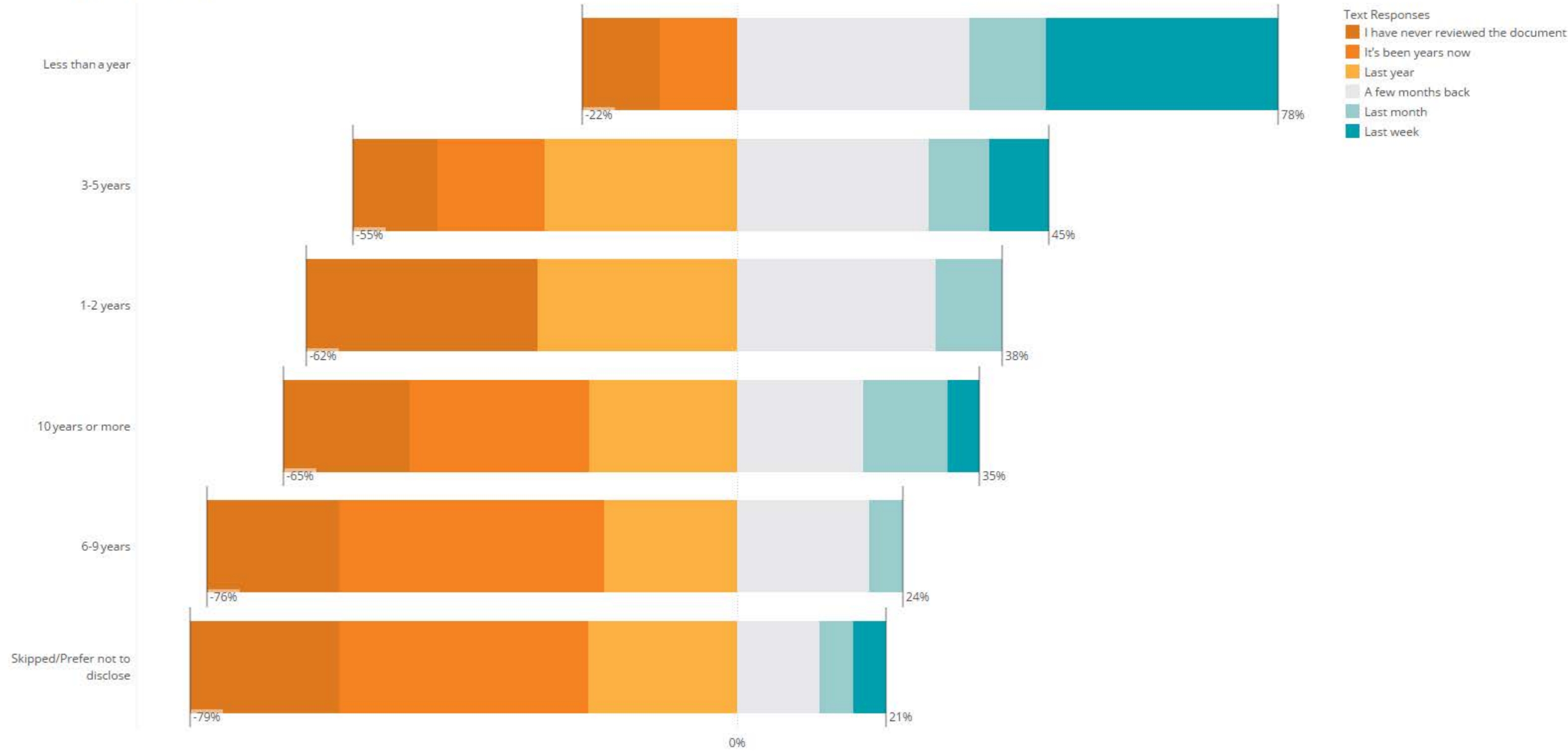
When was the last time you reviewed PBOT's Five-Year Racial Equity Plan?

Broken down by Group



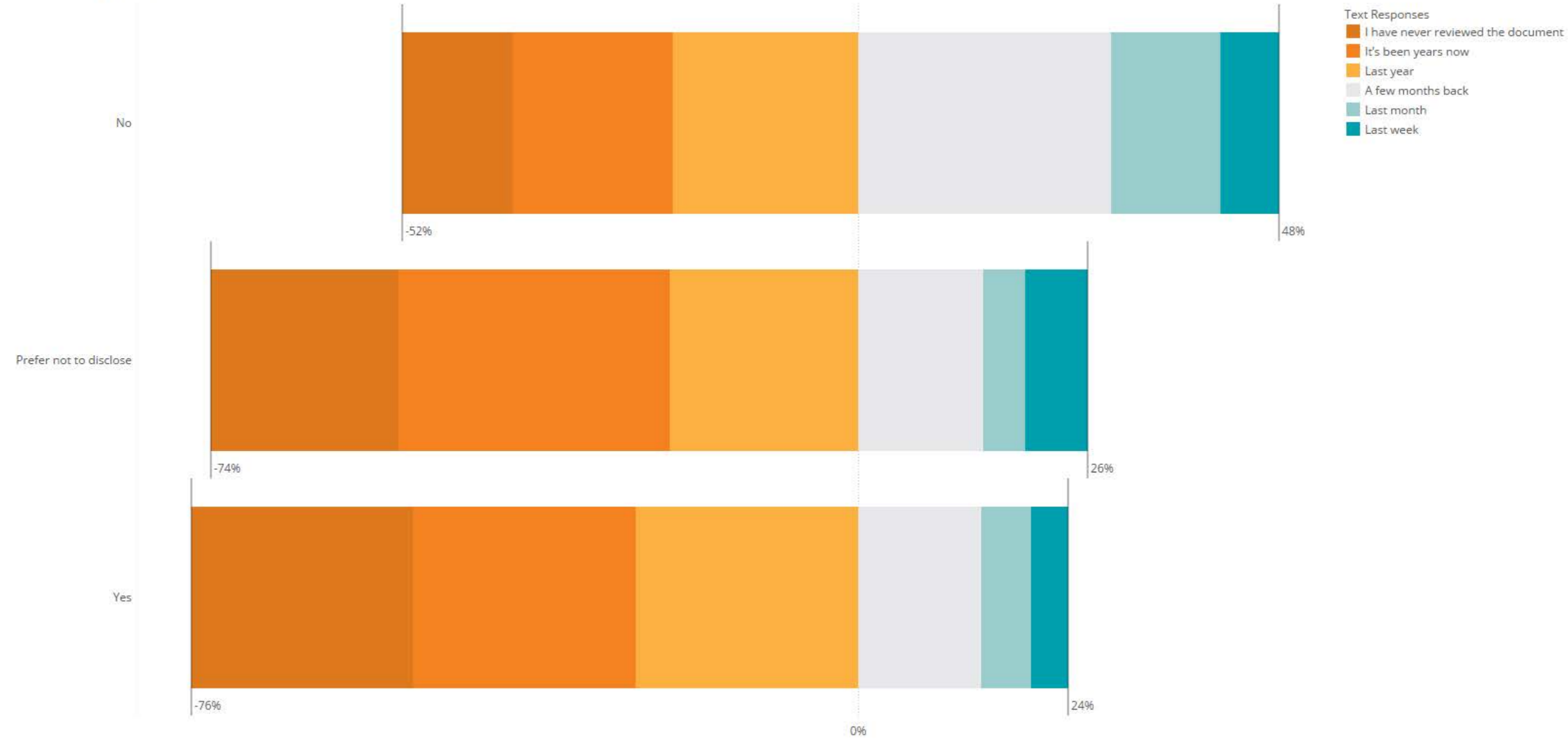
When was the last time you reviewed PBOT's Five-Year Racial Equity Plan?

Broken down by Length of Employment



When was the last time you reviewed PBOT's Five-Year Racial Equity Plan?

Broken down by Represented



When was the last time you reviewed PBOT's Five-Year Racial Equity Plan?

Broken down by Supervisor

