

**Dr. Dorcey L. Applyrs, Chief City Auditor**

### **Survey Purpose**

The purpose of this survey is to solicit information that will allow the Office of Audit and Control (OAC) to examine the City of Albany's culture and practices to determine if there are differences in treatment and outcomes among employees. The data being collected will be compiled and included as part of OAC's City of Albany Equity Audit.

### **Audit Background**

OAC is conducting an equity audit of the city of Albany to identify potential institutional policies and practices that may produce disparate (different) trends that affect employees, residents, and current and prospective contractors and vendors. This audit examines the following equitable outcomes: access and inclusion, treatment, opportunities and resources. For additional details about the audit, please visit: <https://www.albanyny.gov/DocumentCenter/View/6902/Equity-Audit-Scope-of-Work>.

### **Instructions**

This survey is comprised of eight questions and should take no more than seven minutes to complete. To protect the privacy of employees who choose to complete the survey, no names will be linked to survey responses. When completing the survey questions, please check the response that is most applicable.

Please enter the following information about yourself below.

**Reminder:** To protect the privacy of employees who choose to complete this survey, no names will be linked to survey responses.

**Office or Department**

**Race / Ethnicity**

**Gender**

**Age**

e.g., 23

1. In my office/department, everyone receives fair treatment, regardless of gender race, ethnicity, or any other differentiator? \*

Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree or Disagree	Somewhat Agree	Agree	Strongly Agree
<b>Response</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you wish to elaborate on question 1., please do so below:

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2. The leadership in my department creates a culture in which there is transparency to decisions that are made? \*

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree or Disagree	Somewhat Agree	Agree	Strongly Agree
Response	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

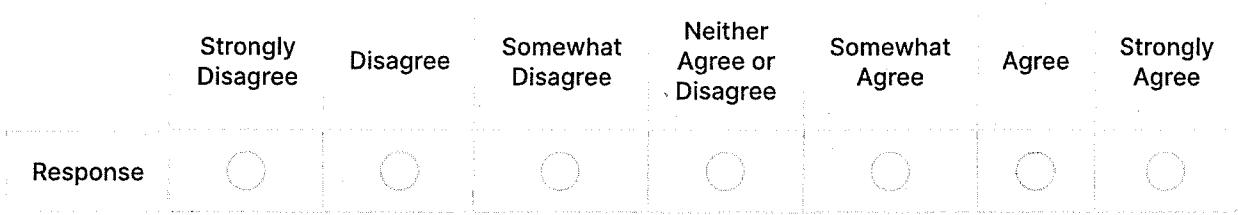
If you wish to elaborate on question 2., please do so below:

3. In my office/department, there are clear expectations communicated and/or visible for which actions warrant receiving rewards such as promotions? \*

Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree or Disagree	Somewhat Agree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you wish to elaborate on question 3., please do so below:

4. In my office/department, there are clear expectations communicated and/or visible for which actions warrant consequences? (i.e. a write-up or probation) \*



If you wish to elaborate on question 4., please do so below:

5. In my office/department, there are clear and established standards of performance that are the same for all as appropriate for their roles and responsibilities? \*

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree or Disagree	Somewhat Agree	Agree	Strongly Agree
Response	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you wish to elaborate on question 5., please do so below:

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6. In my office/department, I receive the same amount of time with leadership for one-on-one meetings as my co-workers? \*

Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree or Disagree	Somewhat Agree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Response</b>						

If you wish to elaborate on question 6., please do so below:

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7. In my office/department, I receive the same amount of investment in my professional development opportunities such as trainings and conferences as my co-workers? \*

Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree or Disagree	Somewhat Agree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you wish to elaborate on question 7., please do so below:

8. When receiving feedback regarding my work performance, leadership provides facts and data instead of value judgments and personal perspectives? \*

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree or Disagree	Somewhat Agree	Agree	Strongly Agree
Response	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you wish to elaborate on question 8., please do so below: