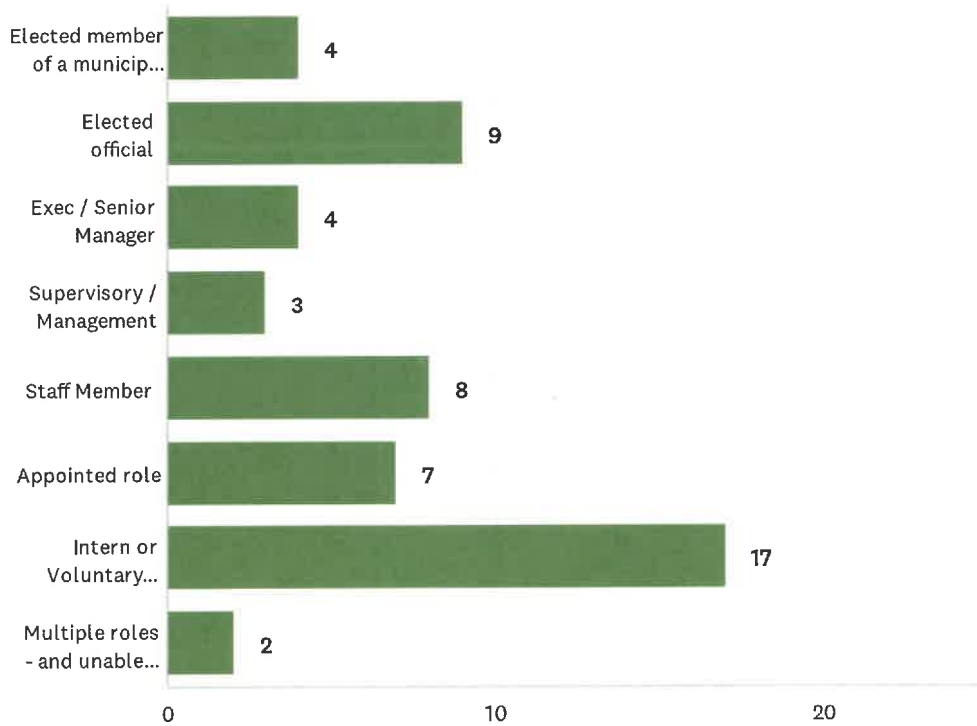# Q3 Which description is the closest match to your primary municipality position or job type?(please see guidance notes below for help if you are not sure)

Answered: 54   Skipped: 0

ANSWER CHOICES	RESPONSES	
Elected member of a municipal legislative body	7.41%	4
Elected official	16.67%	9
Exec / Senior Manager	7.41%	4
Supervisory / Management	5.56%	3
Staff Member	14.81%	8
Appointed role	12.96%	7
Intern or Voluntary role(s)	31.48%	17
Multiple roles - and unable to define my Primary role	3.70%	2
TOTAL		54

# Q4 I have a good working relationship with my immediate supervisor, manager or leader.

Answered: 54   Skipped: 0
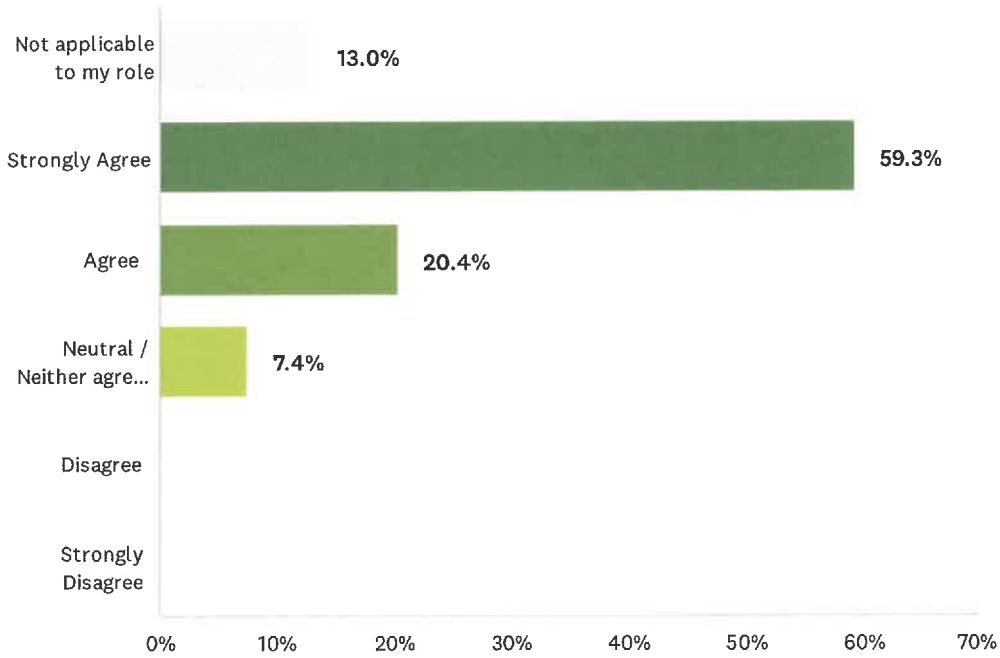
ANSWER CHOICES	RESPONSES	
Not applicable to my role	13.0%	7
Strongly Agree	59.3%	32
Agree	20.4%	11
Neutral / Neither agree nor disagree	7.4%	4
Disagree	0.0%	0
Strongly Disagree	0.0%	0
TOTAL		54

# Q5 I have a good working relationship with my co-workers and/or other officials or representatives or colleagues.

Answered: 54   Skipped: 0
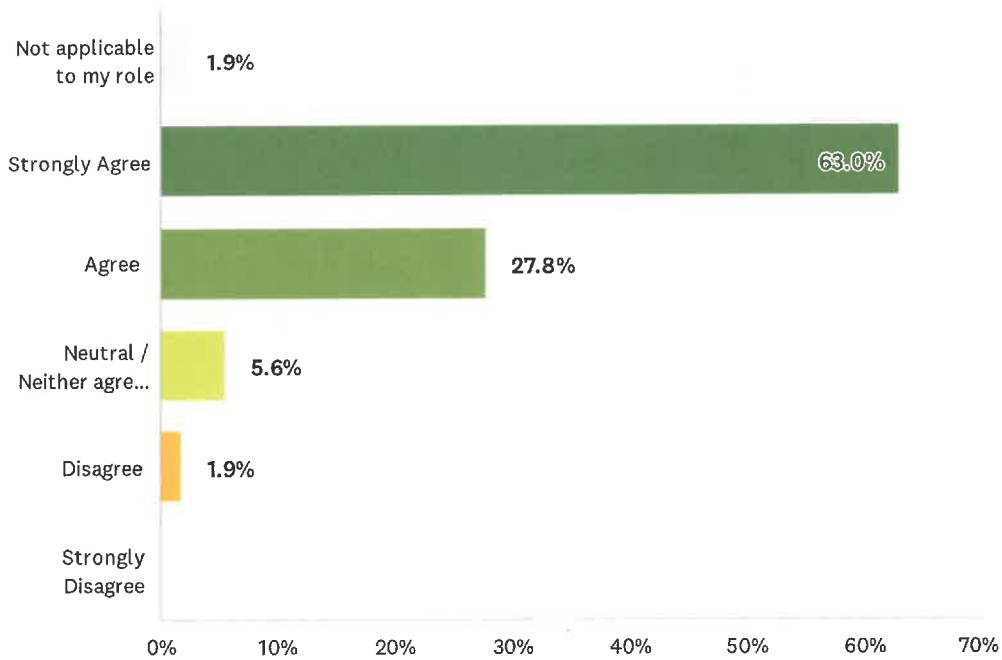
ANSWER CHOICES	RESPONSES	
Not applicable to my role	1.9%	1
Strongly Agree	63.0%	34
Agree	27.8%	15
Neutral / Neither agree nor disagree	5.6%	3
Disagree	1.9%	1
Strongly Disagree	0.0%	0
TOTAL		54

Q6 Employees and other officials and representatives in my Municipality treat each other with respect.

Answered: 54   Skipped: 0
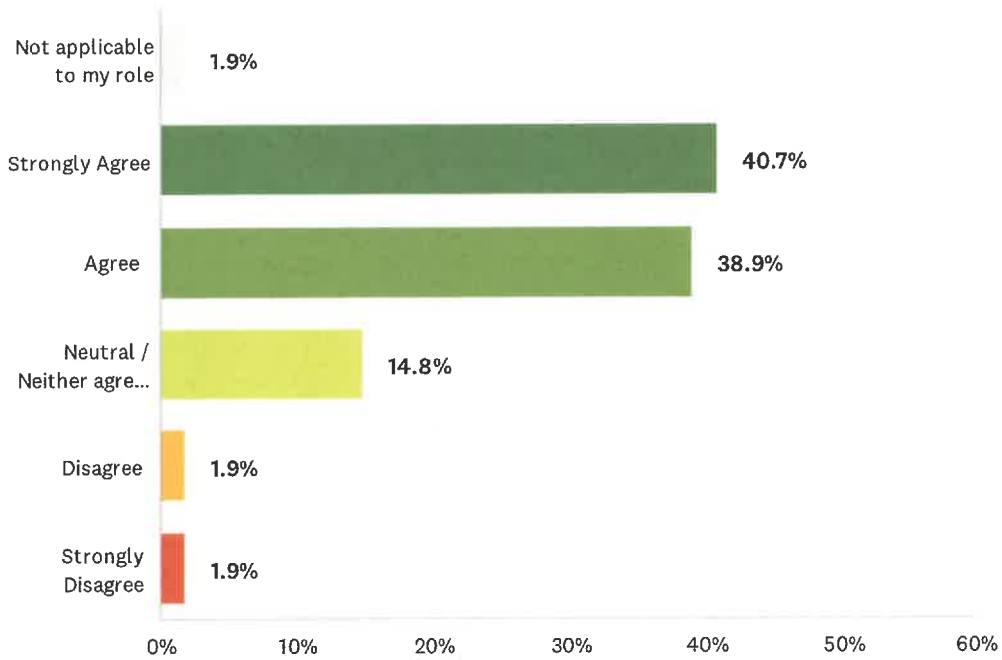
ANSWER CHOICES	RESPONSES	
Not applicable to my role	1.9%	1
Strongly Agree	40.7%	22
Agree	38.9%	21
Neutral / Neither agree nor disagree	14.8%	8
Disagree	1.9%	1
Strongly Disagree	1.9%	1
TOTAL		54

Q7 I am satisfied with the working/workplace culture within my Municipality.

Answered: 54   Skipped: 0
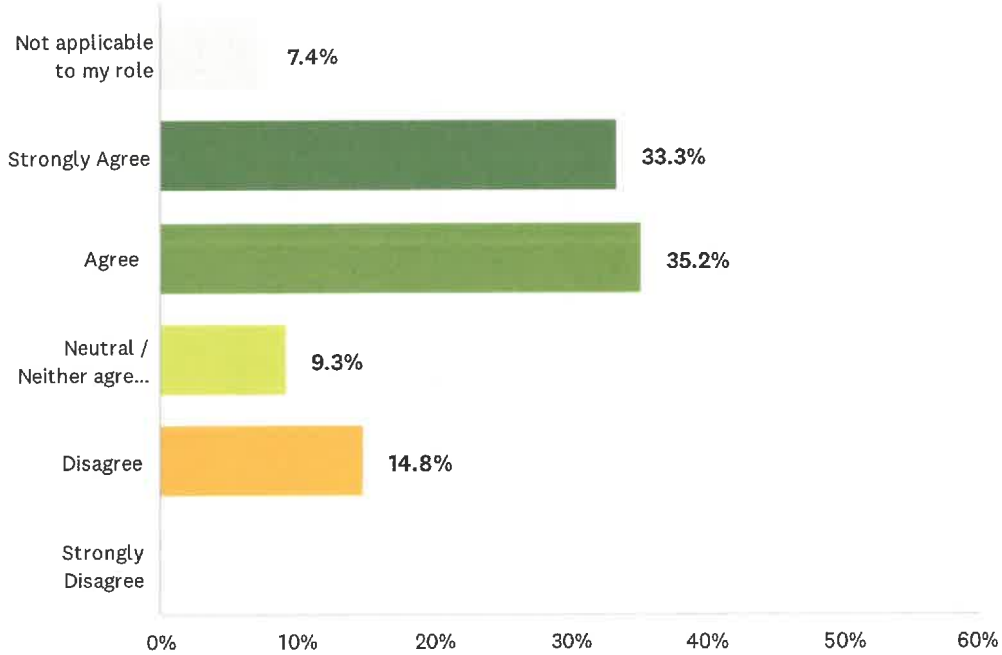
ANSWER CHOICES	RESPONSES	
Not applicable to my role	7.4%	4
Strongly Agree	33.3%	18
Agree	35.2%	19
Neutral / Neither agree nor disagree	9.3%	5
Disagree	14.8%	8
Strongly Disagree	0.0%	0
TOTAL		54

Q8 My Municipality is committed to Diversity and Inclusion.

Answered: 54   Skipped: 0
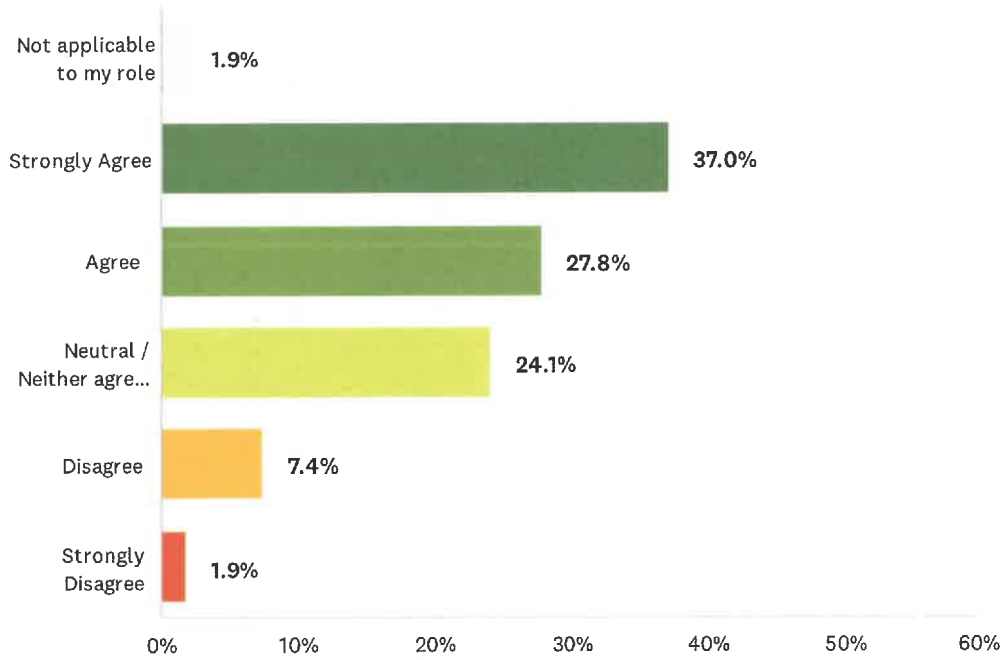
ANSWER CHOICES	RESPONSES	
Not applicable to my role	1.9%	1
Strongly Agree	37.0%	20
Agree	27.8%	15
Neutral / Neither agree nor disagree	24.1%	13
Disagree	7.4%	4
Strongly Disagree	1.9%	1
TOTAL		54

Q9 How likely is it that you would recommend your Municipality as a great place to work to a friend or colleague?

Answered: 54   Skipped: 0
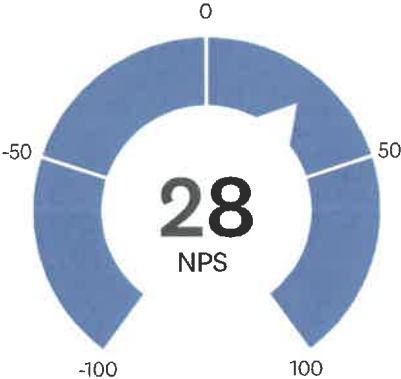
DETRACTORS (0-6)	PASSIVES (7-8)	PROMOTERS (9-10)	NET PROMOTER® SCORE
20%	31%	48%	28
11	17	26	

Q10 How many years have you worked within your Municipality?

Answered: 53   Skipped: 1
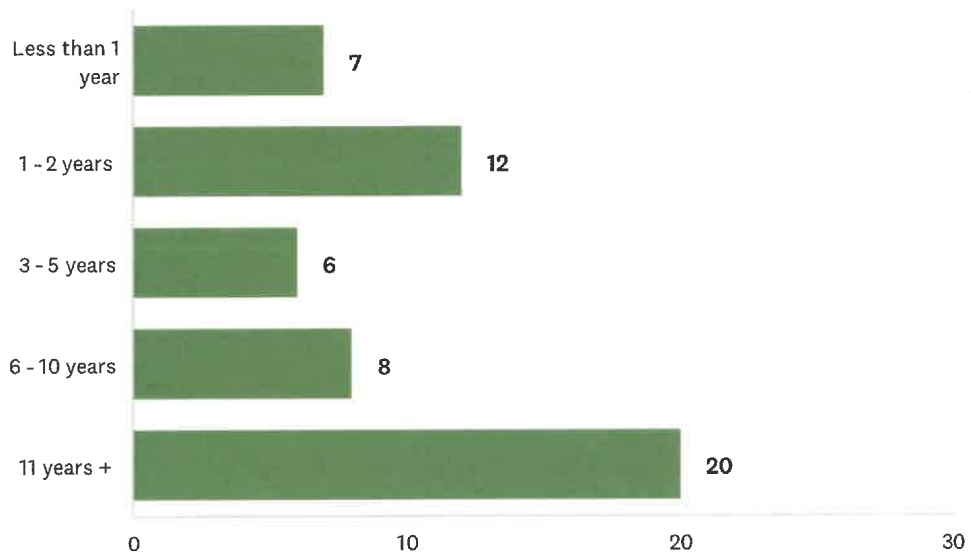
ANSWER CHOICES	RESPONSES	
Less than 1 year	13.21%	7
1 - 2 years	22.64%	12
3 - 5 years	11.32%	6
6 - 10 years	15.09%	8
11 years +	37.74%	20
TOTAL		53

Q11 What is your gender identity?

Answered: 53   Skipped: 1
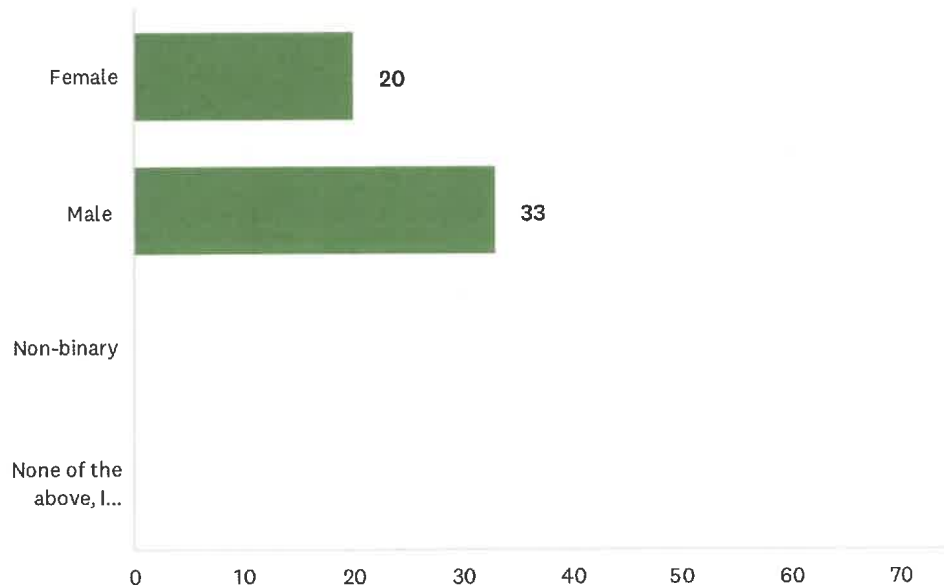
ANSWER CHOICES	RESPONSES	
Female	37.74%	20
Male	62.26%	33
Non-binary	0.00%	0
None of the above, I identify as:	0.00%	0
TOTAL		53

#	NONE OF THE ABOVE, I IDENTIFY AS:	DATE
	There are no responses.	

Q12 Do you identify as transgender (or any other non-cisgender identity)?

Answered: 53   Skipped: 1
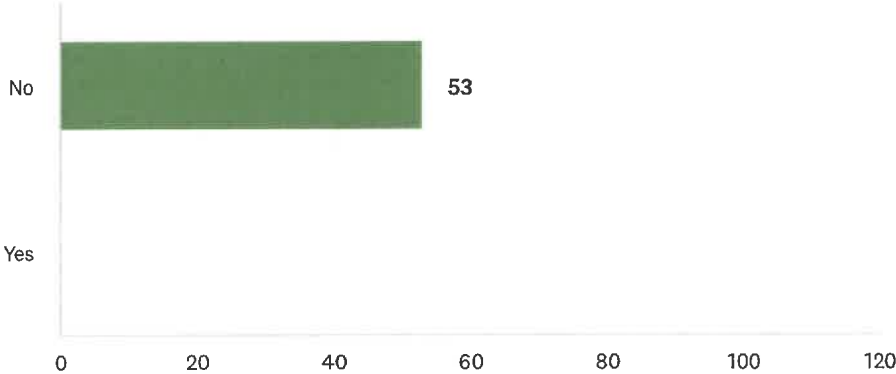
ANSWER CHOICES	RESPONSES	
No	100.00%	53
Yes	0.00%	0
TOTAL		53

Q13 What is your racial or ethnic identity?

Answered: 53   Skipped: 1

Horizontal bar chart with categories (top to bottom): African-American /..., American Indian or..., East Asian, Black or African..., Hispanic or Latinx, Middle Eastern, Native Hawaiian or... = 1, South Asian, Southeast Asian, Two or More Races, White / Caucasian = 52, Other Racial Identity (no..., Other racial or ethnic... The x-axis ranges from 0 to 100.
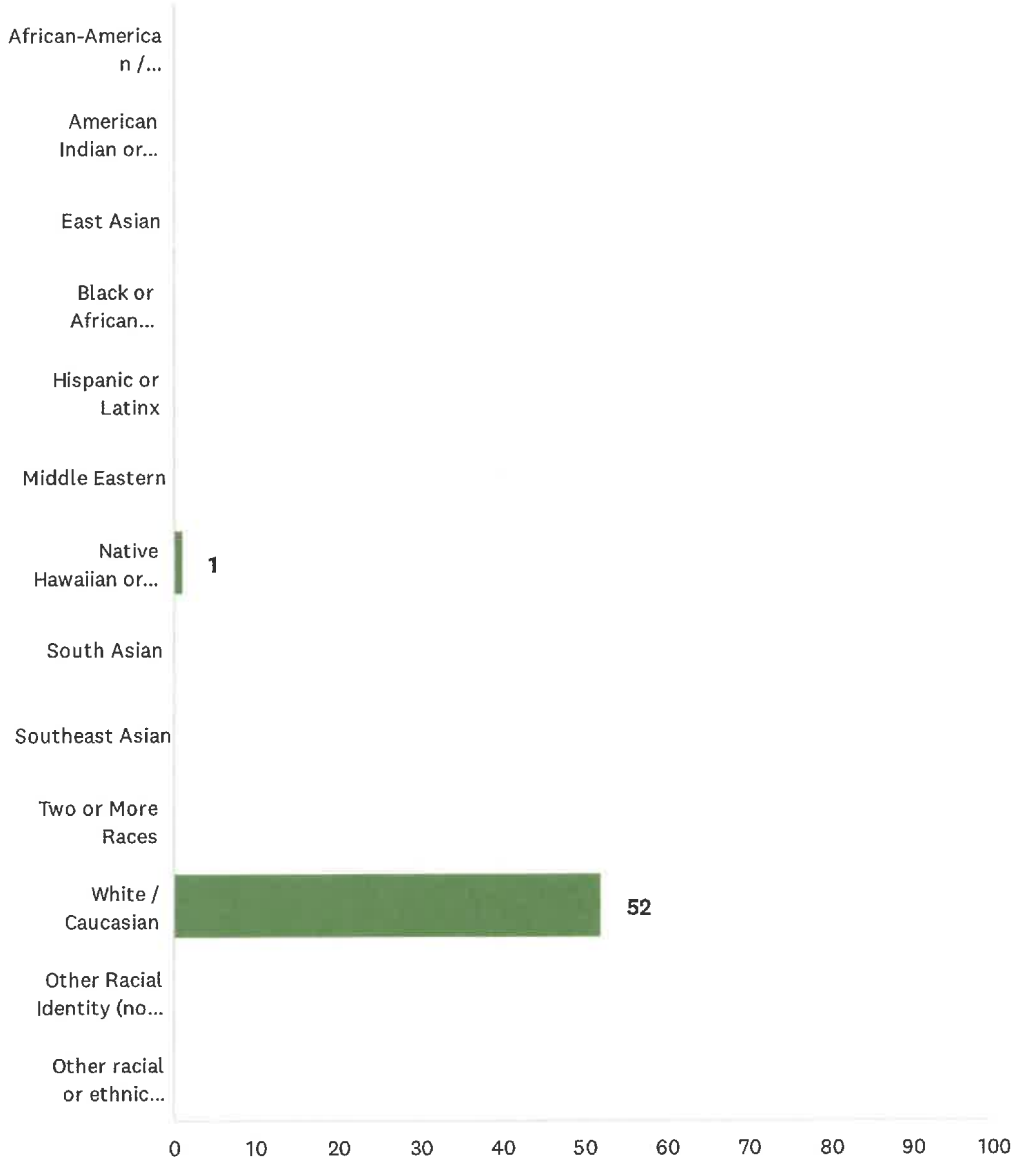
ANSWER CHOICES	RESPONSES	
African-American / Black-American / Black-Other	0.00%	0
American Indian or Alaskan Native	0.00%	0
East Asian	0.00%	0
Black or African American	0.00%	0
Hispanic or Latinx	0.00%	0
Middle Eastern	0.00%	0
Native Hawaiian or Other Pacific Islander	1.89%	1
South Asian	0.00%	0
Southeast Asian	0.00%	0
Two or More Races	0.00%	0
White / Caucasian	98.11%	52
Other Racial Identity (not White)	0.00%	0
Other racial or ethnic identity that isn't white - please specify:	0.00%	0
TOTAL		53

#	OTHER RACIAL OR ETHNIC IDENTITY THAT ISN'T WHITE - PLEASE SPECIFY:	DATE
	There are no responses.	

Q14 How old are you?

Answered: 52   Skipped: 2
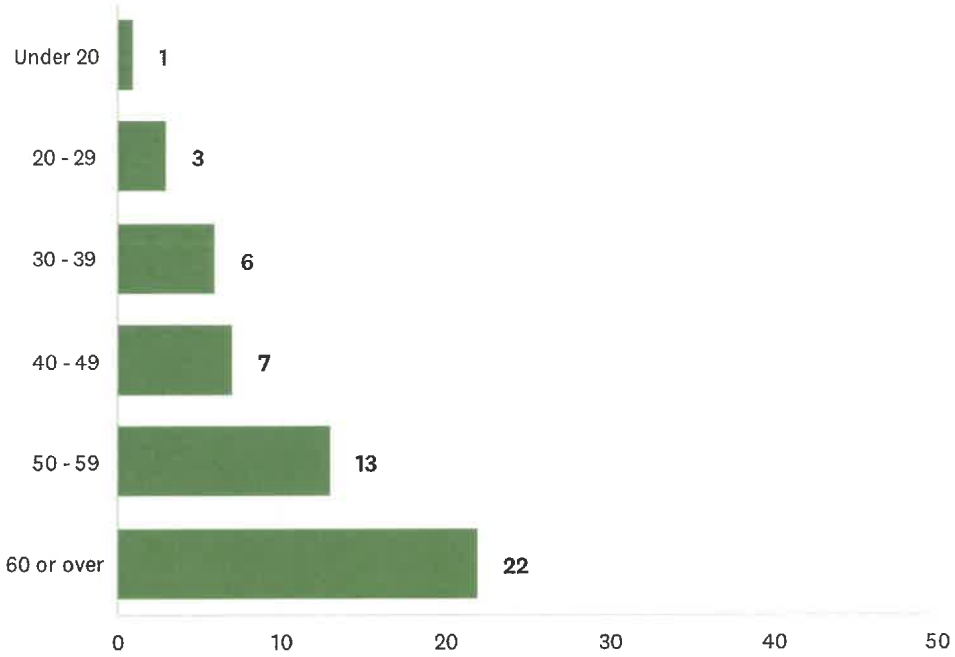
ANSWER CHOICES	RESPONSES	
Under 20	1.92%	1
20 - 29	5.77%	3
30 - 39	11.54%	6
40 - 49	13.46%	7
50 - 59	25.00%	13
60 or over	42.31%	22
TOTAL		52

Q15 Are you a person living with a disability or serious long term health condition?
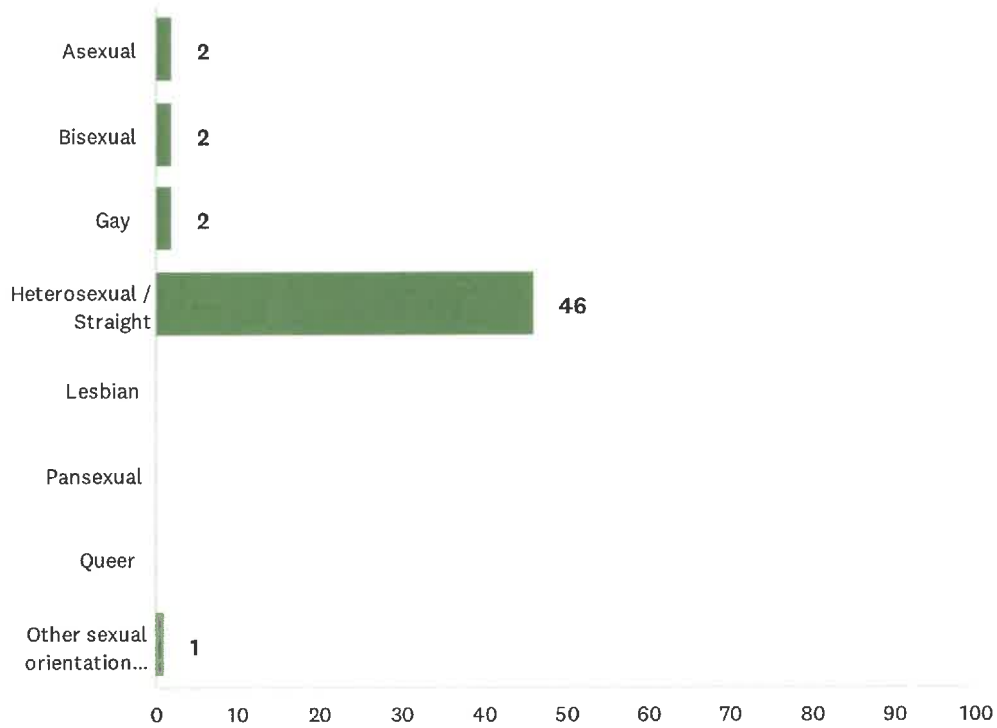
Answered: 52   Skipped: 2
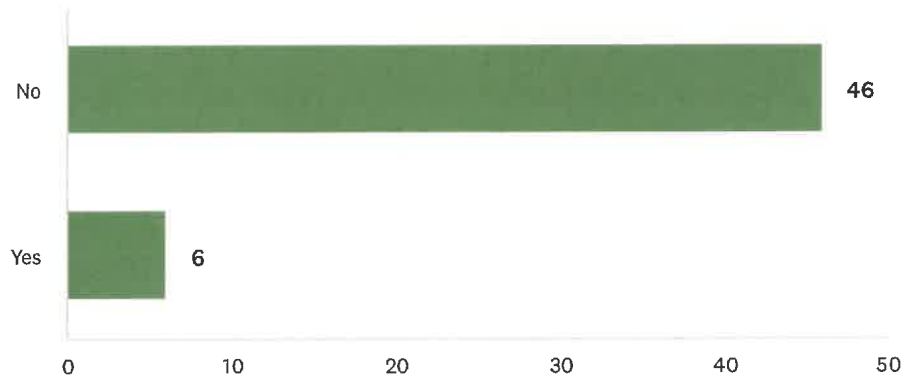
ANSWER CHOICES	RESPONSES	
No	88.46%	46
Yes	11.54%	6
TOTAL		52

Q16 What is your sexual orientation?

Answered: 53   Skipped: 1

ANSWER CHOICES	RESPONSES	
Asexual	3.77%	2
Bisexual	3.77%	2
Gay	3.77%	2
Heterosexual / Straight	86.79%	46
Lesbian	0.00%	0
Pansexual	0.00%	0
Queer	0.00%	0
Other sexual orientation that isn't listed above - please specify:	1.89%	1
TOTAL		53

#	OTHER SEXUAL ORIENTATION THAT ISN'T LISTED ABOVE - PLEASE SPECIFY:	DATE
1	What the fuck kind of question is this. Why the dose it matter who the fuck I sleep with ?	11/1/2022 4:40 PM

Q17 Finally, if you could introduce steps to improve diversity, belonging and inclusion within your Municipality what would they be and why?Please note that these comments may be included in our reporting. They will NEVER be directly linked to any demographic information your have provided in the previous section (such as your racial identity or gender etc) but please only provide suggestions, ideas and improvements that you are happy to share with others:

Answered: 28   Skipped: 26

#	RESPONSES	DATE
1	Begin recruiting efforts to better diversify our team. Advertise and offer relocation allowances, increase pay to become more competitive amongst local municipalities. Our current workforce appropriately reflects the population we serve regarding diversity. To better improve workplace culture, we need to foster a more positive culture and implement a low tolerance policy against negativity.	11/21/2022 5:06 PM
2	I have not experienced any discrimination and I feel welcome and that I belong in Hinesburg. I am not sure what measures should be taken to extend this feeling to others who currently do not feel a sense of belonging here. Perhaps clear policies and transparent process for dealing with complaints or issues of discrimination if this does not currently exist? I did a quick search of the town website and I couldn't find if there is someone in town that I could contact if I felt that I was being discriminated against by someone in an official capacity and what this process would look like if I chose to use it. Not sure we have an official process for mediating disputes or holding officials accountable for bad behavior. I do feel that folks in town know me and respect me and that there are town employees I trust that I could reach out to for help if I needed it. I am not sure what would happen if I did reach out. Hinesburg has done this work as a community through unofficial small town methods involving public opinion a lot of back and forth on front porch forum, which is frankly pretty messy and upsetting, but perhaps just as effective. I am referencing the controversy over the behavior of the old fire chief which ended his career. Perhaps an official process involving professional mediation and clear policies would create a greater sense of fairness? It all depends if people in town agree with policies, mediation, and methods of any official policy and if we collectively trust the officials in town to behave fairly. Thank you for asking.	11/18/2022 3:04 PM
3	I have no idea.	11/18/2022 3:59 AM
4	Encourage more young applicants by recruiting at high schools and local colleges? Market jobs traditionally held by men (water/sewer, highway, police, fire) to women?	11/17/2022 5:21 PM
5	I think one of the best ways to improve diversity, belonging and inclusion would be to create more community-wide events and to create a town green on Lot 1 for the purpose of bringing people together in social situations. Casual interactions are a great way to create a sense of belonging in a community.	11/17/2022 5:20 PM
6	I think this is a difficult question, since Vermont is by and large very homogenous. I think the main thing is to just try and welcome people and befriend them regardless of their differences, work to include them while also avoiding being patronizing about it. I think at least among the younger generations in Vermont people are very accepting of all sorts as long as people aren't trying to be actively hateful or exclusionary in their beliefs. One thing that might help in general is more community functions where members of the town can gather and meet. I think COVID hasn't helped in that regard and just more places to meet people might increase overall ability to improve belonging and inclusion. Increasing diversity is a different problem altogether and would involve trying to encourage movement here. That being said, for people who may discover they are different as they grow older here (especially younger people who are still growing and finding themselves) I think the environment is positive enough for them to generally feel comfortable revealing if they are LGBT+.	11/17/2022 4:23 PM

7	The town could start with sponsoring events/ programs/ festivals that celebrate diversity. Once we are perceived as a town that appreciates people with diverse backgrounds, that may attract those folks to become residents of our town and hopefully become active residents that feel accepted.	11/17/2022 4:19 PM
8	While it is probable that there have been and may continue to be some instances of discrimination within the whole population of our township, I am not aware of any current issues within our municipal government.	11/13/2022 3:47 PM
9	I believe the town is doing everything it can to be inclusive.	11/11/2022 12:59 PM
10	Hire a consultant to provide steps that could be taken to ensure decisions and hiring are made with diversity in mind. There is a difference between lip service and true commitment to diversity. Training for all town staff, elected, and volunteers should be provided and mandatory to attend.	11/11/2022 12:57 AM
11	I would appreciate more visible efforts to outreach people of color. Flying the BLM flag is a good step, but restoring the Lincoln Hill cemetery or honoring the black residents who lived there for many years as part of an annual festival or something would be a sign that Hinesburg is actively improving diversity and belonging and inclusion.	11/10/2022 11:14 PM
12	I cannot think of any, except more public gatherings and celebrations. We really had to cut back on these during the pandemic. Hinesburg has had community gatherings and celebrations of various kinds in the past led by various groups. I am hoping we can have town wide celebrations of various kinds going forward. I am remembering a Winter Solstice bonfire at Geprags park, with music and each of us answering some kind of question. These kinds of gatherings and festivals, when carefully planned and carried out, can be a strong builder of community inclusion, warmth and joy. The question really is: who would be the group to create such a festival? Perhaps not always to municipal officials, but perhaps church groups or other town groups or individuals.	11/10/2022 5:15 PM
13	Active awareness opportunities on a face to face basis Re race and sexual orientation.	11/10/2022 4:05 PM
14	As a Planning Commission member I am trying to increase the supply and affordability of housing in our community. Until we can welcome new people it will be hard to increase diversity.	11/9/2022 10:19 PM
15	Stop acting like everyone needs labels. Diversity was fine before we began labeling people and making people single themselves out and choose "who" or "what" they are.	11/9/2022 3:06 PM
16	Make it clear by all means possible (policies & manuals; meetings; public communication) that every interaction within Town Hall and with the public shall be respectful and inclusive, that the bar is set high, and that anything short of that will not be tolerated.	11/9/2022 3:03 PM
17	Pursuit of affordable housing is the principal and most tangible effort that the community can take. At the policy level, we are encouraging affordable housing units in all development, but these changes take time.	11/4/2022 4:50 PM
18	Tough question! I wish I had an answer. We have lots of community events and Front Porch Forum, which serve to connect people. The schools connect people. It would be great if we still had an in-person Town Meeting, but alas, that was voted down. As time moves on, hopefully people will become more openminded.	11/2/2022 5:36 PM
19	Education and training for the elected officials, staff and residents	11/2/2022 2:28 PM
20	its a tough career choice for many to even think about..wish more High schools brought the field up as a choice	11/1/2022 5:22 PM
21	You should be ashamed sending this out. What people do behind closed door is there business not yours nor shall they be judged for it. Work hard get ahead regardless of what you identify as. Grow up!!!!!	11/1/2022 4:43 PM
22	Broaden job recruitment to proactively search for a diverse applicant pool, particularly from underrepresented groups.	11/1/2022 4:21 PM
23	It might be nice to have some organized social events for town employees - offering the ability to socialize and get to know each other (helping to foster belonging and inclusion).	11/1/2022 3:18 PM
24	More training for staff and town committee and board members. More visible signs of equity	11/1/2022 3:08 PM

and inclusion work. Create a committee to make recommendations to all levels of town management and leadership to improve inclusion and equity.

25	The survey should add the word 'challenge' before the word 'disability' if it wants to be truly inclusive.	11/1/2022 2:32 PM
26	Affordable housing	11/1/2022 2:07 PM
27	Have more diverse people involved. Support those who are.	11/1/2022 1:47 PM
28	Do we explicitly attempt to attract and invite members to participate in community organizations that would diversify and improve the representativiness of the boards and committiees? Rather than that wait for others to self nominate, should we be more intentional to find community liasions or ways to ask for more diverse participation. Have we considered who isn't involved in town roles, who may not be represented by current membership in commitees? Do we know and understand the full diversity of our community? Can we do more to solicit information, either qualitative or quantitative from a wider segment of the town?	11/1/2022 1:47 PM