

Employee Engagement Survey
Your Opinion Matters!

Creating, achieving and maintaining employee engagement begins with understanding employee feedback. This confidential survey is your opportunity provide COA leadership with honest and candid feedback on the culture, work environment and your experience.

To ensure each employee's voice is heard, our goal is 100% participation. Please review each question carefully and answer each by using the provided rating scale.

* 1. I feel a sense of belonging at City of Aurora

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Disagree
- Strongly Disagree

* 2. I believe a diverse workforce is important to achieving the COA goals

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Disagree
- Strongly Disagree

* 3. I feel like I belong here

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Disagree
- Strongly Disagree

* 4. COA values diversity

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Disagree
- Strongly Disagree

* 5. Leadership understands diversity is critical to our future success

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Disagree
- Strongly Disagree

* 6. People from all backgrounds and with a range of identities have equitable opportunities to advance their careers

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Disagree
- Strongly Disagree

* 7. Workforce diversity is important to senior leaders of COA

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Disagree
- Strongly Disagree

8. Relative to building an equitable, diverse & inclusive work environment what is COA doing Well?

* 9. My supervisor inspires me to give my very best at work

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Disagree
- Strongly Disagree

* 10. my work gives me a feeling of accomplishment

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Disagree
- Strongly Disagree

* 11. I am proud to work for City of Aurora

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Agree
- Strongly Disagree

* 12. I am comfortable reaching out to my co-workers whenever I have questions

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Agree
- Strongly Disagree

* 13. I am included in decisions that affect my work

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Disagree
- Strongly Disagree

* 14. My supervisor creates an environment that is trusting and open

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Disagree
- Strongly Disagree

* 15. City of Aurora takes adequate measures to ensure staff safety

- Strongly Agree
- Agree
- Somewhat Agree
- Disagree
- Somewhat Disagree
- Strongly Disagree

* 16. If I saw something wrong at work, I would feel comfortable reporting it

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Agree
- Strongly Disagree

* 17. If I saw something wrong at work, I know how to report it

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Disagree
- Strongly Disagree

* 18. I understand COA's mission & values

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Disagree
- Strongly Disagree

* 19. Have you experienced any unfair or negative treatment based on one or more aspects of your background or identity? (Select all that apply)

- Age
- Disability
- ethnicity
- Gender
- Sexual orientation
- Other (please specify)

* 20. I feel my unique background and identity (i.e. my differences) are valued at COA

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Disagree
- Strongly Disagree

* 21. I feel respected by my colleagues

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Disagree
- Strongly Disagree

* 22. Employee Resource Groups (ERGs) are voluntary, employee-led groups that foster a diverse, inclusive workplace aligned with organizational mission, values, goals, business practices, and objectives. ERGs provide an avenue for employees to connect and engage with one another and feel more tied to the organizational community. **I would participate in an Employee Resource Group**

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Disagree
- Strongly Disagree

* 23. Employee Resource Groups (ERG's) provide a forum in which members who share common interest, issues or concerns meet to address those issues. **Which ERG'(s) would have the greatest impact on staff, COA culture and/or the community?** (Select all that apply)

- Working mothers
- Women in Engineering
- Caregiver
- New Employees
- LGBTQ
- Veterans
- African American
- Asian American
- Hispanic-Latino American
- Indian American
- Disabled
- Retirees
- Other (please specify)

24. How likely is it that you would recommend City of Aurora to a friend or colleague?

NOT AT ALL LIKELY

EXTREMELY LIKELY

0 1 2 3 4 5 6 7 8 9 10

* 25. I rarely think about looking for another job

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Agree
- Strongly Disagree

* 26. The process for career advancement/promotion is fair to all employees

- Strongly Agree
- Somewhat Agree
- Agree
- Disagree
- Somewhat Disagree
- Strongly Disagree

27. How can COA improve your work environment

28. Department Name

- | | | |
|-------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|
| <input type="radio"/> APD-Court Detention Technicians | <input type="radio"/> Building & Permits | <input type="radio"/> IT |
| <input type="radio"/> APD-Records | <input type="radio"/> Central Services, Downtown Services, Fleet, MVPS, Rt 25 Transit, Rt 59 Transit | <input type="radio"/> Law/Corporate Counsel & Mayor's Office |
| <input type="radio"/> APD-Telecommunications | <input type="radio"/> Community Services | <input type="radio"/> Mayor's Office Community Affairs |
| <input type="radio"/> APD-Administration (All Bureaus) | <input type="radio"/> Economic Development | <input type="radio"/> Property Standards |
| <input type="radio"/> APD- Support Services Bureau | <input type="radio"/> Electric, Golf, Park, Zoo | <input type="radio"/> Revenue, Collections & Water Billing |
| <input type="radio"/> APD- Investigative Services Bureau | <input type="radio"/> Engineering & PW Admin | <input type="radio"/> Streets |
| <input type="radio"/> APD Neighborhood Policing Bureau | <input type="radio"/> Finance, Accounting, Payroll, Purchasing & Budget | <input type="radio"/> Water & Sewer/Water Meter Maintenance |
| <input type="radio"/> Airport/Development Services Administration | <input type="radio"/> Fire | <input type="radio"/> Water Production |
| <input type="radio"/> Animal Care & Control | <input type="radio"/> Human Resources | <input type="radio"/> Zoning & Planning |

29. How do you identify?

- Female
- Transgender female
- Male
- Transgender male
- Gender non conforming
- Not listed

30. Which of the following best describes you?

- Asian or Pacific Islander
- Black or African American
- Hispanic or Latino
- Native American or Alaskan Native
- White or Caucasian
- Multiracial or Biracial
- A race/ethnicity not listed