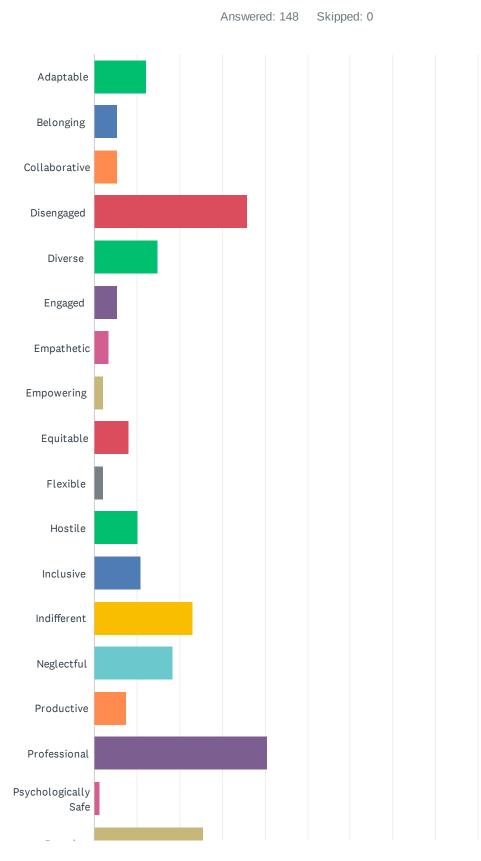
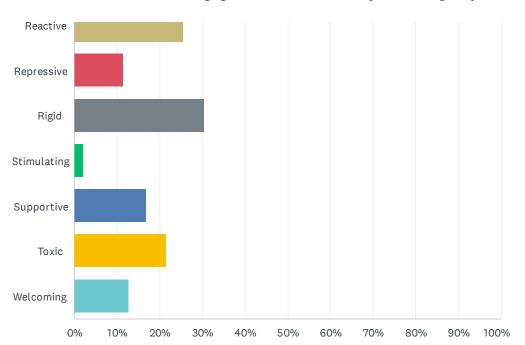
Q1 Please reflect on your feelings and experiences of the agency culture. How would you characterize the culture of the agency? Choose up to four answers.

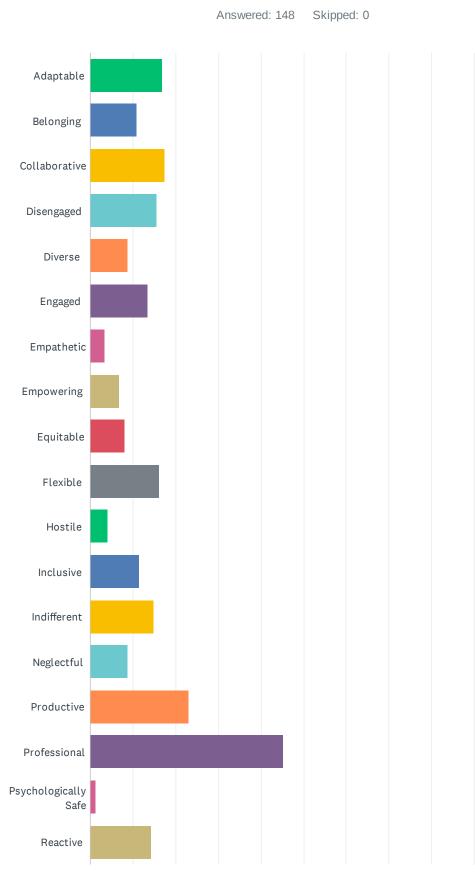


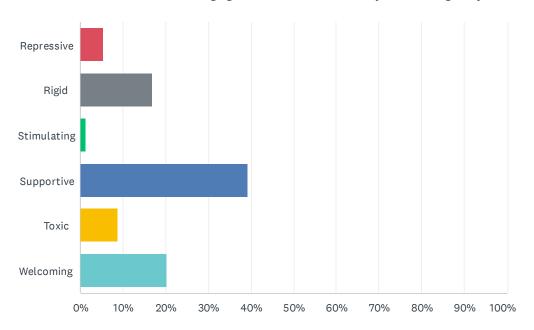


Office of Culture & Engagement- Culture Survey for the Agency

ANSWER CHOICES	RESPONSES	
Adaptable	12.16%	18
Belonging	5.41%	8
Collaborative	5.41%	8
Disengaged	35.81%	53
Diverse	14.86%	22
Engaged	5.41%	8
Empathetic	3.38%	5
Empowering	2.03%	3
Equitable	8.11%	12
Flexible	2.03%	3
Hostile	10.14%	15
Inclusive	10.81%	16
Indifferent	22.97%	34
Neglectful	18.24%	27
Productive	7.43%	11
Professional	40.54%	60
Psychologically Safe	1.35%	2
Reactive	25.68%	38
Repressive	11.49%	17
Rigid	30.41%	45
Stimulating	2.03%	3
Supportive	16.89%	25
Toxic	21.62%	32
Welcoming	12.84%	19
Total Respondents: 148		

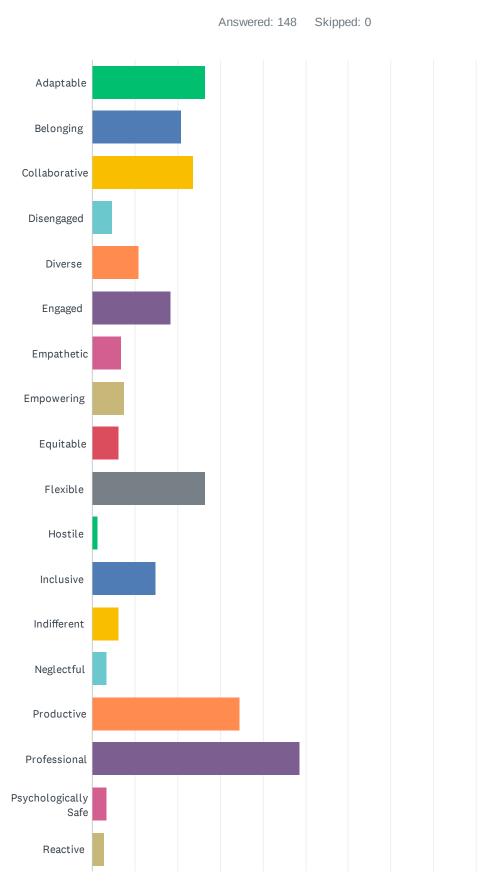
Q2 How would you characterize the culture of your division/district? Choose up to four answers.

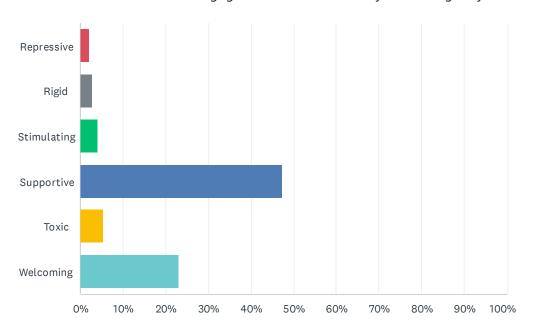




ANSWER CHOICES	RESPONSES	
Adaptable	16.89%	25
Belonging	10.81%	16
Collaborative	17.57%	26
Disengaged	15.54%	23
Diverse	8.78%	13
Engaged	13.51%	20
Empathetic	3.38%	5
Empowering	6.76%	10
Equitable	8.11%	12
Flexible	16.22%	24
Hostile	4.05%	6
Inclusive	11.49%	17
Indifferent	14.86%	22
Neglectful	8.78%	13
Productive	22.97%	34
Professional	45.27%	67
Psychologically Safe	1.35%	2
Reactive	14.19%	21
Repressive	5.41%	8
Rigid	16.89%	25
Stimulating	1.35%	2
Supportive	39.19%	58
Toxic	8.78%	13
Welcoming	20.27%	30
Total Respondents: 148		

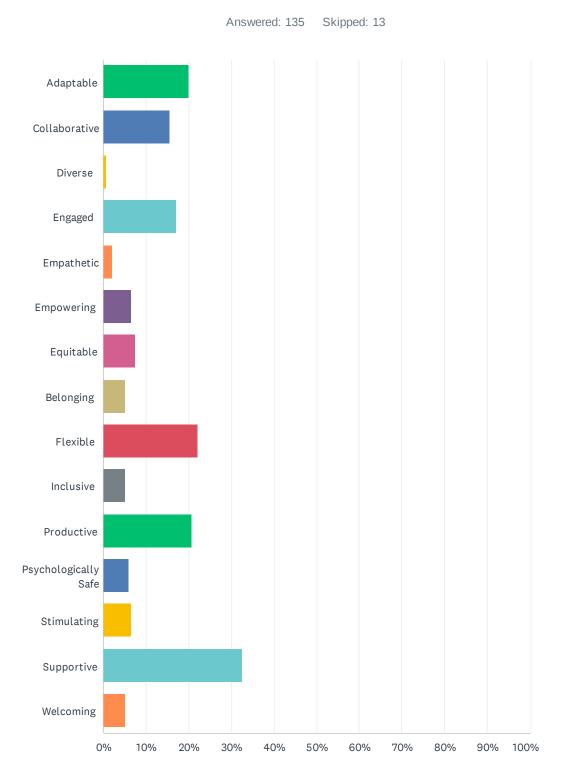
Q3 How would you characterize the culture of your section/unit/team/detachment? Choose up to four answers.





ANSWER CHOICES	RESPONSES	
Adaptable	26.35%	39
Belonging	20.95%	31
Collaborative	23.65%	35
Disengaged	4.73%	7
Diverse	10.81%	16
Engaged	18.24%	27
Empathetic	6.76%	10
Empowering	7.43%	11
Equitable	6.08%	9
Flexible	26.35%	39
Hostile	1.35%	2
Inclusive	14.86%	22
Indifferent	6.08%	9
Neglectful	3.38%	5
Productive	34.46%	51
Professional	48.65%	72
Psychologically Safe	3.38%	5
Reactive	2.70%	4
Repressive	2.03%	3
Rigid	2.70%	4
Stimulating	4.05%	6
Supportive	47.30%	70
Toxic	5.41%	8
Welcoming	22.97%	34
Total Respondents: 148		

Q4 From the options below, which would you like to see more of in our agency? Choose up to two answers.



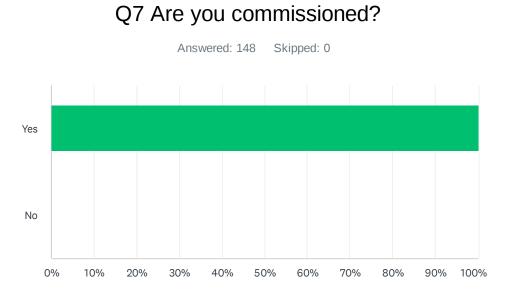
ANSWER CHOICES	RESPONSES	
Adaptable	20.00%	27
Collaborative	15.56%	21
Diverse	0.74%	1
Engaged	17.04%	23
Empathetic	2.22%	3
Empowering	6.67%	9
Equitable	7.41%	10
Belonging	5.19%	7
Flexible	22.22%	30
Inclusive	5.19%	7
Productive	20.74%	28
Psychologically Safe	5.93%	8
Stimulating	6.67%	9
Supportive	32.59%	44
Welcoming	5.19%	7
Total Respondents: 135		

Q5 What suggestions do you have to improve the culture in the agency?

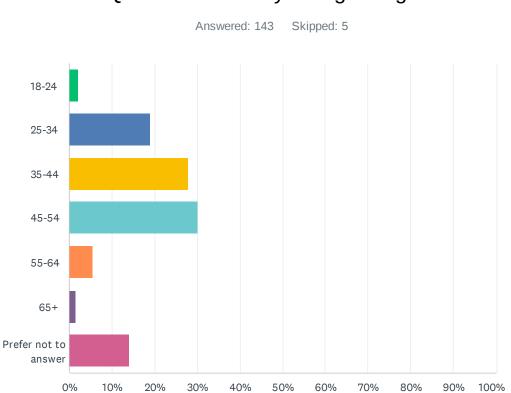
Answered: 148 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	36.49%	54
No	63.51%	94
TOTAL		148

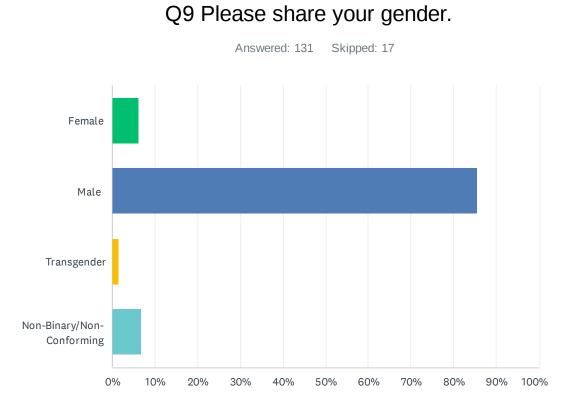


ANSWER CHOICES	RESPONSES	
Yes	100.00%	148
No	0.00%	0
TOTAL		148

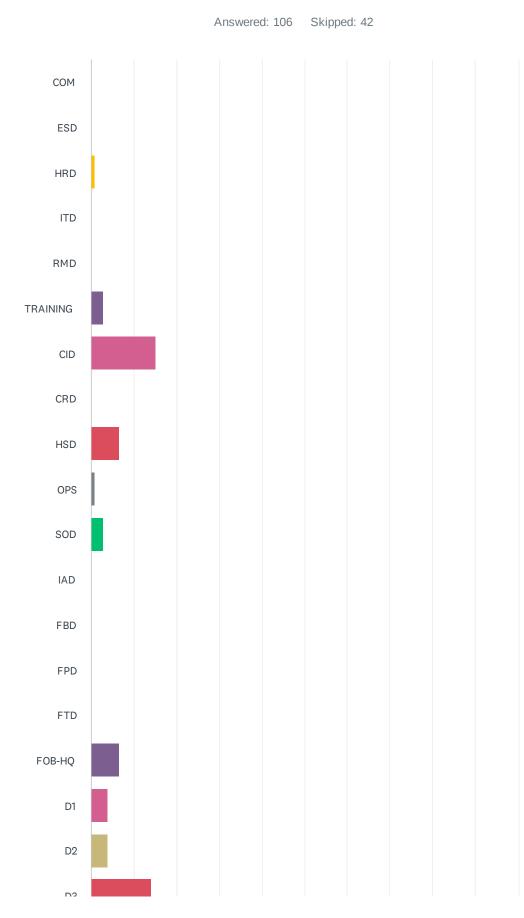


ANSWER CHOICES	RESPONSES	
18-24	2.10%	3
25-34	18.88%	27
35-44	27.97%	40
45-54	30.07%	43
55-64	5.59%	8
65+	1.40%	2
Prefer not to answer	13.99%	20
TOTAL		143

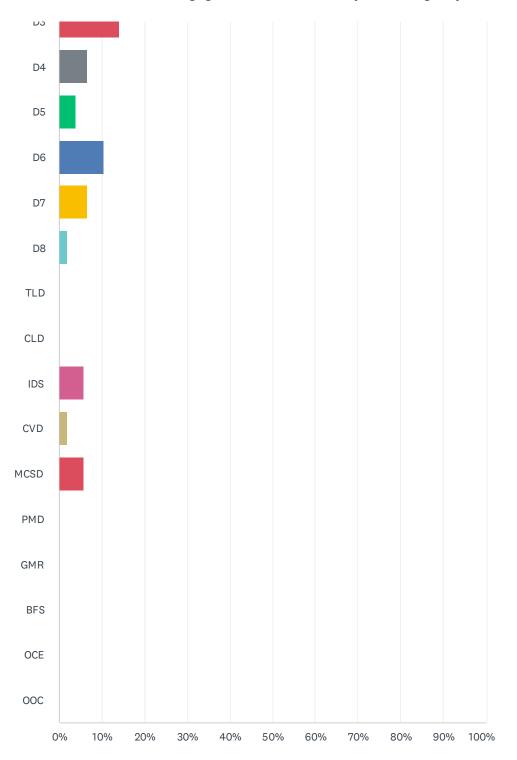
Q8 Please share your age range.



ANSWER CHOICES	RESPONSES	
Female	6.11%	8
Male	85.50%	112
Transgender	1.53%	2
Non-Binary/Non-Conforming	6.87%	9
TOTAL		131

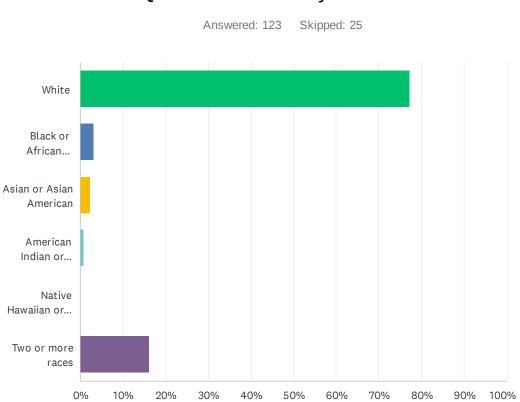


Q10 Please share the division you work in.



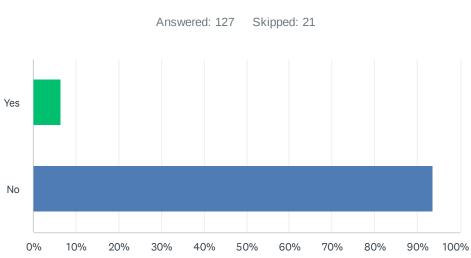
COM0.00%0.0ESD0.00%0.0HRD0.0%0.0RMD0.0%0.0RMD0.0%0.0TRAINING15.0%0.0CID15.0%0.0RND6.0%0.0RSD0.0%0.0RD0.0%0.0FD0.0%0.0	ANSWER CHOICES	RESPONSES	
HRD 0.94% 1 HRD 0.00% 0 RMD 0.00% 0 TAINING 2.83% 3 CID 15.09% 16 GRD 0.00% 0 HSD 6.60% 7 OPS 0.94% 11 SOD 2.83% 3 IAD 0.00% 0 FED 0.00% 0 FED 0.00% 0 FD 3.77% 4 D3 0.00% 0 FD 0.00% 0	СОМ	0.00%	0
ITO 0.00% 0 RMD 0.00% 0 TRAINING 2.83% 3 CID 15.09% 16 CRD 0.00% 0 NSD 6.60% 7 OPS 0.94% 1 SOD 2.83% 3 IAD 0.00% 0 FBD 0.00% 0 FD 3.77% 4 FD 0.00% 0	ESD	0.00%	0
RMD 0.00% 0 TRAINING 2.83% 3 CID 15.09% 16 CRD 0.00% 0 HSD 6.60% 7 OPS 0.94% 1 SOD 2.83% 3 IAD 0.00% 0 FBD 0.00% 0 FD 3.7% 4 FD 3.7% 4 FD 6.6% 7	HRD	0.94%	1
TRAINING 283% 3 CID 5.09% 16 CRD 0.00% 0 HSD 6.00% 7 OPS 0.94% 1 SOD 283% 3 IAD 0.00% 0 FED 0.00% 0 FD 3.7% 4 D3 14.15% 10 D4 6.00% 7 D5 0.00% 0 D6 0.00% 0 D1 0.00% 0 D2 0.00% 0 D4 0.00% 0 <t< td=""><td>ITD</td><td>0.00%</td><td>0</td></t<>	ITD	0.00%	0
cip 15.0% 16 crp 00% 0 Hsp 6.60% 7 ops 0.94% 1 sop 2.83% 3 IAD 0.00% 0 FBD 0.00% 0 FD 3.77% 4 D2 3.77% 4 D3 14.15% 15 D4 6.60% 7 D5 3.77% 4 D6 13.3% 1 D7 6.60% 7 D8 1.99% 2 CtD 0.00% 0 CtD 0.00% 6 CtD 5.66% 6 <td>RMD</td> <td>0.00%</td> <td>0</td>	RMD	0.00%	0
CRD 0.00% 0 HSD 6.60% 7 OPS 0.94% 1 SOD 2.83% 3 IAD 0.00% 0 FBD 0.00% 0 FBD 0.00% 0 FDD 0.00% 0 FDB-HQ 0.00% 0 FDB-HQ 6.00% 7 D1 3.77% 4 D2 3.77% 4 D3 3.77% 4 D4 6.60% 7 D5 3.77% 4 D5 3.77% 4 D5 3.77% 4 D6 0.03% 11 D7 6.60% 7 D5 3.77% 4 D5 3.77% 4 D6 0.00% 0 D6 0.00% 0 D5 6.60% 7 D6 0.00% 0	TRAINING	2.83%	3
HSD 6.60% 7 OPS 0.94% 1 SOD 2.83% 3 IAD 0.00% 0 FBD 0.00% 0 FDD 0.00% 0 FDA 3.77% 4 FDA 6.60% 7 FDA 6.60% 7 FDA 6.60% 7 FDA 0.00% 0 FDA 5.60% <td< td=""><td>CID</td><td>15.09%</td><td>16</td></td<>	CID	15.09%	16
OPS 0.94% 1 SOD 2.83% 3 IAD 0.00% 0 FBD 0.00% 0 FD 0.00% 0 FDD 0.00% 0 FD 0.00% 0 FD 3.77% 4 D2 3.77% 4 D3 1415% 15 D4 6.60% 7 D5 3.77% 4 D6 10.33% 11 D7 6.60% 7 D8 1.89% 2 CLD 0.00% 0 CNSD 5.66% 6 PMD 0.00% 0 GMR 0.00% 0	CRD	0.00%	0
SOD 2.83% 3 IAD 0.00% 0 FED 0.00% 0 FPD 0.00% 0 FTD 0.00% 0 FOB-HQ 0.00% 0 F01 3.77% 4 D2 3.77% 4 D3 14.15% 15 D4 6.60% 7 D5 3.77% 4 D6 10.38% 11 D7 6.60% 7 D8 1.9% 2 CLD 0.00% 0 CLD 0.00% 0 MCSD 5.66% 6 FMD 0.00% 0	HSD	6.60%	7
IAD 0.00% 0 FBD 0.00% 0 FPD 0.00% 0 FTD 0.00% 0 FOB-HQ 6.60% 7 D1 3.77% 4 D2 3.77% 4 D3 14.15% 15 D4 6.60% 7 D5 3.77% 4 D6 0.38% 11 D7 6.60% 7 D5 3.77% 4 D6 0.38% 11 D7 6.60% 7 D8 0.00% 11 D7 6.60% 7 D8 0.00% 10 D1 0.00% 0 D2 0.00% 0 D8 0.00% 0 D9 0.00% 0 D1 0.00% 0 D2 0.00% 0 D3 0.00% 0 <	OPS	0.94%	1
FBD 0.00% 0 FPD 0.00% 0 FTD 0.00% 0 FDB-HQ 6.60% 7 D1 3.77% 4 D2 3.77% 4 D3 4.15% 15 D4 6.60% 7 D5 3.77% 4 D6 0.38% 11 D7 6.60% 7 D5 3.77% 4 D6 0.38% 11 D7 0.60% 7 D8 1.89% 2 TLD 0.00% 0 D5 5.66% 6 CVD 1.89% 2 MCSD 5.66% 6 PMD 0.00% 0	SOD	2.83%	3
FPD 0.00% 0 FTD 0.00% 0 FOB-HQ 6.60% 7 D1 3.77% 4 D2 3.77% 4 D3 14.15% 15 D4 6.60% 7 D5 3.77% 4 D6 0.38% 11 D7 6.60% 7 D8 1.98% 2 TLD 0.00% 0 DS 5.66% 6 CVD 1.89% 2 MCSD 5.66% 6 PMD 0.00% 0 GRR 0.00% 0	IAD	0.00%	0
FTD 0.00% 0 FOB-HQ 6.00% 7 D1 3.77% 4 D2 3.77% 4 D3 14.15% 15 D4 6.60% 7 D5 3.77% 4 D6 0.37% 4 D6 0.00% 7 D5 3.77% 4 D6 10.38% 11 D7 6.60% 7 D8 10.38% 11 D1 0.00% 0 D1 0.00% 0 D2 1.89% 2 CLD 0.00% 0 CVD 1.89% 2 MCSD 5.66% 6 PMD 0.00% 0 OM 0.00% 0 OM 0.00% 0	FBD	0.00%	0
FOB-HQ 6.60% 7 D1 3.77% 4 D2 3.77% 4 D3 14.15% 55 D4 6.60% 7 D5 3.77% 4 D6 10.38% 11 D7 6.60% 7 D5 3.77% 4 D6 0.38% 11 D7 6.60% 7 D8 0.00% 0 D1 0.00% 0 D2 5.66% 6 CVD 5.66% 6 MCSD 5.66% 6 PMD 0.00% 0 GMR 0.00% 0	FPD	0.00%	0
D1 3.77% 4 D2 3.77% 4 D3 14.15% 15 D4 6.60% 7 D5 3.77% 4 D6 10.38% 11 D7 6.60% 7 D8 1.89% 2 TLD 0.00% 0 DS 5.66% 6 CLD 0.00% 0 MCSD 5.66% 6 PMD 0.00% 0 GMR 0.00% 0	FTD	0.00%	0
D2 3.77% 4 D3 14.15% 15 D4 6.60% 7 D5 3.77% 4 D6 10.38% 11 D7 6.60% 7 D8 1.89% 2 TLD 0.00% 0 DS 5.66% 6 CVD 1.89% 2 MCSD 5.66% 6 PMD 0.00% 0 GMR 0.00% 0	FOB-HQ	6.60%	7
D3 14.15% 15 D4 6.00% 7 D5 3.77% 4 D6 10.38% 11 D7 6.60% 7 D8 1.89% 2 TLD 0.00% 0 IDS 5.66% 6 INS 5.66% 6 MCSD 5.66% 6 PMD 0.00% 0 GMR 0.00% 0	D1	3.77%	4
p4 6.60% 7 p5 3.77% 4 p6 10.38% 11 p7 6.60% 7 p8 1.89% 2 rLp 0.00% 0 cLp 0.00% 0 ip5 5.66% 6 rVp 5.66% 6 pMD 0.00% 0 ip6 0.00% 0	D2	3.77%	4
D5 3.77% 4 D6 10.38% 11 D7 6.60% 7 D8 1.89% 2 TLD 0.00% 0 CLD 0.00% 0 IDS 5.66% 6 CVD 1.89% 2 MCSD 5.66% 6 PMD 0.00% 0 GMR 0.00% 0	D3	14.15%	15
D6 10.38% 11 D7 6.60% 7 D8 1.89% 2 TLD 0.00% 0 CLD 0.00% 0 IDS 5.66% 6 PMD 5.66% 6 PMD 0.00% 0 GMR 0.00% 0	D4	6.60%	7
D7 6.60% 7 D8 1.89% 2 TLD 0.00% 0 CLD 0.00% 0 IDS 5.66% 6 KCSD 5.66% 6 PMD 0.00% 0 GMR 0.00% 0	D5	3.77%	4
D8 1.89% 2 TLD 0.00% 0 CLD 0.00% 0 IDS 5.66% 6 CVD 1.89% 2 MCSD 5.66% 6 PMD 0.00% 0 GMR 0.00% 0	D6	10.38%	11
TLD 0.00% 0 CLD 0.00% 0 IDS 5.66% 6 CVD 1.89% 2 MCSD 5.66% 6 PMD 0.00% 0 GMR 0.00% 0	D7	6.60%	7
CLD 0.00% 0 IDS 5.66% 6 CVD 1.89% 2 MCSD 5.66% 6 PMD 0.00% 0 GMR 0.00% 0	D8	1.89%	2
IDS 5.66% 6 CVD 1.89% 2 MCSD 5.66% 6 PMD 0.00% 0 GMR 0.00% 0	TLD	0.00%	0
CVD 1.89% 2 MCSD 5.66% 6 PMD 0.00% 0 GMR 0.00% 0	CLD	0.00%	0
MCSD 5.66% 6 PMD 0.00% 0 GMR 0.00% 0	IDS	5.66%	6
PMD 0.00% 0 GMR 0.00% 0	CVD	1.89%	2
GMR 0.00% 0	MCSD	5.66%	6
	PMD	0.00%	0
BFS 0.00% 0	GMR	0.00%	0
	BFS	0.00%	0

OCE	0.00%	0
000	0.00%	0
TOTAL		106



ANSWER CHOICES	RESPONSES	
White	77.24%	95
Black or African American	3.25%	4
Asian or Asian American	2.44%	3
American Indian or Alaska Native	0.81%	1
Native Hawaiian or other Pacific Islander	0.00%	0
Two or more races	16.26%	20
TOTAL		123

Q11 Please share your race.



Q12 Do you	identify as	Hispanic or	Latino?

ANSWER CHOICES	RESPONSES	
Yes	6.30%	8
No	93.70%	119
TOTAL		127