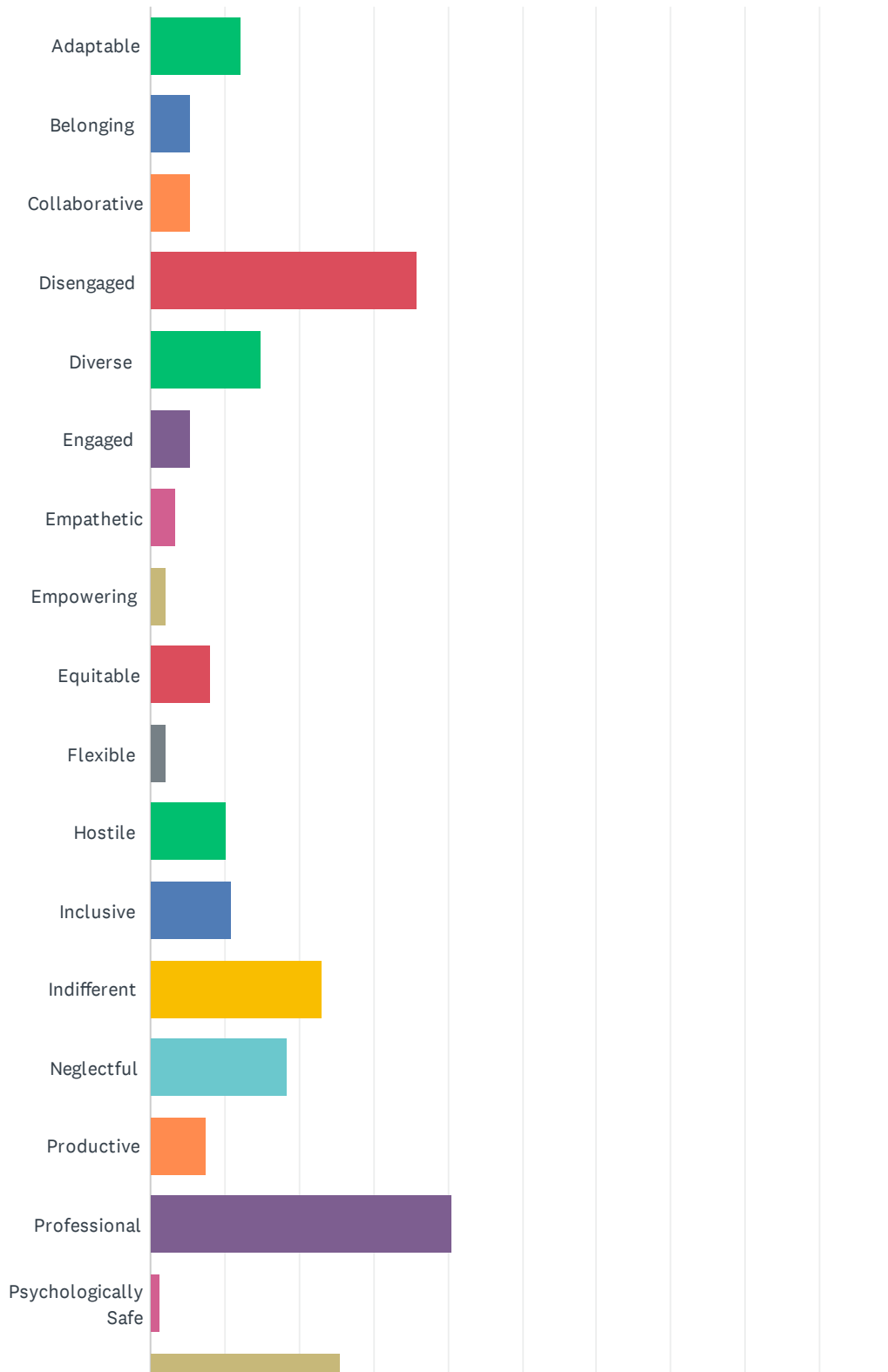
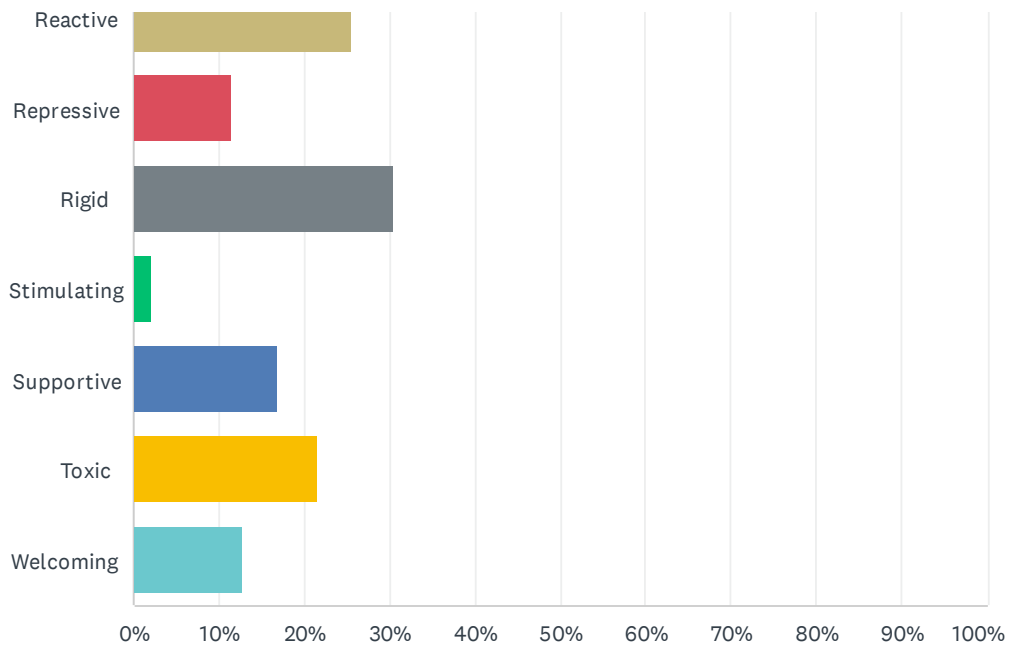


Q1 Please reflect on your feelings and experiences of the agency culture. How would you characterize the culture of the agency? Choose up to four answers.

Answered: 148 Skipped: 0



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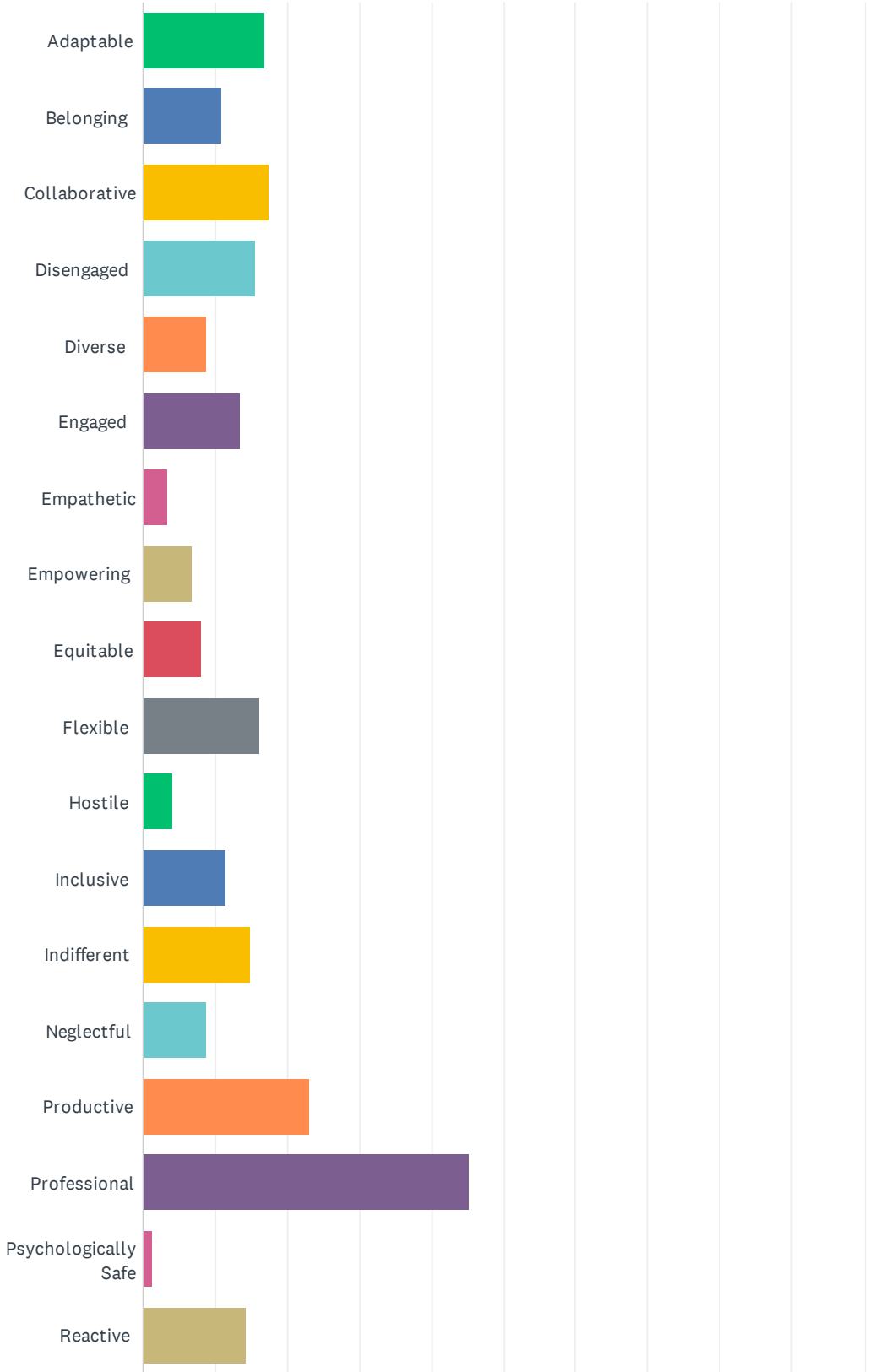


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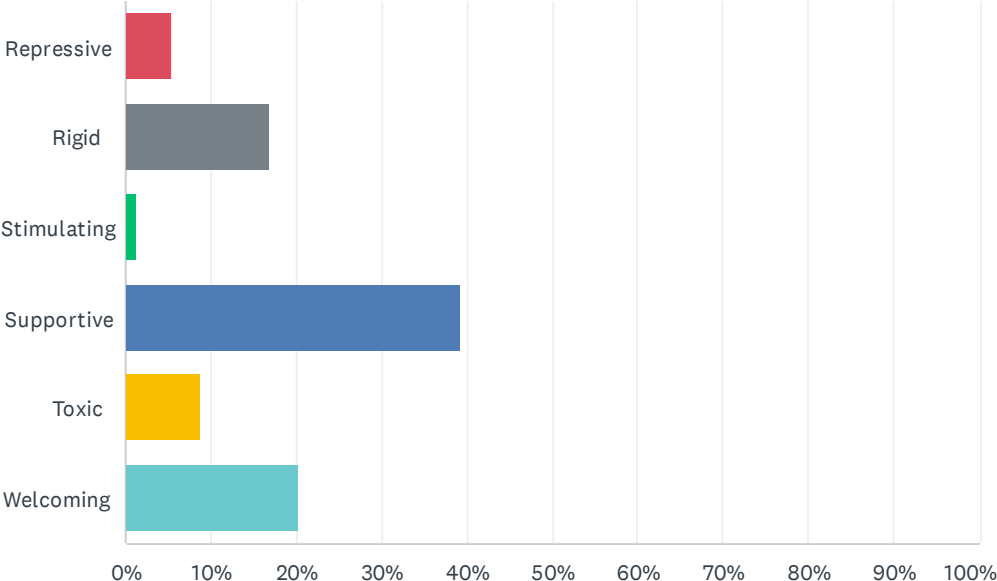
ANSWER CHOICES	RESPONSES	
Adaptable	12.16%	18
Belonging	5.41%	8
Collaborative	5.41%	8
Disengaged	35.81%	53
Diverse	14.86%	22
Engaged	5.41%	8
Empathetic	3.38%	5
Empowering	2.03%	3
Equitable	8.11%	12
Flexible	2.03%	3
Hostile	10.14%	15
Inclusive	10.81%	16
Indifferent	22.97%	34
Neglectful	18.24%	27
Productive	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.

Answered: 148 Skipped: 0



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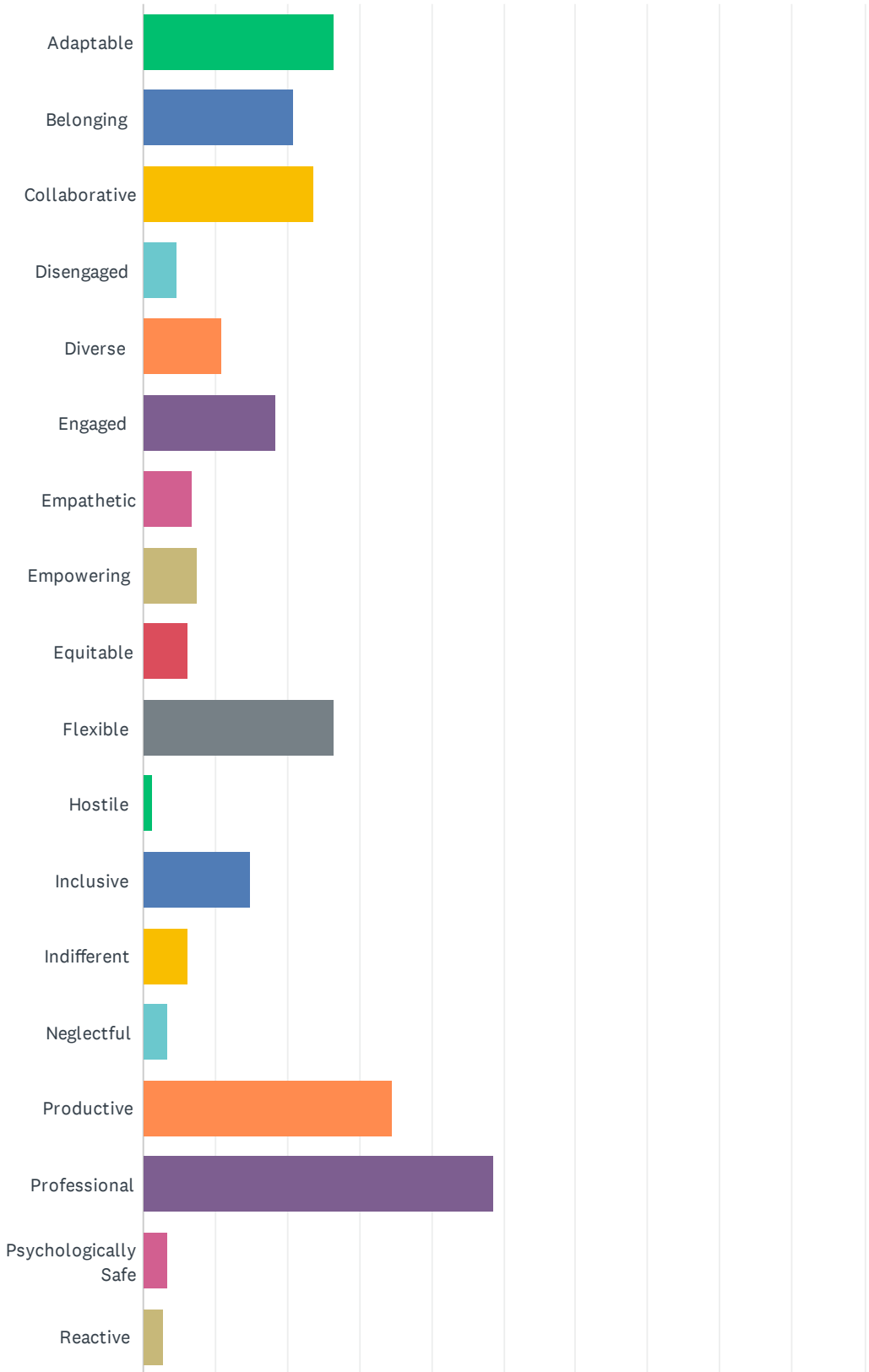


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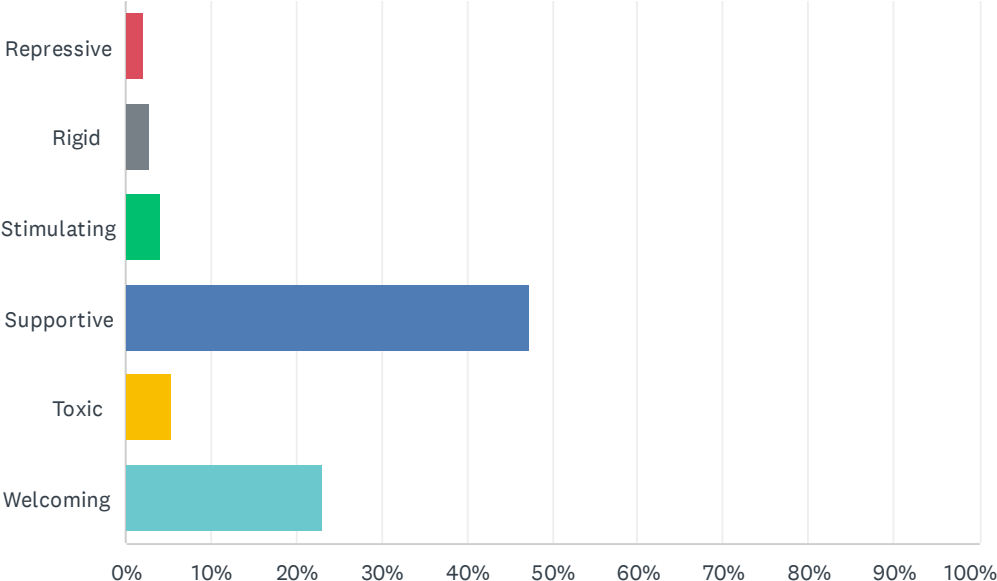
ANSWER CHOICES	RESPONSES	
Adaptable	16.89%	25
Belonging	10.81%	16
Collaborative	17.57%	26
Disengaged	15.54%	23
Diverse	8.78%	13
Engaged	13.51%	20
Empathetic	3.38%	5
Empowering	6.76%	10
Equitable	8.11%	12
Flexible	16.22%	24
Hostile	4.05%	6
Inclusive	11.49%	17
Indifferent	14.86%	22
Neglectful	8.78%	13
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.

Answered: 148 Skipped: 0



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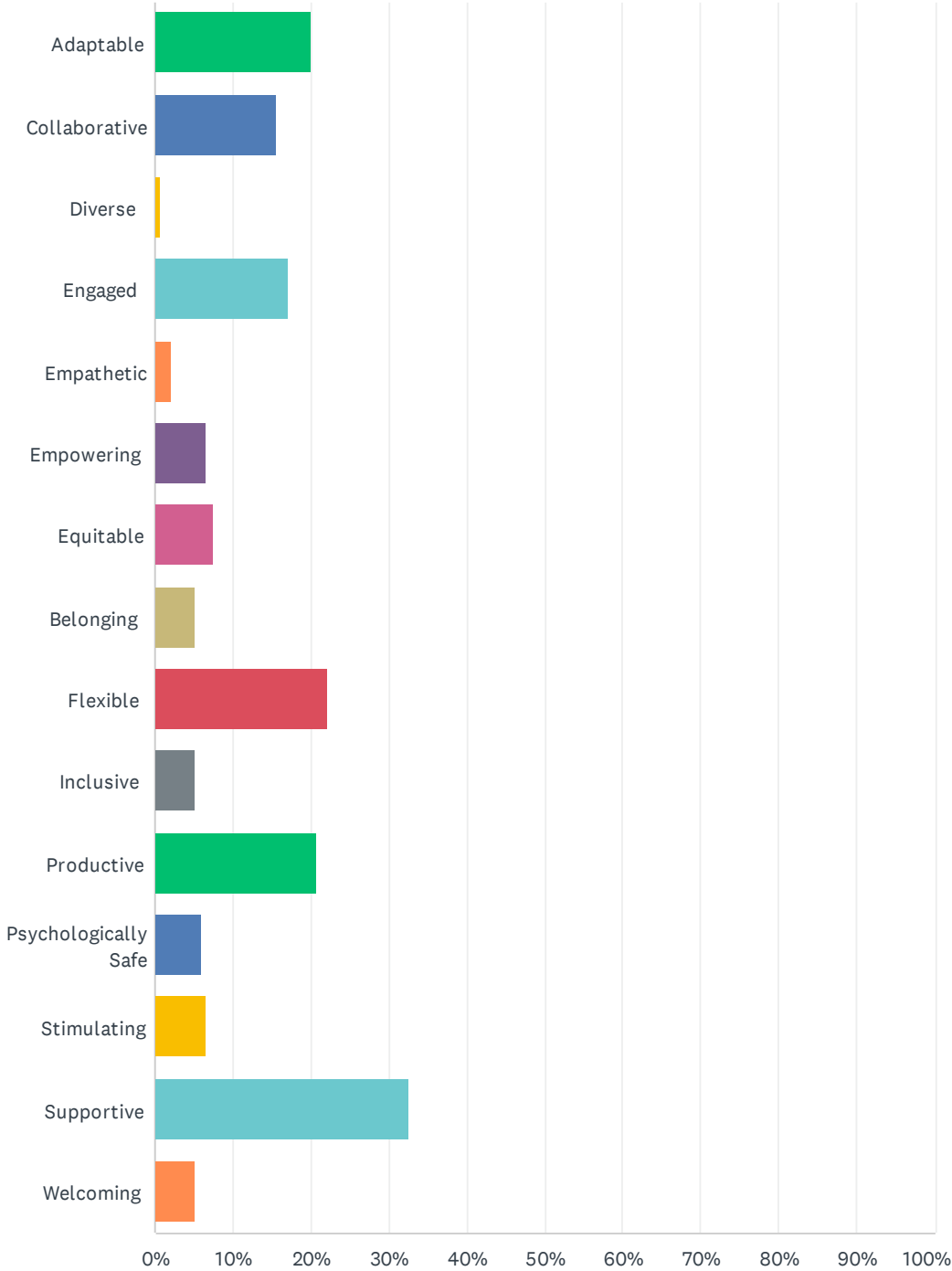


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ANSWER CHOICES	RESPONSES	
Adaptable	26.35%	39
Belonging	20.95%	31
Collaborative	23.65%	35
Disengaged	4.73%	7
Diverse	10.81%	16
Engaged	18.24%	27
Empathetic	6.76%	10
Empowering	7.43%	11
Equitable	6.08%	9
Flexible	26.35%	39
Hostile	1.35%	2
Inclusive	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.

Answered: 135 Skipped: 13



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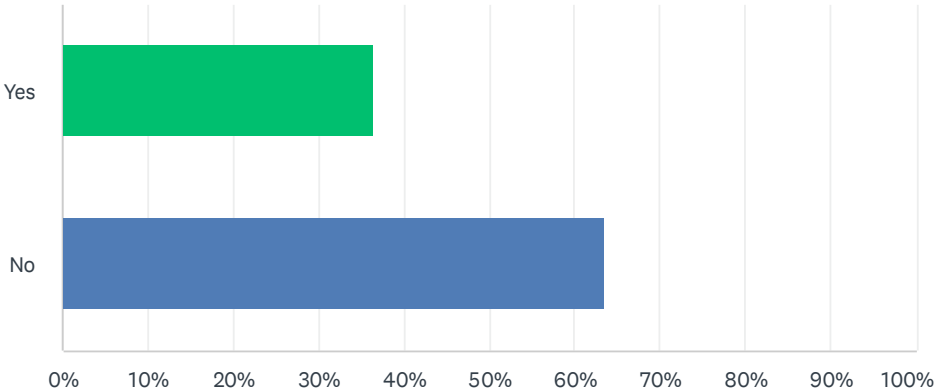
ANSWER CHOICES	RESPONSES	
Adaptable	20.00%	27
Collaborative	15.56%	21
Diverse	0.74%	1
Engaged	17.04%	23
Empathetic	2.22%	3
Empowering	6.67%	9
Equitable	7.41%	10
Belonging	5.19%	7
Flexible	22.22%	30
Inclusive	5.19%	7
Productive	20.74%	28
Psychologically Safe	5.93%	8
Stimulating	6.67%	9
Supportive	32.59%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

Q6 Are you a Supervisor?

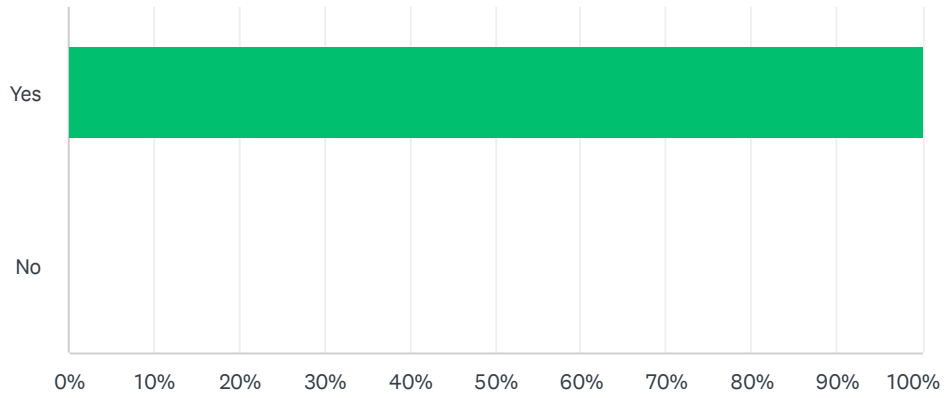
Answered: 148 Skipped: 0



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

Q7 Are you commissioned?

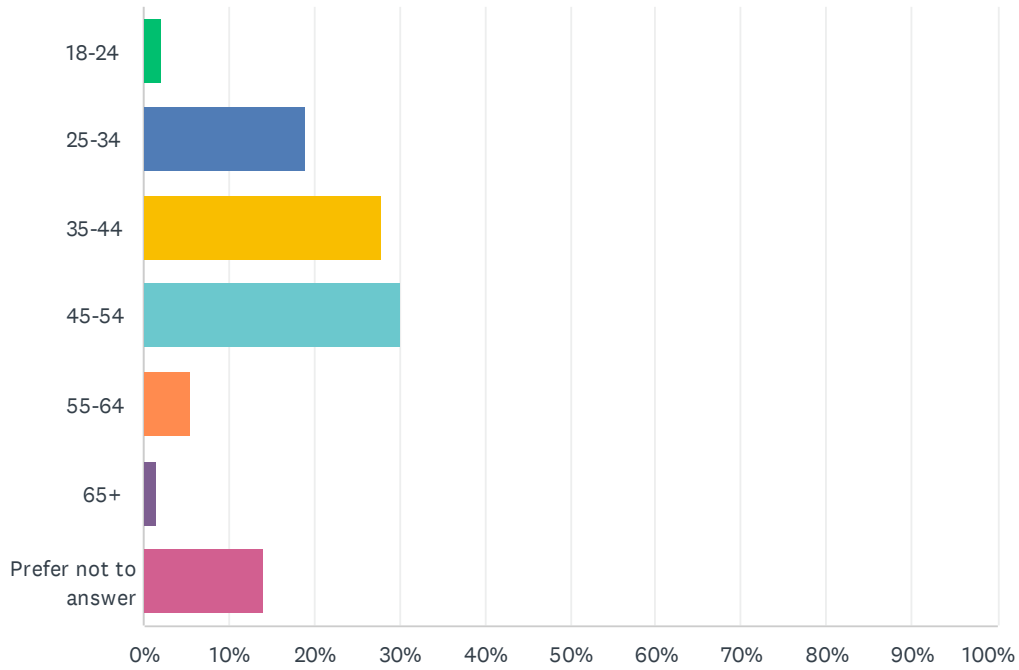
Answered: 148 Skipped: 0



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

Q8 Please share your age range.

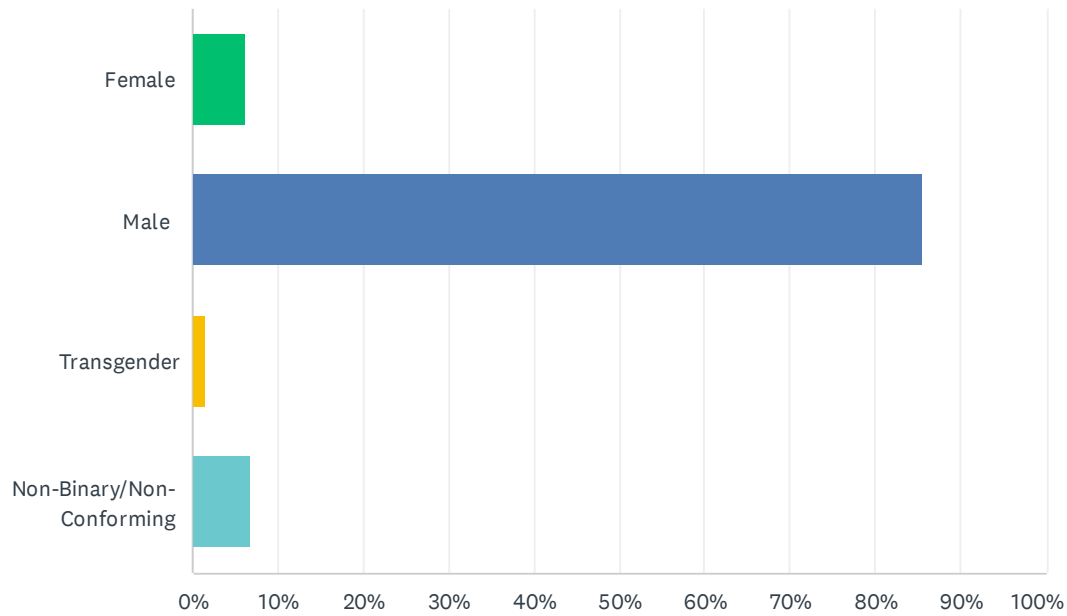
Answered: 143 Skipped: 5



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

Q9 Please share your gender.

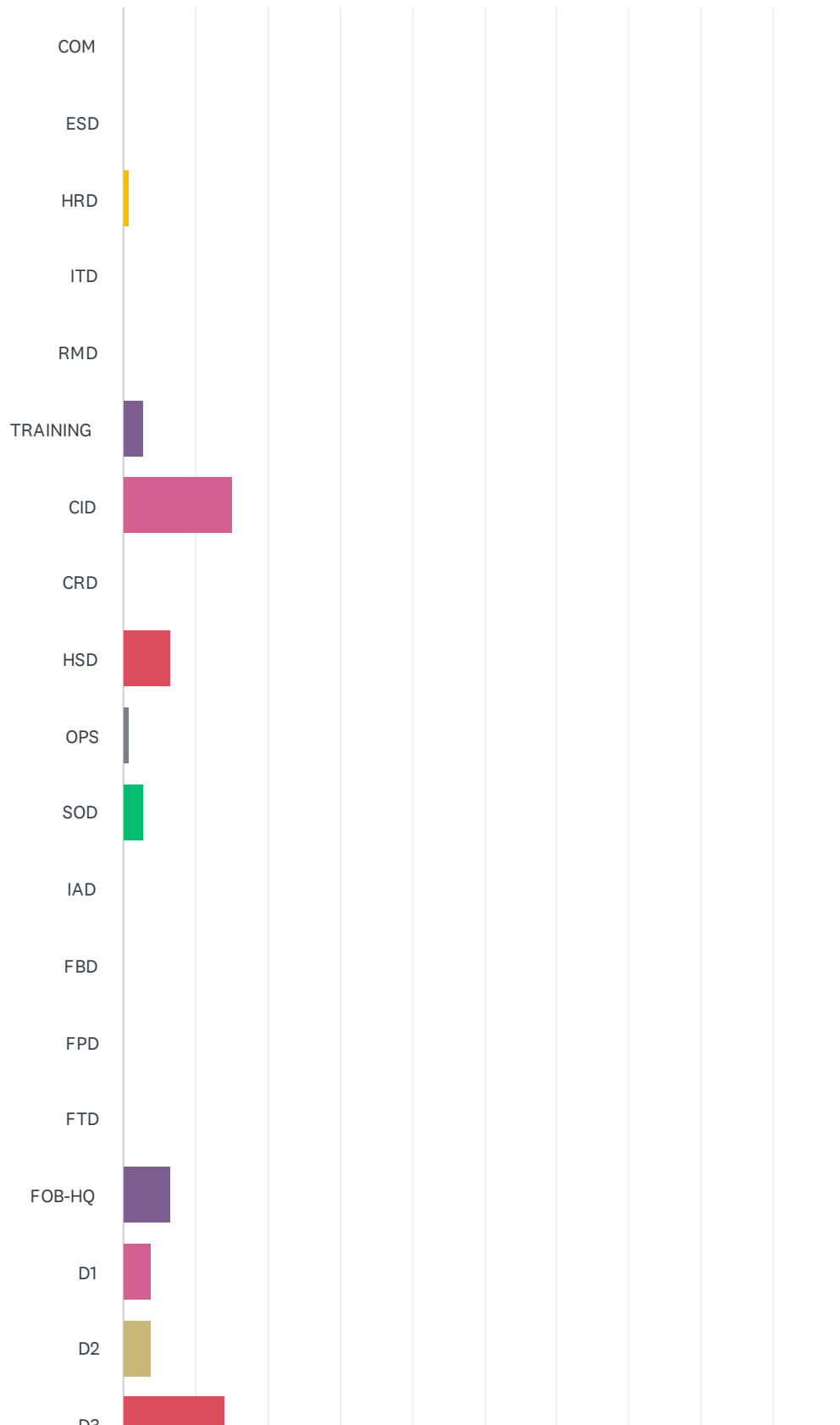
Answered: 131 Skipped: 17



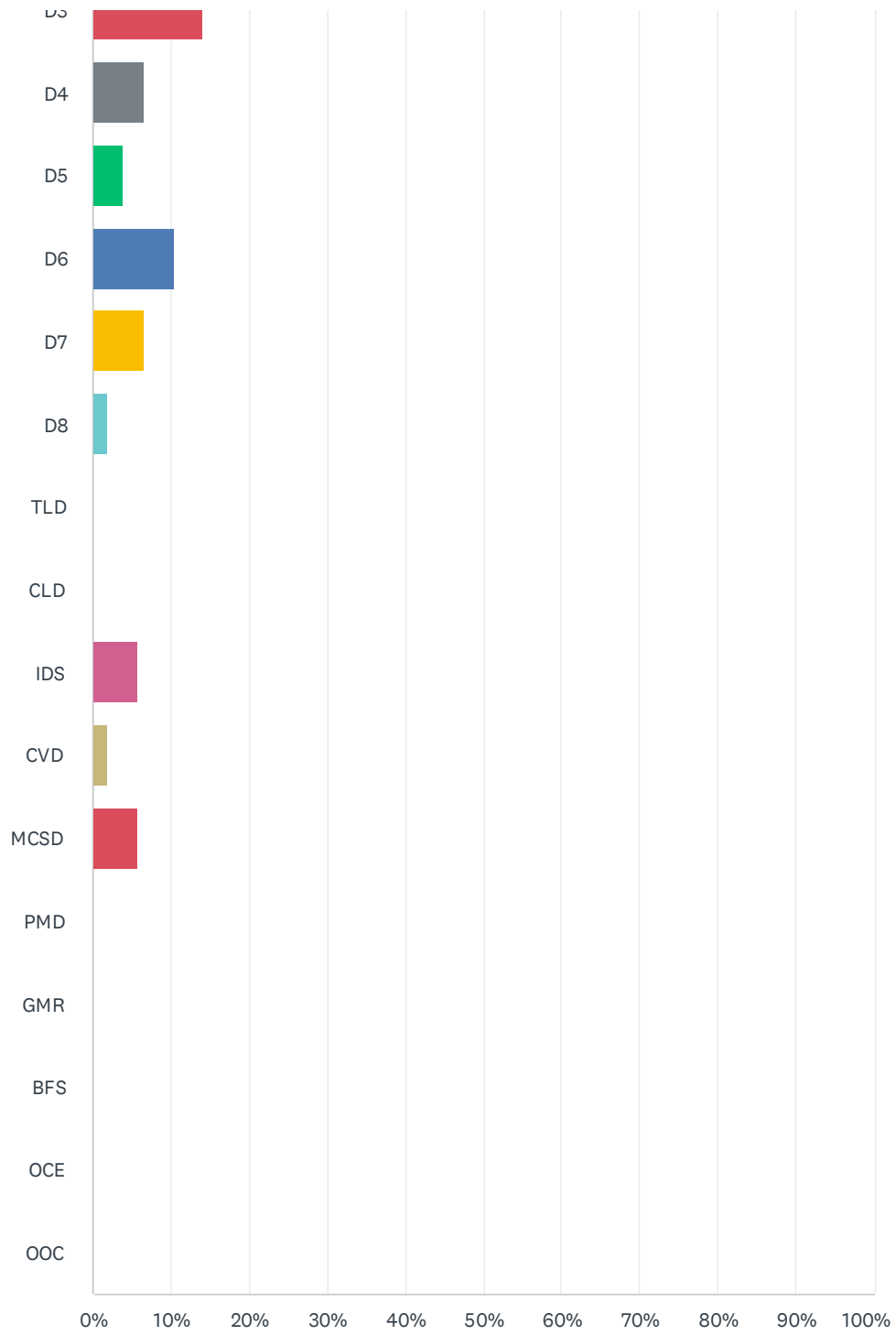
ANSWER CHOICES	RESPONSES
Female	6.11% 8
Male	85.50% 112
Transgender	1.53% 2
Non-Binary/Non-Conforming	6.87% 9
TOTAL	131

Q10 Please share the division you work in.

Answered: 106 Skipped: 42



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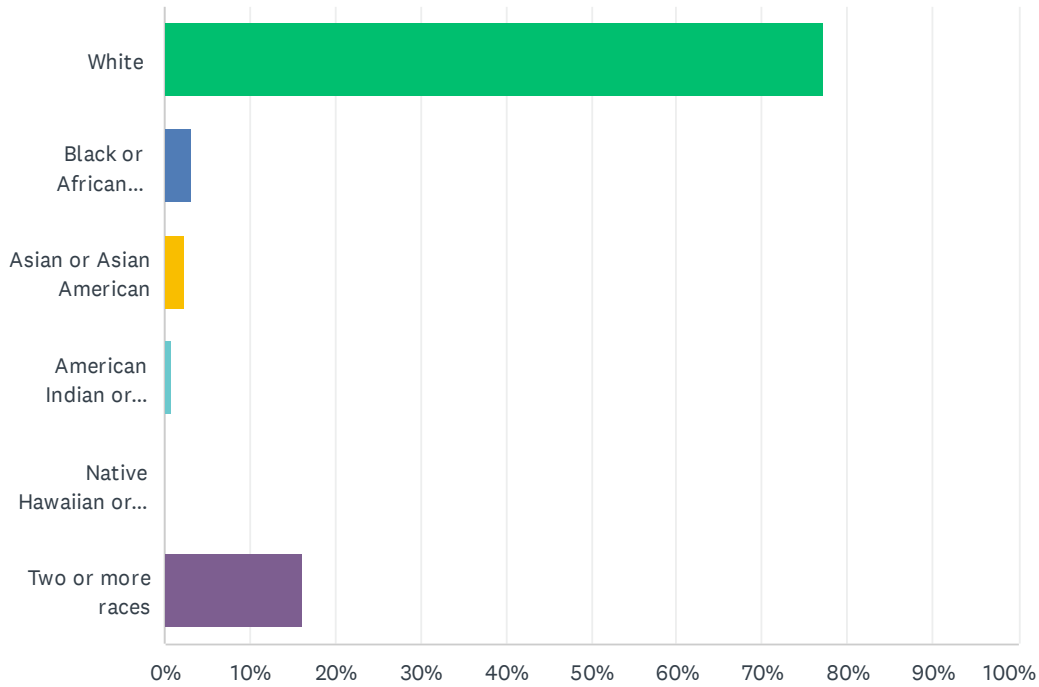
ANSWER CHOICES	RESPONSES	
COM	0.00%	0
ESD	0.00%	0
HRD	0.94%	1
ITD	0.00%	0
RMD	0.00%	0
TRAINING	2.83%	3
CID	15.09%	16
CRD	0.00%	0
HSD	6.60%	7
OPS	0.94%	1
SOD	2.83%	3
IAD	0.00%	0
FBD	0.00%	0
FPD	0.00%	0
FTD	0.00%	0
FOB-HQ	6.60%	7
D1	3.77%	4
D2	3.77%	4
D3	14.15%	15
D4	6.60%	7
D5	3.77%	4
D6	10.38%	11
D7	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
BFS	0.00%	0

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OCE	0.00%	0
OOC	0.00%	0
TOTAL		106

Q11 Please share your race.

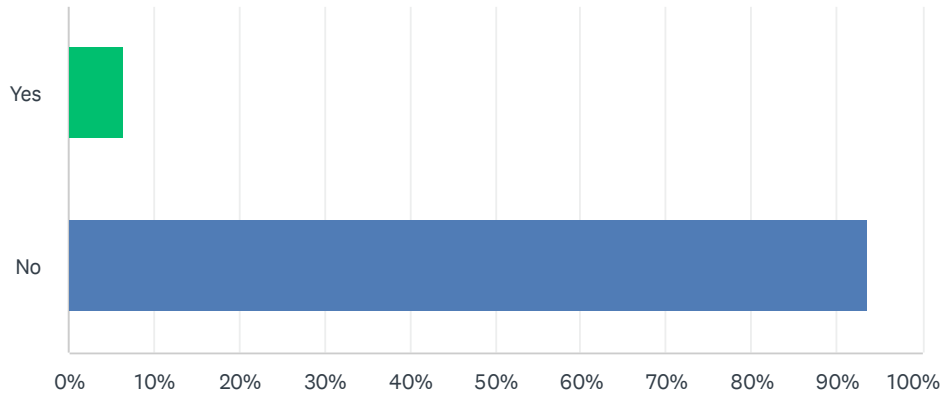
Answered: 123 Skipped: 25



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

Q12 Do you identify as Hispanic or Latino?

Answered: 127 Skipped: 21



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