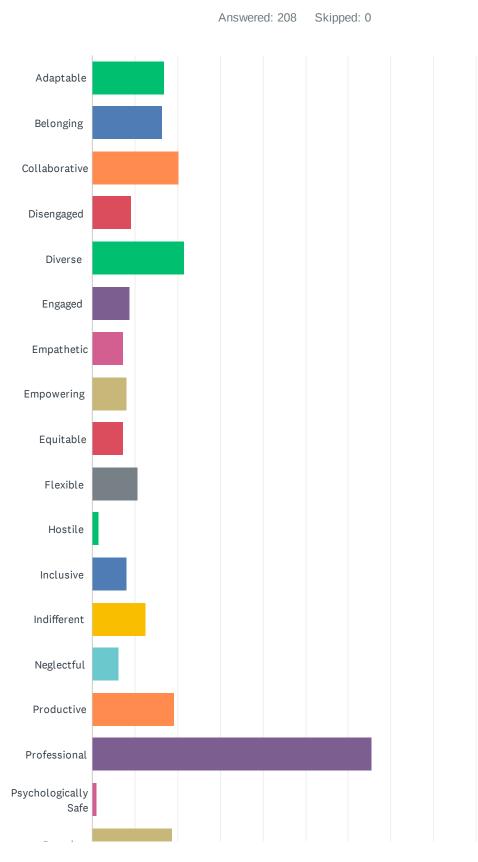
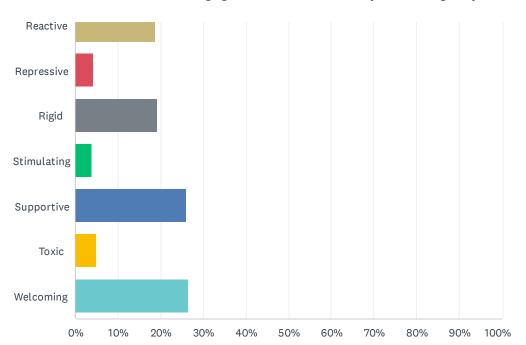
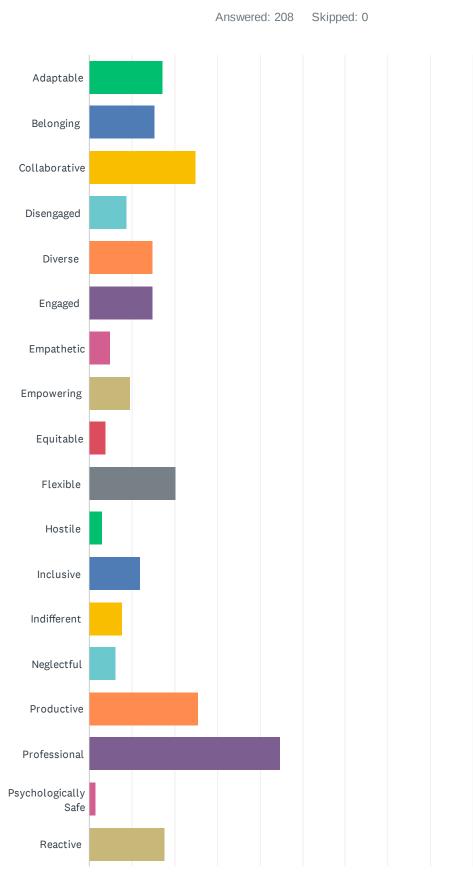
Q1 Please reflect on your feelings and experiences of the agency culture. How would you characterize the culture of the agency? Choose up to four answers.

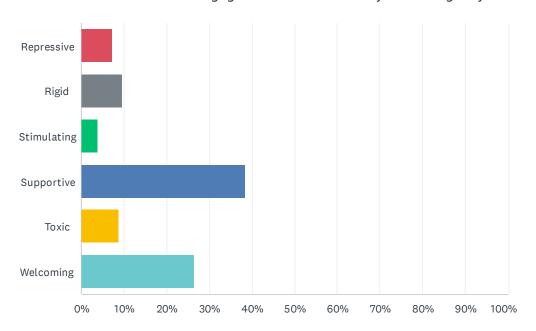




ANSWER CHOICES	RESPONSES	
Adaptable	16.83%	35
Belonging	16.35%	34
Collaborative	20.19%	42
Disengaged	9.13%	19
Diverse	21.63%	45
Engaged	8.65%	18
Empathetic	7.21%	15
Empowering	8.17%	17
Equitable	7.21%	15
Flexible	10.58%	22
Hostile	1.44%	3
Inclusive	8.17%	17
Indifferent	12.50%	26
Neglectful	6.25%	13
Productive	19.23%	40
Professional	65.38%	136
Psychologically Safe	0.96%	2
Reactive	18.75%	39
Repressive	4.33%	9
Rigid	19.23%	40
	3.85%	8
Stimulating	25.96%	54
Supportive	4.81%	10
Toxic		
Welcoming	26.44%	55
Total Respondents: 208		

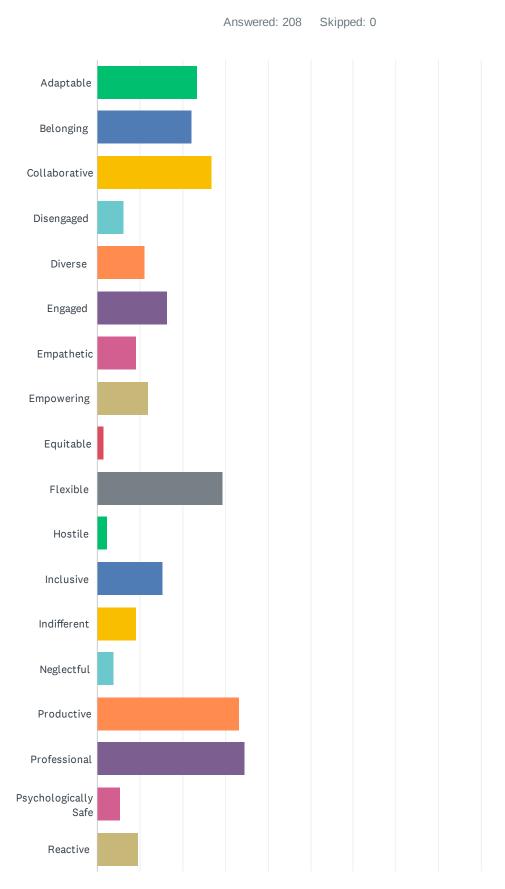
Q2 How would you characterize the culture of your division/district? Choose up to four answers.

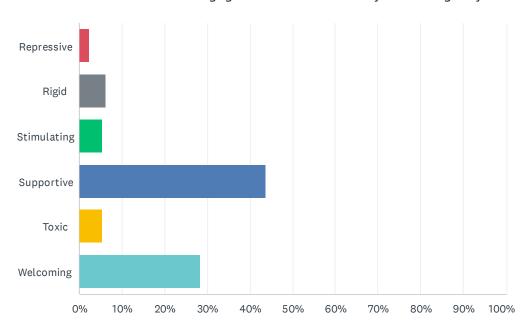




ANSWER CHOICES	RESPONSES	
Adaptable	17.31%	36
Belonging	15.38%	32
Collaborative	25.00%	52
Disengaged	8.65%	18
Diverse	14.90%	31
Engaged	14.90%	31
Empathetic	4.81%	10
Empowering	9.62%	20
Equitable	3.85%	8
Flexible	20.19%	42
Hostile	2.88%	6
Inclusive	12.02%	25
Indifferent	7.69%	16
Neglectful	6.25%	13
Productive	25.48%	53
Professional	44.71%	93
Psychologically Safe	1.44%	3
Reactive	17.79%	37
Repressive	7.21%	15
Rigid	9.62%	20
Stimulating	3.85%	8
Supportive	38.46%	80
Toxic	8.65%	18
Welcoming	26.44%	55
Total Respondents: 208		

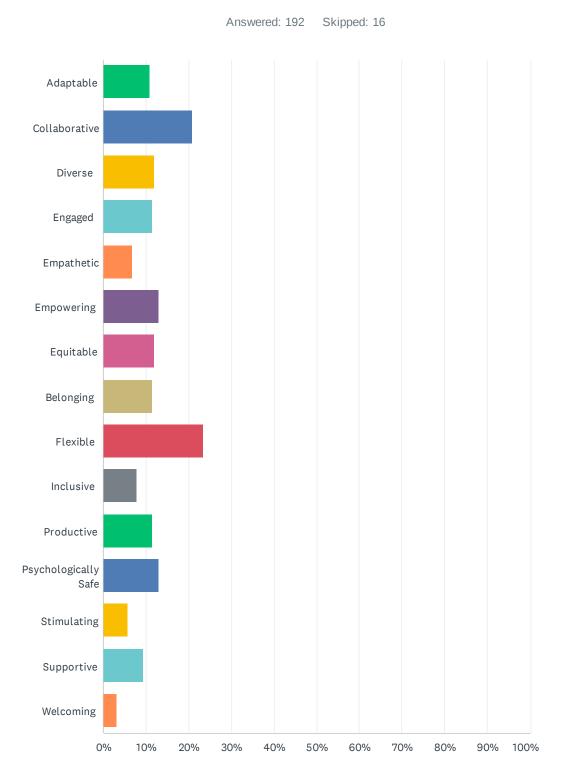
Q3 How would you characterize the culture of your section/unit/team/detachment? Choose up to four answers.





ANSWER CHOICES	RESPONSES	
Adaptable	23.56%	49
Belonging	22.12%	46
Collaborative	26.92%	56
Disengaged	6.25%	13
Diverse	11.06%	23
Engaged	16.35%	34
Empathetic	9.13%	19
Empowering	12.02%	25
Equitable	1.44%	3
Flexible	29.33%	61
Hostile	2.40%	5
Inclusive	15.38%	32
Indifferent	9.13%	19
Neglectful	3.85%	8
Productive	33.17%	69
Professional	34.62%	72
Psychologically Safe	5.29%	11
Reactive	9.62%	20
Repressive	2.40%	5
Rigid	6.25%	13
Stimulating	5.29%	11
Supportive	43.75%	91
Toxic	5.29%	11
Welcoming	28.37%	59
Total Respondents: 208		

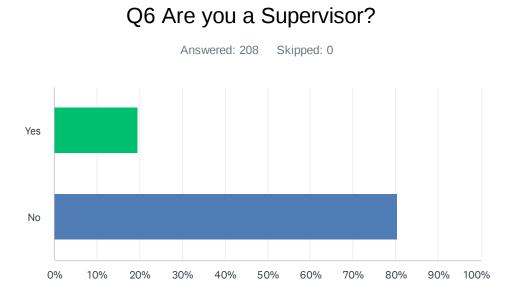
Q4 From the options below, which would you like to see more of in our agency? Choose up to two answers.



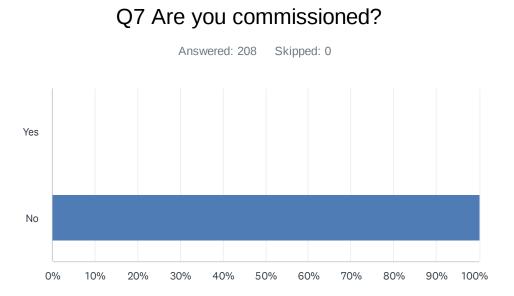
ANSWER CHOICES	RESPONSES	
Adaptable	10.94%	21
Collaborative	20.83%	40
Diverse	11.98%	23
Engaged	11.46%	22
Empathetic	6.77%	13
Empowering	13.02%	25
Equitable	11.98%	23
Belonging	11.46%	22
Flexible	23.44%	45
Inclusive	7.81%	15
Productive	11.46%	22
Psychologically Safe	13.02%	25
Stimulating	5.73%	11
Supportive	9.38%	18
Welcoming	3.13%	6
Total Respondents: 192		

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

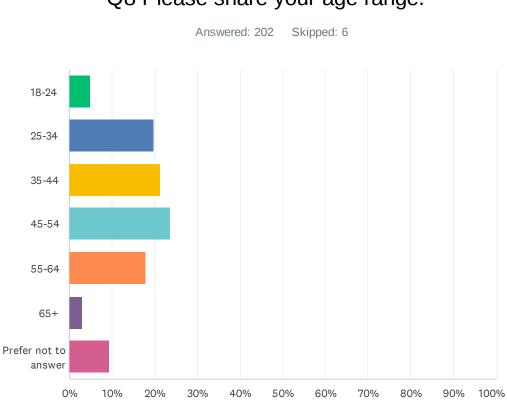
Answered: 208 Skipped: 0



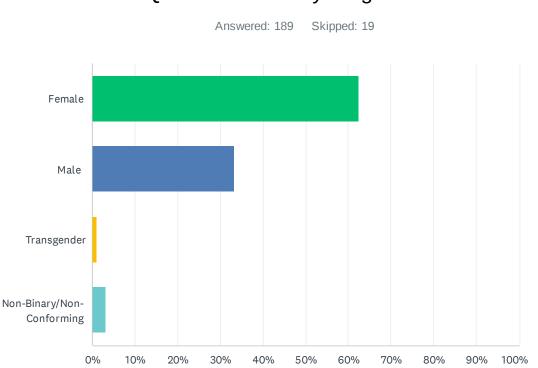
ANSWER CHOICES	RESPONSES	
Yes	19.71%	41
No	80.29%	167
TOTAL		208



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	100.00%	208
TOTAL		208

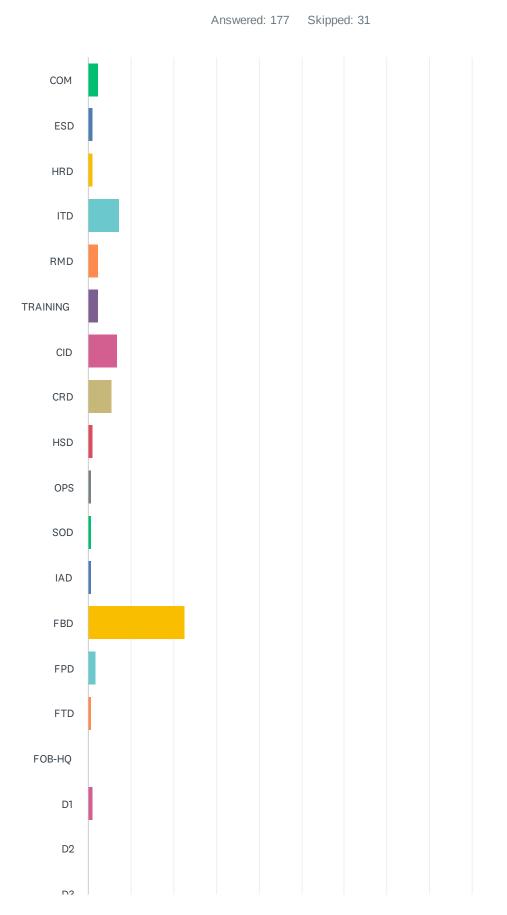


ANSWER CHOICES	RESPONSES	
18-24	4.95%	10
25-34	19.80%	40
35-44	21.29%	43
45-54	23.76%	48
55-64	17.82%	36
65+	2.97%	6
Prefer not to answer	9.41%	19
TOTAL		202

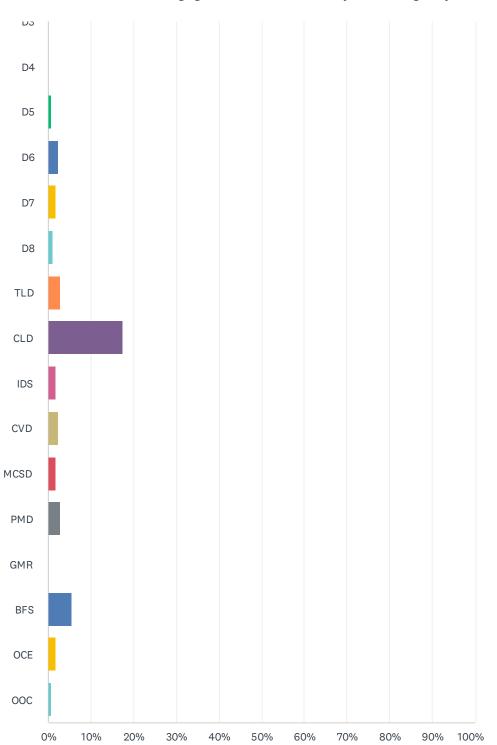


ANSWER CHOICES	RESPONSES	
Female	62.43% 11	18
Male	33.33%	63
Transgender	1.06%	2
Non-Binary/Non-Conforming	3.17%	6
TOTAL	18	89

Q9 Please share your gender.

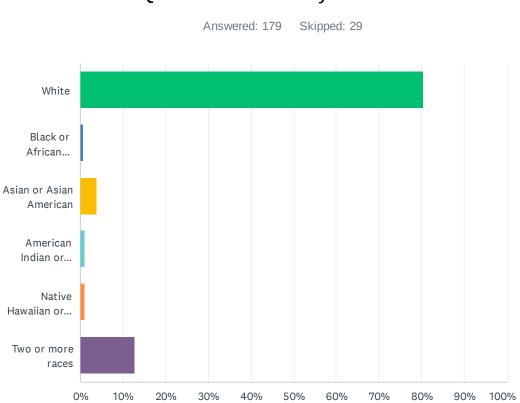


Q10 Please share the division you work in.



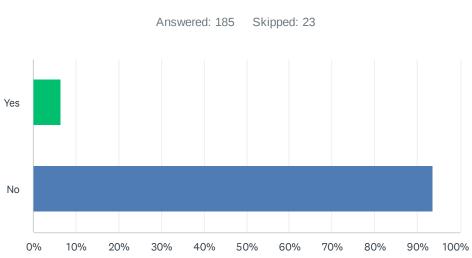
COM2.20%4.4ESD1.13%	ANSWER CHOICES	RESPONSES	
HRD 113% 2 HRD 7.34% 13 RMD 220% 4 TRAINING 220% 4 CID 679% 12 CRD 565% 10 HSD 13% 2 OPS 565% 10 SOD 565% 11 ND 569% 11 FD 569% 11 FD 260% 40 FD 260% 40 FD 659% 11 FD 600% 01 FD 600% 01 FD 600% 01 FD 60% 01 FD 60% 01 FD 60% 02 FD 22% 14	СОМ	2.26%	4
TA 7.34% 13 RNO 2.29% 4 TAINING 2.29% 4 CID 6.78% 12 CRD 5.65% 10 HSD 1.13% 22 OPS 5.65% 10 HSD 5.65% 10 SOD 5.65% 11 NAD 5.65% 11 FAD 5.65% 12 FAD 0.00% 00 FA 0.00% 00 FA 0.00% 00 FA 0.00% 00 FA 1.13% 28 FA 1.13% 28 FA 1.13% 31 FA 1.13% 31 FA 1.69%	ESD	1.13%	2
FMD 20% 4 FRAINING 22% 4 FRAINING 22% 4 CID 67% 12 CRD 56% 10 HSD 13% 2 OPS 05% 11 SOD 05% 11 FAD 260% 40 FPD 05% 11 FAD 260% 40 FPD 05% 11 FAD 260% 40 FPD 05% 11 FAD 00% 01 FAD 26% 41 FAD 26% 43 FAD 13% 21 FAD 26% 43 FAD 26% 43 FAD 26% 43	HRD	1.13%	2
TRAINING 22% 4 CID 678% 12 CRD 66% 10 HSD 113% 22 OPS 05% 11 SOD 05% 11 SOD 05% 11 FBD 05% 11 FD 00% 01 FD 22% 12 FD 22% 13 FD 22% 14 FD<	ITD	7.34%	13
CID 6.78% 12 CRD 5.65% 10 HSD 1.13% 22 OPS 0.56% 1 SOD 0.56% 1 KBD 0.56% 1 FBD 0.56% 1 FBD 2.60% 40 FPD 1.69% 3 FDC 0.56% 1 FDB-HQ 0.00% 0 D1 1.3% 2 FDB-HQ 0.00% 0 D1 1.3% 2 FD 0.00% 0 D2 0.00% 0 D3 0.00% 0 D4 0.00% 0 D5 0.56% 1 D6 2.26% 3 D5 1.3% 2 D5 2.26% 3 D6 2.26% 3 D5 1.3% 3 D5 1.3% 3 D5 1.3% 3 CID 2.2% 3	RMD	2.26%	4
CRD 5.65% 10 HSD 113% 26 OPS 0.56% 11 SOD 0.56% 11 KD 0.56% 11 SOD 0.56% 11 KD 0.56% 11 KD 0.56% 11 FD 0.56% 11 FD 2.60% 40 FD 0.56% 11 FD 0.56% 11 FD 0.66% 11 FD 0.00% 00 D1 0.00% 00 D2 0.00% 00 D3 0.00% 00 D4 0.00% 00 D5 0.56% 11 D6 2.26% 12 D7 1.69% 32 D5 1.13% 22 CLD 1.28% 31 CVD 2.26% 41 MCSD 1.69% 32 </td <td>TRAINING</td> <td>2.26%</td> <td>4</td>	TRAINING	2.26%	4
HSD 1.13% 2 OPS 0.56% 1 SOD 0.56% 1 IAD 0.56% 1 FBD 2.60% 40 FPD 1.69% 3 FTD 0.56% 1 FOB-HQ 0.00% 0 D1 1.13% 2 D2 0.00% 0 D3 0.00% 0 D4 0.00% 0 D5 0.00% 0 D4 0.00% 0 D5 0.56% 1 D6 2.26% 4 D7 0.00% 0 D4 0.00% 0 D5 1.69% 3 D6 2.26% 4 D7 2.82% 5 CLD 1.69% 3 D5 1.69% 3 CND 2.26% 4 MCSD 1.69% 3	CID	6.78%	12
OPS 0.56% 1 SOD 0.56% 1 IAD 0.56% 1 FBD 22.60% 40 FPD 1.69% 3 FTD 0.56% 1 FOB-HQ 0.00% 0 D1 1.13% 2 D2 0.00% 0 D3 0.00% 0 D4 0.00% 0 D5 0.56% 1 D6 0.00% 0 D3 0.00% 0 D4 0.00% 0 D5 0.56% 1 D6 0.26% 1 D4 0.00% 0 D5 0.56% 1 D6 2.26% 1 D4 0.26% 3 D5 1.69% 3 CLD 1.59% 3 CVD 2.6% 4 MCSD 1.69% 3	CRD	5.65%	10
SOD 0.56% 1 KD 0.56% 1 FBD 22.60% 40 FPD 1.69% 3 FTD 0.56% 1 FOB-HQ 0.00% 0 D1 1.13% 2 D2 0.00% 0 D3 0.00% 0 D4 0.00% 0 D5 0.56% 1 D6 0.00% 0 D4 0.00% 0 D5 0.56% 1 D6 2.26% 4 D7 1.69% 3 D8 1.13% 2 CLD 2.82% 5 CLD 1.69% 3 CVD 2.69% 4 MCSD 1.69% 3 FMD 2.82% 5 GMR 0.00% 5	HSD	1.13%	2
IAD 0.56% 1 FBD 26.0% 40 FPD 1.69% 3 FTD 0.56% 1 FOB-HQ 0.00% 0 D1 1.13% 2 D2 0.00% 0 D3 0.00% 0 D4 0.00% 0 D5 0.56% 1 D6 0.00% 0 D5 0.56% 1 D6 2.26% 4 D7 2.82% 3 D8 1.13% 2 D1 2.82% 5 CLD 2.82% 5 CVD 2.82% 4 MCSD 1.69% 3 PMD 2.82% 4 GMR 1.69% 3	OPS	0.56%	1
FBD 22.60% 40 FPD 169% 3 FTD 056% 1 FOB-HQ 000% 0 D1 113% 2 D2 0.00% 0 D3 0.00% 0 D4 0.00% 0 D5 0.00% 0 D6 2.60% 1 D6 0.00% 0 D5 0.56% 1 D6 2.60% 4 D7 1.69% 3 D8 1.13% 2 CLD 2.60% 3 IDS 1.69% 3 IDS 1.69% 3 IDS 2.60% 4 INSD 1.69% 3 INSD 1.69% 3 IMAD 2.82% 4 IMAD 2.82% 4	SOD	0.56%	1
FPD 1.69% 3 FTD 0.5% 1 FOB-HQ 0.0% 0 D1 1.13% 2 D2 0.0% 0 D3 0.0% 0 D4 0.0% 0 D5 0.0% 0 D6 26% 4 D7 1.69% 3 D6 2.6% 4 D7 1.69% 3 D8 1.13% 2 CLD 2.82% 3 IDS 1.69% 3 IDS 2.6% 4 IDS 1.69% 3 IDS 2.6% 4 IDS 2.6% 4	IAD	0.56%	1
FTD 0.56% 1 FOB-HQ 0.00% 0 D1 1.13% 2 D2 0.00% 0 D3 0.00% 0 D4 0.00% 0 D5 0.56% 1 D6 2.26% 4 D7 1.69% 3 D8 1.13% 2 CLD 2.82% 5 CLD 1.69% 31 DS 1.69% 31 PMD 2.26% 4 MCSD 1.69% 31 PMD 2.82% 5 GMR 0.00% 5	FBD	22.60%	40
FOB HQ 0.00% 0 D1 1.13% 2 D2 0.00% 0 D3 0.00% 0 D4 0.00% 0 D5 0.56% 1 D6 2.26% 4 D7 1.69% 3 D8 1.13% 2 TLD 2.82% 5 CLD 1.69% 3 DS 1.69% 3 PMD 2.82% 5 FMD 2.82% 5	FPD	1.69%	3
D1 1.13% 2 D2 0.00% 0 D3 0.00% 0 D4 0.00% 0 D5 0.56% 1 D6 2.26% 4 D7 1.69% 3 D8 1.13% 2 CLD 17.51% 31 IDS 1.69% 3 CVD 2.26% 4 MCSD 1.69% 3 PMD 2.82% 5 GMR 0.00% 0	FTD	0.56%	1
D2 0.00% 0 D3 0.00% 0 D4 0.00% 0 D5 0.56% 1 D6 2.26% 4 D7 1.69% 3 D8 1.13% 2 CLD 2.82% 5 CLD 17.51% 31 IDS 1.69% 3 CVD 2.26% 4 MCSD 1.69% 3 PMD 2.82% 5 GMR 0.00% 0	FOB-HQ	0.00%	0
D3 0.00% 0 D4 0.00% 0 D5 0.56% 1 D6 2.26% 4 D7 1.69% 3 D8 1.13% 2 TLD 2.82% 5 CLD 1.69% 31 IDS 1.69% 31 ICVD 2.26% 4 MCSD 1.69% 31 PMD 2.6% 4 GMR 0.00% 0	D1	1.13%	2
D4 0.00% 0 D5 0.56% 1 D6 2.26% 4 D7 1.69% 3 D8 1.13% 2 TLD 2.82% 5 CLD 1.69% 31 IDS 1.69% 31 IDS 1.69% 31 MCSD 1.69% 31 PMD 2.82% 5 GMR 0.00% 0	D2	0.00%	0
D5 0.56% 1 D6 2.26% 4 D7 1.69% 3 D8 1.13% 2 TLD 2.82% 5 CLD 17.51% 31 DS 1.69% 3 CVD 2.26% 4 MCSD 1.69% 3 PMD 2.82% 5 GMR 0.0% 0	D3	0.00%	0
D6 2.26% 4 D7 1.69% 3 D8 1.13% 2 TLD 2.82% 5 CLD 17.51% 31 IDS 1.69% 3 CVD 2.26% 4 MCSD 1.69% 3 PMD 2.82% 5 GMR 0.00% 0	D4	0.00%	0
D7 1.69% 3 D8 1.13% 2 TLD 2.82% 5 CLD 17.51% 31 IDS 1.69% 3 CVD 2.26% 4 MCSD 1.69% 3 PMD 2.82% 5 GMR 0.00% 0	D5	0.56%	1
D8 1.13% 2 TLD 2.82% 5 CLD 17.51% 31 IDS 1.69% 3 CVD 2.26% 4 MCSD 1.69% 3 PMD 2.82% 5 GMR 0.00% 0	D6	2.26%	4
TLD 2.82% 5 CLD 17.51% 31 IDS 1.69% 3 CVD 2.26% 4 MCSD 1.69% 3 PMD 2.82% 5 GMR 0.00% 0	D7	1.69%	3
CLD 17.51% 31 IDS 1.69% 3 CVD 2.26% 4 MCSD 1.69% 3 PMD 2.82% 5 GMR 0.00% 0	D8	1.13%	2
IDS 1.69% 3 CVD 2.26% 4 MCSD 1.69% 3 PMD 2.82% 5 GMR 0.00% 0	TLD	2.82%	5
CVD 2.26% 4 MCSD 1.69% 3 PMD 2.82% 5 GMR 0.00% 0	CLD	17.51%	31
MCSD 1.69% 3 PMD 2.82% 5 GMR 0.00% 0	IDS	1.69%	3
PMD 2.82% 5 GMR 0.00% 0	CVD	2.26%	4
GMR 0.00% 0	MCSD	1.69%	3
	PMD	2.82%	5
BFS 5.65% 10	GMR	0.00%	0
	BFS	5.65%	10

OCE	1.69%	3
000	0.56%	Ţ
TOTAL		177



ANSWER CHOICES	RESPONSES	
White	80.45%	144
Black or African American	0.56%	1
Asian or Asian American	3.91%	7
American Indian or Alaska Native	1.12%	2
Native Hawaiian or other Pacific Islander	1.12%	2
Two or more races	12.85%	23
TOTAL		179

Q11 Please share your race.



ANSWER CHOICES	RESPONSES	
Yes	6.49%	12
No	93.51%	173
TOTAL		185