Frederick County Maryland Diversity, Equity, & Inclusion

February 2022

All Respondents

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K.L. SCOTT
& ASSOCIATES
ANALYTICS ANALYSIS ADVICE

Frederick County Maryland
Diversity, Equity, & Inclusion

Reading the Report

Benchmarks

Frederick County was benchmarked against both large and small institutions from both the public and private sectors that have conducted the same or similar types of studies across their organizations. Frederick County's benchmark scores are represented as our overall DEI score, and specific benchmark data is given for each question. The benchmark scores by question are represented as percentile scores to the right of each question and are displayed as a sliding scale. Frederick County requested some unique questions be posed to survey respondents and those questions will not include benchmark data.
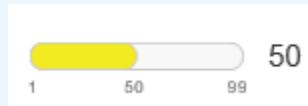
Ratings

The direct results from Frederick County's survey respondents are reflected a rating on a scale of 1-5. These are indicated in two different manners throughout the report. The average score of all respondents is listed on the far right next to each question. There is a bar chart that also reflects the distribution of respondents scores.

Report Highlights

32
DEI SCORE

The DEI score provides a high-level overview of how well your organization is doing with regard to Diversity, Equity, and Inclusion.

Your DEI score of 32 means you scored higher than 32% of organizations. This score is the average of the percentile scores from all of the items in the Diversity, Equity, and Inclusion sections of this report. Benchmarks are based on organizations from all industries, geographies, and sizes.

> "Diversity is being invited to the party. Inclusion is being asked to dance."
>
> – Verna Myers

DIVERSITY

Recognizing the value of individuals with a variety of different backgrounds and personal identities.

EQUITY

Fair treatment, opportunity, and advancement for all, while recognizing and accounting for advantages and barriers.

INCLUSION

Every individual feels valued, respected, supported, and welcome to fully participate as a member of the group.

BELONGING

Belonging is the emotional connection that is established when an individual feels like they are truly a part of the group.

44%
of employees feel like they **belong**
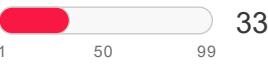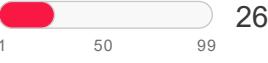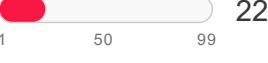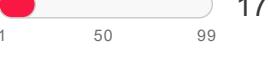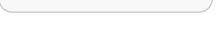
30%
of employees feel like they **don't belong**
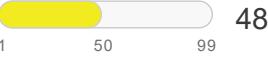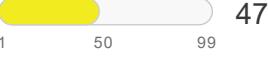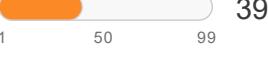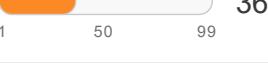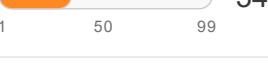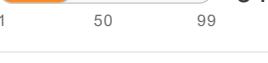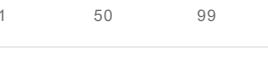
DIVERSITY

Diversity is about creating a workplace that is comprised of individuals with a variety of different backgrounds and personal characteristics. Types of diversity include gender, race/ethnicity, religion, sexual orientation, age, education, nationality, and other such demographics.

	PERCENTILE	RATINGS

Valuing Diversity: My manager values people with different talents, skills, and backgrounds.
Percentile: 36 — DIST — AVG 4.0

Valuing Diversity: People of all cultures and backgrounds are respected and valued at Frederick County Government.
Percentile: 33 — DIST — AVG 3.8

Valuing Diversity: My manager emphasizes the value of diversity in creating a stronger team.
Percentile: 26 — DIST — AVG 3.7

Valuing Diversity: Our senior leaders emphasize the value of diversity in creating a stronger organization.
Percentile: 22 — DIST — AVG 3.6

Valuing Diversity: The leaders of Frederick County Government actively promote a culture of diversity.
Percentile: 17 — DIST — AVG 3.6

Internal Operations, Policy, Governance: I am aware of and understand the procedures for reporting incidents of discrimination and/or bias in the workplace and/or policy development and implementation.
DIST — AVG 3.7

EQUITY

Equity is about ensuring that all individuals receive fair treatment, access, opportunity, and advancement within an organization. Equity is also about recognizing that advantages and barriers exist and taking into account the impact of those advantages and barriers.

	PERCENTILE		RATINGS	
Empowerment/ Autonomy: My manager gives me the freedom I need to do my job effectively.		48	DIST	4.1 AVG
Opportunities for Growth: I have plenty of opportunities for professional growth at Frederick County Government.		47	DIST	3.3 AVG
Values: Everybody at Frederick County Government lives up to the organization's values.		39	DIST	3.2 AVG
Compensation: I am paid fairly for the work I do.		36	DIST	3.1 AVG
Fairness: People from all backgrounds have equal opportunities to succeed at Frederick County Government.		34	DIST	3.7 AVG
Fairness: Everybody is treated fairly at Frederick County Government.		34	DIST	3.1 AVG
Respect for Employees: I am always treated fairly by my manager.		32	DIST	3.9 AVG
Fairness: Frederick County Government's policies for promotion and advancement are always fair.		27	DIST	3.0 AVG
Empowerment/ Autonomy: People who turn ideas into action are rewarded at Frederick County Government.		17	DIST	3.1 AVG
Fairness: Favoritism is not an issue in raises or promotions.		17	DIST	2.8 AVG
Recruitment and Hiring: Our job openings encourage all people who think they may be interested and eligible to apply.			DIST	3.9 AVG
Recruitment and Hiring: Minorities and women are represented within every level and function within the organization.			DIST	3.6 AVG

Frederick County Maryland Diversity, Equity, & Inclusion - All Respondents

EQUITY

Equity is about ensuring that all individuals receive fair treatment, access, opportunity, and advancement within an organization. Equity is also about recognizing that advantages and barriers exist and taking into account the impact of those advantages and barriers.

|	PERCENTILE		RATINGS
Recruitment and Hiring: There is a career development path for all employees at this organization.		DIST	3.1 AVG
Recruitment and Hiring: Promotion decisions are fair at this organization.		DIST	3.0 AVG
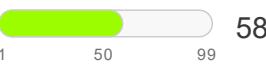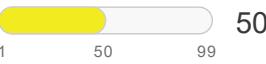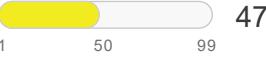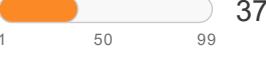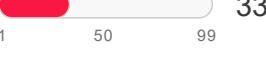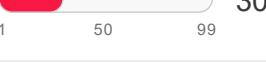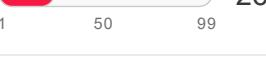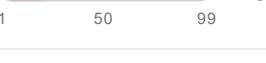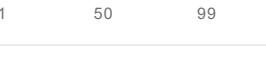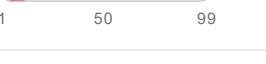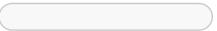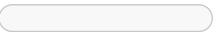
INCLUSION

Inclusion is about creating an environment where every individual feels valued, respected, supported, and welcome to fully participate as a member of the group.

	PERCENTILE	RATINGS

Personal Expression: We are good at bringing conflict into the open so it can be discussed and resolved.
PERCENTILE: 58 | RATINGS: 3.3 AVG

Respect for Employees: My manager values my talents and the contribution I make.
PERCENTILE: 50 | RATINGS: 4.0 AVG

Personal Expression: My manager welcomes and encourages differences of opinion.
PERCENTILE: 47 | RATINGS: 3.8 AVG

Respect for Employees: My manager always treats me with respect.
PERCENTILE: 37 | RATINGS: 4.1 AVG

Teamwork: It really feels like everybody is on the same team at Frederick County Government.
PERCENTILE: 33 | RATINGS: 2.9 AVG

Personal Expression: People with different ideas are valued at Frederick County Government.
PERCENTILE: 30 | RATINGS: 3.4 AVG

Harassment: If I had a concern about harassment or discrimination, I know where and how to report that concern.
PERCENTILE: 26 | RATINGS: 3.9 AVG

Harassment: At Frederick County Government, harassment of any sort is taken seriously and dealt with appropriately.
PERCENTILE: 25 | RATINGS: 3.8 AVG

Harassment: Jokes based on race, ethnicity, religion, gender and the like, are not tolerated at Frederick County Government.
PERCENTILE: 25 | RATINGS: 3.9 AVG

Harassment: The leaders of Frederick County Government have made it clear that harassment will not be tolerated in this organization, regardless of who you are.
PERCENTILE: 22 | RATINGS: 3.8 AVG

Personal Expression: I am comfortable sharing my opinions at work.
PERCENTILE: 17 | RATINGS: 3.5 AVG

Personal Expression: Our senior leaders are genuinely interested in the opinions of all employees.
PERCENTILE: 17 | RATINGS: 3.0 AVG

INCLUSION

Inclusion is about creating an environment where every individual feels valued, respected, supported, and welcome to fully participate as a member of the group.

|	PERCENTILE	RATINGS
Recruitment and Hiring: Within the organization, I have access to equal employment opportunities regardless of my differences		DIST 3.7 AVG
Recruitment and Hiring: Employees of different backgrounds are encouraged to apply for higher positions.		DIST 3.6 AVG
Community Outreach: The organization has a coordinated effort to include the local community in developing socially responsible initiatives (e.g., celebrating Hispanic History month, LGBTQ+ community programs, etc.).		DIST 3.4 AVG
Internal Operations, Policy, Governance: Diversity, equity, and inclusion principles are included in HR processes (e.g., performance evaluations and training that focus on inclusive behaviors).		DIST 3.4 AVG
Internal Operations, Policy, Governance: The organization creates the space and forums needed to foster greater organizational understanding of the importance of valuing inclusion and difference.		DIST 3.3 AVG

BELONGING

Belonging is the emotional connection that is established when an individual feels like they are truly a part of the group.

The responses to the Yes/No questions below will usually show that most people have not experienced the undesirable situation that is being asked about. However, even if the percent of employees on the negative side of these items seems small, consider what it means for those people who do feel marginalized or disadvantaged. If you are not one of those people, think about what it might be like to be in that sort of situation.

These items can be used as a way to initiate conversations on these topics within your organization or on your team. The exact percentages are less important than the fact that some people might feel marginalized or disadvantaged. For those who have not had those experiences, such conversations can provide an opportunity to develop awareness of the challenges that some of their colleagues face.

Have you ever felt uncomfortable or out of place at work because of your personal characteristics (e.g. gender, race, ethnicity, age, religion, sexual orientation)?

Yes 16%
No 84%

Do you feel that your unique attributes, traits, characteristics, skills, experience, and background are valued at work?

Yes 72%
No 28%

Do you ever feel like you need to hide or change things about yourself in order to fit in at work?

Yes 20%
No 80%

Do you ever feel left out at work – either when engaging in work activities or socially?

Yes 27%
No 73%

Valuing Diversity

Have you faced any obstacles in your career progression or ability to participate fully in work processes that are not experienced by all of your colleagues?

Yes ■ 19%
No ■ 81%

Can you identify people similar to yourself in leadership positions at your organization?

Yes ■ 69%
No ■ 31%

Diversity, equity, and inclusion is represented for both print and digital materials that are shared with the community.

Yes ■ 78%
No ■ 22%

Diversity, equity, and inclusion program initiatives and results are clearly published to the community on an ongoing basis.

Yes ■ 65%
No ■ 35%

The organization provides a platform (e.g., scheduled focus groups, community meetings, web site, social media, etc.) for public exchange of information and engagement with the community.

Yes ■ 81%
No ■ 19%

In your role, do you interact with the public? If so, in what capacity?

Yes ■ 85%
No ■ 15%