



Report prepared by:

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Supplemental Materials

Graphs for the City of Webster Groves Community DEI Survey

February 1, 2022

Confidential

SLCL SUPPLEMENTAL MATERIALS

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Section

1

About This Document

Dear Reviewer,

The City of Webster Groves (the City) partnered with Hicks-Carter-Hicks (H-C-H) to provide consulting services relating to diversity, equity, and inclusion (DEI) in their organization and in the community they serve. In initial conversations with the City, the importance of understanding community perceptions of DEI is critical.

The survey was designed using the data gathered from the interviews and focus groups and guided by DEI best practices. Its focus was to obtain feedback from a large sample of the community to provide their perspective on Webster Groves as a city that serves the community and as an employer. The survey description and link were distributed by the City of Webster Groves via electronic and print communications. Specifically, the City of Webster Groves used social media posts on Twitter, Instagram, and Facebook (one post on each platform); three mentions of the survey in the Friday Page E-Newsletter; an email to all of the City's email groups; and publishing the survey information and link in the Webster Kirkwood Times (print).

The survey received four hundred and ten (410) complete responses. All responses were subset by a racial and ethnic demographic group to identify similarities and differences amongst the responses and to highlight responses from individuals who identified themselves as Black, Indigenous, or a Person of Color (BIPOC).

This document contains generated graphs for each survey question and is meant to supplement the tables found in the report and provide a visual representation of responses.

If there are any questions about this supplemental document, please contact H-C-H for additional clarification.

Thank you,

The Hicks-Carter-Hicks Team

Section
2

All Survey Items

Questions

Demographic Questions

1. Which of the following best describes your racial or ethnic identity?
2. Which of the following best describes your gender identity?
3. What is your age (in numbers, i.e., 42)?

Current State of Webster Groves Community

1. Diversity should be an important consideration for the City of Webster Groves.
2. Increased diversity, equity, and inclusion within the City of Webster Groves would be beneficial to the entire community.
3. The City of Webster Groves should be actively involved in ensuring diversity, equity, and inclusion within the community.
4. I support the City of Webster Groves' efforts to create a more diverse, equitable, and inclusive environment for its citizens.
5. Diversity, equity, and inclusion matter to me.
6. I feel that diversity, equity, and inclusion all matter to the community of Webster Groves.
7. I feel like I can be my authentic self in Webster Groves.
8. People of all cultures and backgrounds are valued in Webster Groves.
9. People of all cultures and backgrounds are included in Webster Groves.
10. I believe Webster Groves has achieved diversity, equity, and inclusion.

CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

Current State of the City of Webster Groves (as an organization) *

1. The City of Webster Groves has clear priorities as it relates to diversity, equity, and inclusion.
2. The City of Webster Groves takes active steps to promote diversity, equity, and inclusion.
3. It is important for the City of Webster Groves to ensure diversity, equity, and inclusion when recruiting and hiring employees.
4. The City of Webster Groves provides opportunities for discussions regarding diversity, equity, and inclusion.
5. I support the City of Webster Groves' efforts to create a more diverse, equitable, and inclusive environment for its employees.
6. The City of Webster Groves listens to the community on diversity, equity, and inclusion issues.
7. Leadership within the City of Webster Groves reflects the diversity of the community.
8. The City of Webster Groves communicates what steps it is taking to promote diversity, equity, and inclusion.
9. I feel comfortable discussing diversity, equity, and inclusion with the City of Webster Groves.

Qualitative Items

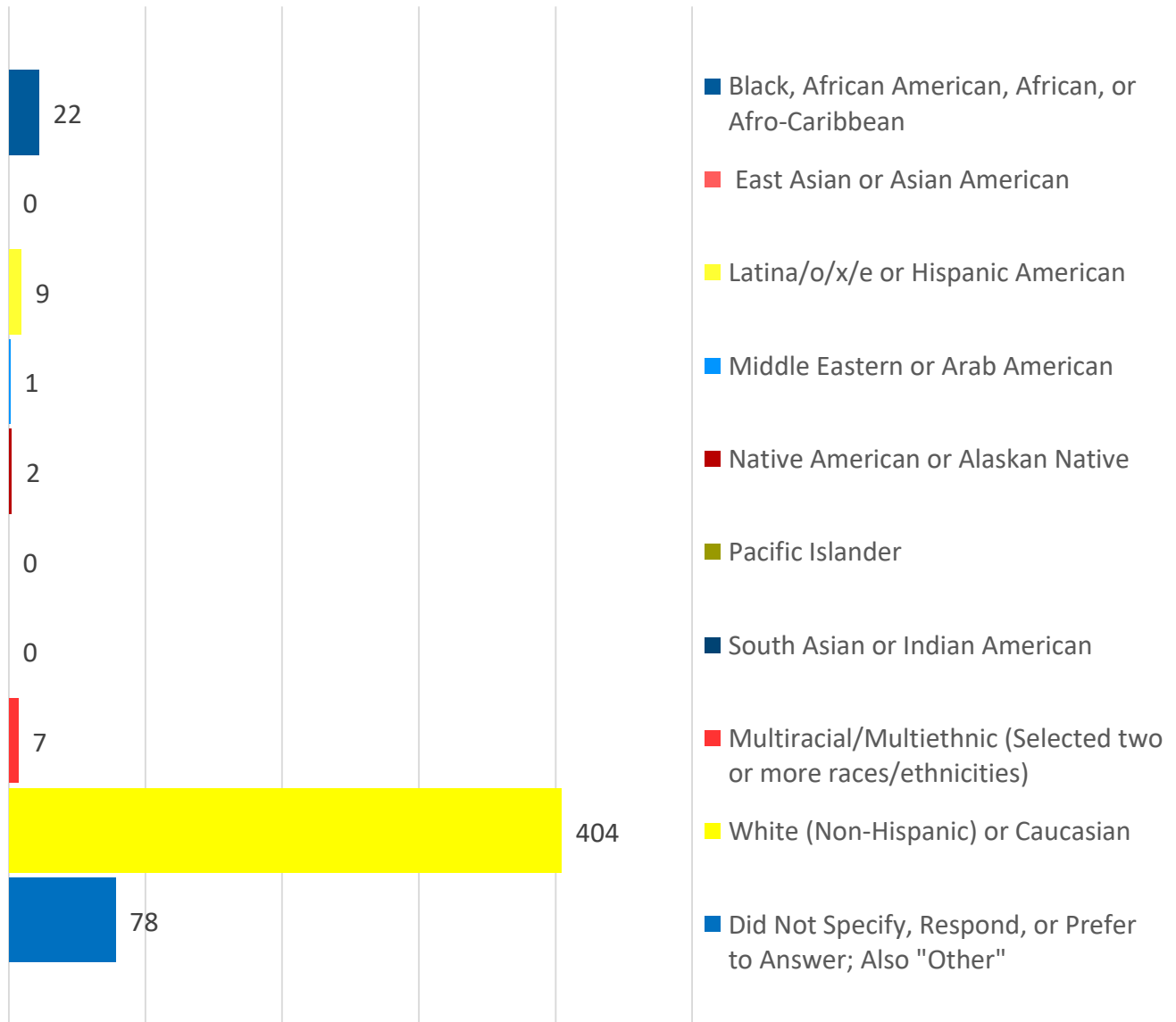
1. What are the things that the City of Webster Groves is doing well that promote diversity, equity, and inclusion?
2. What are some things that the City of Webster Groves could do better to further the areas of diversity, equity, and inclusion?

*Note: Response anchors for the questions in these three categories included strongly agree, agree, neither agree nor disagree, disagree, and strongly disagree. *These specific items also included an "I do not know" anchor.*

Section
3

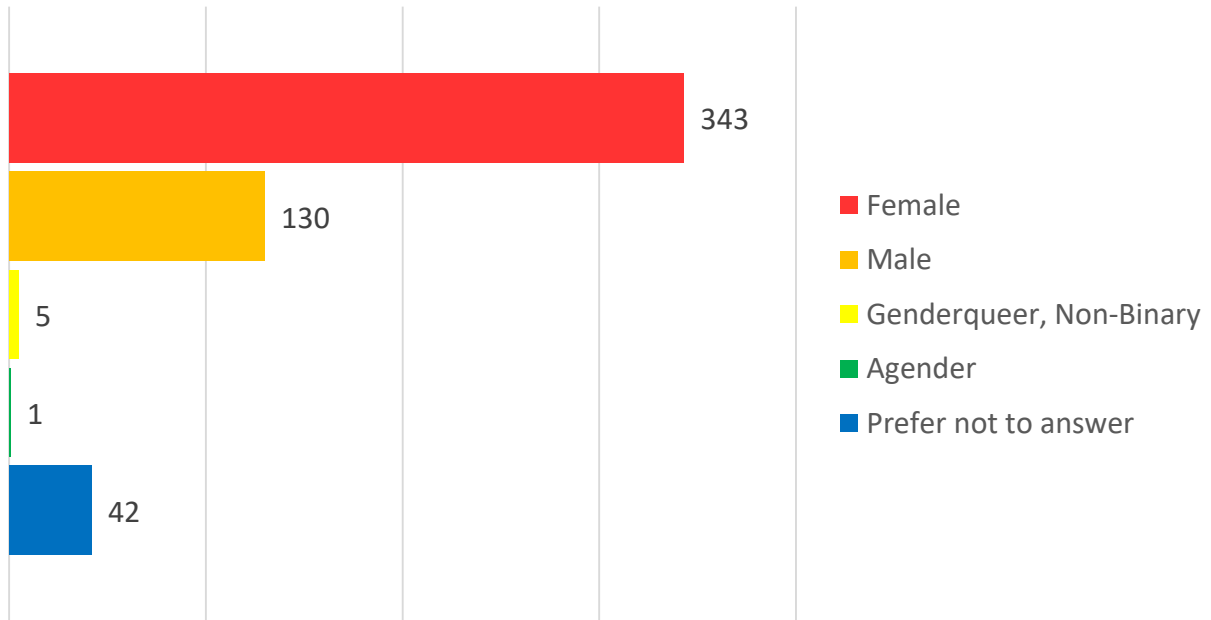
Quantitative Survey Responses

Race & Ethnicity Demographics

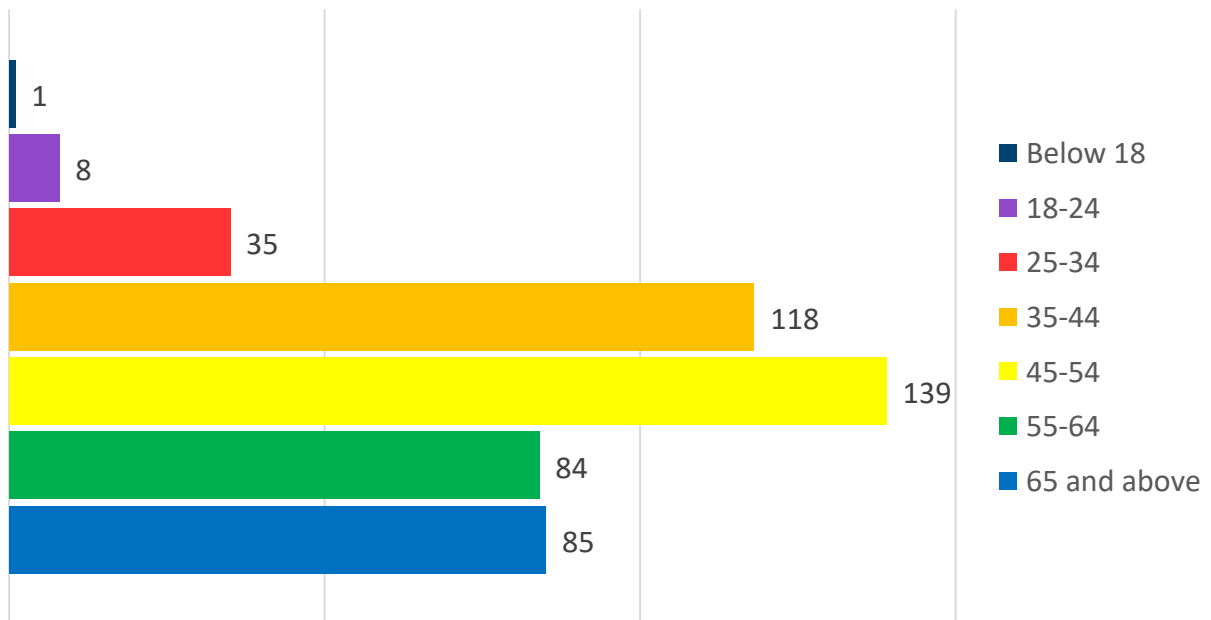


Note: Race/Ethnicity and Gender Identity included an optional "other" option – only the race/ethnicity "other" option was utilized in the sample. All but one response was categorized into other categories based on the information provided (i.e., "Hispanic and White" was marked as both and categorized as Multiracial/Multiethnic in the above graph).

Gender Identity Demographics



Gender Identity Demographics



M: 50.59 | SD: 13.42

Community Survey Questions & Quantitative Responses

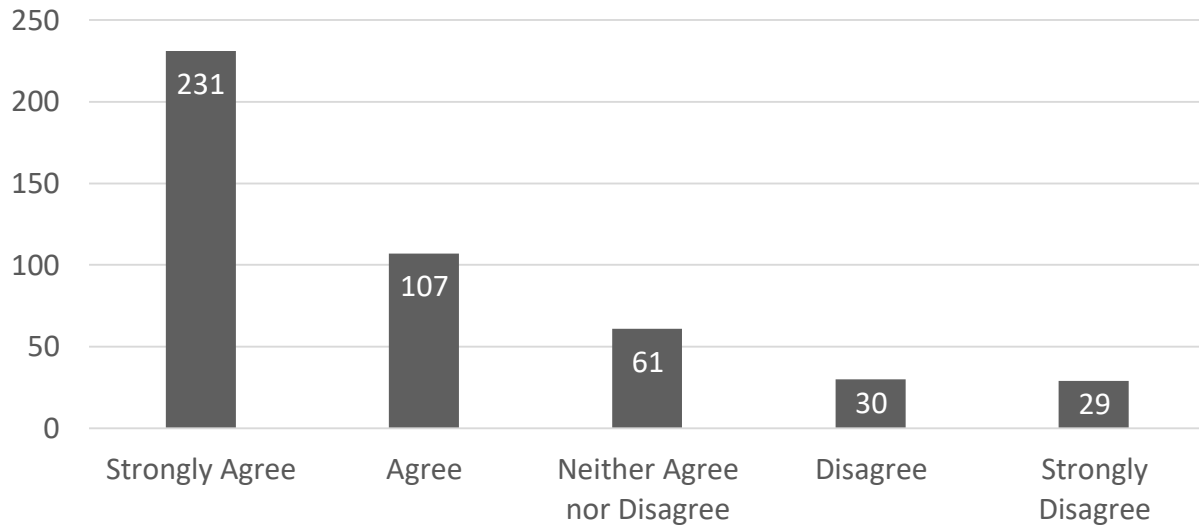
Section 1: Webster Groves Community

The items in this section used the following response ratings: 1 – Strongly agree, 2 – agree, 3 – neither agree nor disagree, 4 – disagree, and 5 – strongly disagree.

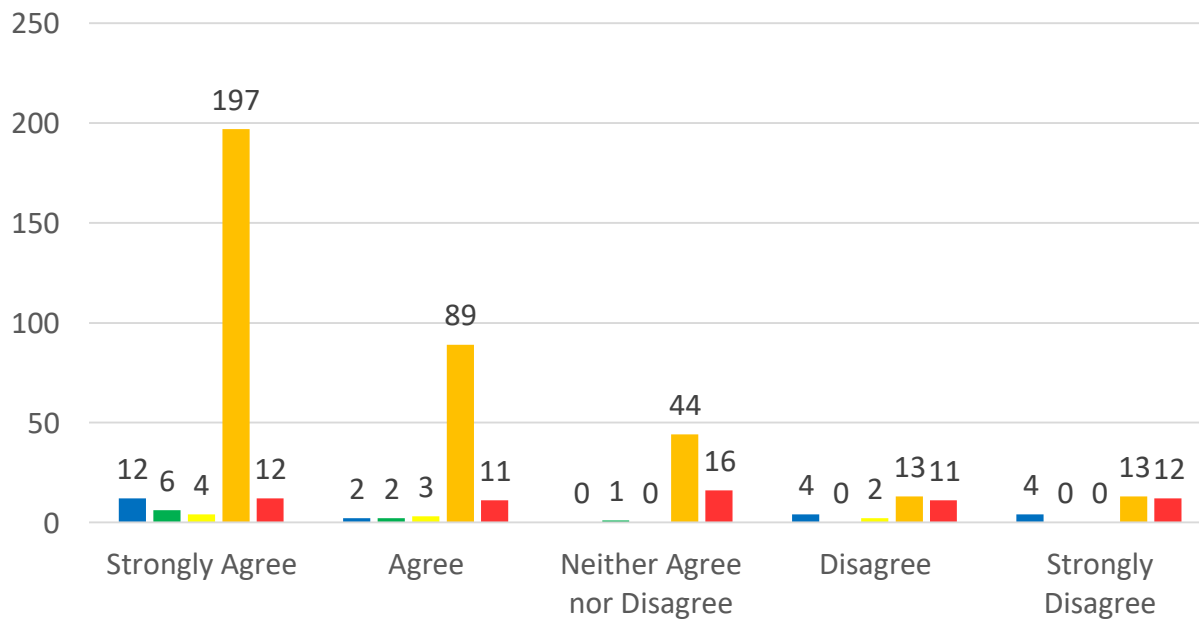
** Note: Race/Ethnicity categories with five or less responses were aggregated into a single category to protect the anonymity of respondents (“Low Response Race/Ethnicities). Category includes those who identified themselves as Middle Eastern/Arab Americans, Native Americans/Alaskan Natives, or Multiracial/Multiethnic.*

CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

Diversity should be an important consideration for the City of Webster Groves.



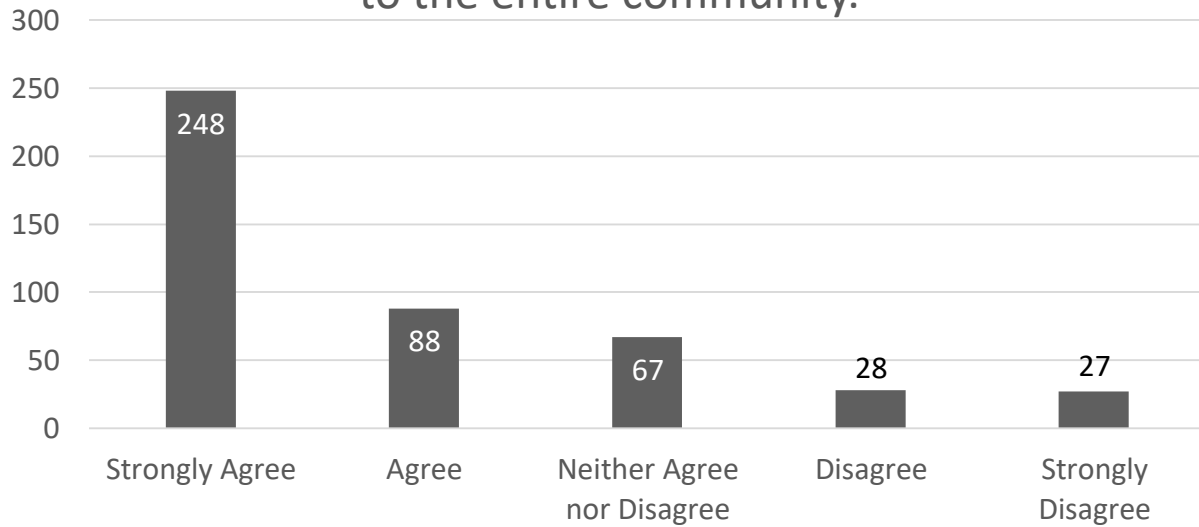
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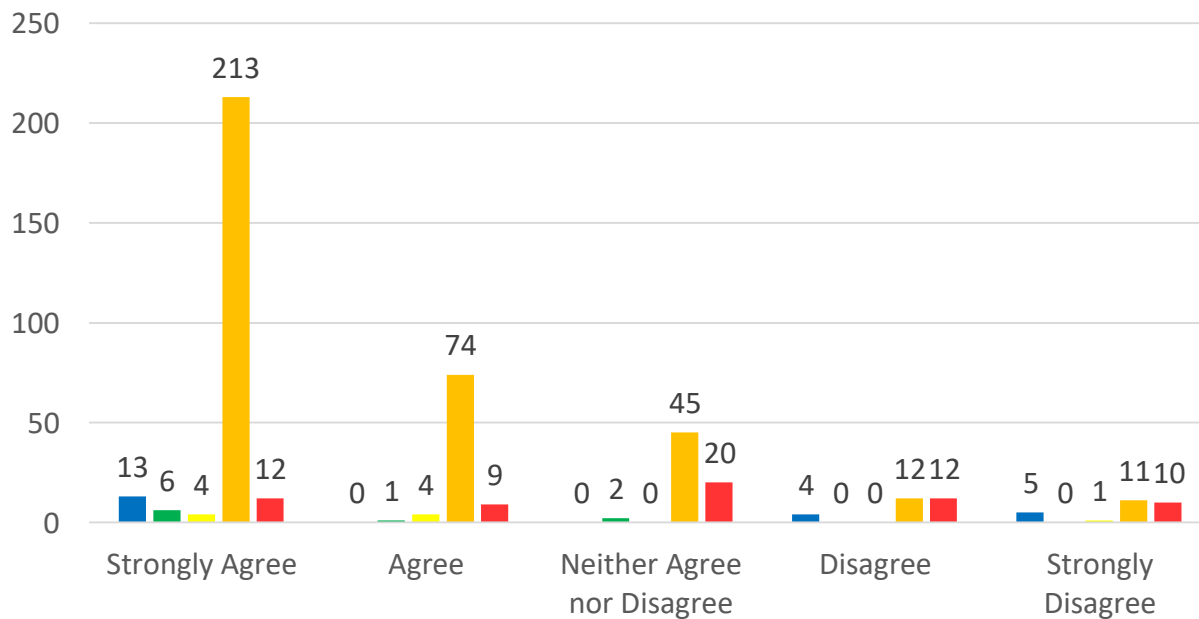
- Black, African-American, Afro-Caribbean
- Latina/o/x/e, Hispanic American
- Low Response Races/Ethnicities
- White (Non-Hispanic), Caucasian
- DNR/DNS

CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

Increased diversity, equity, and inclusion within the City of Webster Groves would be beneficial to the entire community.



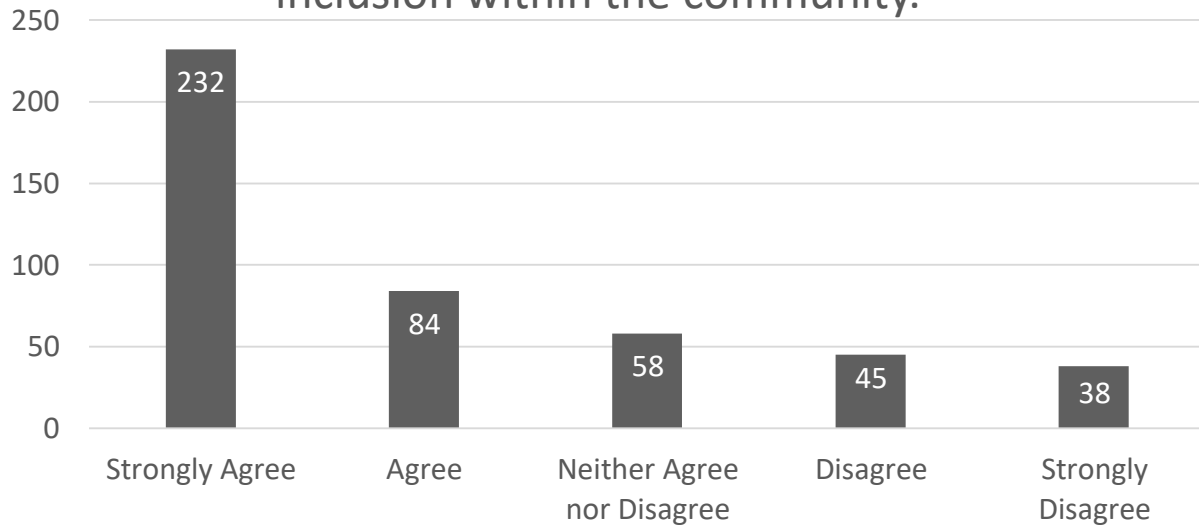
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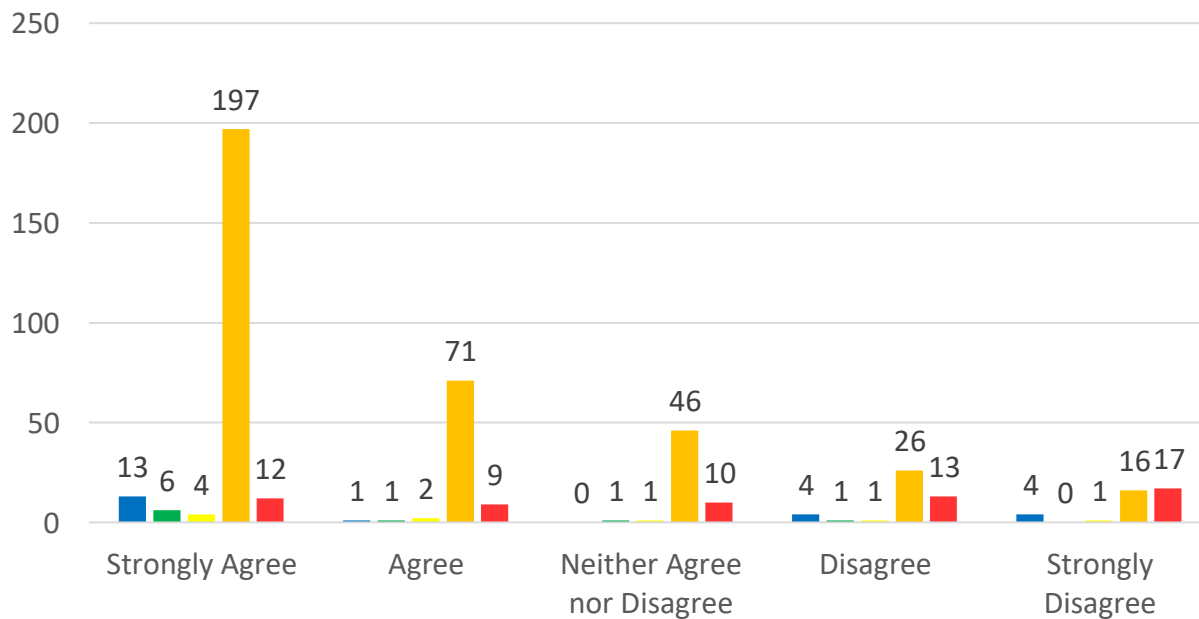
- Black, African-American, Afro-Caribbean
- Latina/o/x/e, Hispanic American
- Low Response Races/Ethnicities
- White (Non-Hispanic), Caucasian
- DNR/DNS

CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

The City of Webster Groves should be actively involved in ensuring diversity, equity, and inclusion within the community.



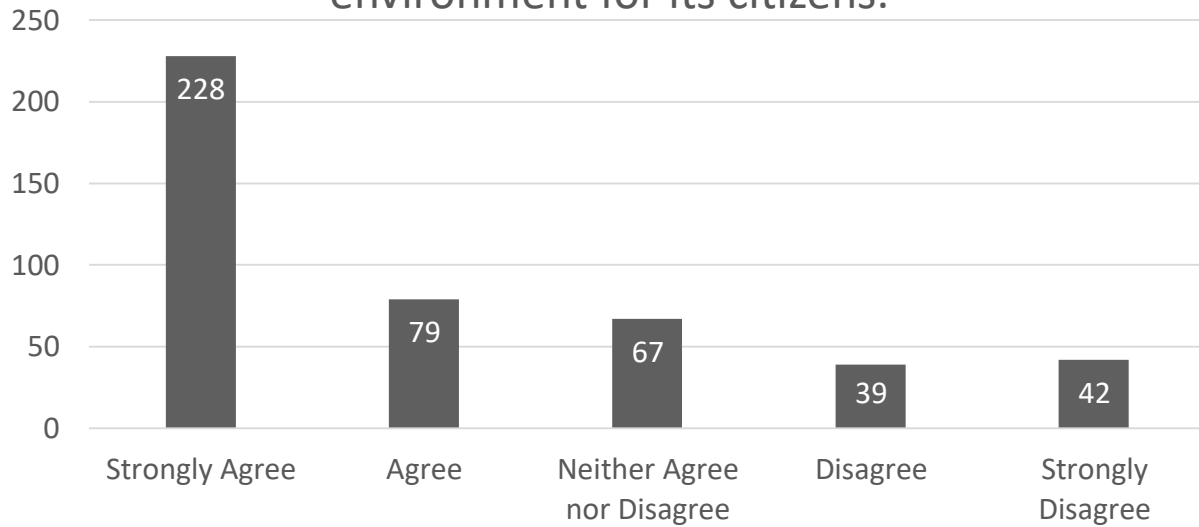
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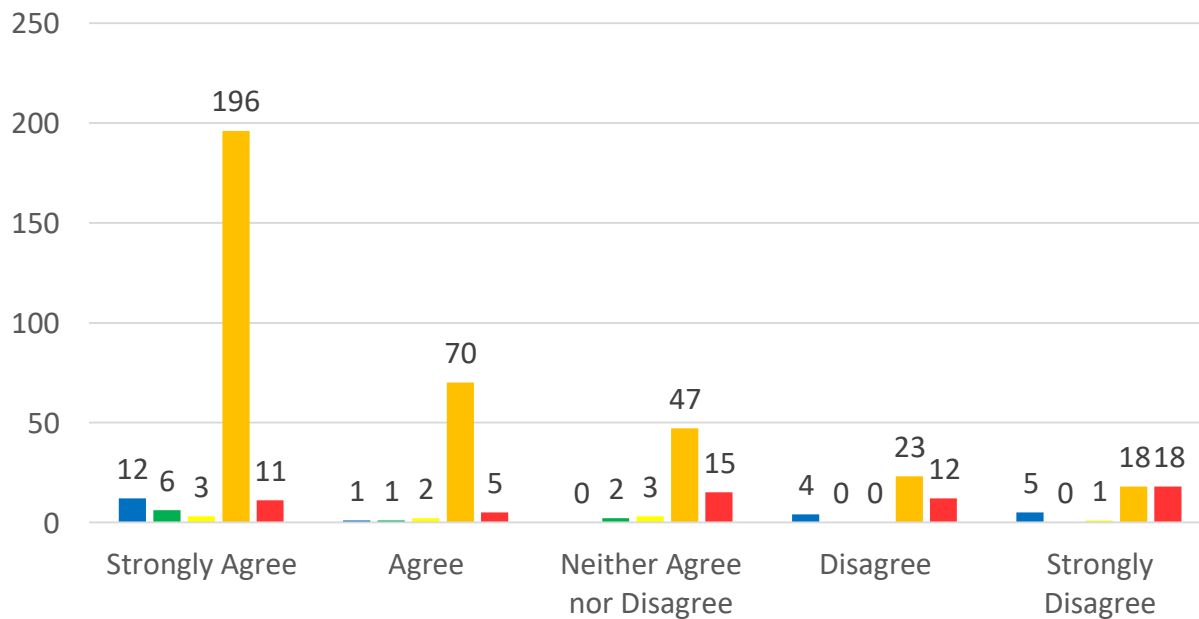
- Black, African-American, Afro-Caribbean
- Latina/o/x/e, Hispanic American
- Low Response Races/Ethnicities
- White (Non-Hispanic), Caucasian
- DNR/DNS

CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

I support the City of Webster Groves' efforts to create a more diverse, equitable, and inclusive environment for its citizens.



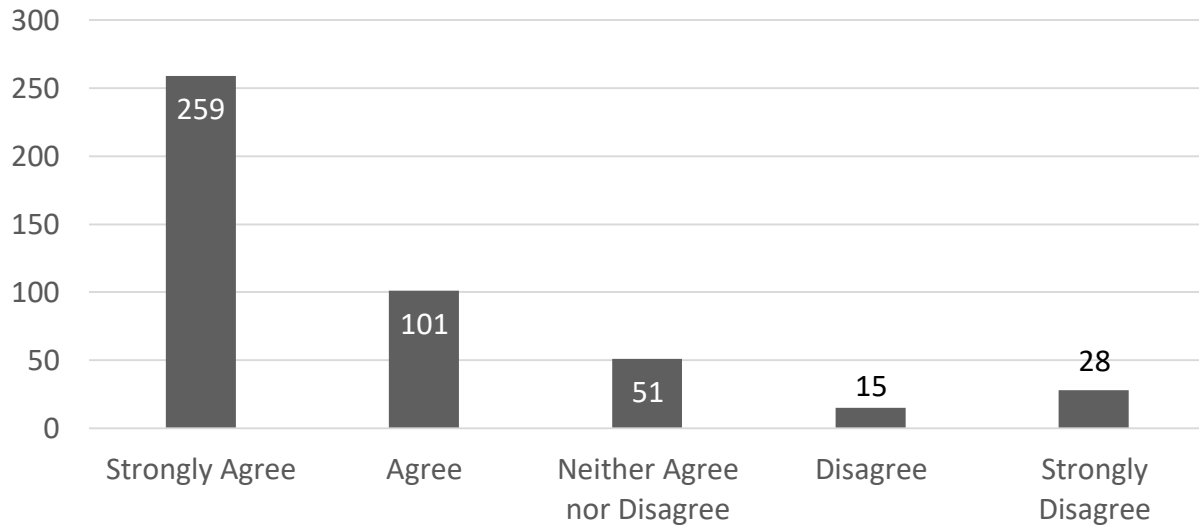
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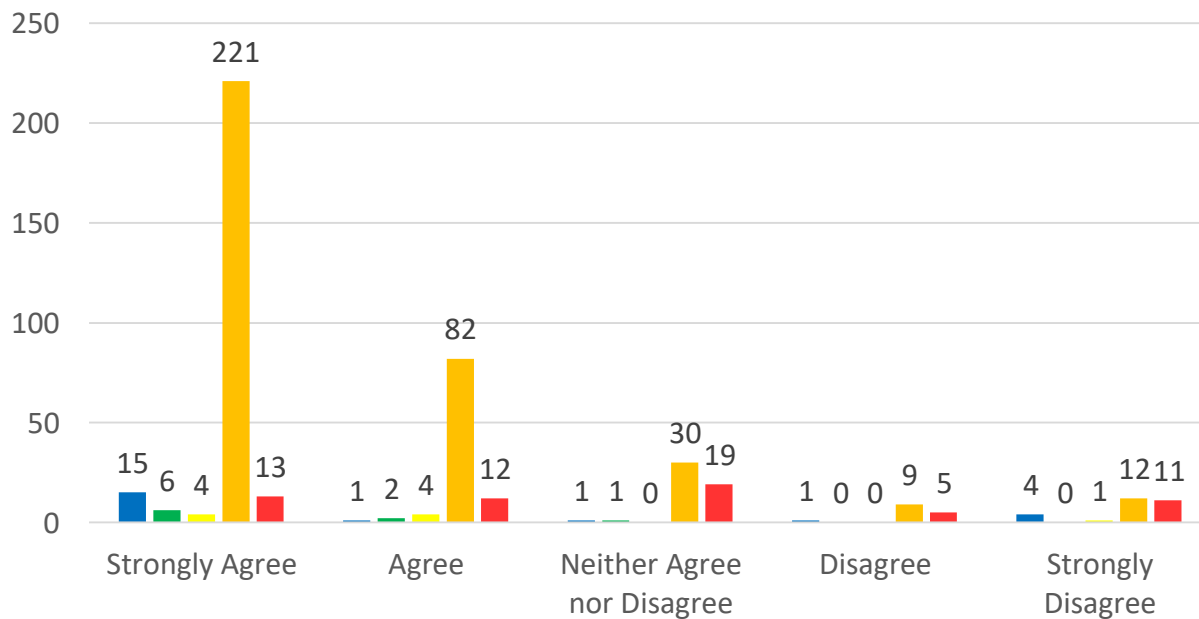
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- Latina/o/x/e, Hispanic American
- Low Response Races/Ethnicities
- White (Non-Hispanic), Caucasian
- DNR/DNS

CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

Diversity, equity, and inclusion matter to me.



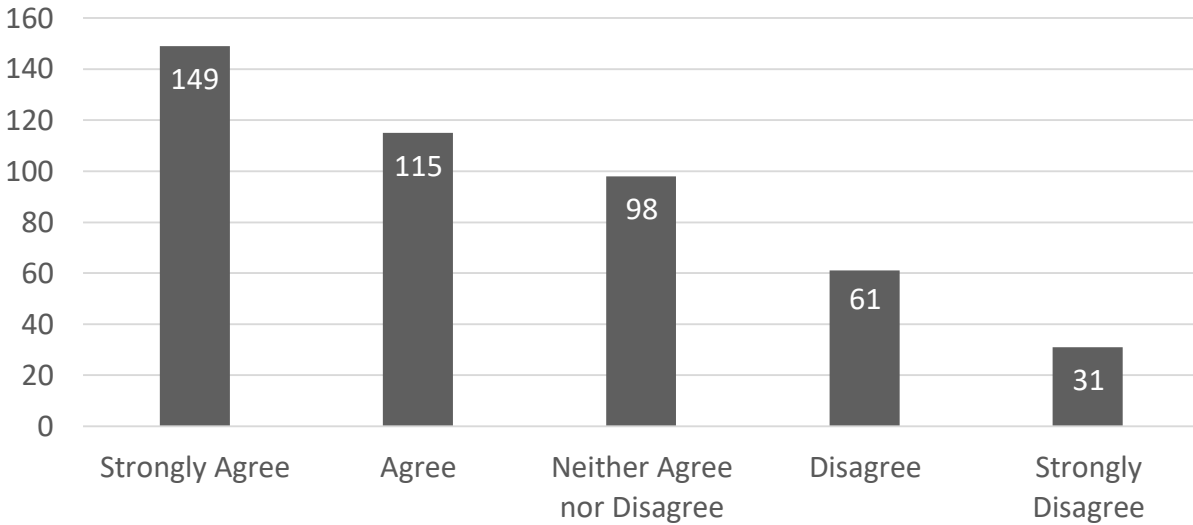
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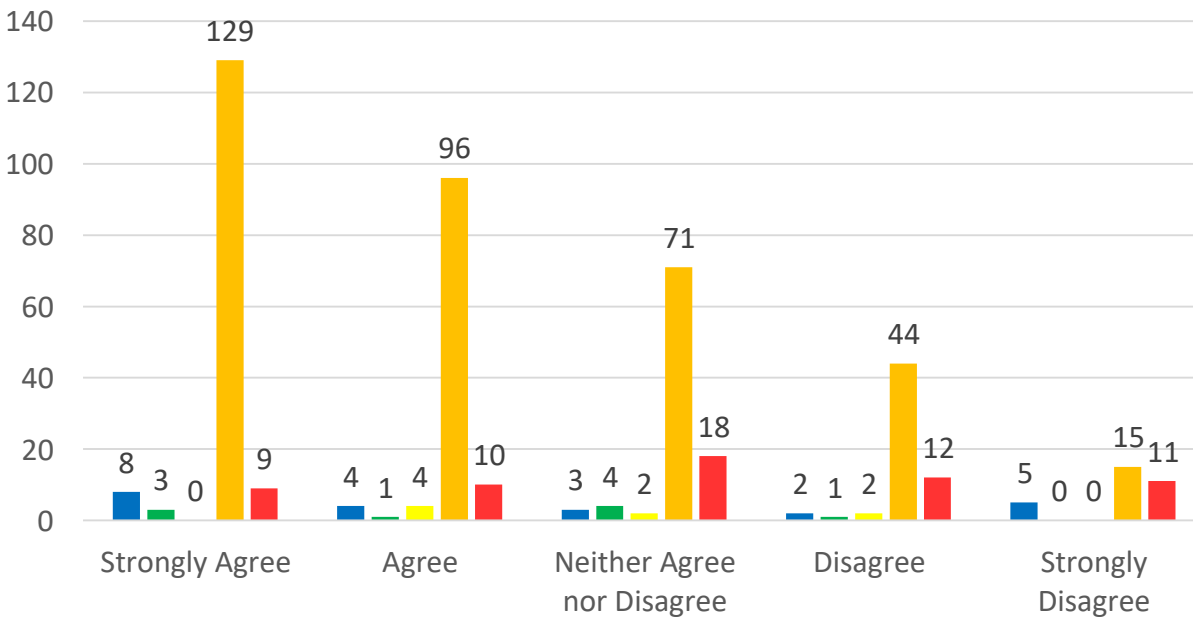
- Black, African-American, Afro-Caribbean
- Latina/o/x/e, Hispanic American
- Low Response Races/Ethnicities
- White (Non-Hispanic), Caucasian
- DNR/DNS

CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

I feel that diversity, equity, and inclusion all matter to the community of Webster Groves.



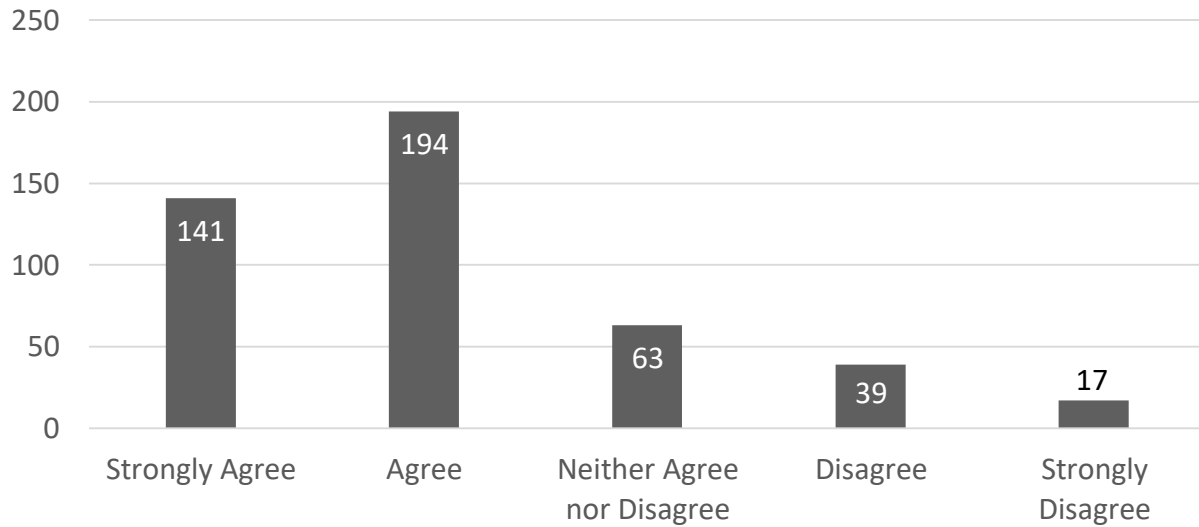
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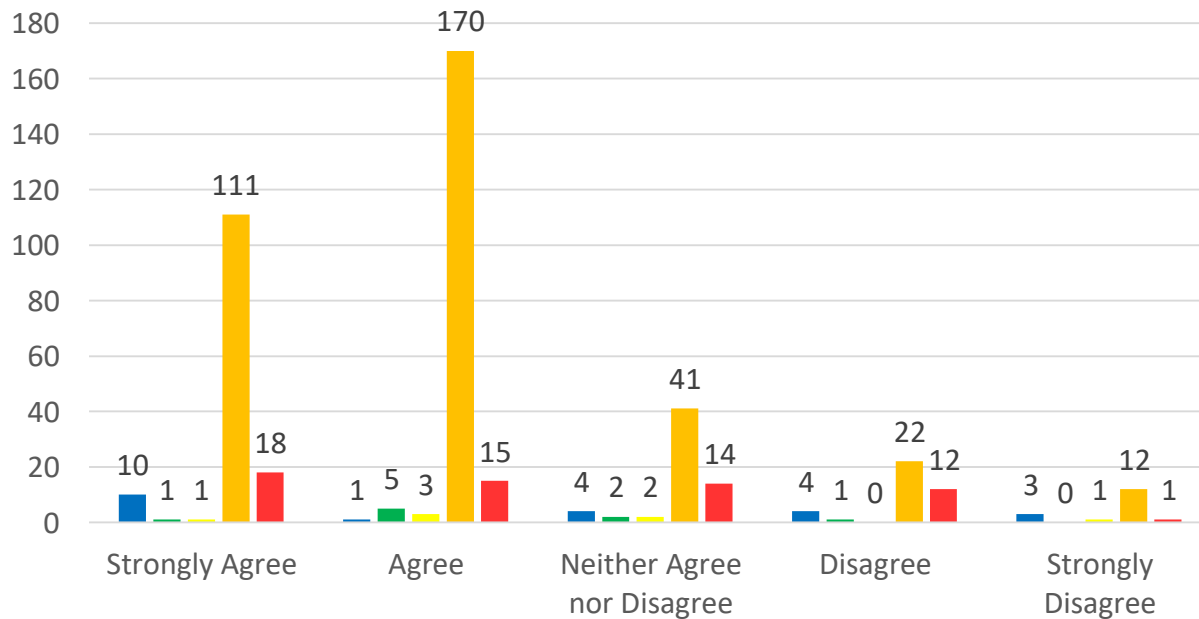
- Black, African-American, Afro-Caribbean
- Latina/o/x/e, Hispanic American
- Low Response Races/Ethnicities
- White (Non-Hispanic), Caucasian
- DNR/DNS

CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

I feel like I can be my authentic self in Webster Groves.



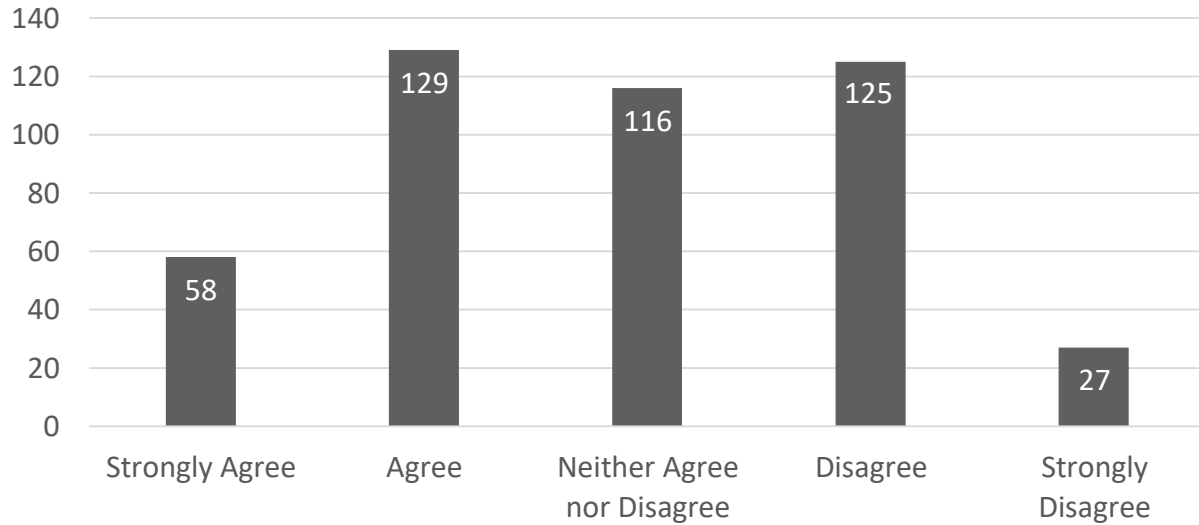
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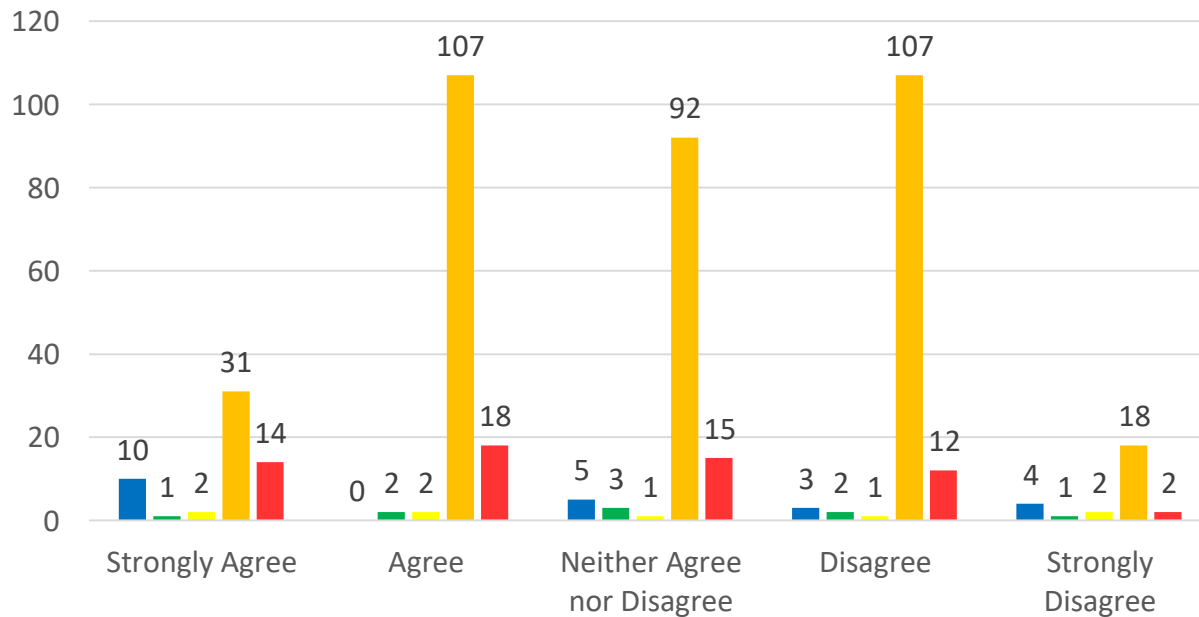
- Black, African-American, Afro-Caribbean
- Latina/o/x/e, Hispanic American
- Low Response Races/Ethnicities
- White (Non-Hispanic), Caucasian
- DNR/DNS

CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

People of all cultures and backgrounds are valued in Webster Groves.



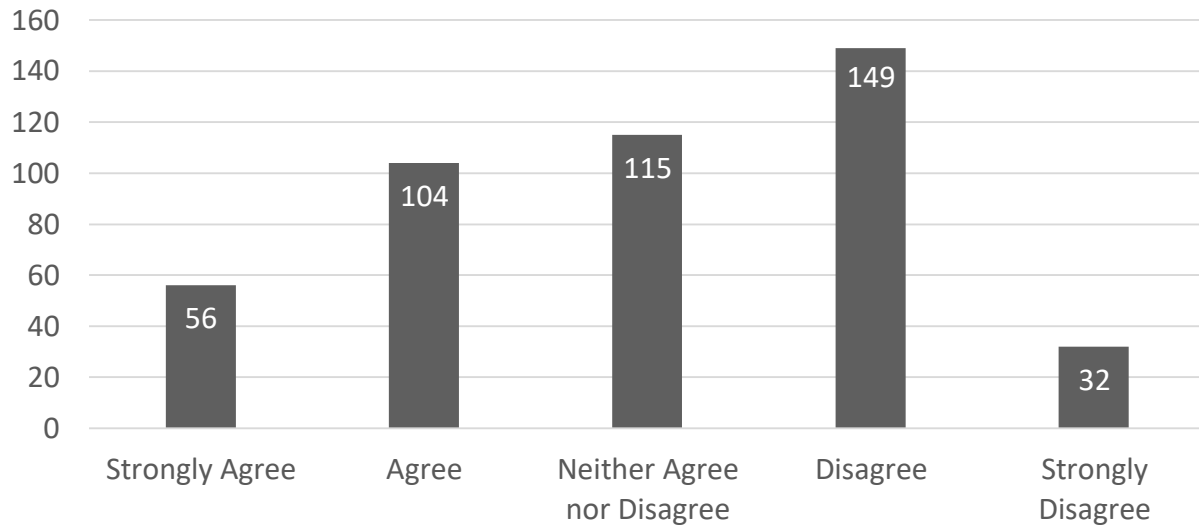
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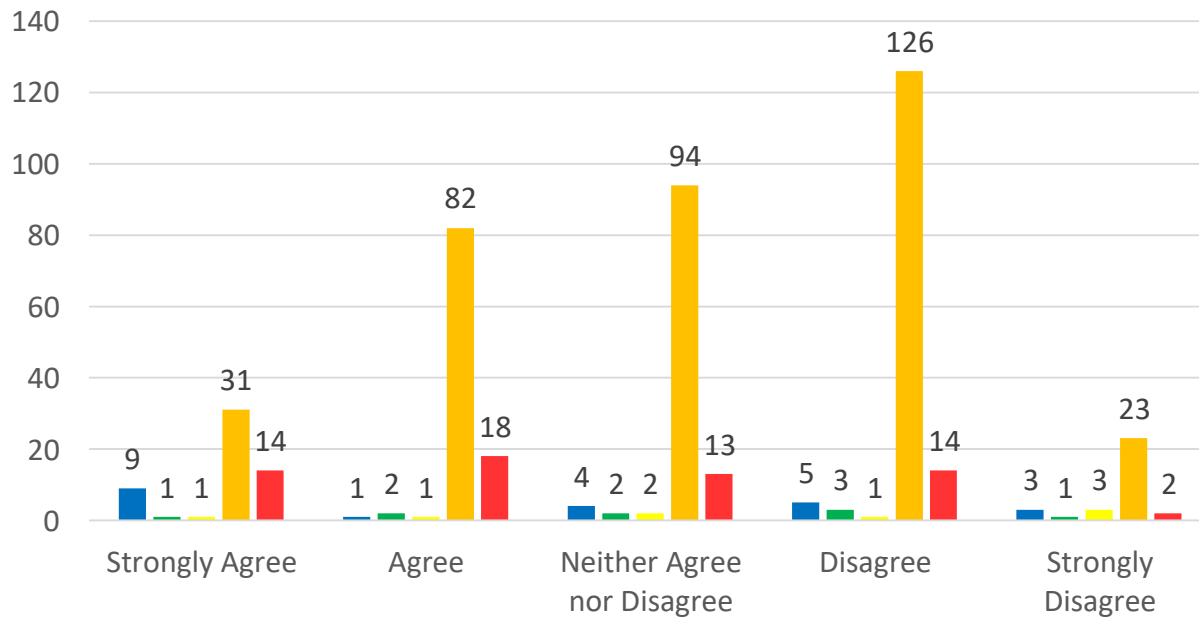
- Black, African-American, Afro-Caribbean
- Latina/o/x/e, Hispanic American
- Low Response Races/Ethnicities
- White (Non-Hispanic), Caucasian
- DNR/DNS

CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

People of all cultures and backgrounds are included in Webster Groves.



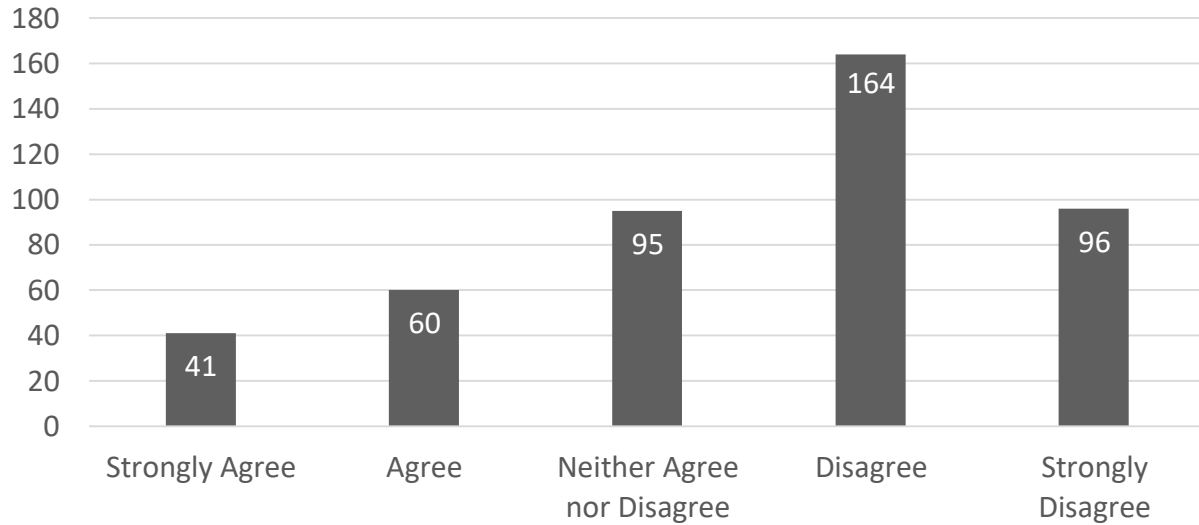
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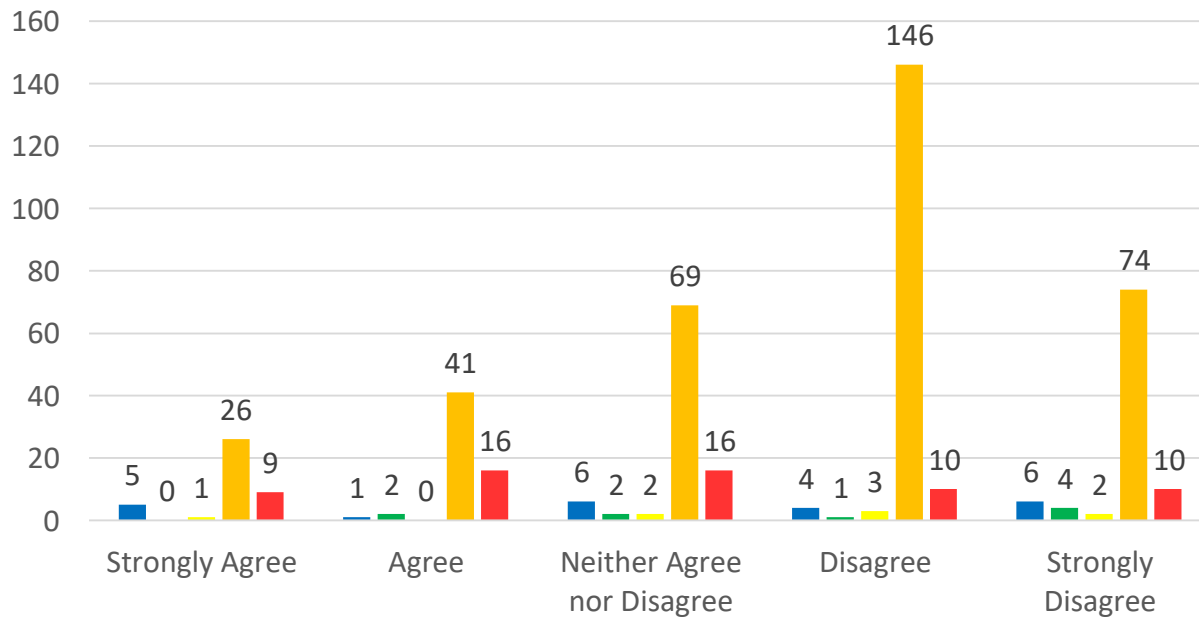
- Black, African-American, Afro-Caribbean
- Latina/o/x/e, Hispanic American
- Low Response Races/Ethnicities
- White (Non-Hispanic), Caucasian
- DNR/DNS

CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

I believe Webster Groves has achieved diversity, equity, and inclusion.



M: 3.47 | SD: 1.21



- Black, African-American, Afro-Caribbean
- Latina/o/x/e, Hispanic American
- Low Response Races/Ethnicities
- White (Non-Hispanic), Caucasian
- DNR/DNS

Community Survey Questions & Quantitative Responses

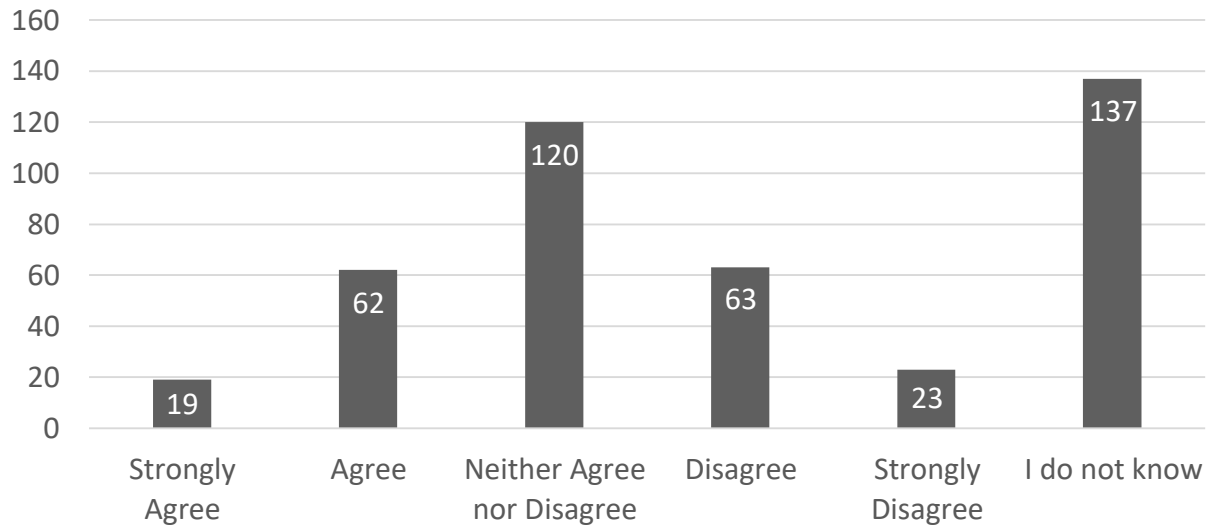
Section 2: The City of Webster Groves as an Organization

The items in this section used the following response ratings: 1 – Strongly agree, 2 – agree, 3 – neither agree nor disagree, 4 – disagree, and 5 – strongly disagree.

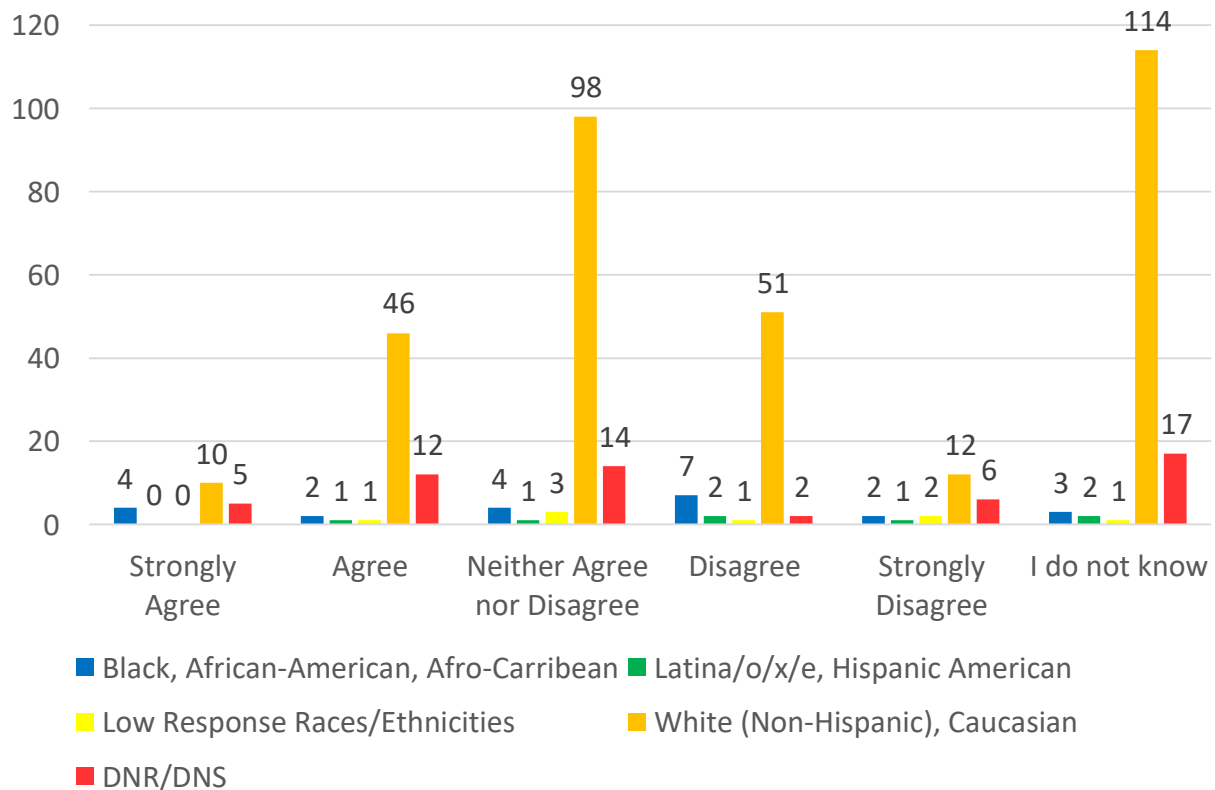
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CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

The City of Webster Groves has clear priorities as it relates to diversity, equity, and inclusion.

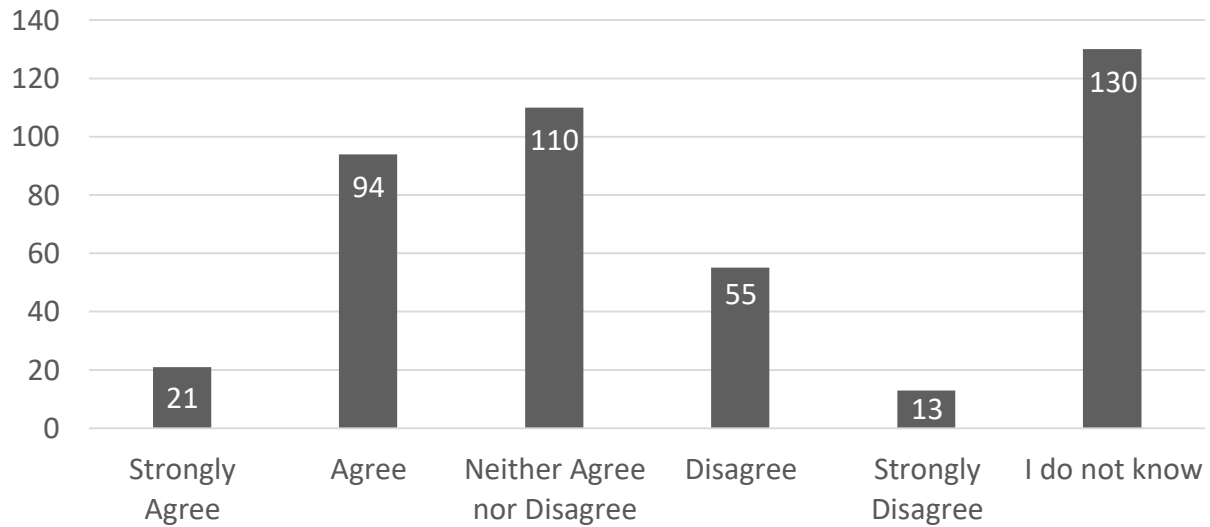


M: 3.03 | SD: 1.01

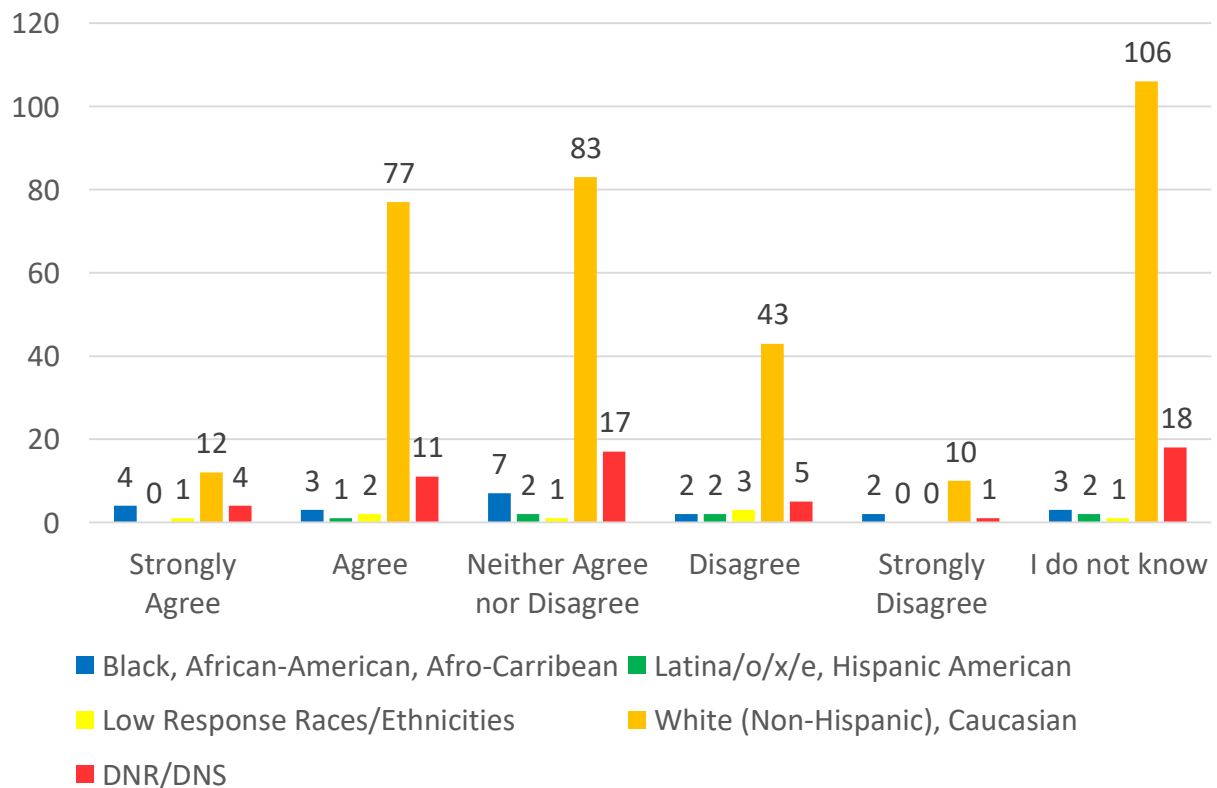


CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

The City of Webster Groves takes active steps to promote diversity, equity, and inclusion.

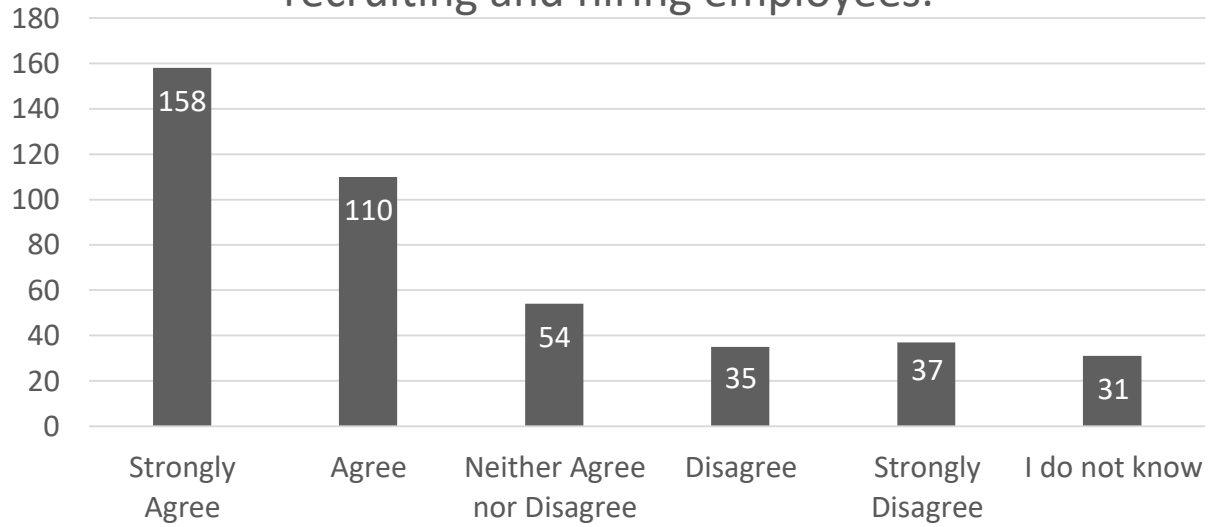


M: 2.81 | SD: 0.97

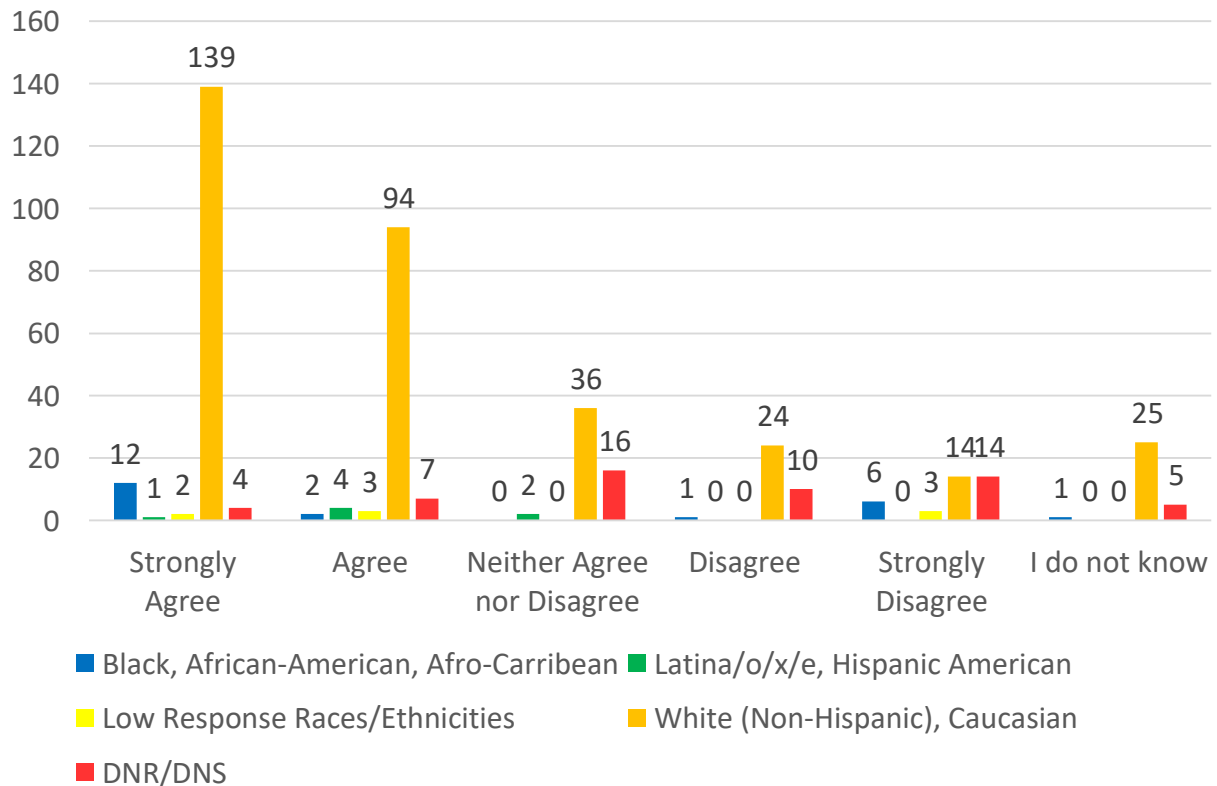


CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

It is important for the City of Webster Groves to ensure diversity, equity, and inclusion when recruiting and hiring employees.

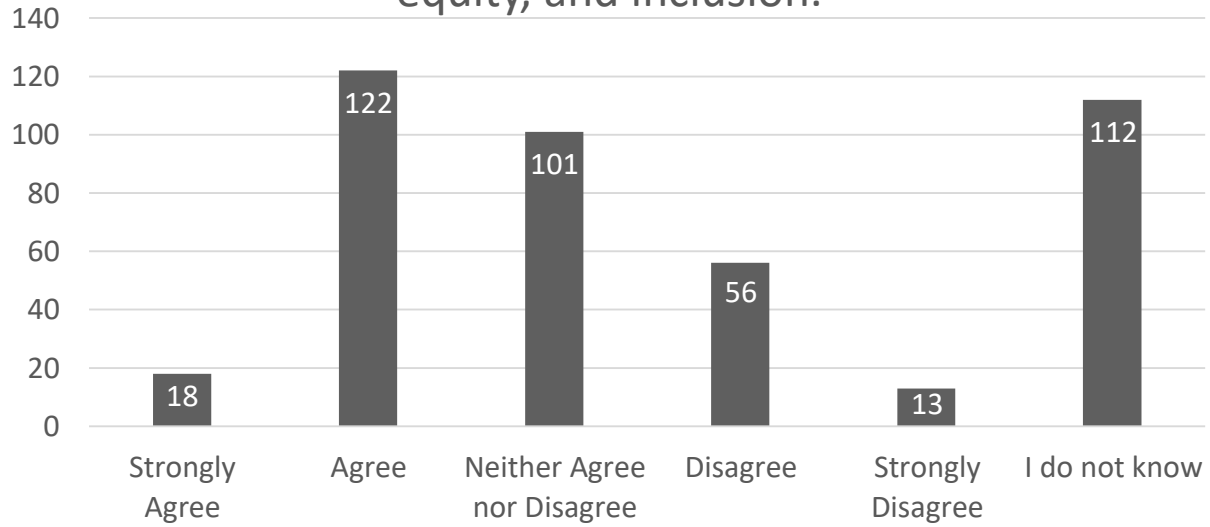


M: 2.20 | SD: 1.31

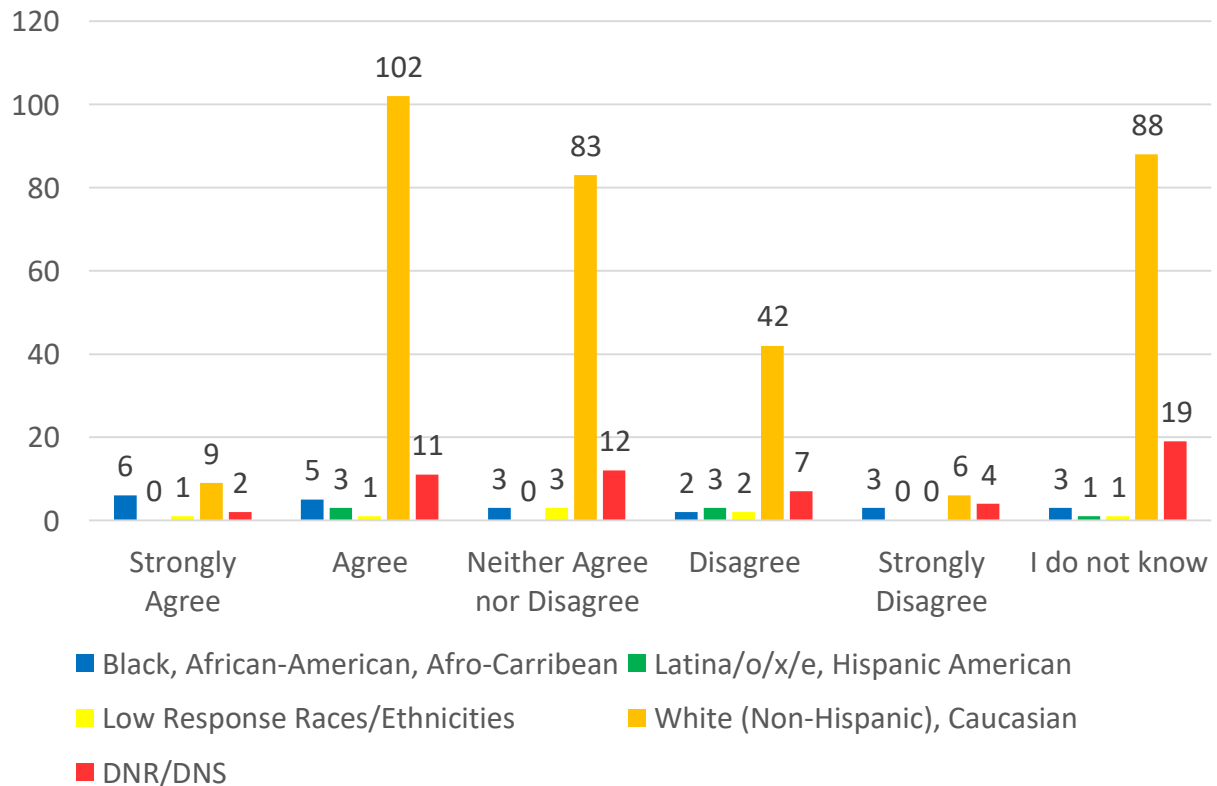


CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

The City of Webster Groves provides opportunities for discussions regarding diversity, equity, and inclusion.

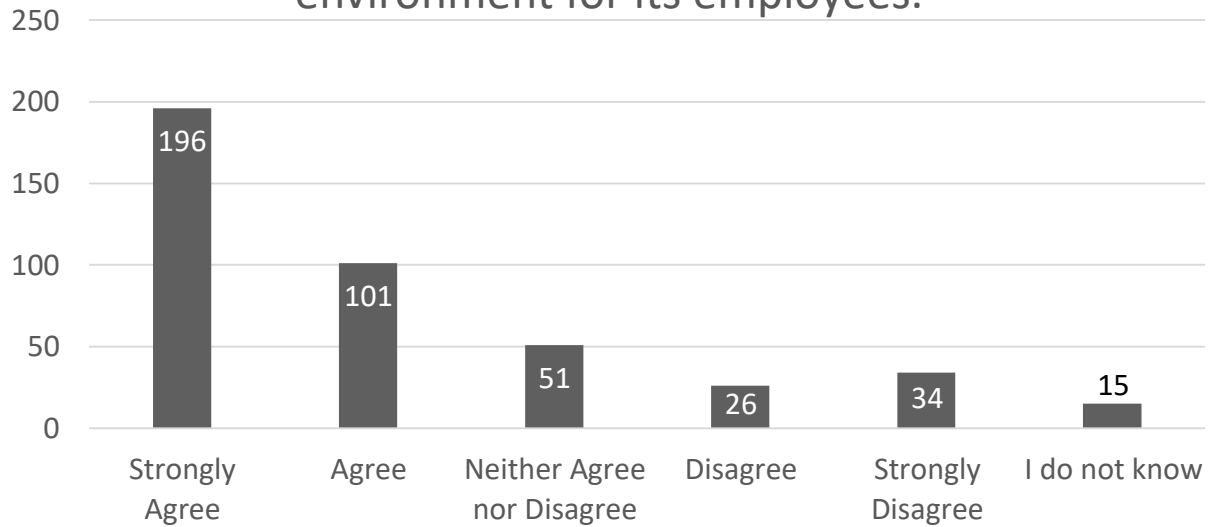


M: 2.75 | SD: 0.96

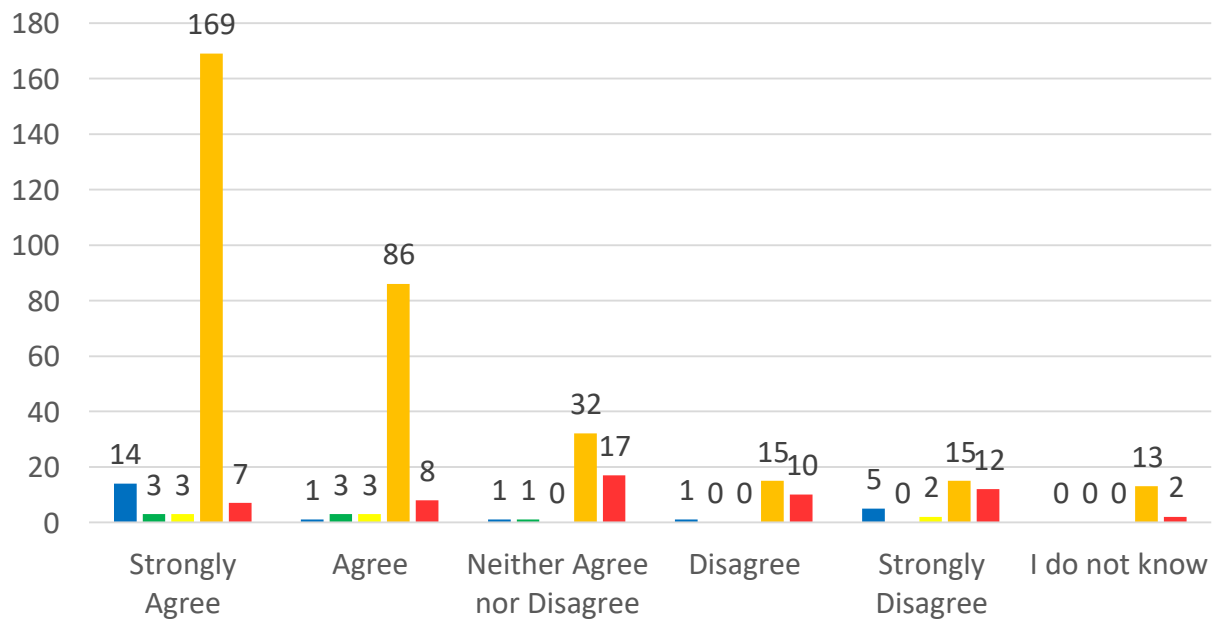


CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

I support the City of Webster Groves' efforts to create a more diverse, equitable, and inclusive environment for its employees.



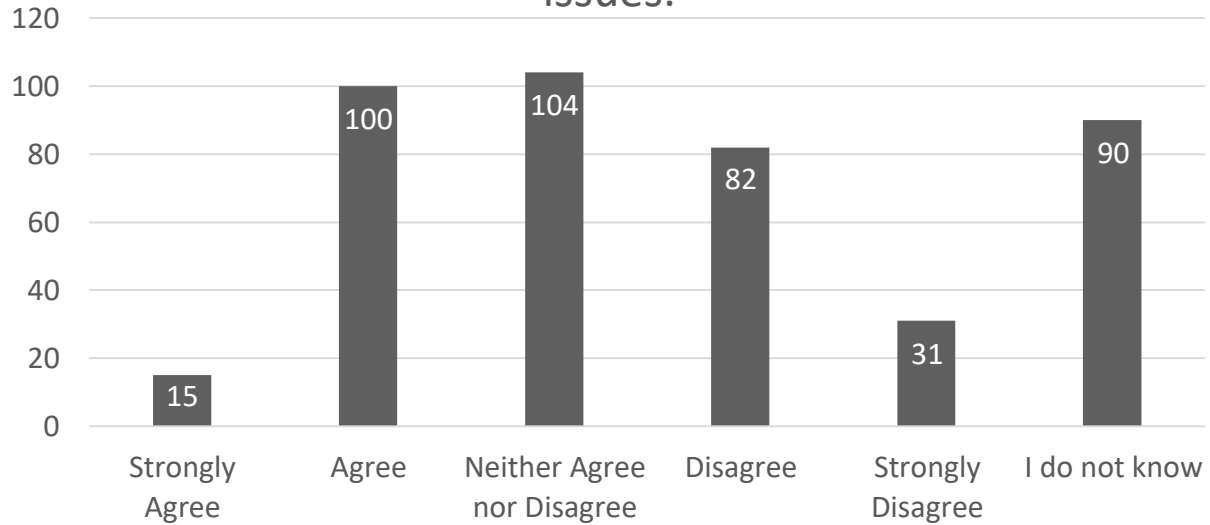
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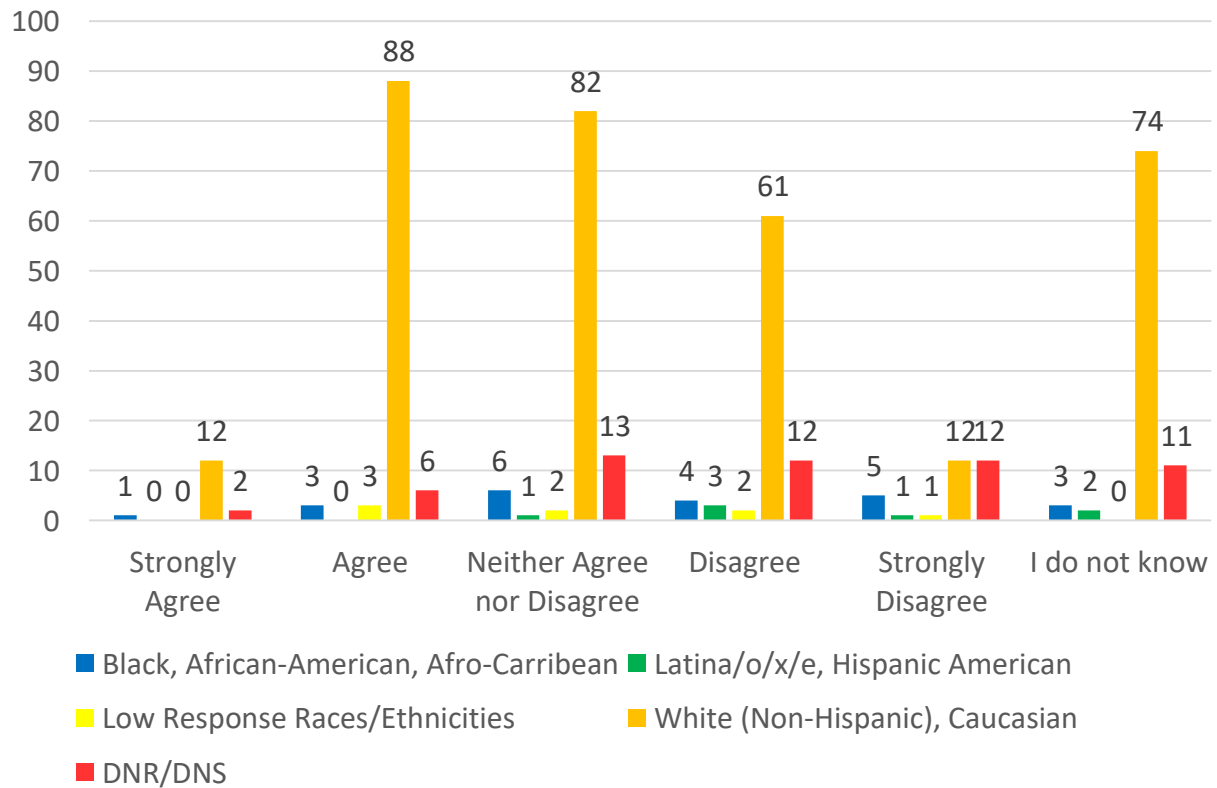
- Black, African-American, Afro-Caribbean
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- Low Response Races/Ethnicities
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- DNR/DNS

CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

The City of Webster Groves listens to the community on diversity, equity, and inclusion issues.

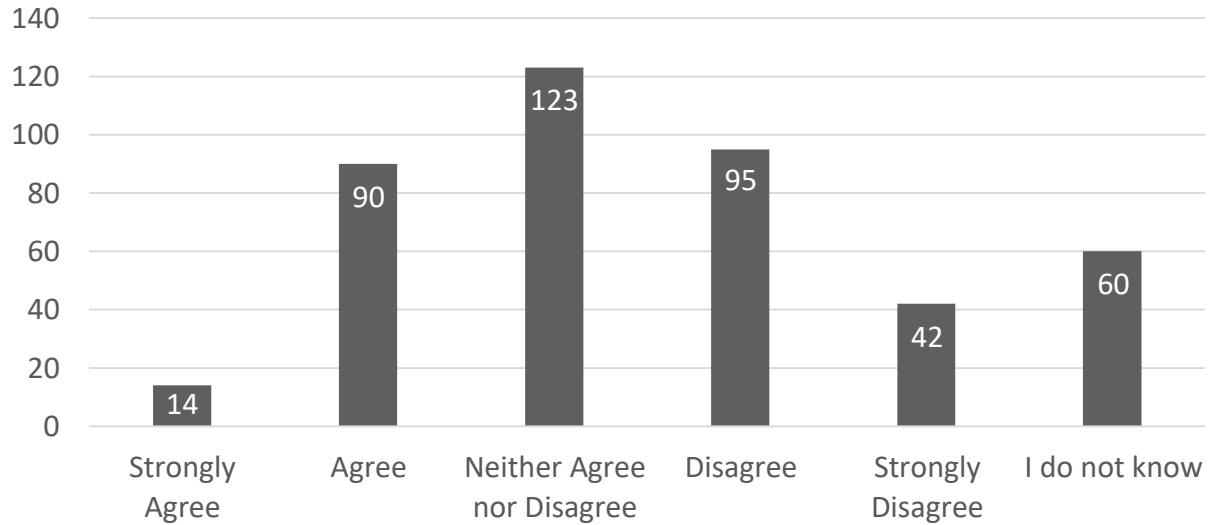


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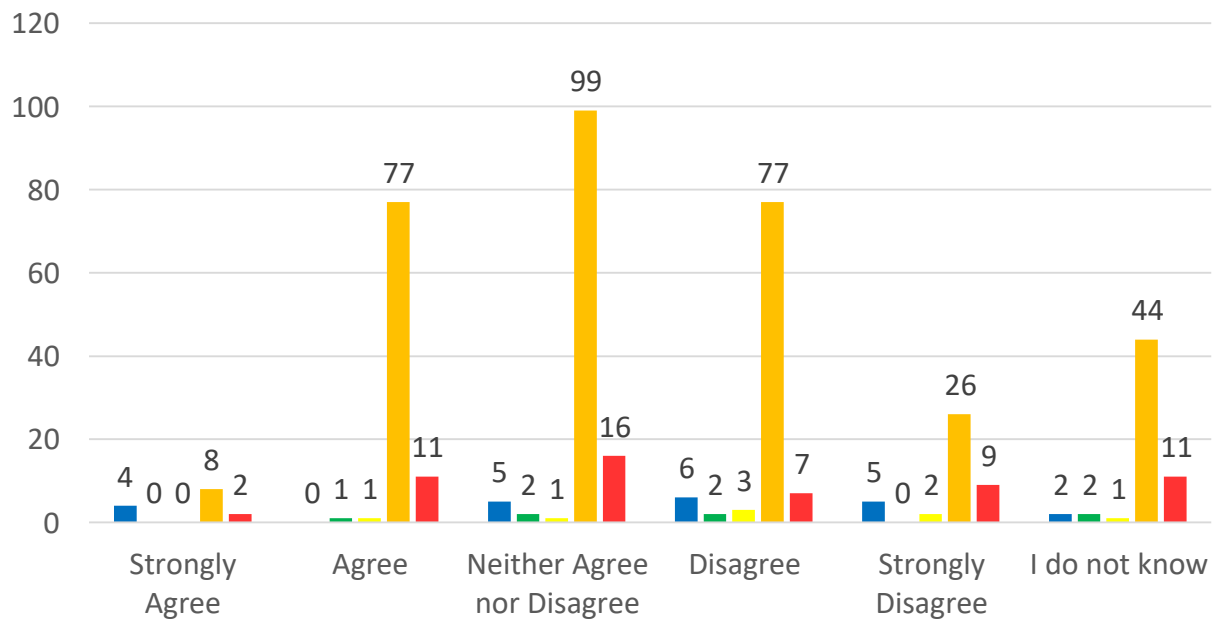


CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

Leadership within the City of Webster Groves reflects the diversity of the community.



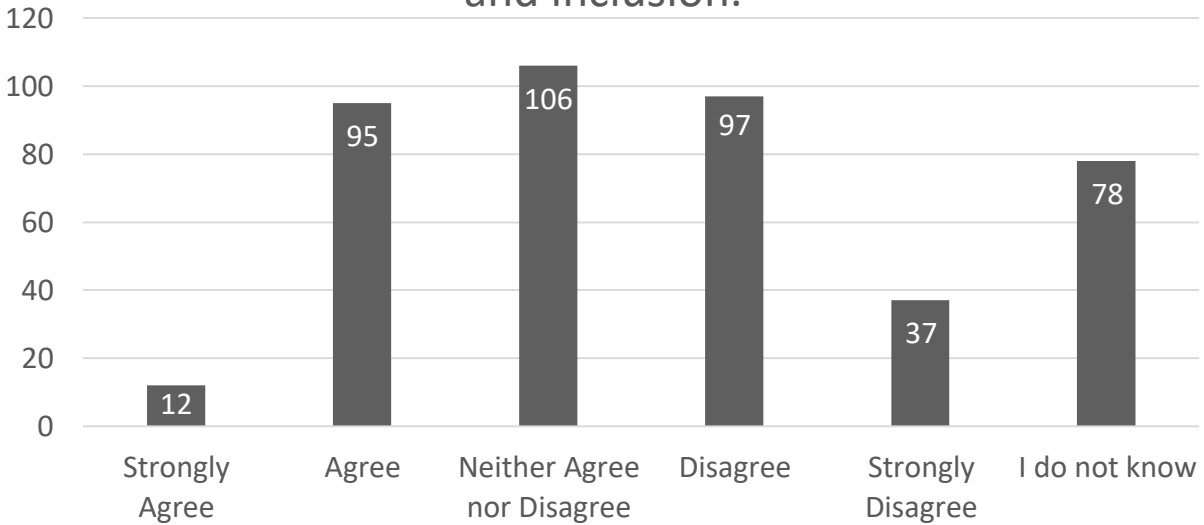
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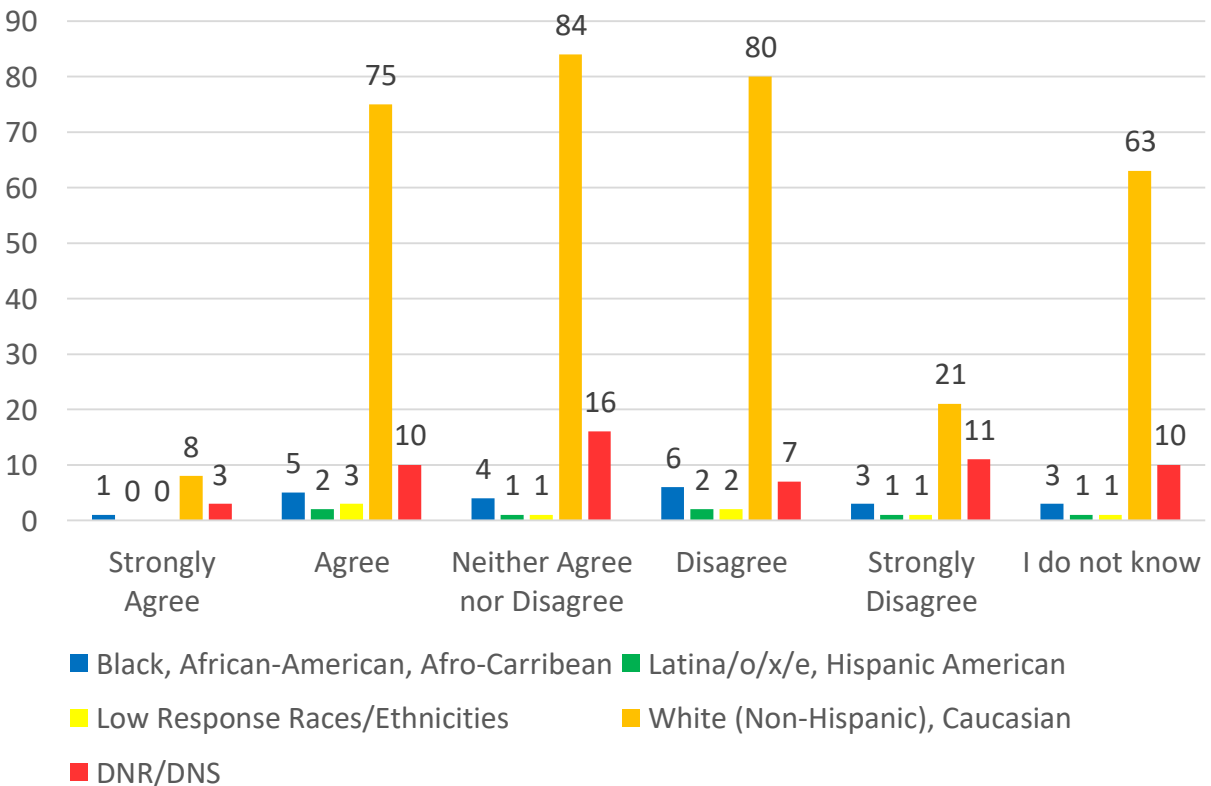
- Black, African-American, Afro-Caribbean
- Latina/o/x/e, Hispanic American
- Low Response Races/Ethnicities
- White (Non-Hispanic), Caucasian
- DNR/DNS

CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

The City of Webster Groves communicates what steps it is taking to promote diversity, equity, and inclusion.

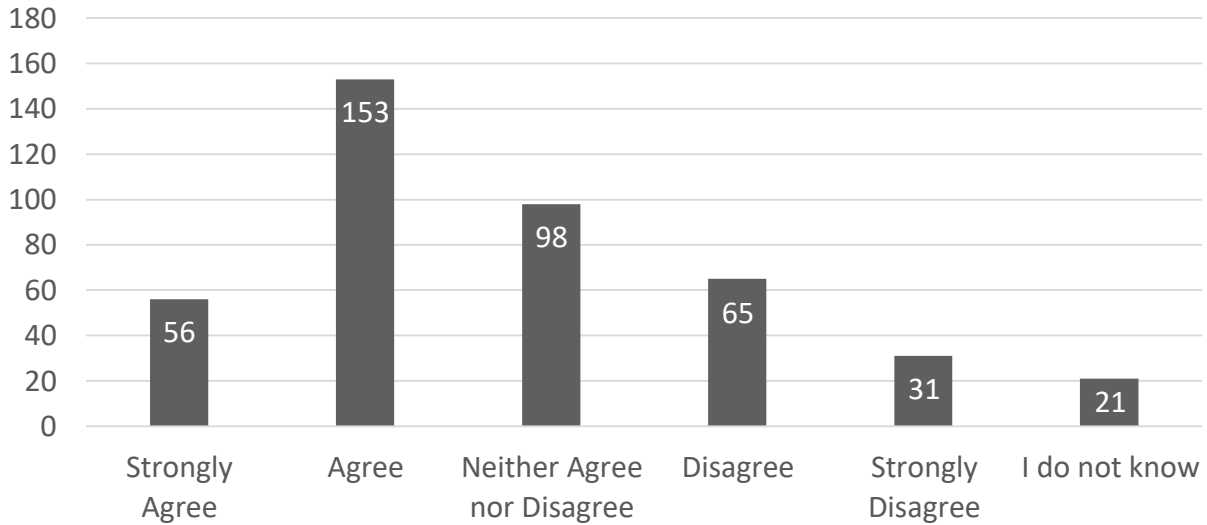


M: 3.15 | SD: 1.05



CITY OF WEBSTER GROVES SUPPLEMENTAL MATERIALS

I feel comfortable discussing diversity, equity, and inclusion with the City of Webster Groves.



M: 2.66 | SD: 1.14

