

BPHC ARAC Staff Survey

INTRODUCTION

The Anti-Racism Advisory Committee (ARAC) was created in May 2008 to review, assess, and develop recommendations on policies, practices, and systems related to race and racism. ARAC understands that to be successful, all BPHC staff must be involved. We developed this survey in order to learn the opinions of staff on issues related to race and racism at BPHC.

Through this survey, we hope to understand where BPHC staff think we are in our anti-racism work. We also hope to learn where staff think more work is needed. ARAC is one of several BPHC efforts working toward racial justice and health equity. The results of this survey will be used to guide the work of ARAC including the development of racism dialogues and policy proposals. The survey will also help inform the work of the Professional Development Series and work on BPHC's three overarching goals.

- Please take the time to respond to the survey by April 12, 2013. Your opinion is very important to us!
- We estimate that the survey will take 10 minutes.
- **THE SURVEY IS CONFIDENTIAL!** Please give us your honest opinions. If you are completing the survey online, you will not be able to save it and return to finish it later. If you would like to complete the survey over a few different times, print out a blank copy, and fill it in. A return box will be available at each BPHC campus.

If your answer to a question involves another person, please refer to him or her by role or title, not by name. Information that could identify you as the person who filled out the survey or to individuals referred to in the survey will not be used in our reports.

Your filling out this survey is voluntary. You do not have to answer any questions that you do not feel comfortable answering.

The Research and Evaluation Office will assist in the analysis of the survey and will work with ARAC and Senior Leadership Team (SLT) to develop a report. The results will guide ARAC and the SLT in making organizational changes needed to address racism, increase health equity, and advance racial justice. (Note: SLT members are listed on the next page.)

Any questions, concerns, or comments may be addressed to ARAC@bphc.org. Thank you for your help!

Definitions

The terms "racism" and "people of color" will be used in this survey. The following definitions, adapted from various sources, are included to ensure that everyone has the same understanding of these terms.

Racism:* A form of oppression based on the socially constructed concept of race that is used to the advantage of the dominant racial group (Whites) and the disadvantage of non-dominant racial groups. Racism operates on four levels:

- **Internalized** (private beliefs and prejudices)
- **Interpersonal** (racism between individuals)
- **Institutional** (unfair organizational policies and practices)
- **Structural** (public policies, institutional practices, and social norms/values that perpetuate racial inequality)

**adapted from multiple sources*

People of Color: This is a way to describe people who would generally not be categorized as White. The term is meant to be inclusive among people usually categorized as "racial minorities," emphasizing common experiences of racism. *Minority*, which means "less than," is becoming less and less statistically true in many places, like Boston, where the numbers of people of color are larger than Whites.²

Sources: (1) Sen. R. (2012, May 12). *Opinion: Minorities: Try People of Color*. CNN: In America <http://inamerica.blogs.cnn.com/2012/05/18/opinion-minorities-try-people-of-color/>

(2) Adapted from the Boston Public Health Commission, *Racial Justice and Health Equity Initiative: Core Workshop Facilitator's Guide*, Nov 2011.

Senior Leadership Team

Barbara Ferrer	Executive Director
Debby Allen	Bureau Director, Child, Adolescent, and Family Health
Anita Barry	Bureau Director, Infectious Disease
Carol Fabyan	Co-Bureau Director, Homeless Services
Beth Grand	Co-Bureau Director, Homeless Services
Jimmy Hooley	Chief, Emergency Medical Services
Rita Nieves	Bureau Director, Addictions, Treatment, and Recovery Support Services
Gerry Thomas	Bureau Director, Community Initiatives
Maia BrodyField	Chief of Staff
Jeanne Cannata	Chief Information Officer
Lisa Conley	Director, Intergovernmental Relations & Public Health Advocacy
Fatema Fazendeiro	General Counsel
Pam Jones	Director, Policy and Planning
Nick Martin	Director, Communications
Huy Nguyen	Medical Director
Debra Paul	Senior Executive Manager, Executive Office
Snehal Shah	Director, Research and Evaluation
David Susich	Chief Labor and Employment Counsel
John Townsend	Director, Administration and Finance

BPHC ARAC Staff Survey

Community Resources, Racism, and Health

1. How much do you agree with the following statements about community resources, racism, and health?

	Strongly Agree	Agree	Disagree	Strongly Disagree
Racism is a major problem in Boston	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racism is a major problem in my community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racism is a major problem in almost every workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of a community's resources such as supermarkets, parks, and housing has a direct impact on the health of its residents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racism is a major factor in determining the quality of resources such as supermarkets, parks, and housing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racism plays a major role in determining the health of an individual.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BPHC must address racism in order to bring about equitable health outcomes for all Boston residents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment (if any)

2. How much do you agree with the following statements regarding BPHC's work on eliminating racism?

	Strongly Agree	Agree	Disagree	Strongly Disagree
My program/department provides education to staff about the impact of racism on our work environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At BPHC, organizational resources are devoted to supporting staff members' understanding of issues related to race and racism.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BPHC has clear procedures for dealing with racism or discrimination.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would feel comfortable using BPHC's procedures for dealing with racism or discrimination, if needed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would feel comfortable questioning institutional policies or practices if I thought they were racially biased.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BPHC encourages staff to discuss the impact of institutional racism.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BPHC encourages staff to discuss the impact of white privilege.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The culture at BPHC makes me feel empowered to do something about racism.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment (if any)

Eliminating Racism

3. How much do you agree with the following statements about commitment and decision-making regarding racism at BPHC?

	Strongly Agree	Agree	Disagree	Strongly Disagree
At BPHC, leaders who are people of color and leaders who are white equally share the commitment to address issues of race and racism.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff with decision-making authority in my program/department are committed to addressing issues of race and racism.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At BPHC, leaders who are people of color and leaders who are white people equally share decision-making authority for how money is spent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
BPHC clients served by my program have real input into decisions that shape the program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The actions of most Bureau & Program Directors I work with show a commitment to eliminating institutional racism from this organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment (if any)

4. How much do you agree with the following statements regarding recruitment and hiring at BPHC?

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
BPHC uses multiple recruitment strategies to reach candidates from communities of color.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A candidate's knowledge of the community is valued in BPHC hiring decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A candidate's ability to speak languages other than English is valued in BPHC hiring decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment (if any)

BPHC ARAC Staff Survey

Promotional Opportunities

5. How much do you agree with the following statements regarding promotional opportunities at BPHC?

	Strongly Agree	Agree	Disagree	Strongly Disagree
My program/department works to ensure that the race/ethnicity of staff at all levels of the organization reflect the diversity of Boston communities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
One of BPHC's strengths is in hiring and retaining staff of color in leadership positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are opportunities to be promoted at BPHC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People are promoted at BPHC based on their prior job performance and qualifications.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At BPHC, there are opportunities for entry level staff to move into higher level positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (if any)

6. How much do you agree with the following statements regarding treatment of staff at BPHC?

	Strongly Agree	Agree	Disagree	Strongly Disagree
Employees are treated with respect at BPHC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People of color are treated with respect at BPHC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Older workers are treated with respect at BPHC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lesbian, gay, bisexual and transgender staff are treated with respect at BPHC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff with disabilities are treated with respect at BPHC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At BPHC, staff generally receive recognition for their work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The selection process for the annual BPHC staff recognition awards is transparent and fair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments (if any)

Addressing Racism

7. What do you think BPHC is doing well towards addressing racism/racial inequity?

8. What specific policies, practices, structures, or systems at BPHC would you like to see ARAC address to further its anti-racism work?

1.
2.
3.
4.
5.

Tell us a little about you...

9. Have you taken the Professional Developments Series Core Workshop?

- Yes No

10. Where do you work at BPHC?

- Addiction Prevention, Treatment & Recovery Support
- Administration / Executive Office / Public Health Service Centers
- Community Initiatives
- Child, Adolescent & Family Health
- Emergency Medical Services
- Homeless Services
- Infectious Disease

11. Race (choose all that apply):

- American Indian/Alaska Native Hispanic/Latino
- Asian Native Hawaiian or other Pacific Islander
- Black/African American White

Other (please specify)

12. Place of Birth?

- U.S. Born Foreign Born

13. Gender

- Male Female Transgender

14. Age range?

- 25 and under 26 – 40 41 – 55 Over 55

15. How many years have you worked at BPHC?

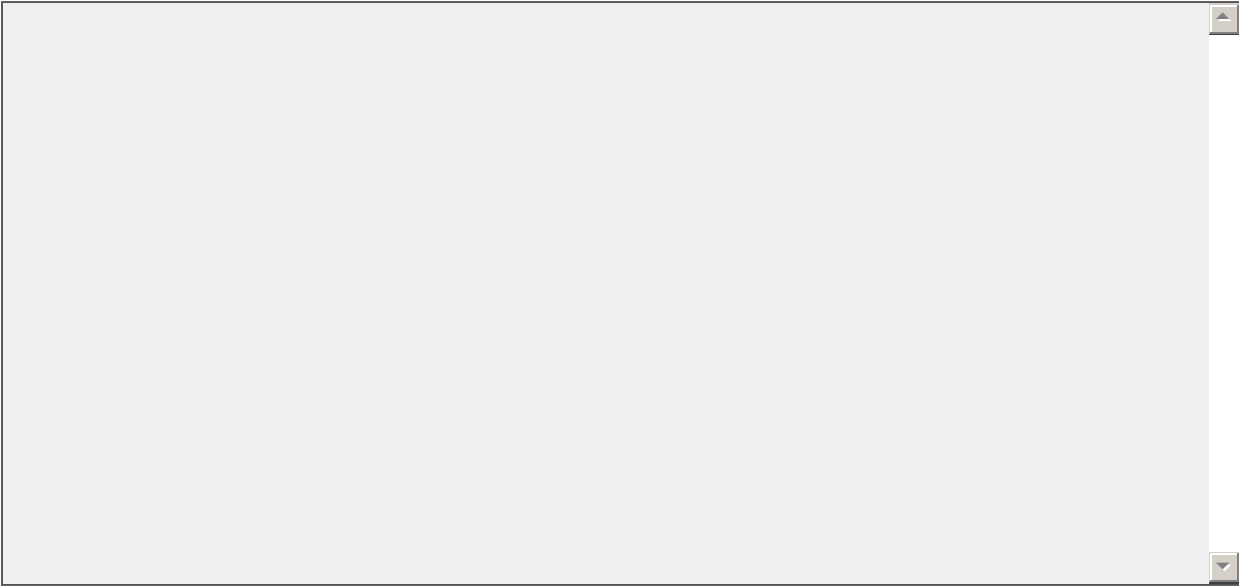
- 2 years or less 3 to 5 6 to 10 More than 10

16. Which best describes your role?

- Management
- Direct client or community services
- Professional or technical services
- Administrative or clerical support
- Operations including building, grounds, and transportation support

Other Comments

17. Other comments (if any):



THANK YOU!

Thank you for taking the time to complete this survey! The results will help to strengthen BPHC. We will share the results with you when the surveys are analyzed.