

2024 VMG Diversity, Equity, & Inclusion Staff Survey - SUMMARY

Compiled by Tara Flippo, DEI Coordinator on 4.16.24

173 respondents (41% of company)

Respondents: The majority of respondents were staff with 68%. Responses from individual health centers were relatively proportional to the size of the center, with EHC having the least # of respondents. Almost 58% of respondents were 'clinical'. Lowest response rates from the following depts: ASPC and Facilities

Responses:

- 58% of respondents *Agree or Strongly Agree* with the statement **“I am satisfied with our approach to DEI at VMG”** as compared to 9% who *Disagree or Strongly Disagree*.
- The majority of respondents think the DEI-related emails are valuable and 20% do not. For education- the most popular type of education is the self-paced trainings.
- Over 75% of respondents *Agree/Strongly agree* with **“I think that VMG embraces and supports a diverse workplace.”**
- Themes in responses to **“I think that VMG embraces and supports a diverse workplace.”**
 - Not good at retaining diverse staff
 - Many are not aware of the diversity that is here and most staff are not aware of the discrimination that occurs
 - Believe the DEI committee/coordinator is important for awareness, visibility, and accountability
 - See progress but also see the need for more work/change
 - We are less diverse the higher you go in the organization
 - Educational efforts are helpful and appreciated. It could be less frequent and shorter.
 - Non-professional conduct related to DEI has been allowed or ignored.
- Themes in responses to **“How would you describe the diversity and inclusion practices within your immediate team?”**
 - Status quo is fine. Respectful/accepting.
 - A few teammates are not inclusive/not welcoming of diversity.
 - Informal peer-to-peer workplace conversations can be inappropriate and unprofessional.

- “Minimal diversity. We strive to be inclusive.” Diversity is more apparent in some health centers
- Some responses were more neutral or said there was room for improvement.
- In response to **“Have you seen or heard microaggressions at VMG?”**
 - 56% never, 36% sometimes, 8% often. This was seen by co-workers, patients, and managers. The majority were patients and co-workers. Examples include misgendering, stereotyping, and using outdated/offensive terms.
- 58% of respondents *Agree or Strongly Agree* with the statement **“I feel welcome and included in our workplace culture”** as compared to 2% who *Disagree or Strongly Disagree*.
- 67% of respondents *Agree or Strongly Agree* with the statement **“I am comfortable sharing my opinions and ideas in team or department meetings and discussions”** as compared to 10% who *Disagree or Strongly Disagree*.
- Themes in responses to **“What is currently, going well at VMG related to DEI?”**
 - Good works of DEI committee and DEI coordinator
 - Available and accessible DEI education for staff/providers. The quality of information provided via email is high
 - Collecting SOGI and REAL data is important
 - Priority for senior leadership and Board
 - Holiday emails, Pride parades, Mosaic group were all noted as successful
- Themes in responses to **“Is there anything else you wish to share with the DEI Committee that would help us in creating a welcoming place for everyone?”**
 - Priority - Hiring diverse staff esp. in management
 - “More posters with people of diverse ethnicities and families with different makeups.”
 - Support the staff who have more to learn around DEI and “I would still like to see there be more understanding and compassion for those who struggle to understand DEI issues. I think more people would get on board if they felt like their thoughts and opinions mattered.”
 - Trainings during work hours and not lunch
 - Less/shorter emails
 - Balance out Christian holidays with other holidays for staff parties etc. Not all staff celebrate Christmas, Easter, etc.
 - DEI Ambassadors could have a bigger presence