

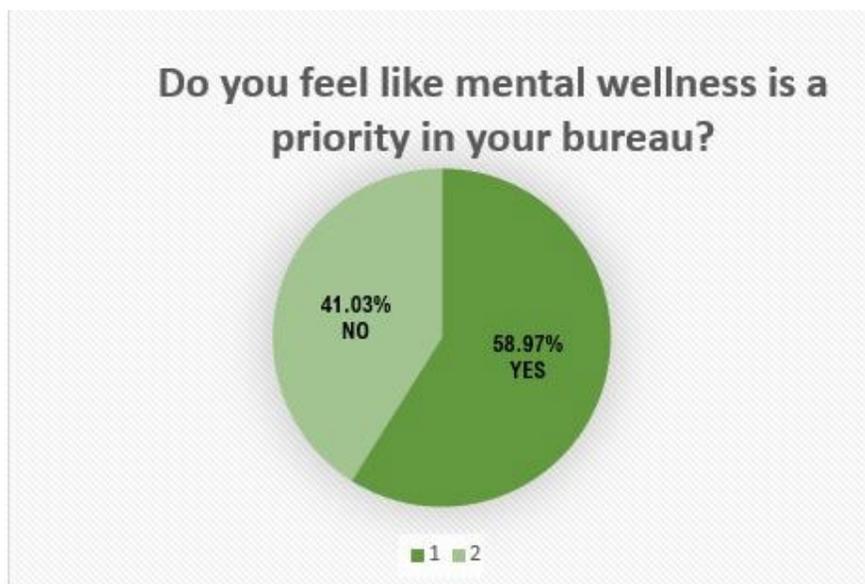
2020 CAAN COVID-19 Impact Survey Results Summary

Statistics have shown that COVID-19 is killing black people and impacting them economically at disproportionate rates across America. We, as City employees, also feel that we're being disproportionately affected by the impacts of the virus within our workplaces. COVID-19 has created circumstances beyond our control, that we are forced to accommodate and adapt to. Since working from home, CAAN leadership has come together to strategize how to support black employees as we adapt to the current circumstances. In doing so, stories of being threatened with layoffs, being asked to prove productivity, and expected to perform work without the tools or resources to do their jobs have been shared. To document these stories, CAAN sent out a COVID-19 Impact Survey, which highlighted mental health, work environment and asked for details on how black employees can be best supported. Survey participants and responses are confidential and anonymous. Survey results are detailed below:

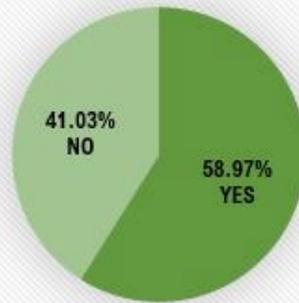
14 Bureaus Represented

- PBOT
- BES
- BHR
- OMF
- OEHR
- BDS
- BRFS
- PBEM
- Parks
- PHB
- PWB
- Prosper
- Civic Life
- Attorney's Office
& Auditor

Mental Wellness Questions

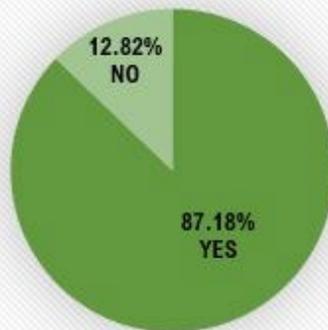


Do you feel safe to disclose when you are experiencing mental distress?



■ 1 ■ 2

Do you feel like your supervisor/leader empowers you to tend to your mental health?



■ Yes ■

Work Environment Questions

Q: Are you supported in the workplace? If no, please tell us what you need. Examples include: City laptop/RSA token provided, manager accountability, access to ergonomic equipment, timely and clear city information sharing (i.e. benefits/leave)

37% Feel Supported

Other comments detailed below (summarized to protect anonymity)

Supported, but need ergonomic equipment
Support has been increased since stay at home order
Need laptop, tokens and better information sharing
Lack of manager support
My immediate supervisors have done everything within their power to support me, but communication between higher ups and my managers has been erratic and confusing.
Leadership fostering fascism

Need access to ergonomic equipment
Somewhat supported. Need access to ergonomic equipment and compensation for increased use of electricity and internet.
I feel fortunate to have supportive leadership and I am empowered to share my thoughts.
Management support, accountability, adequate resources
It varies. Did not have the tools necessary to efficiently work from home at first. Since receiving VPN Things have improved. Need ergonomic equipment from office or reimbursement from bureau for equipment, but have been told no. With a reduction in hours, I have less money for discretionary spending, and I don't intend to spend the dollars available to me on supplies for work.
Supervisor required that a work plan be sent to prove productivity but has not asked any of the other employees for such a plan. Feeling singled out and discriminated against. Would love to change jobs, but there is a lack of opportunity to do so now. Grateful to have a job, but situation is not ideal.
Microaggressions without any accountability from management. Union flawed in holding people accountable.
Need a city laptop and the option to work from home.
Yes, I feel supported, but everything is still too much. Haven't been able to take time off to rest and recover. Communications from BHR and OMF are especially hard to follow. Communications aren't consistent.

Q: What systemic change would you like to see to feel more supported, heard, and valued as a black employee.

Comments detailed below (summarized to protect anonymity)

Hiring and promoting of more POC. City lacking in diversity and even more so in management.
More community involvement in BIPOC communities
More black leadership
Change HR Policies as it relates to managing diverse staff
Real recruitment for diverse candidates. Flexible KSA's for jobs. Need to see "potential" in black/brown applicants, just as its seen with unqualified white men. Also, would like to know the City's retention of black/brown staff. Commitment to diversity is different than token numbers - many whom feel as such and feel unsupported.
Hold supervisors accountable for poor leadership.
Put us at the table to make OUR decisions – "nothing for us without us"
Hold supervisors accountable for bad behavior and poor leadership.
A place for Black and African folks with multiple marginalized identities given space and power to strategize and implement change without undue bureaucracy and scrutiny
More black Leaders at the highest levels in our organization; Promotions of black employees at the rate of non-BIPOC employees; hazard-pay pay differential for Black employees; administrative sanctions/disciplinary actions (e.g., dismissal) in response to racist acts; equity managers in senior leadership positions in all bureaus, including the Mayor's & Commissioners' Offices.
Inclusive culture in City that is directly from an anti-racist approach.
Train the managers to trust, listen, and have more empathy for their Black employees. Accountability for reporting racial abuse of employees, specifically, when the worker feels they are targeted because of the color of their skin or their culture.
Hiring practices and workplace culture improvements
More POC in management positions. This is encouraging not only for moral but motivation to stay and possibly become a manager.

Invest more energy, time, and funds in training managers to be managers. Most are promoted from non-management positions with little or no training and it shows.
I would like all employees to be supported in self-care during this time.
I believe the leadership is taking steps to prioritize the needs of their black employees.
Equal pay for equal work. Flawed compensation model.
I feel targeted as the only black employee in my group.
To be given opportunities to move into leadership positions
Making sure there is a space and time allotment to consultant mental health professionals of color that black employees can utilize when needed.
There needs to be interventions at the BHR level. Many Black colleagues still don't trust that their complaints will be taken seriously. There don't seem to be tools that will change our work experience or outcomes when Black staff bring complaints forward, so there is nowhere to turn to and it doesn't feel safe to be open about issues as they arise.
Policy designed to support Black Staff or the Black Community be vetted with those communities first. I would like to see an evaluation of how many Black Staff have held temporary or limited term positions vs. permanent positions and retention rates.