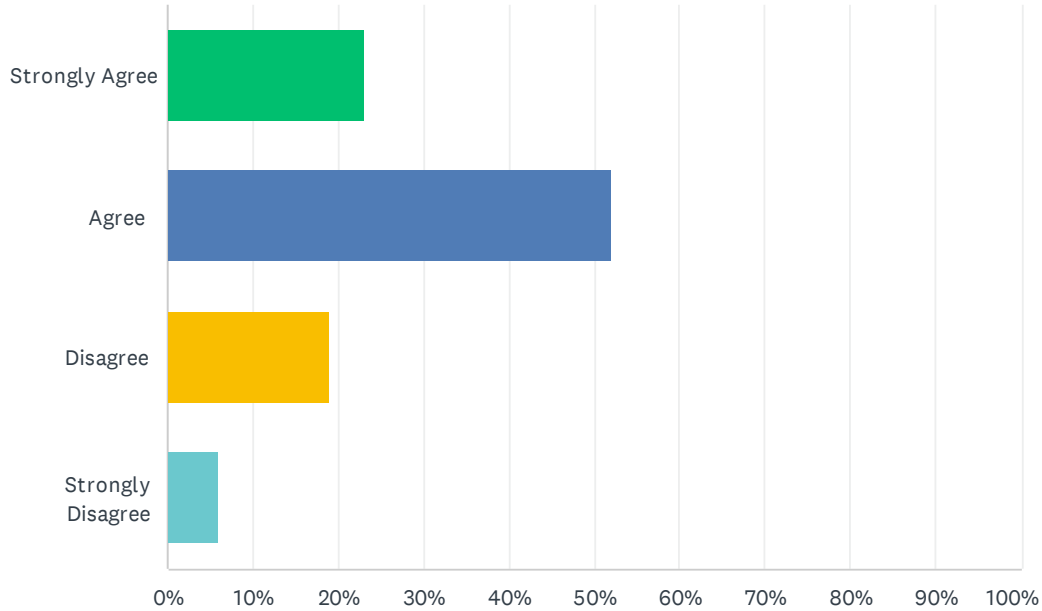


## Q1 The Washington State Patrol fosters a workplace that allows the employees to be authentically themselves

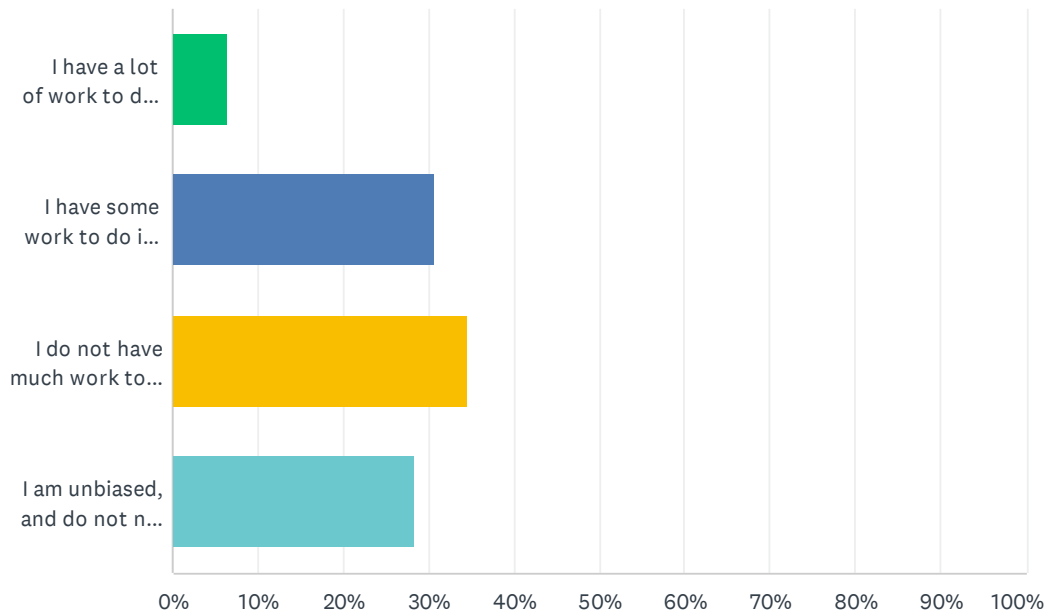
Answered: 469 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	23.03%	108
Agree	52.03%	244
Disagree	18.98%	89
Strongly Disagree	5.97%	28
<b>TOTAL</b>		<b>469</b>

## Q2 Which statement applies to you most accurately?

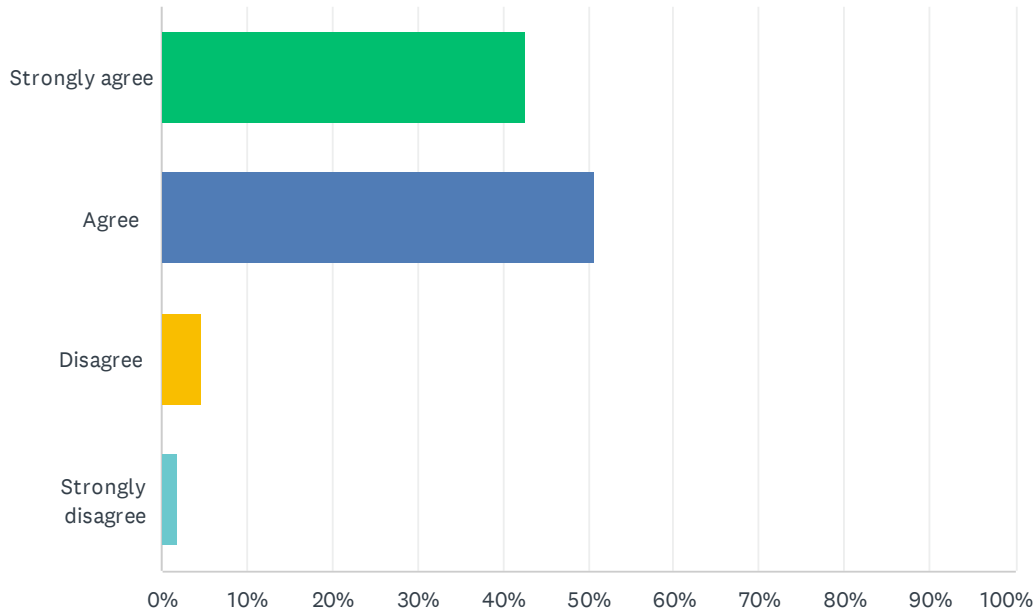
Answered: 469 Skipped: 0



ANSWER CHOICES	RESPONSES	
I have a lot of work to do in order to eliminate bias	6.40%	30
I have some work to do in order to eliminate bias	30.70%	144
I do not have much work to do in order to eliminate bias	34.54%	162
I am unbiased, and do not need any further training	28.36%	133
TOTAL		469

### Q3 My supervisor is committed to and supports diversity, equity, and inclusion.

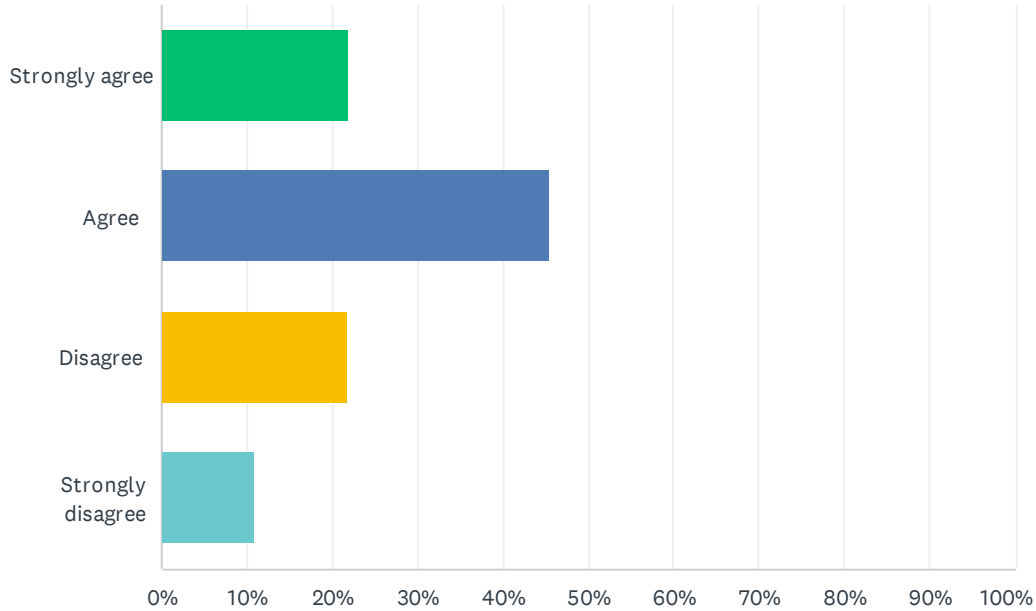
Answered: 469 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	42.64%	200
Agree	50.75%	238
Disagree	4.69%	22
Strongly disagree	1.92%	9
<b>TOTAL</b>		<b>469</b>

## Q4 The agency provides an environment for the free and open expression of ideas, opinions, and beliefs.

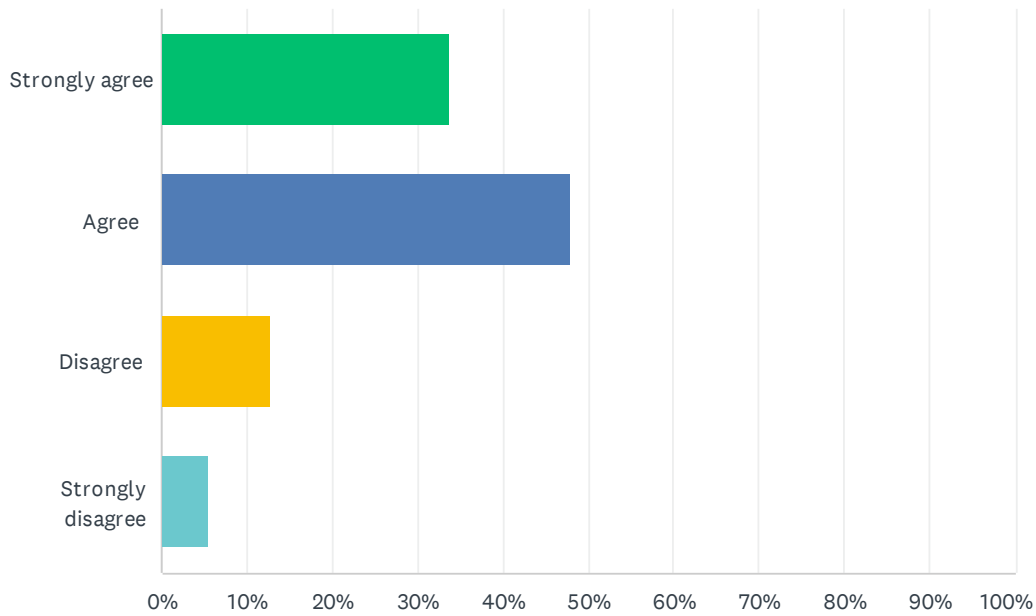
Answered: 469 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	21.96%	103
Agree	45.42%	213
Disagree	21.75%	102
Strongly disagree	10.87%	51
<b>TOTAL</b>		<b>469</b>

## Q5 Employees of all genders are valued equally by the agency.

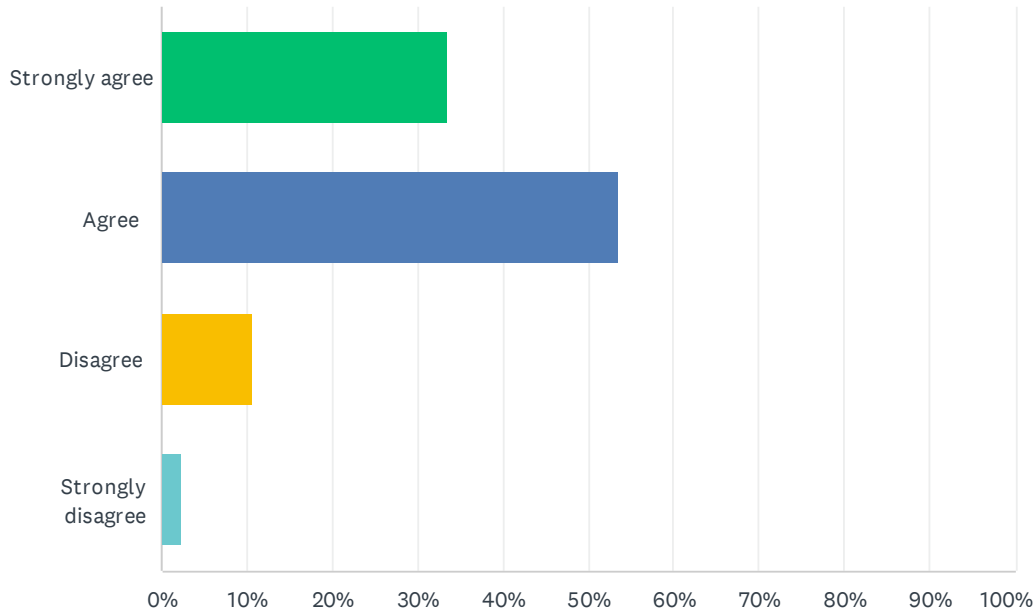
Answered: 469 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	33.69%	158
Agree	47.97%	225
Disagree	12.79%	60
Strongly disagree	5.54%	26
TOTAL		469

## Q6 Getting to know people with backgrounds different from my own has been easy at this agency.

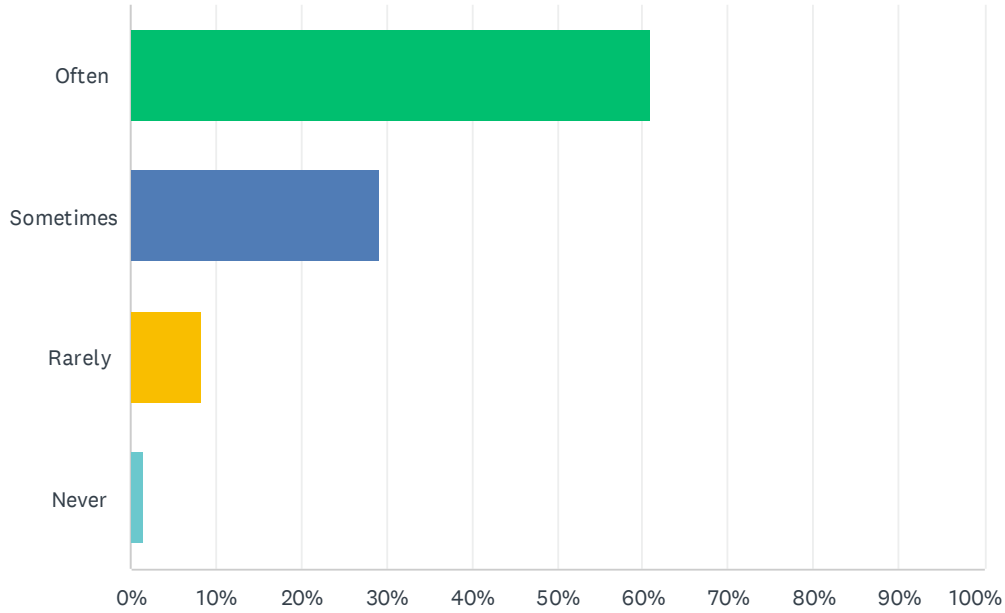
Answered: 469 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	33.48%	157
Agree	53.52%	251
Disagree	10.66%	50
Strongly disagree	2.35%	11
<b>TOTAL</b>		<b>469</b>

## Q7 Employees of different backgrounds are treated fairly in the internal promotion process.

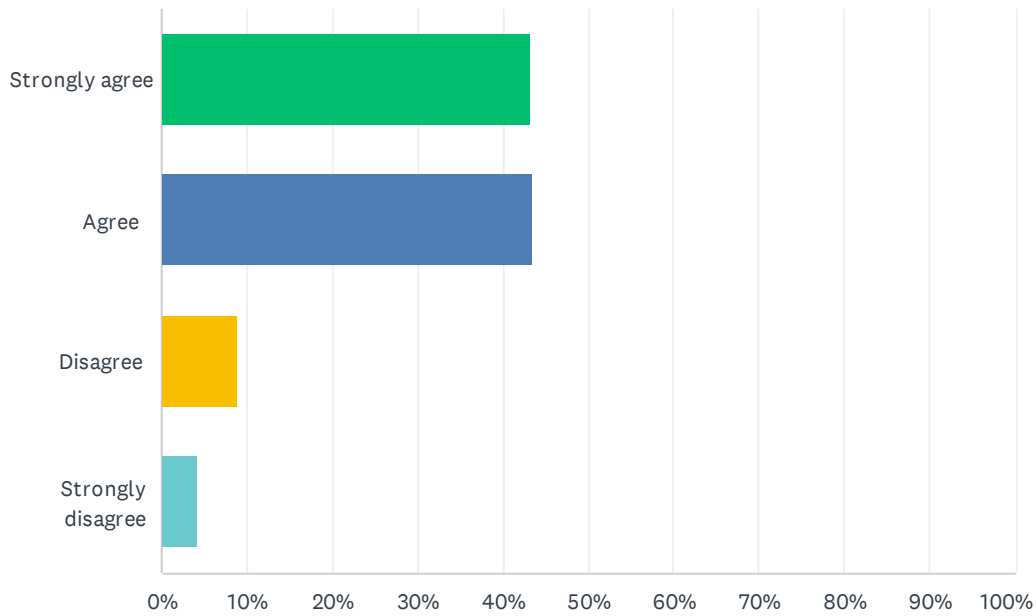
Answered: 469 Skipped: 0



ANSWER CHOICES	RESPONSES	
Often	60.98%	286
Sometimes	29.21%	137
Rarely	8.32%	39
Never	1.49%	7
<b>TOTAL</b>		<b>469</b>

## Q8 I feel appreciated in my work unit.

Answered: 469 Skipped: 0

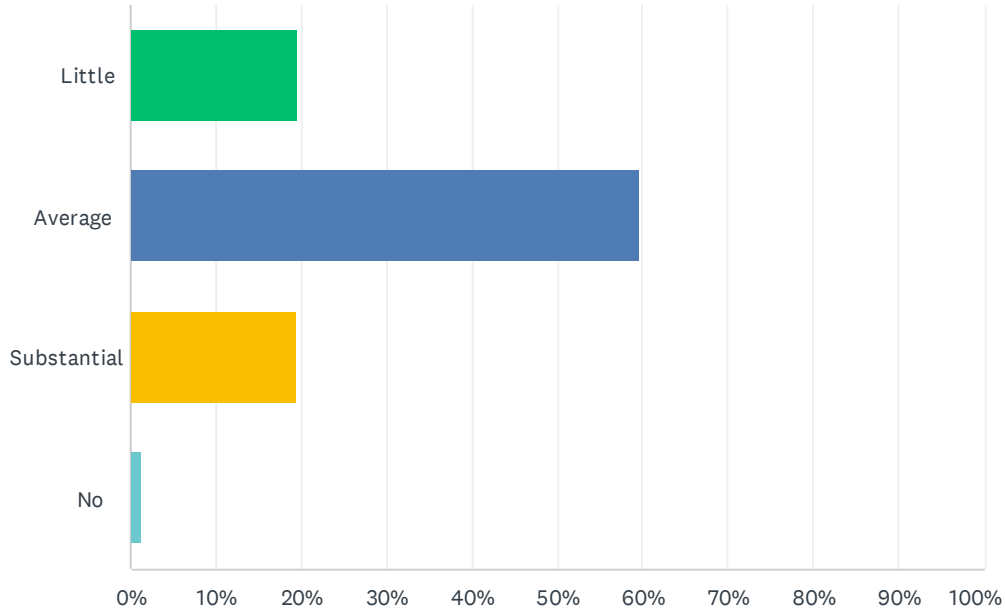


ANSWER CHOICES	RESPONSES
Strongly agree	43.28% 203
Agree	43.50% 204
Disagree	8.96% 42
Strongly disagree	4.26% 20
TOTAL	469



Q9 There is \_\_\_\_\_ diversity among the people that a job candidate will meet/see on their first visit to the agency.

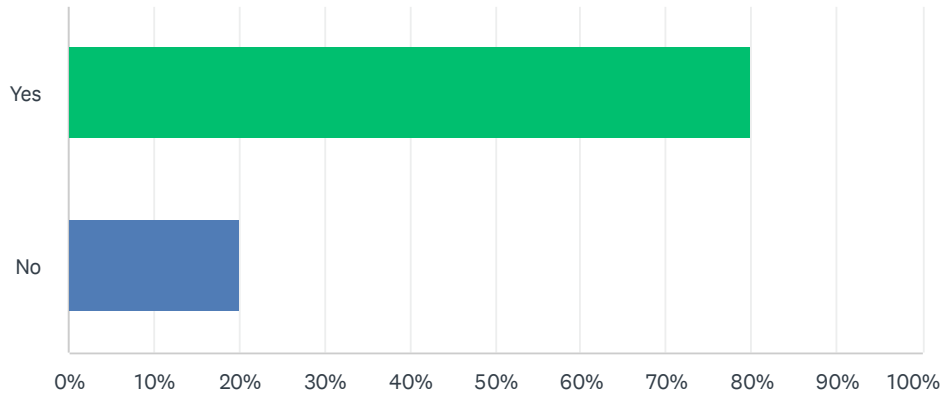
Answered: 469 Skipped: 0



ANSWER CHOICES	RESPONSES	
Little	19.62%	92
Average	59.70%	280
Substantial	19.40%	91
No	1.28%	6
<b>TOTAL</b>		<b>469</b>

## Q10 I would recommend WSP as a great place to work.

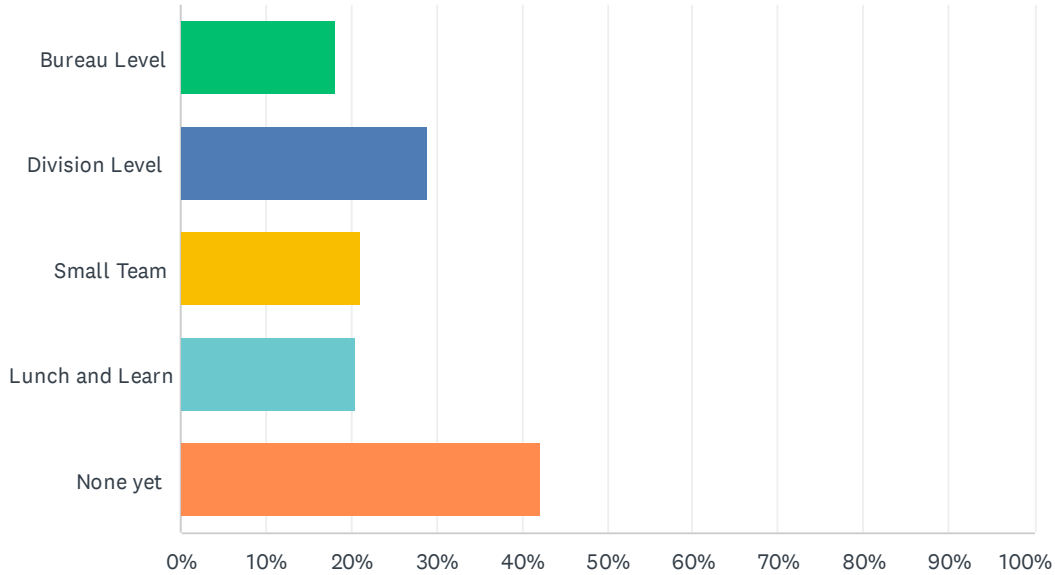
Answered: 469 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	79.96%	375
No	20.04%	94
TOTAL		469

### Q11 Which training from the WSP Diversity, Equity, and Inclusion Office have you attended? Select all that apply.

Answered: 469 Skipped: 0

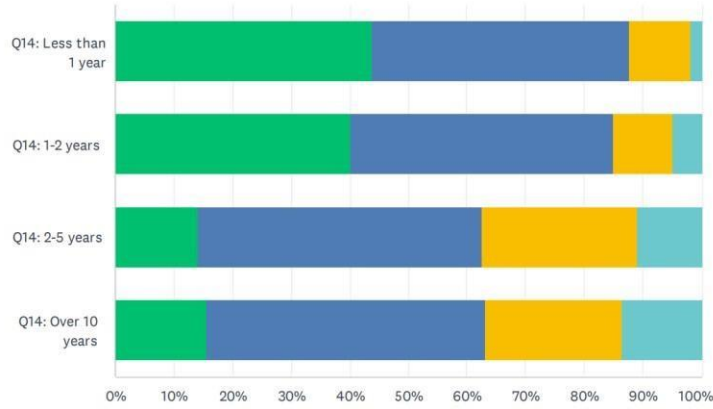


ANSWER CHOICES	RESPONSES	
Bureau Level	18.12%	85
Division Level	29.00%	136
Small Team	21.11%	99
Lunch and Learn	20.47%	96
None yet	42.22%	198
Total Respondents: 469		

### Highlight of DEI Pulse Survey 2023 by Demographic

Q4 The agency provides an environment for the free and open expression of ideas, opinions, and beliefs.

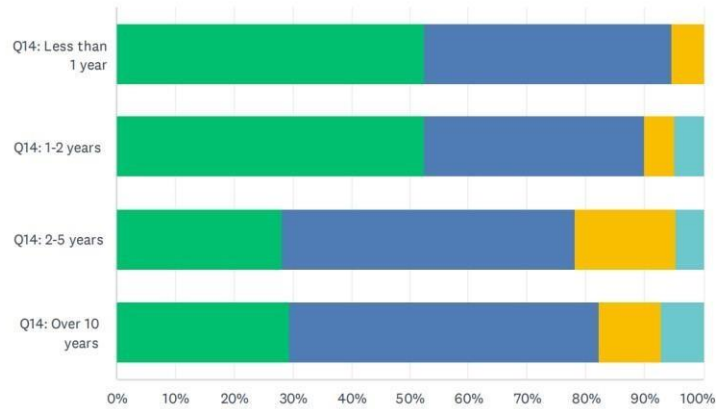
Answered: 368 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
Q14: Less than 1 year	43.86% 25	43.86% 25	10.53% 6	1.75% 1	15.49% 57
Q14: 1-2 years	40.00% 16	45.00% 18	10.00% 4	5.00% 2	10.87% 40
Q14: 2-5 years	14.06% 9	48.44% 31	26.56% 17	10.94% 7	17.39% 64
Q14: Over 10 years	15.46% 32	47.83% 99	23.19% 48	13.53% 28	56.25% 207
Total Respondents	82	173	75	38	368

## Q5 Employees of all genders are valued equally by the agency.

Answered: 368 Skipped: 0

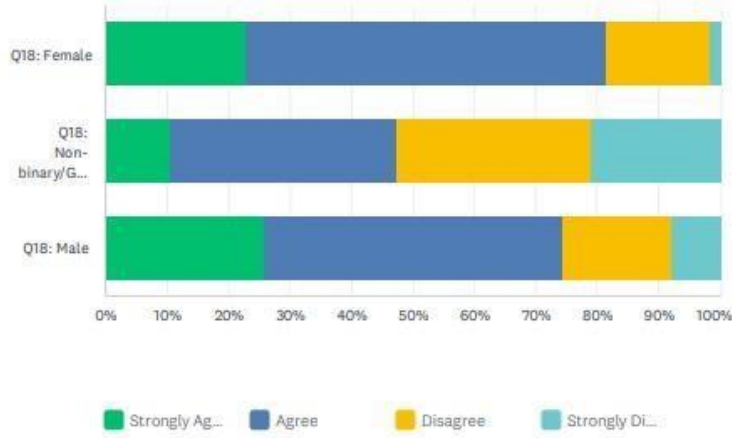


■ Strongly ag... 
 ■ Agree 
 ■ Disagree 
 ■ Strongly dis...

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
Q14: Less than 1 year	52.63% 30	42.11% 24	5.26% 3	0.00% 0	15.49% 57
Q14: 1-2 years	52.50% 21	37.50% 15	5.00% 2	5.00% 2	10.87% 40
Q14: 2-5 years	28.13% 18	50.00% 32	17.19% 11	4.69% 3	17.39% 64
Q14: Over 10 years	29.47% 61	52.66% 109	10.63% 22	7.25% 15	56.25% 207
<b>Total Respondents</b>	<b>130</b>	<b>180</b>	<b>38</b>	<b>20</b>	<b>368</b>

# Q1 The Washington State Patrol fosters a workplace that allows the employees to be authentically themselves

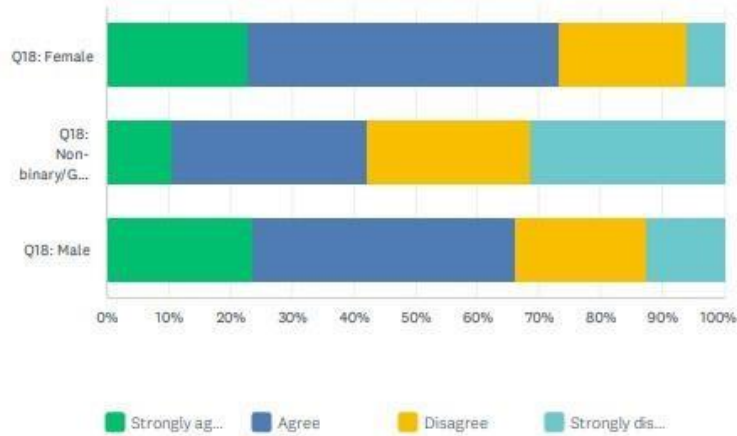
Answered: 453 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
Q18: Female	22.70% 42	58.92% 109	16.76% 31	1.62% 3	40.84% 185
Q18: Non-binary/Gender non-conforming	10.53% 2	36.84% 7	31.58% 6	21.05% 4	4.19% 19
Q18: Male	25.70% 64	48.59% 121	17.67% 44	8.03% 20	54.97% 249
<b>Total Respondents</b>	<b>108</b>	<b>237</b>	<b>81</b>	<b>27</b>	<b>453</b>

Q4 The agency provides an environment for the free and open expression of ideas, opinions, and beliefs.

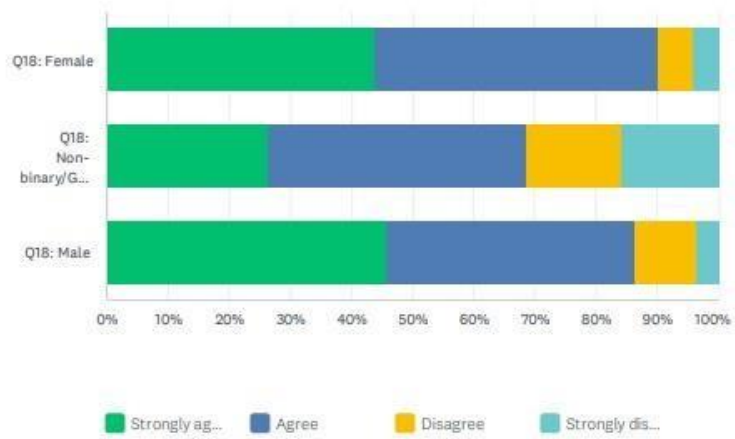
Answered: 453 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
Q18: Female	22.70% 42	50.81% 94	20.54% 38	5.95% 11	40.84% 185
Q18: Non-binary/Gender non-conforming	10.53% 2	31.58% 6	26.32% 5	31.58% 6	4.19% 19
Q18: Male	23.69% 59	42.57% 106	21.29% 53	12.45% 31	54.97% 249
Total Respondents	103	206	96	48	453

## Q8 I feel appreciated in my work unit.

Answered: 453 Skipped: 0

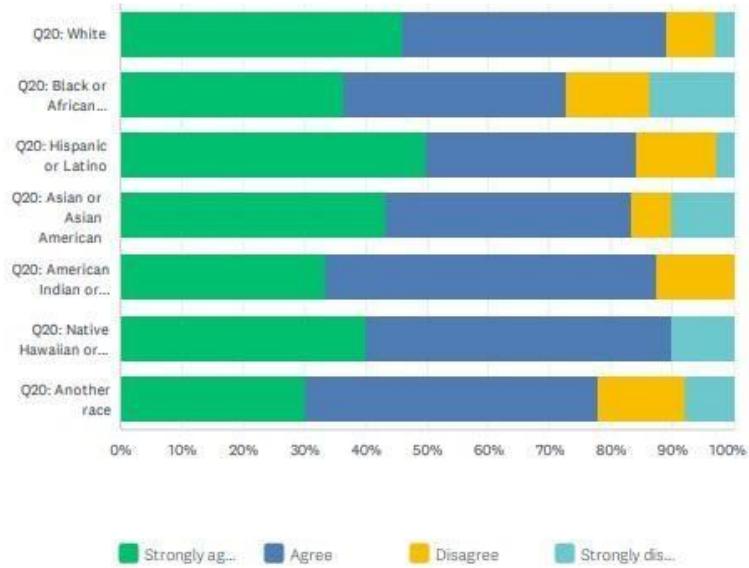


	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
Q18: Female	43.78% 81	46.49% 86	5.41% 10	4.32% 8	40.84% 185
Q18: Non-binary/Gender non-conforming	26.32% 5	42.11% 8	15.79% 3	15.79% 3	4.19% 19
Q18: Male	45.78% 114	40.56% 101	10.04% 25	3.61% 9	54.97% 249
Total Respondents	200	195	38	20	453



## Q8 I feel appreciated in my work unit.

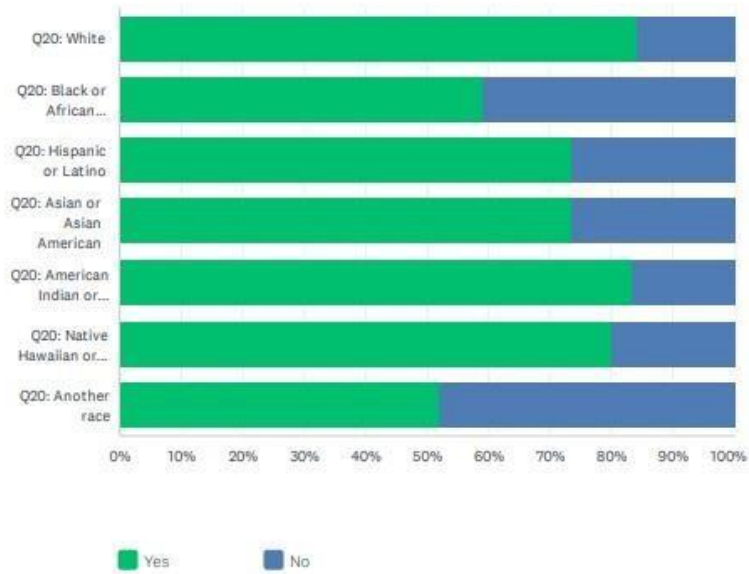
Answered: 454 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
Q20: White	46.11% 160	42.94% 149	8.07% 28	2.88% 10	76.43% 347
Q20: Black or African American	36.36% 8	36.36% 8	13.64% 3	13.64% 3	4.85% 22
Q20: Hispanic or Latino	50.00% 19	34.21% 13	13.16% 5	2.63% 1	8.37% 38
Q20: Asian or Asian American	43.33% 13	40.00% 12	6.67% 2	10.00% 3	6.61% 30
Q20: American Indian or Alaska Native	33.33% 8	54.17% 13	12.50% 3	0.00% 0	5.29% 24
Q20: Native Hawaiian or other Pacific Islander	40.00% 4	50.00% 5	0.00% 0	10.00% 1	2.20% 10
Q20: Another race	30.00% 15	48.00% 24	14.00% 7	8.00% 4	11.01% 50
<b>Total Respondents</b>	<b>199</b>	<b>196</b>	<b>40</b>	<b>19</b>	<b>454</b>

## Q10 I would recommend WSP as a great place to work.

Answered: 454 Skipped: 0



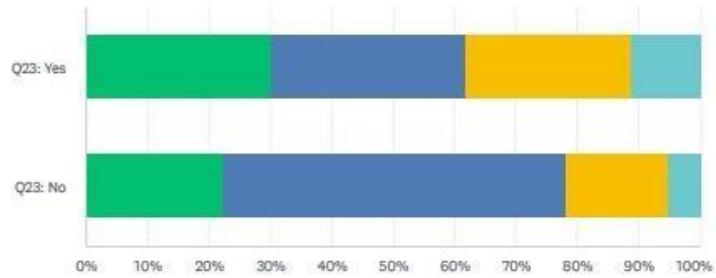
	YES	NO	TOTAL
Q20: White	84.15% 292	15.85% 55	76.43% 347
Q20: Black or African American	59.09% 13	40.91% 9	4.85% 22
Q20: Hispanic or Latino	73.68% 28	26.32% 10	8.37% 38
Q20: Asian or Asian American	73.33% 22	26.67% 8	6.61% 30
Q20: American Indian or Alaska Native	83.33% 20	16.67% 4	5.29% 24
Q20: Native Hawaiian or other Pacific Islander	80.00% 8	20.00% 2	2.20% 10
Q20: Another race	52.00% 26	48.00% 24	11.01% 50
<b>Total Respondents</b>	<b>365</b>	<b>89</b>	<b>454</b>

## Highlights by Disability Status

Question 23: Do you have a disability? Yes/No

Q1 The Washington State Patrol fosters a workplace that allows the employees to be authentically themselves

Answered: 459 Skipped: 0



■ Strongly Ag... 
 ■ Agree 
 ■ Disagree 
 ■ Strongly Di...

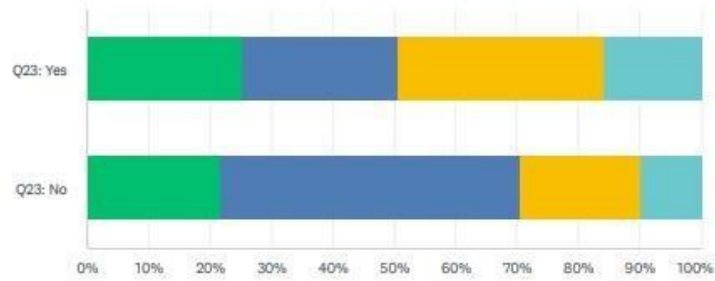
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
Q23: Yes	30.16% 19	31.75% 20	26.98% 17	11.11% 7	13.73% 63
Q23: No	22.22% 88	55.81% 221	16.92% 67	5.05% 20	86.27% 396
Total Respondents	107	241	84	27	459

## Highlights by Disability Status

Question 23: Do you have a disability? Yes/No

Q4 The agency provides an environment for the free and open expression of ideas, opinions, and beliefs.

Answered: 459 Skipped: 0



Strongly ag... Agree Disagree Strongly dis...

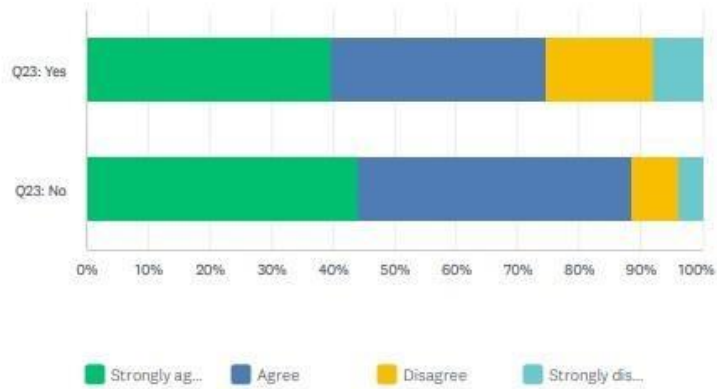
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
Q23: Yes	25.40% 16	25.40% 16	33.33% 21	15.87% 10	13.73% 63
Q23: No	21.72% 86	48.74% 193	19.44% 77	10.10% 40	86.27% 396
Total Respondents	102	209	98	50	459

## Highlights by Disability Status

Question 23: Do you have a disability? Yes/No

Q8 I feel appreciated in my work unit.

Answered: 459 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
Q23: Yes	39.68% 25	34.92% 22	17.46% 11	7.94% 5	13.73% 63
Q23: No	44.19% 175	44.44% 176	7.58% 30	3.79% 15	86.27% 396
Total Respondents	200	198	41	20	459