

Appendix C - Engagement and Equity Survey

City of Madison Employee Engagement and Equity Survey

The following statements have been correlated to engaged behaviors and satisfaction with your work environment. On a 5-point scale, indicate how strongly you agree or disagree that the statement is true about your work situation. Place an "X" in the box to indicate your response.

1 = No, I strongly Disagree

3 = I Am Neutral

4= Yes, I Agree

2 = No, I Disagree

5 = Yes, I Strongly Agree

	1	2	3	4	5
1. I know what is expected of me at work.					
2. I have the materials and equipment I need to do my work right.					
3. I have the opportunity at work to do what I do best daily.					
4. In the last seven days I have received recognition/praise for doing good work.					
5. My supervisor/someone at work, seems to care about me as a person.					
6. Someone at work encourages my development.					
7. At work, my opinions seem to count.					
8. The mission or purpose of my organization makes me feel my job is important.					
9. My co-workers are committed to doing quality work.					
10. I have a close friend at work.					
11. In the last 6 months, someone at work has talked to me about my					

progress.					
12. I have had opportunity at work to learn and grow this year.					
13. I trust the City to be fair to all employees.					
14. At work all employees are treated with respect.					
15. I feel valued in the organization.					

The following section asks for demographic information to help us understand more about you. We will not share this information with departments. Please answer as much, or as little, as you feel comfortable disclosing.

Thank you for completing the survey!

1. What is your gender?

2. How do you identify racially?

White African American Asian Multi-Racial Other races

3. Are you Hispanic/Latino?

Y N

4. How long have you worked for the City?

0-5yrs 6-10yrs 11-15yrs 16-20yrs 21-25 yrs 25+ yrs

5. What is your highest level of education?

H.S. Bachelors Masters Doctorate

6. Do you have a disability?

Yes No

_____ Adapted from Gallup Q¹² and other inclusivity surveys