

# 2023 Employee Survey

# INCLUSION DEMOGRAPHIC REPORT

This report contains questions from the employee survey, as it pertains to the employee characteristic: Inclusion. These are the questions used to measure for Inclusion and contain data from the 2021, 2022, and 2023 employee survey results. The responses to these questions have been provided in various demographics groups such as ability, age, gender, and ethnicity.

It is not our intention to create division within our organization. We do want to share the experiences of our underrepresented employees at work. What is true for one individual, may not necessarily be true for another. Likewise, the perception of one is not the perception of another.

**AS YOU REVIEW THE REPORT, PLEASE KEEP THE FOLLOWING IN MIND:**

\* Our Ability data is pulled from self-reporting fields listed in UKG.

\*\* Our Equal Employment Opportunity reports require gender to be collected in binary terms, male or female. We are aware of this limitation in our system and consider it an area of opportunity for future growth.

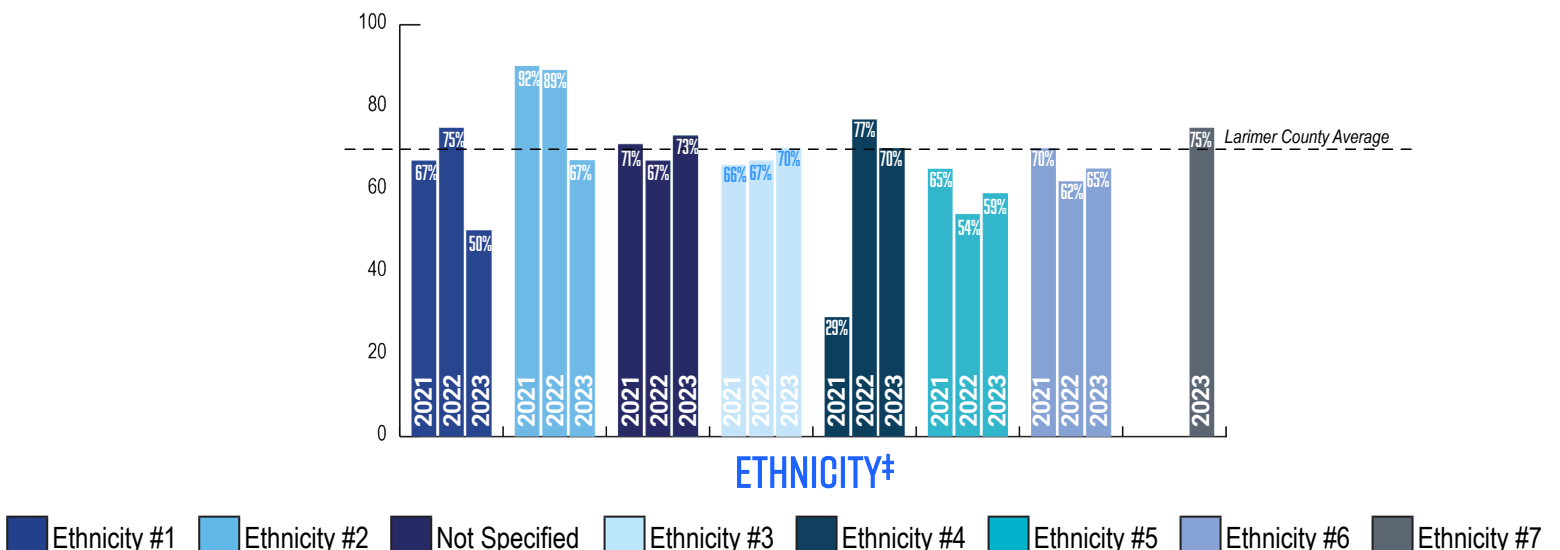
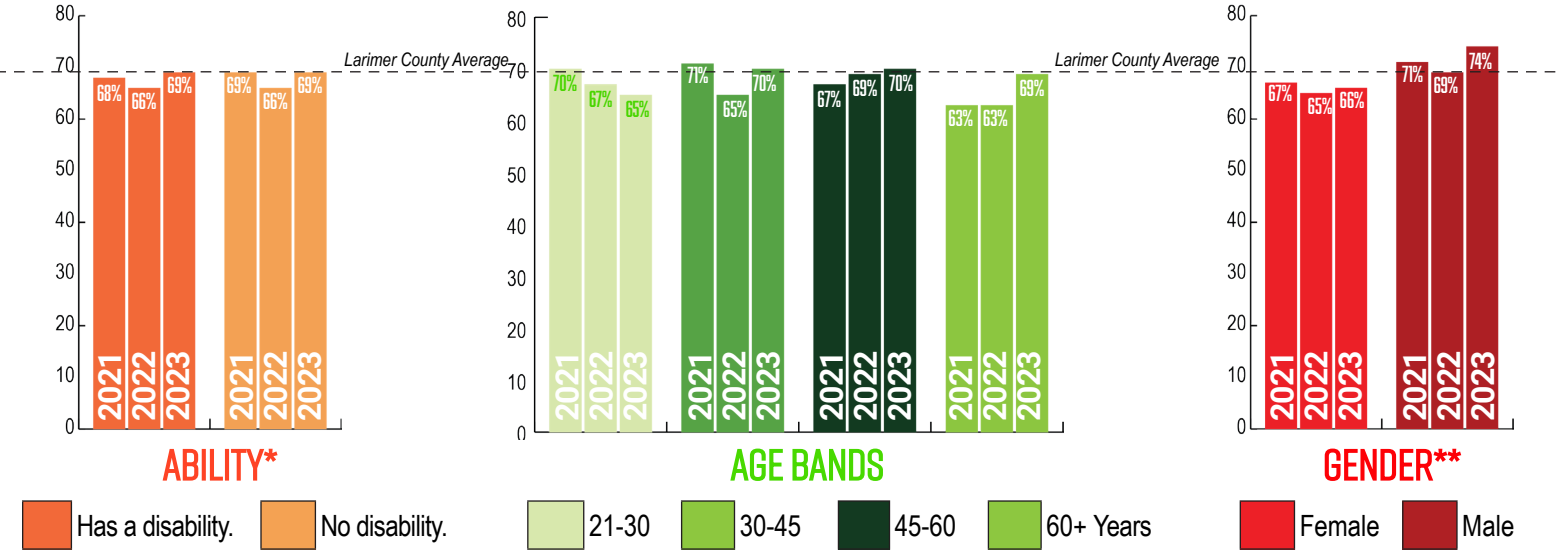
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To continue to move forward in building a more inclusive organization we need to know where we are now. As we work toward building a more inclusive organization, we want to share information that helps illustrate how we each experience work.

EMPLOYEE SURVEY QUESTION

## I am appropriately involved in decisions that affect my work.

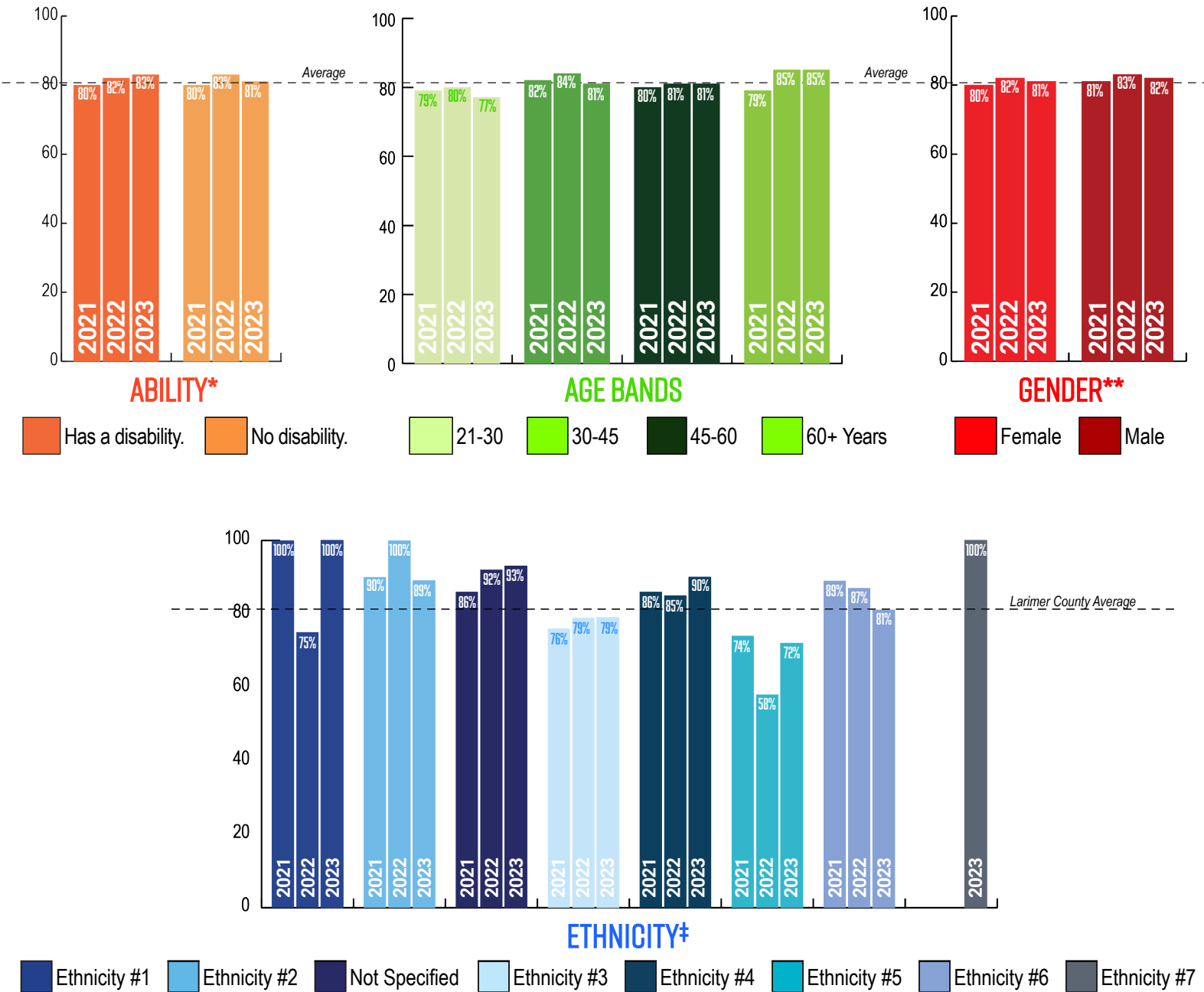
Larimer County = 69% Agreement



# EMPLOYEE SURVEY QUESTION

I look forward to coming to work at this company.

Larimer County = 81% Agreement



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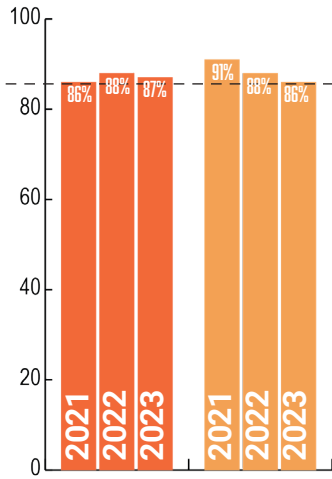
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# EMPLOYEE SURVEY QUESTION

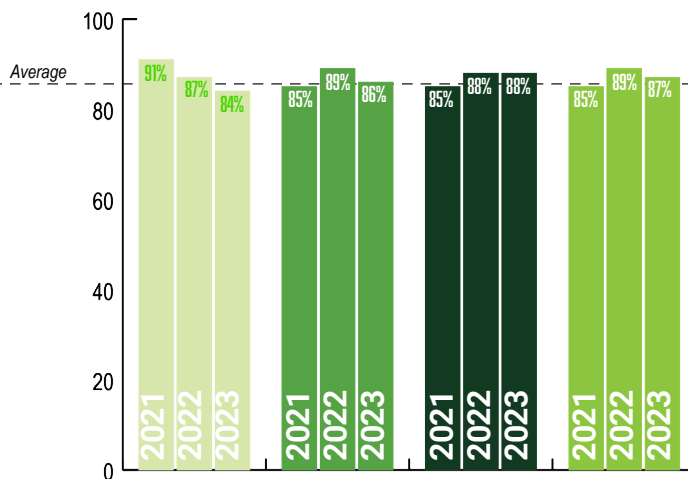
I would recommend Larimer County as a good place to work.

Larimer County = 86% Agreement



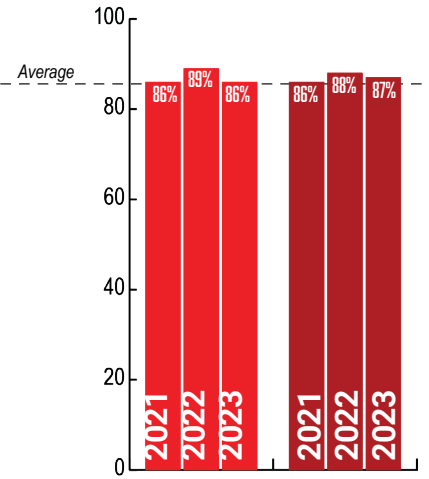
ABILITY\*

Has a disability. No disability.



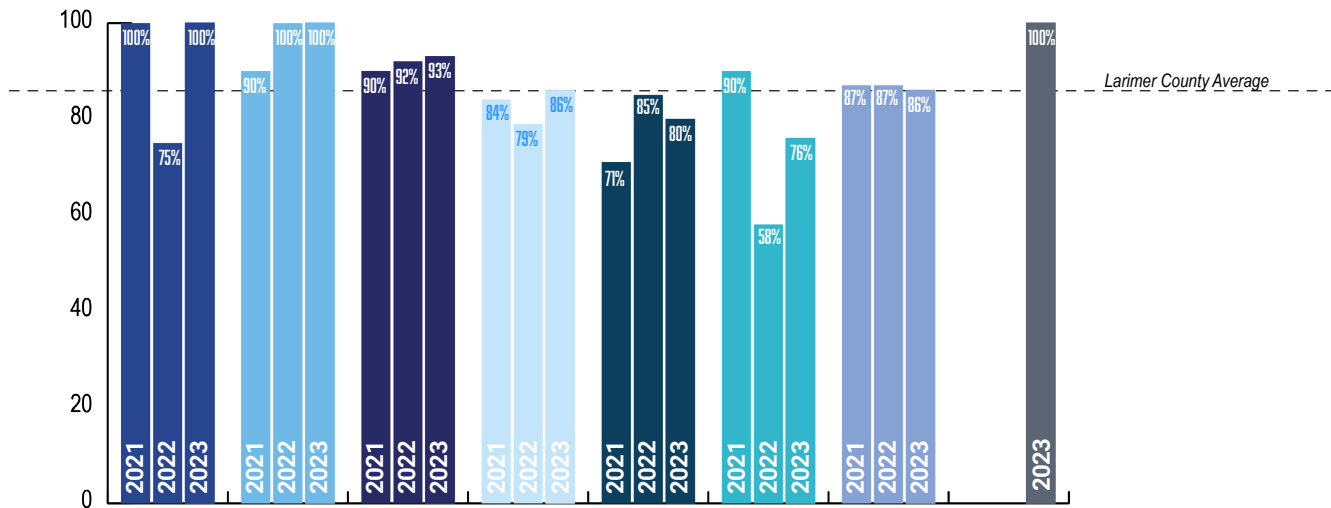
AGE BANDS

21-30 30-45 45-60 60+ Years



GENDER\*\*

Female Male



ETHNICITY#

Ethnicity #1 Ethnicity #2 Not Specified Ethnicity #3 Ethnicity #4 Ethnicity #5 Ethnicity #6 Ethnicity #7

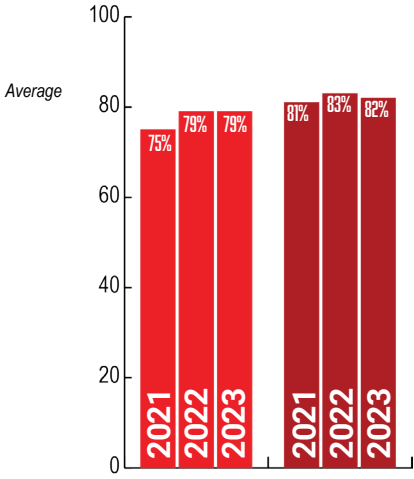
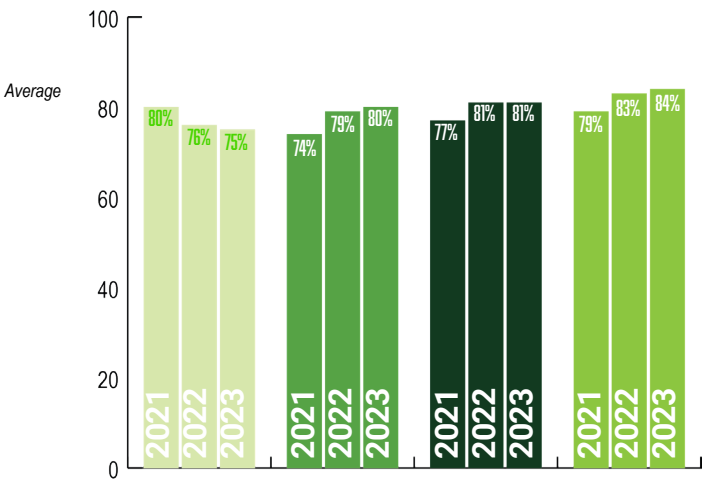
Larimer County Average

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Larimer County has created an environment where people of diverse backgrounds can succeed.



**ABILITY\***

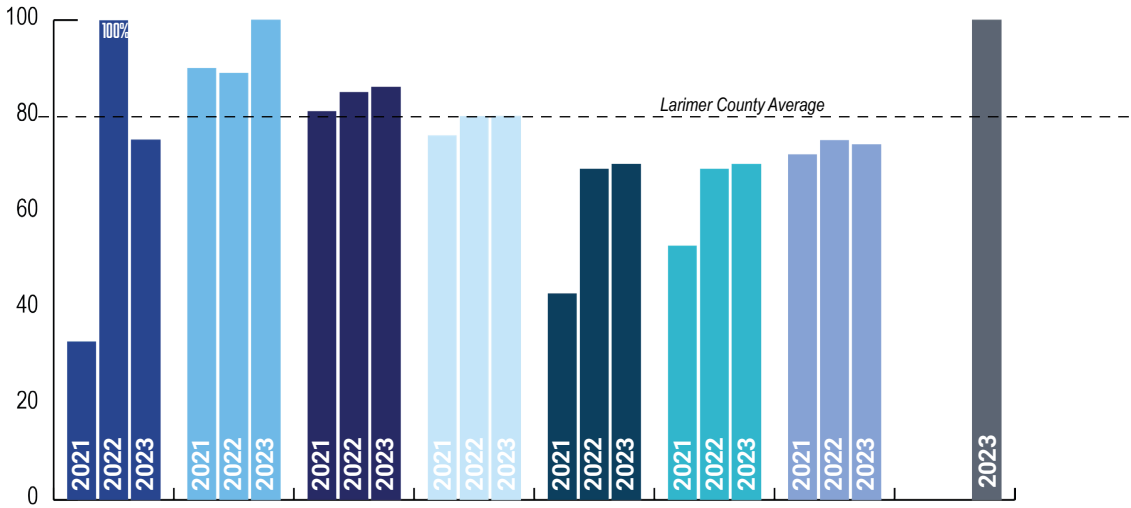
Has a disability. ■ No disability.

**AGE BANDS**

■ 21-30 ■ 30-45 ■ 45-60 ■ 60+ Years

**GENDER\*\***

■ Female ■ Male



**ETHNICITY#**

Ethnicity #1    Ethnicity #2    Not Specified    Ethnicity #3    Ethnicity #4    Ethnicity #5    Ethnicity #6    Ethnicity #7

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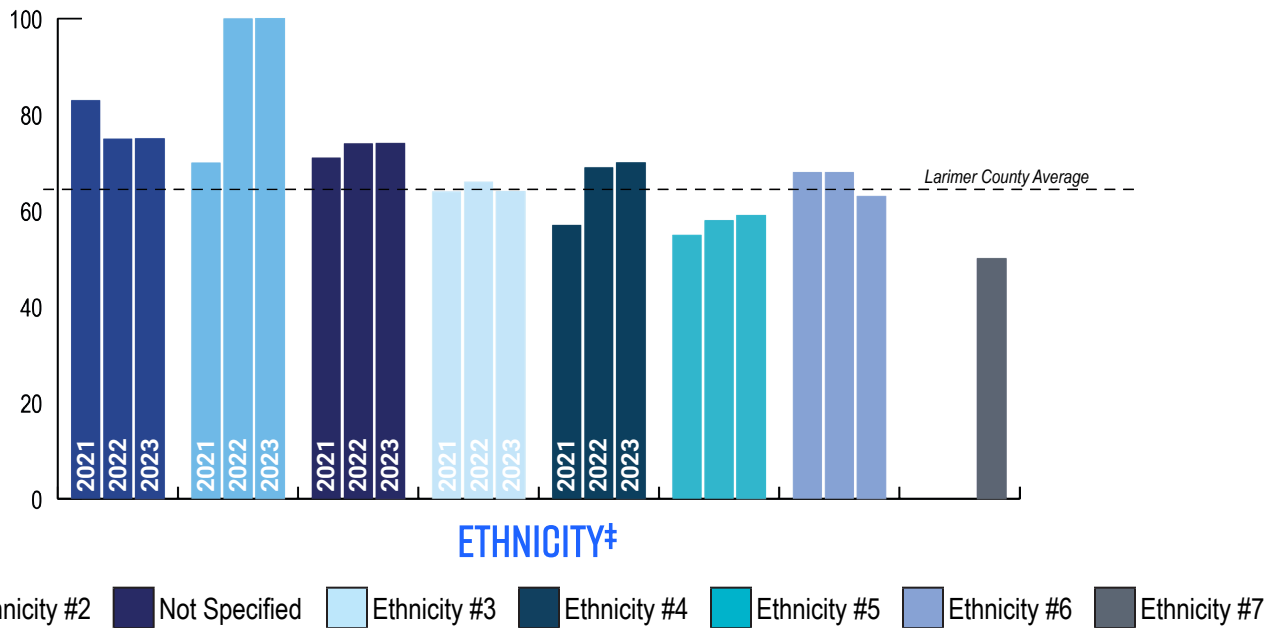
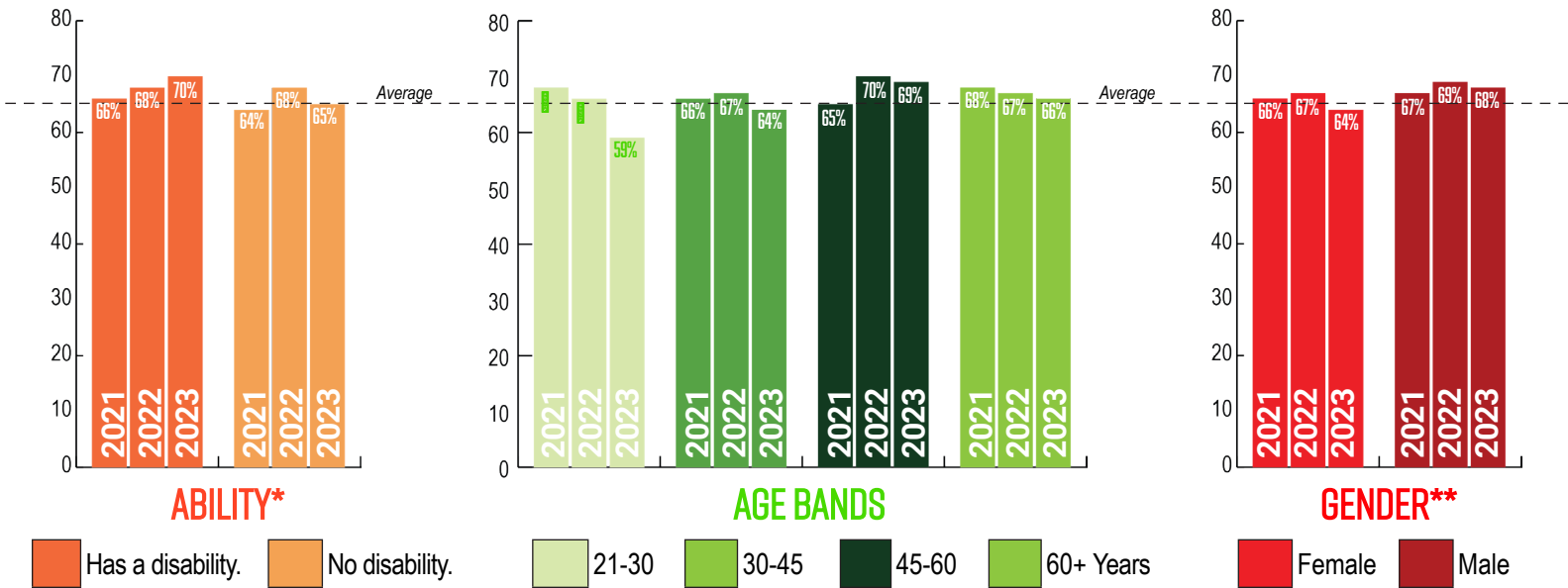
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# EMPLOYEE SURVEY QUESTION

I would choose to stay with Larimer County even if offered the same pay and benefits elsewhere.

Larimer County = 65% Agreement



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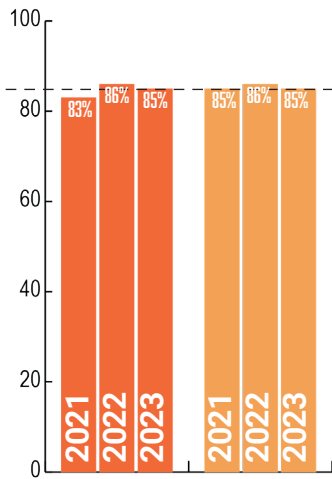
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# EMPLOYEE SURVEY QUESTION

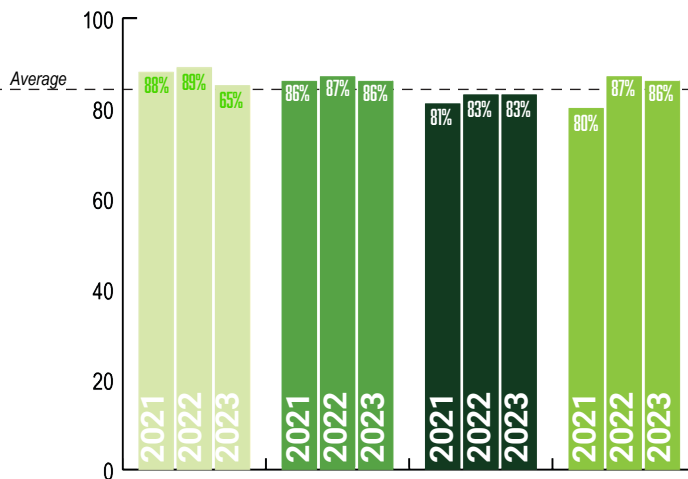
I am treated with respect and dignity.

Larimer County = 85% Agreement



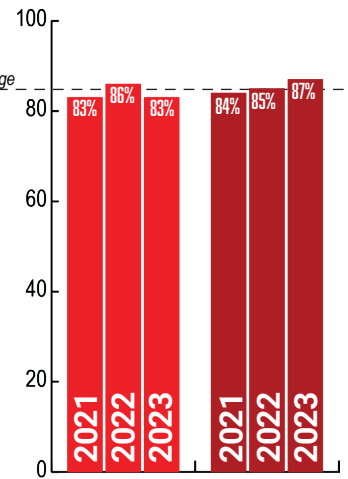
**ABILITY\***

Has a disability. No disability.



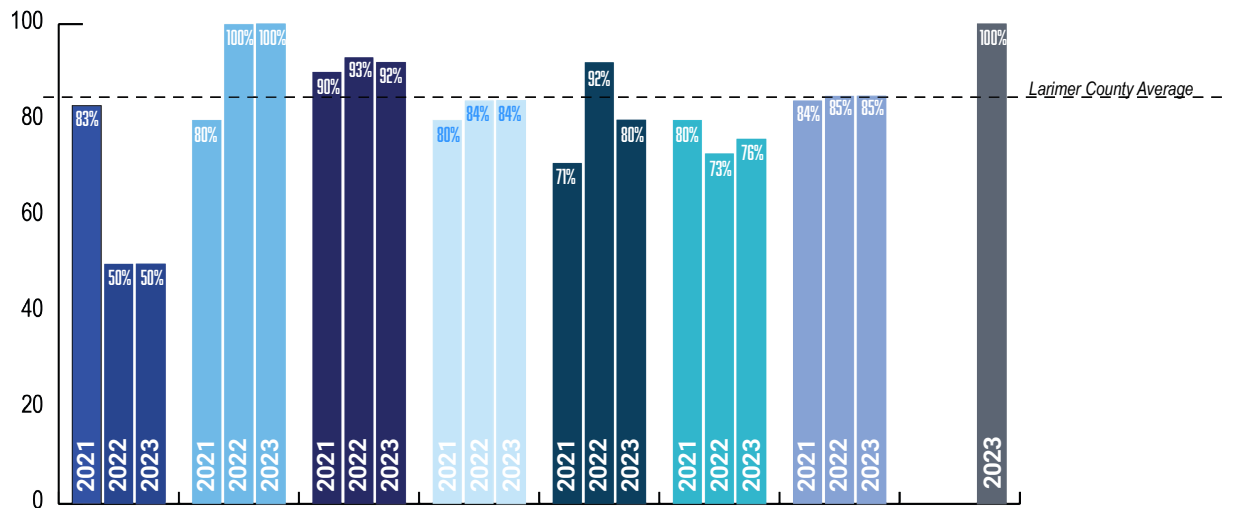
**AGE BANDS**

21-30 30-45 45-60 60+ Years



**GENDER\*\***

Female Male



**ETHNICITY#**

Ethnicity #1 Ethnicity #2 Not Specified Ethnicity #3 Ethnicity #4 Ethnicity #5 Ethnicity #6 Ethnicity #7

Larimer County Average

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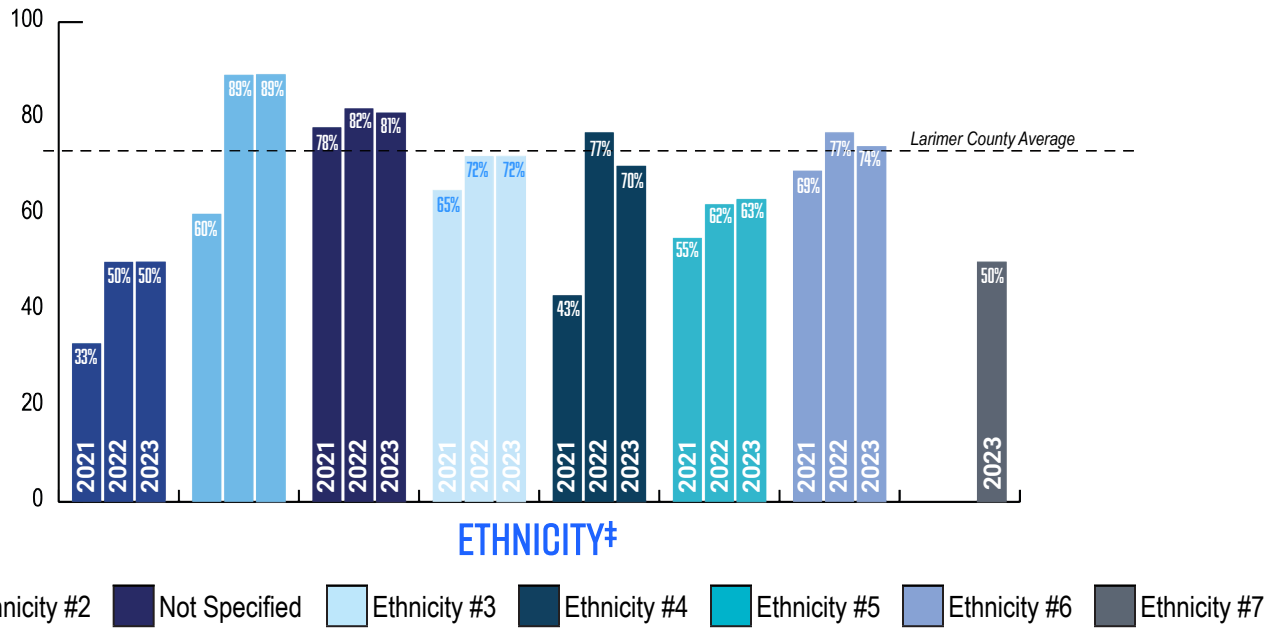
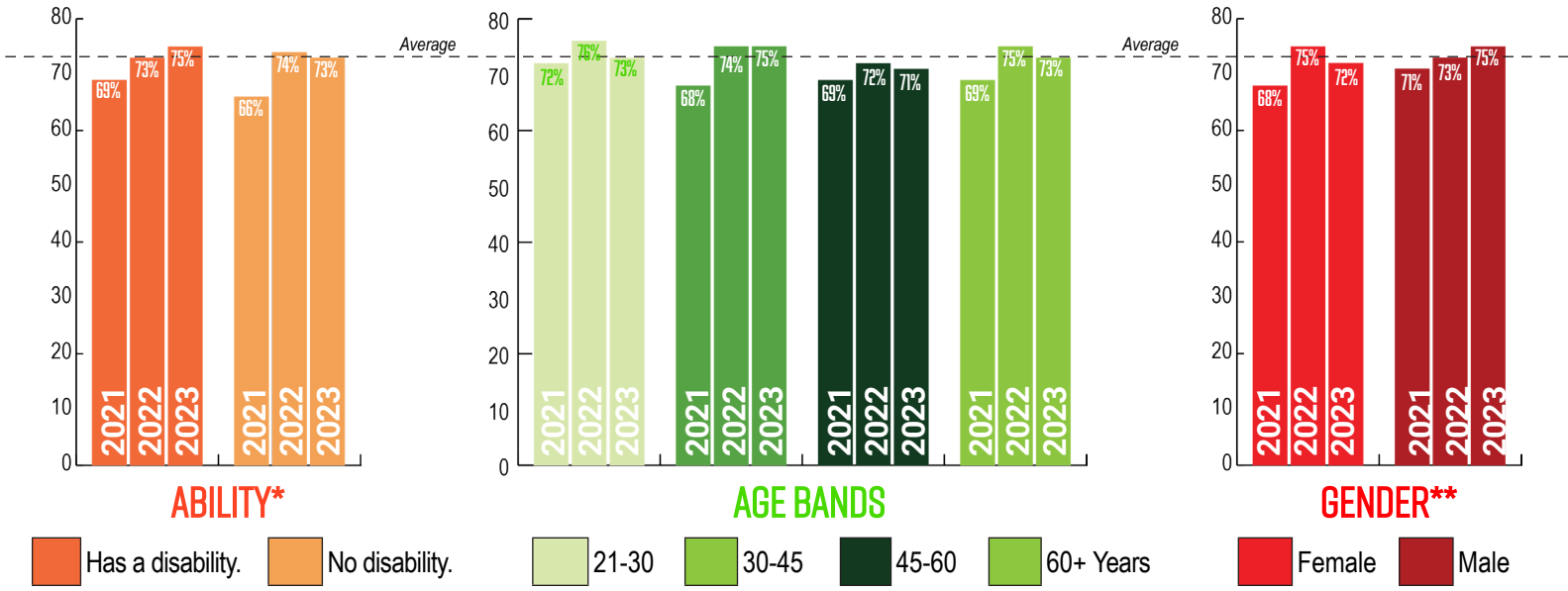
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# EMPLOYEE SURVEY QUESTION

I receive recognition from management when I do a good job.

Larimer County = 73% Agreement



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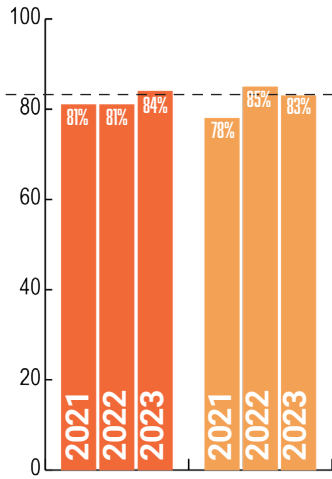
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# EMPLOYEE SURVEY QUESTION

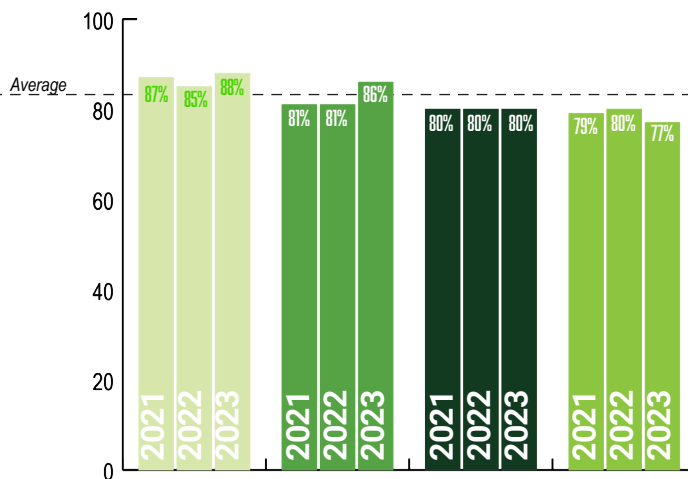
My immediate manager/supervisor gives me feedback that helps me improve my performance.

Larimer County = 83% Agreement



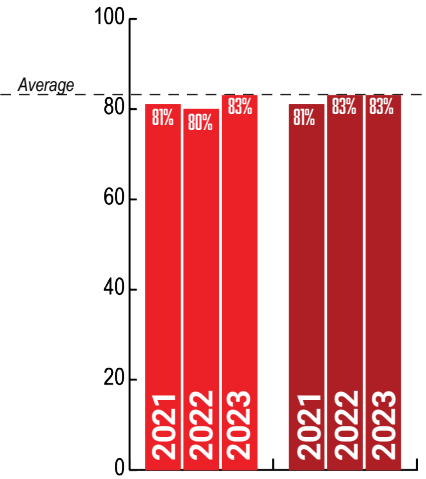
ABILITY\*

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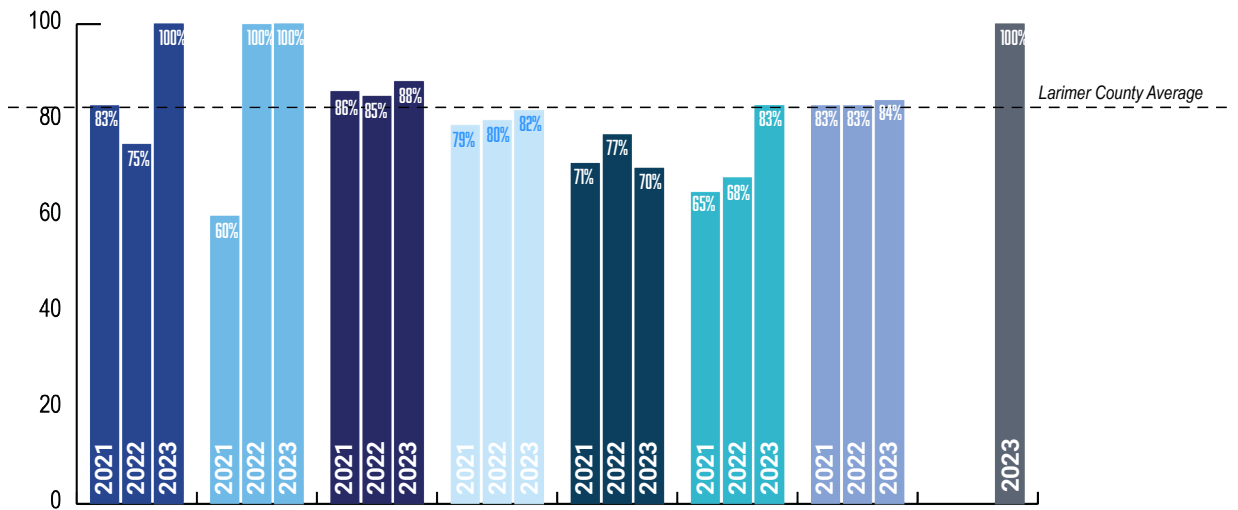
AGE BANDS

21-30 30-45 45-60 60+ Years



GENDER\*\*

Female Male



ETHNICITY‡

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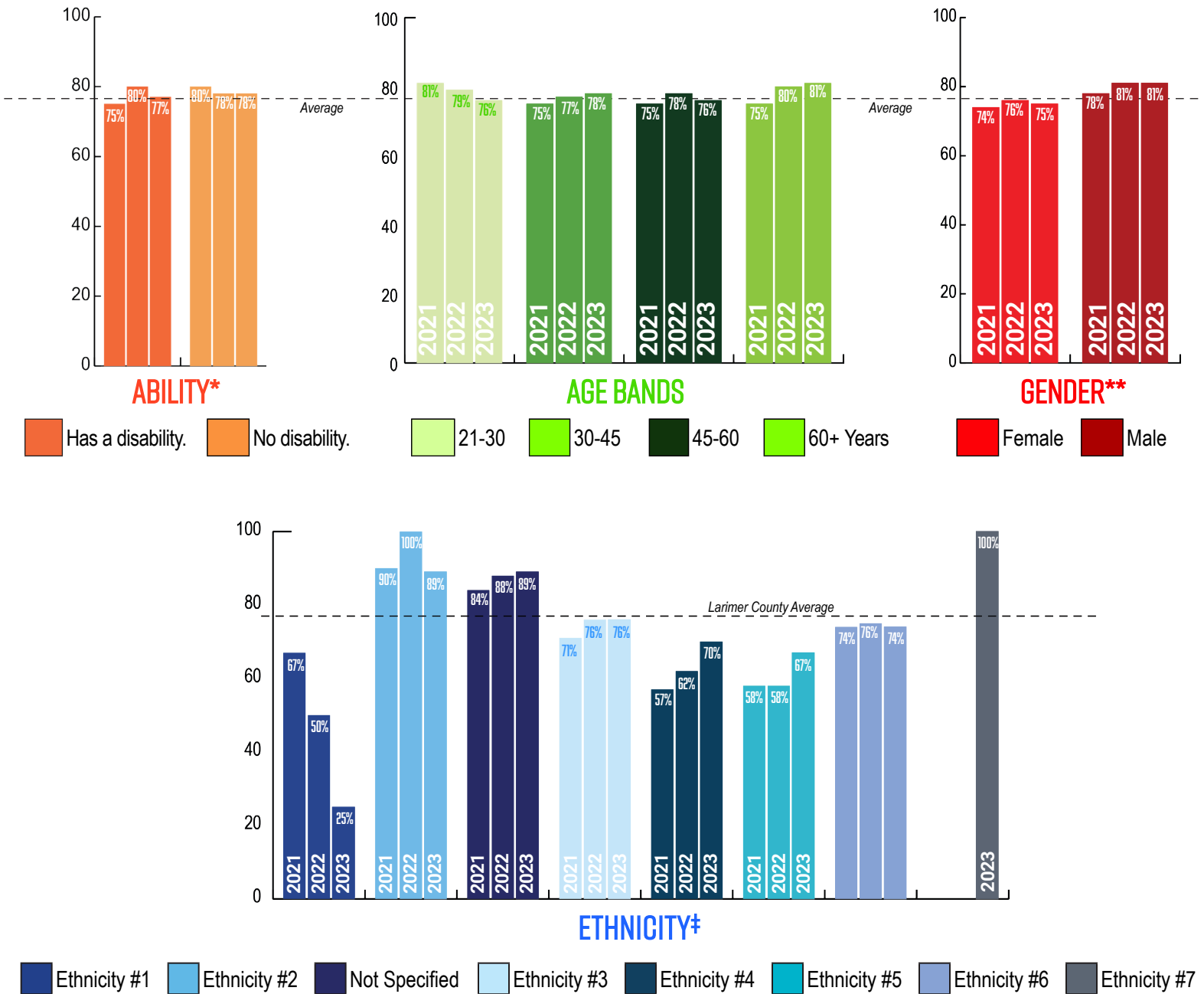
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# EMPLOYEE SURVEY QUESTION

My work environment is inclusive.

Larimer County = 77% Agreement



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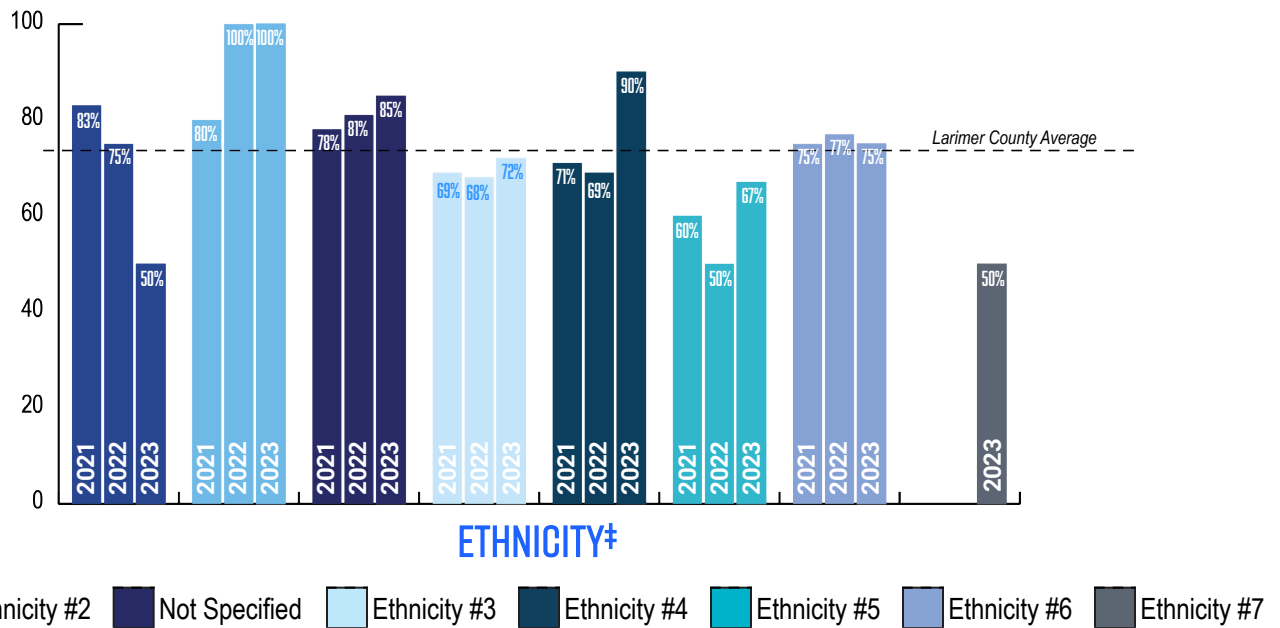
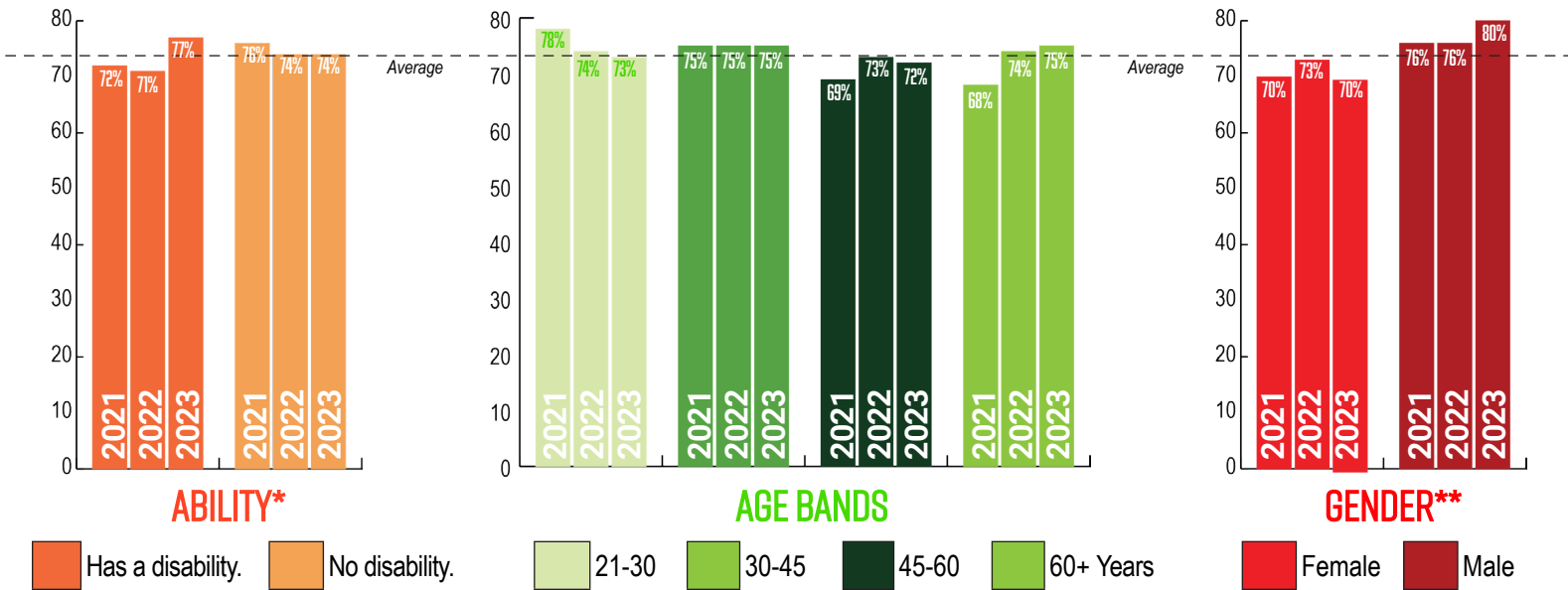
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# EMPLOYEE SURVEY QUESTION

I am comfortable sharing a different opinion or concern, and do so without fear.

Larimer County = 74% Agreement



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