

# Spectra Assessment Employee Report 2021



2021

# About Our Spectra Assessment



A Deeper Understanding of Our Organizational Culture

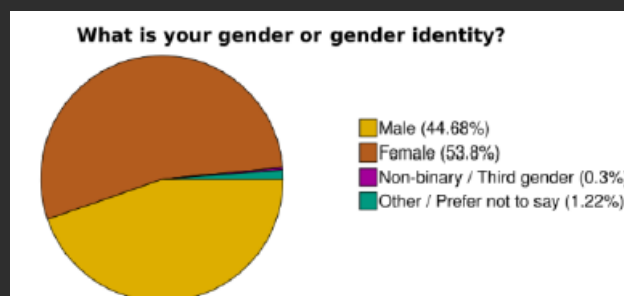
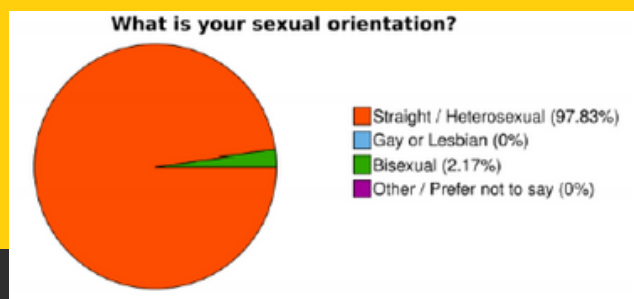
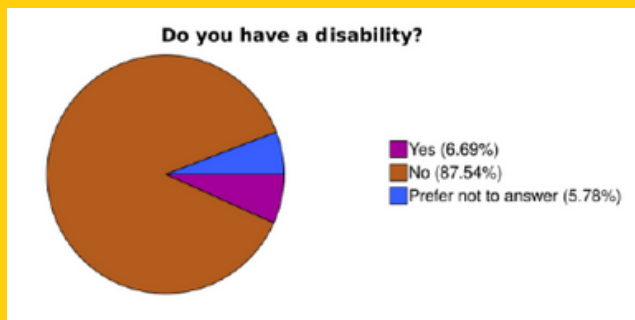
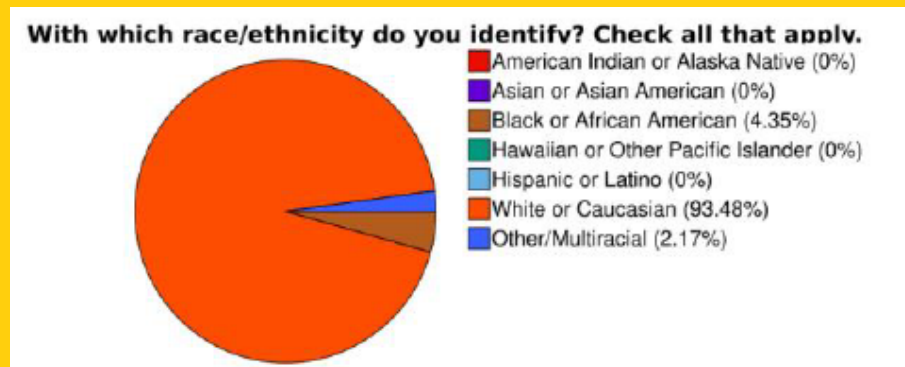
The Spectra Diversity Assessment is the first of its kind validated assessment to provide direction for organizations and individuals, essentially two assessments in one. It is administered to gauge opinions, perspectives, and behaviors of Johnson County colleagues as well as the organization related to Equity, Diversity, Inclusion & Engagement (EDI&E) issues to determine strategic next steps. 329 of the 593 colleagues responded with a 55% completion rate. Individual quantitative and qualitative was collected in an anonymous and confidential manner in Fall of 2021.

The full report is available to anyone who would like access to it, by reaching out to D&I Committee members in writing or directly to the diversity and inclusion email [diversity&inclusion@johnsoncountyiowa.gov](mailto:diversity&inclusion@johnsoncountyiowa.gov)

## 2021

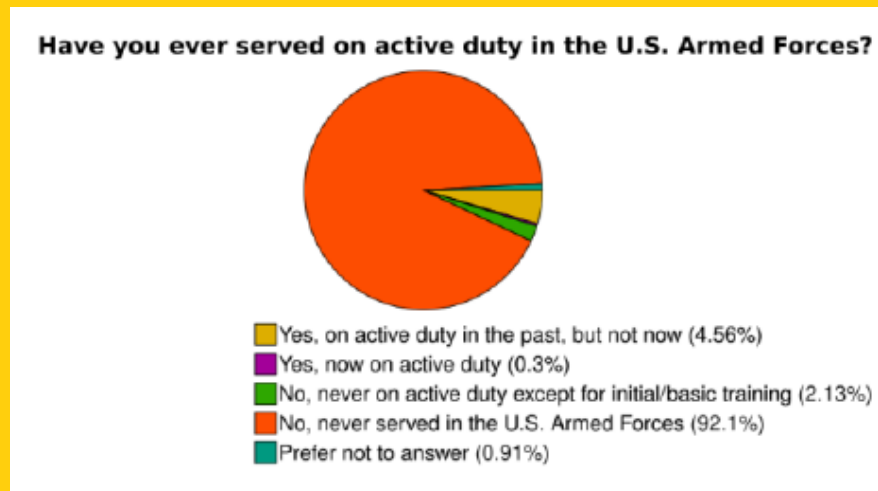
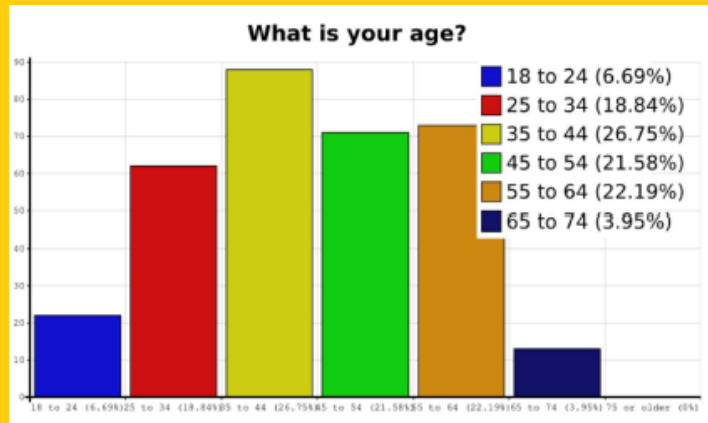
# Results

## Demographics



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## Management

The results of this aspect of the assessment indicate that on average, individuals and teams seem to feel that management values their contributions and tries to include others and reward behaviors. There seems to be acknowledgment on the part of management they understand the basics of how diversity and inclusion impact the work place and that diversity and inclusion is part of their role in leading the organization. The management score is in the middle range, there is growth opportunities for management.

## Culture

The findings show that that there seems to be a vision for diversity and inclusion but it has not been translated into guiding business principles. The group is unclear about the organizational support of the connection between diversity and organizational effectiveness. There are untapped opportunities in defining diversity and supporting inclusion through actions.

## 3 Ps (Policies, Practices & Procedures)

Our ability to make a long-lasting impact from the findings in this category will allow the organization to truly benefit from diversity, equity and inclusion changes. The 3 Ps are the fastest way to impact change that show organizational support of diversity and inclusion work. Does what we say as an organization match what we do in practice? The report finds that there is opportunity for improvement in organizational policies, practices and procedures that support diversity and inclusion work. The 3Ps related to recruitment, hiring, training, performance appraisals/review process, promotion guidelines and development could perhaps be reviewed to identify/obstacles that could unintentionally lead to the exclusion of some individuals or groups.

# The Big Picture

## Maturity Model Results

The Organization was found to be in the Adopt State of the Maturity Model. This means that the organization view diversity and inclusion as a key driver for organizational efficiency, employee engagement and/or opportunities to expand market opportunities.

## Qualitative Analysis Results

**29%** of respondents made comments that referred to acknowledging differences, practicing active listening and trying to gain an understanding of each other.

**10%** of respondents made blanket, meritocracy approach statements.

**19%** of respondents made a suggestion about needing more training and opportunities to engage with DEI initiatives.



# Steps Forward

💡 A brief comment about these action items

Employee culture changes are a long-term game. As a committee, we strive to do what is possible to help move our organization culture in a positive direction where employees feel like they belong. This is especially important as the work that every employee does at Johnson County impacts the lives of the county residents.



☑ Completed May 2022

## Hold a Hiring Manager training

Feedback collected stated a need for a Hiring Manager training which was held in May 2022 over 2 days with Nikeya Diversity and Top Rank. 32 managers attended the training from 13 different departments.



## Facilitating Listening Sessions

In the coming year, 48 1-hour sessions will be facilitated with Nikeya Diversity and Top Rank to continue gathering information about the true need and desire of employees across Johnson County.



## Create a well-structured Diversity training program for Employees

From the first day that you step into a County building, we want to provide DEI training to every employee along with opportunities year-round to grow on individual DEI journeys.

# Thank You

We are here to support you!

We are excited to be a part of everyone's Diversity, Equity and Inclusion journey. You are an important part of this effort and we want to help facilitate our growth! If you ever have suggestions or questions please reach out to the DEI Coordinator, Paola Jaramillo or any of the D&I Committee Members.



**WE HAVE THE BEST EMPLOYEES!**



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