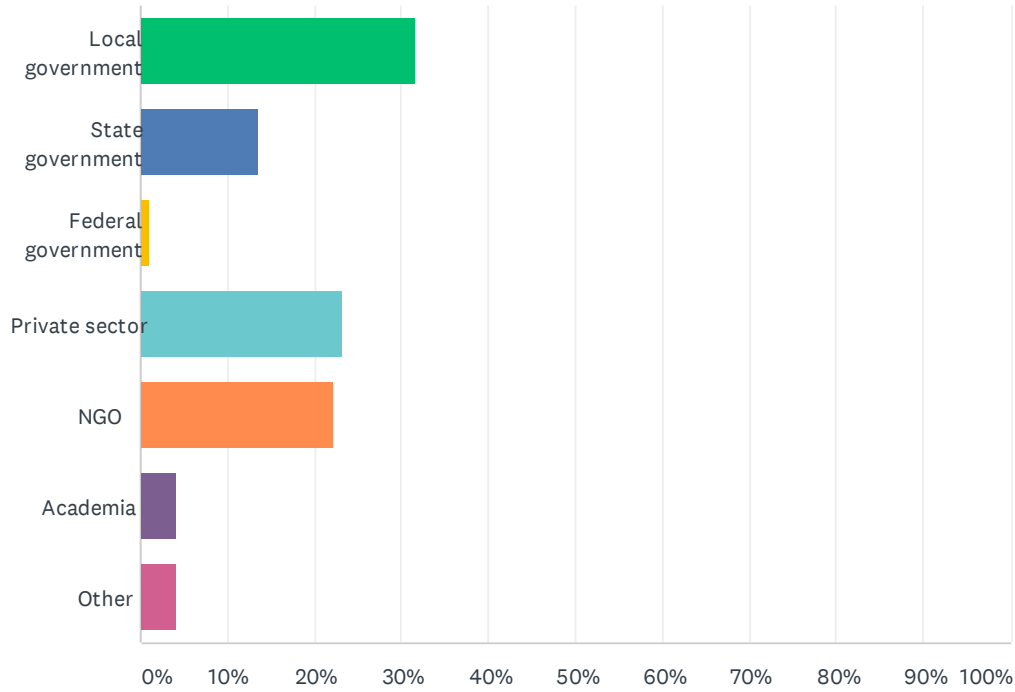


Q1 What type of organization do you currently work for?

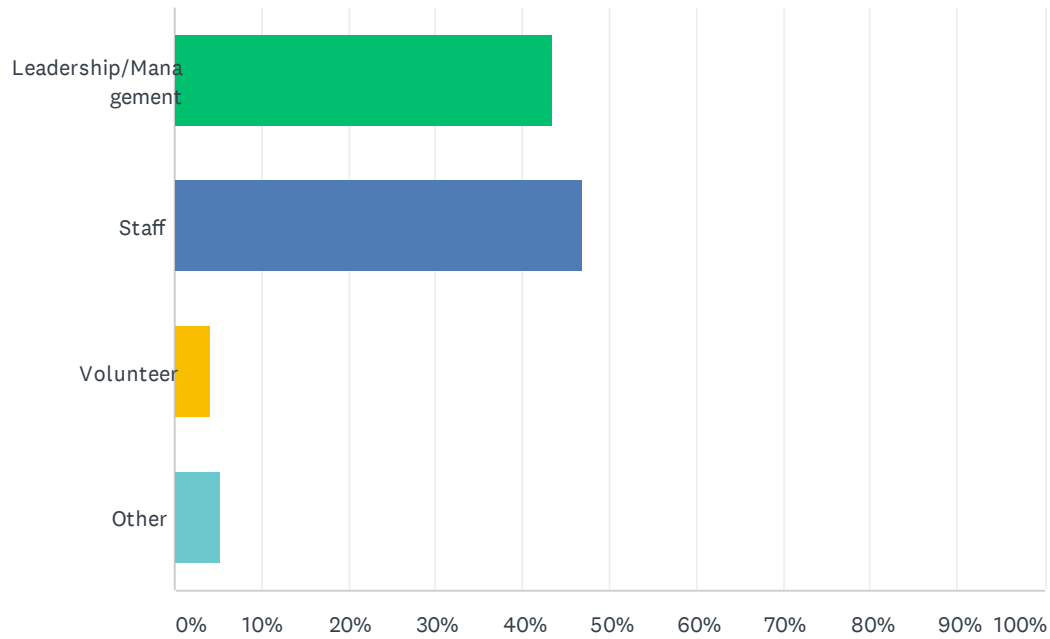
Answered: 95 Skipped: 0



ANSWER CHOICES	RESPONSES	
Local government	31.58%	30
State government	13.68%	13
Federal government	1.05%	1
Private sector	23.16%	22
NGO	22.11%	21
Academia	4.21%	4
Other	4.21%	4
TOTAL		95

Q2 Within your organization, what best describes your role?

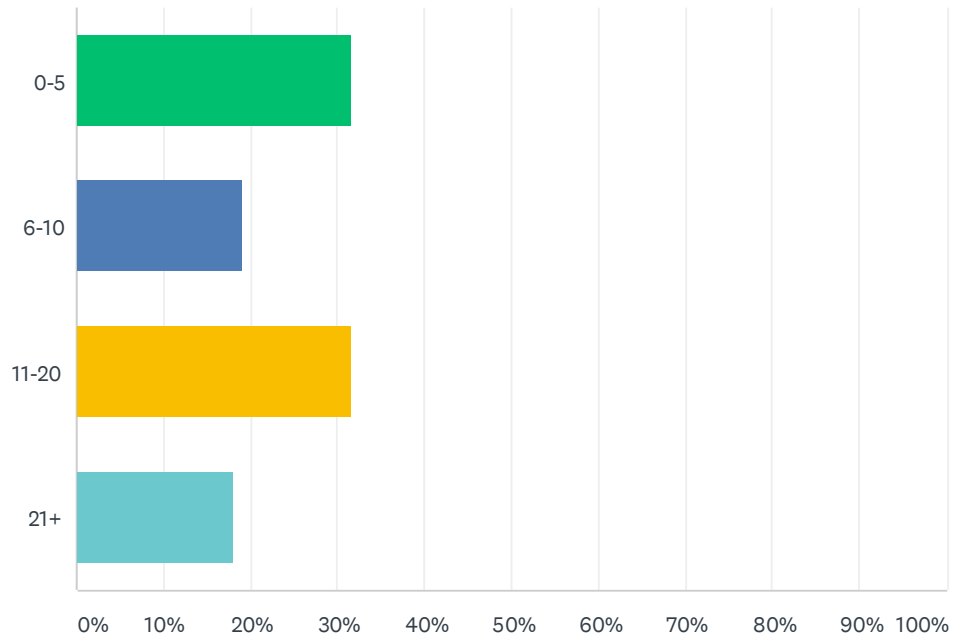
Answered: 94 Skipped: 1



ANSWER CHOICES	RESPONSES	
Leadership/Management	43.62%	41
Staff	46.81%	44
Volunteer	4.26%	4
Other	5.32%	5
TOTAL		94

Q3 How long have you been in the field of stormwater management?

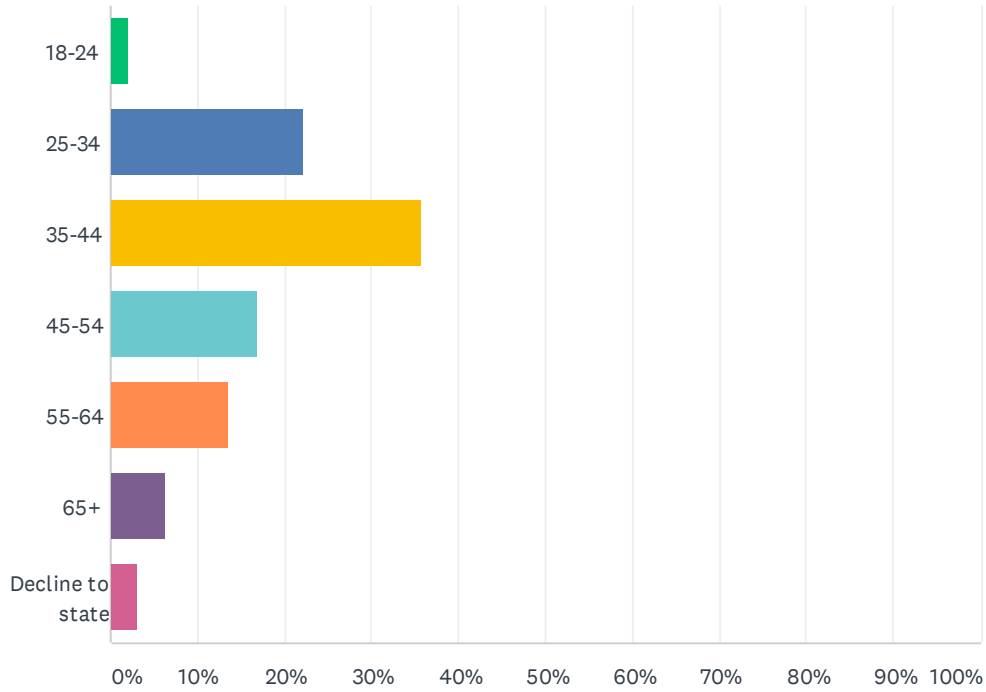
Answered: 95 Skipped: 0



ANSWER CHOICES	RESPONSES	
0-5	31.58%	30
6-10	18.95%	18
11-20	31.58%	30
21+	17.89%	17
TOTAL		95

Q4 What is your age

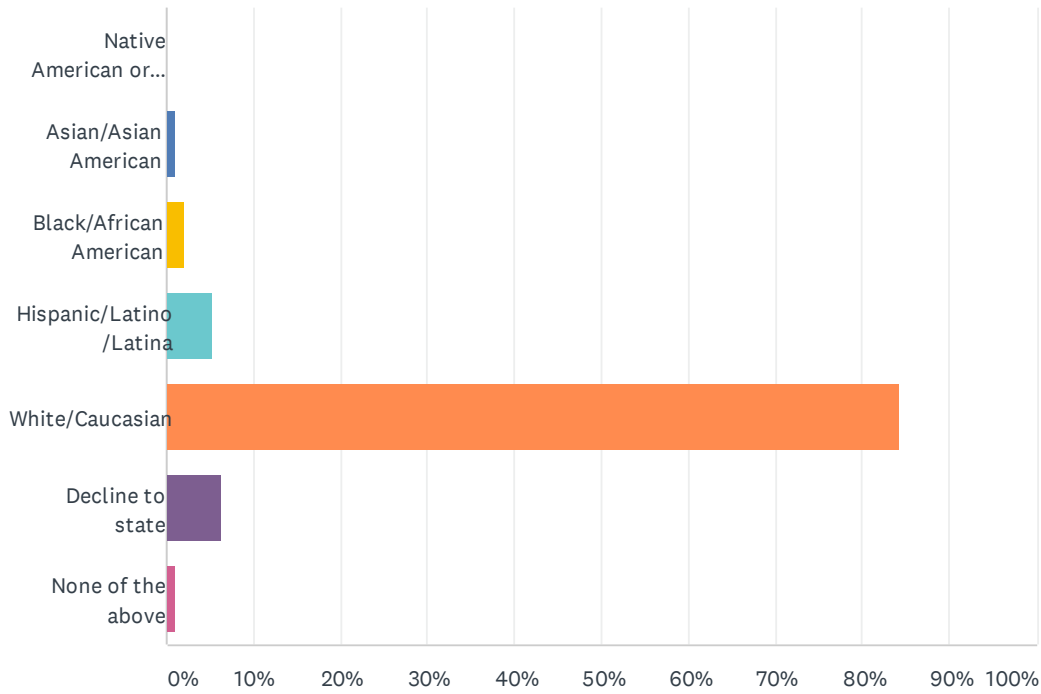
Answered: 95 Skipped: 0



ANSWER CHOICES	RESPONSES
18-24	2.11% 2
25-34	22.11% 21
35-44	35.79% 34
45-54	16.84% 16
55-64	13.68% 13
65+	6.32% 6
Decline to state	3.16% 3
TOTAL	95

Q5 Which category(s) best describe you:

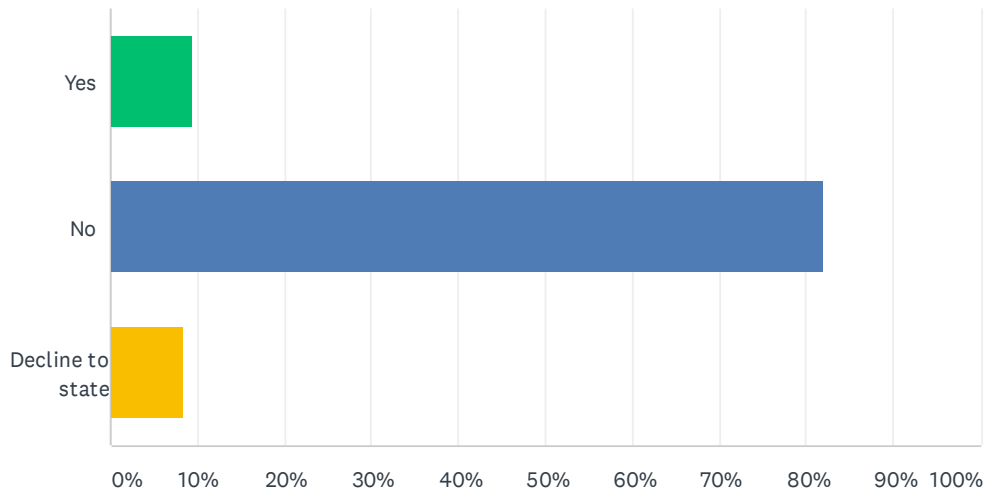
Answered: 95 Skipped: 0



ANSWER CHOICES	RESPONSES
Native American or Alaskan Native	0.00% 0
Asian/Asian American	1.05% 1
Black/African American	2.11% 2
Hispanic/Latino/Latina	5.26% 5
White/Caucasian	84.21% 80
Decline to state	6.32% 6
None of the above	1.05% 1
TOTAL	95

Q6 Do you identify as a member of the Lesbian, Gay, Bisexual, Transgender or Gender Nonconforming community?

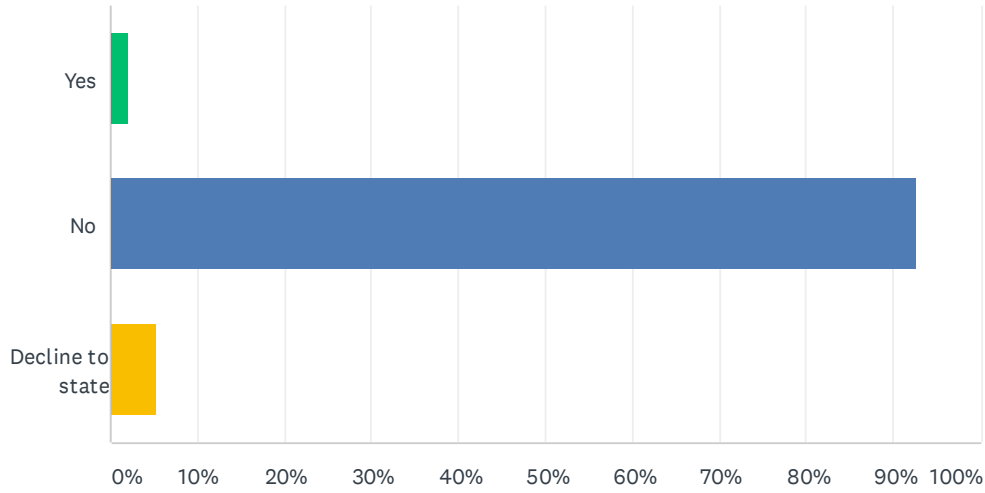
Answered: 95 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	9.47% 9
No	82.11% 78
Decline to state	8.42% 8
TOTAL	95

Q7 Do you identify as a person who is disabled?

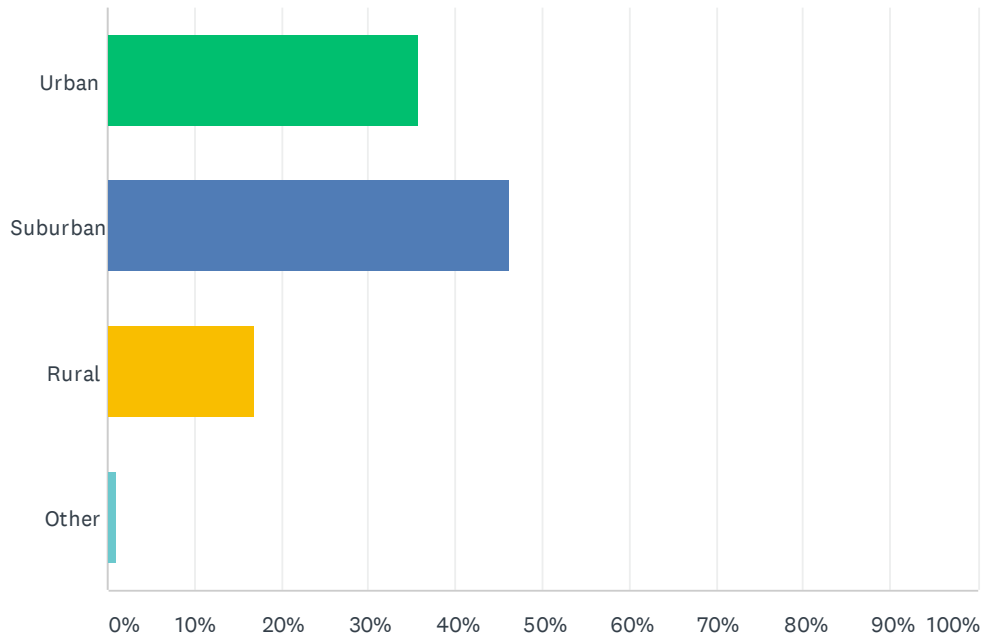
Answered: 95 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	2.11% 2
No	92.63% 88
Decline to state	5.26% 5
TOTAL	95

Q8 In what landscape do you currently reside?

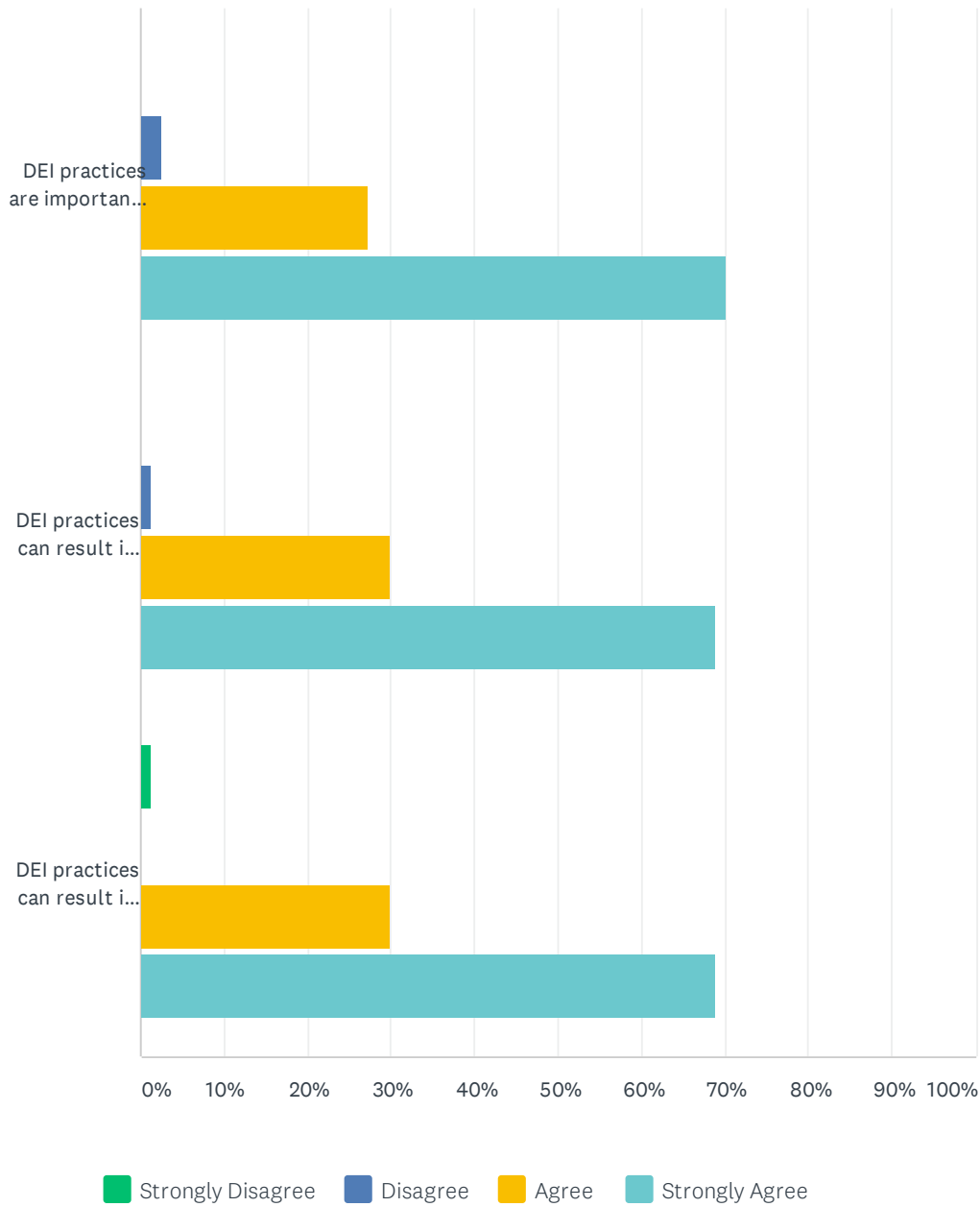
Answered: 95 Skipped: 0



ANSWER CHOICES	RESPONSES	
Urban	35.79%	34
Suburban	46.32%	44
Rural	16.84%	16
Other	1.05%	1
TOTAL		95

Q9 As you consider your organization/department's environmental work, to what extent do you personally agree with the following statements:

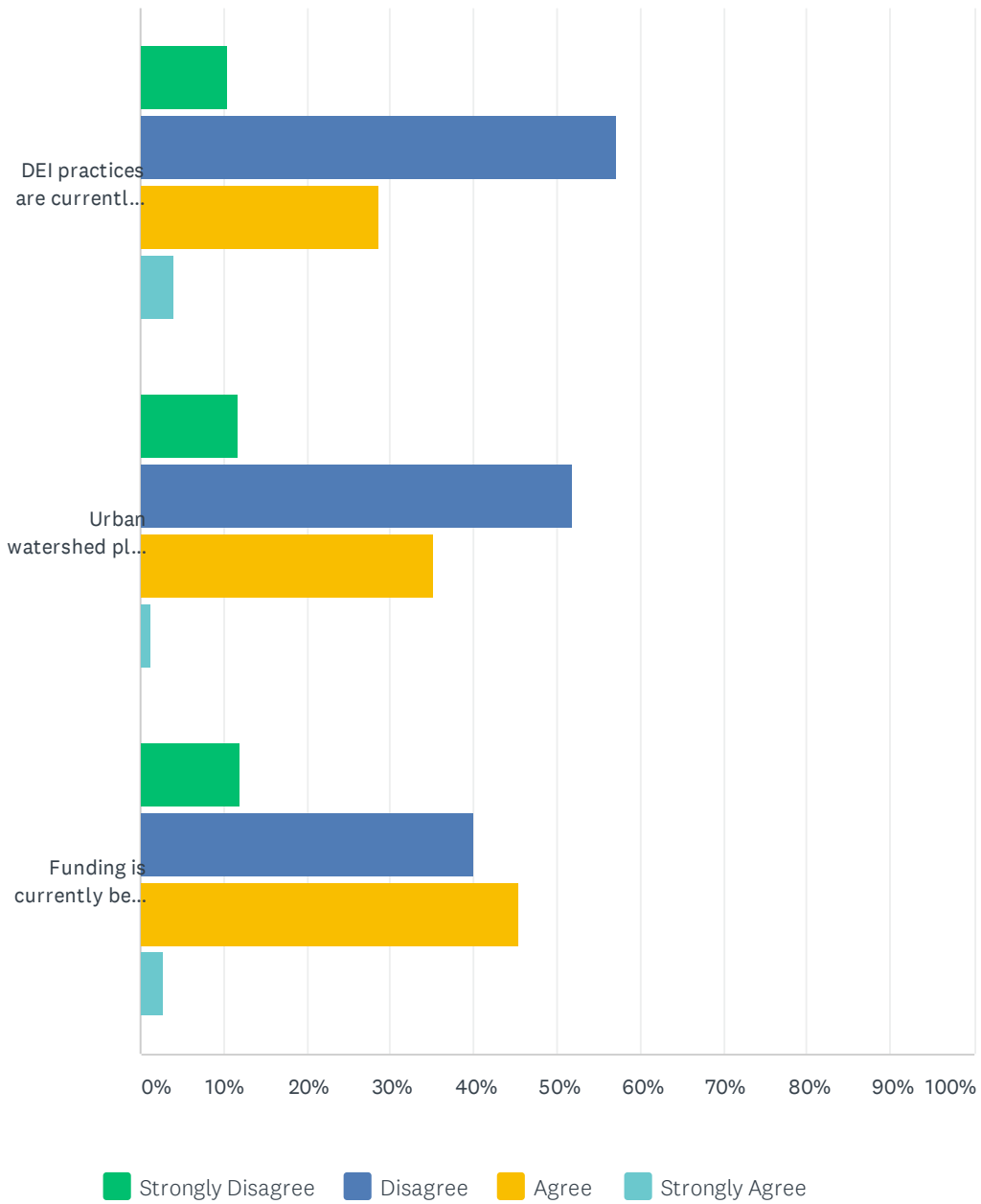
Answered: 77 Skipped: 18



	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
DEI practices are important for increasing the number of people and constituencies advocating for environmental issues, securing environmental funding and/or making funding decisions.	0.00% 0	2.60% 2	27.27% 21	70.13% 54	77	3.68
DEI practices can result in an improved environment in the communities in which you work.	0.00% 0	1.30% 1	29.87% 23	68.83% 53	77	3.68
DEI practices can result in improved quality-of-life in the communities in which you work.	1.30% 1	0.00% 0	29.87% 23	68.83% 53	77	3.66

Q10 As you consider the stormwater management community more broadly, to what extent do you agree with the following statements:

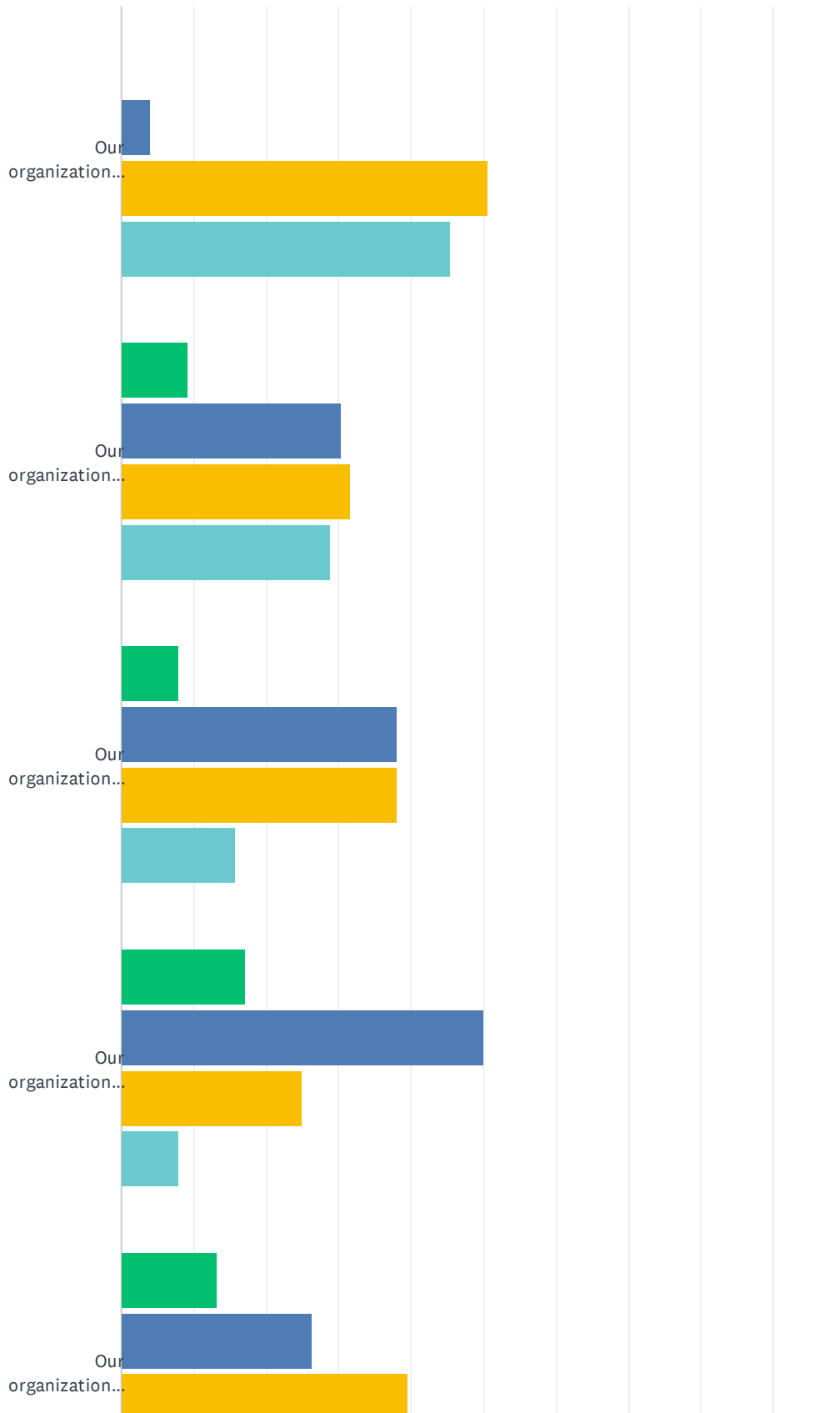
Answered: 77 Skipped: 18

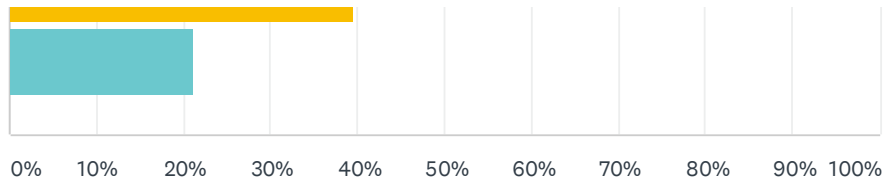


	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
DEI practices are currently a factor in the prioritization of restoration and flood control project locations	10.39% 8	57.14% 44	28.57% 22	3.90% 3	77	2.26
Urban watershed plans are reflective of the needs and priorities of the diverse communities they are designed to serve.	11.69% 9	51.95% 40	35.06% 27	1.30% 1	77	2.26
Funding is currently being utilized to support relationship building and authentic community engagement in diverse and underserved communities	12.00% 9	40.00% 30	45.33% 34	2.67% 2	75	2.39

Q11 Indicate the extent to which you agree with the following statements:

Answered: 77 Skipped: 18



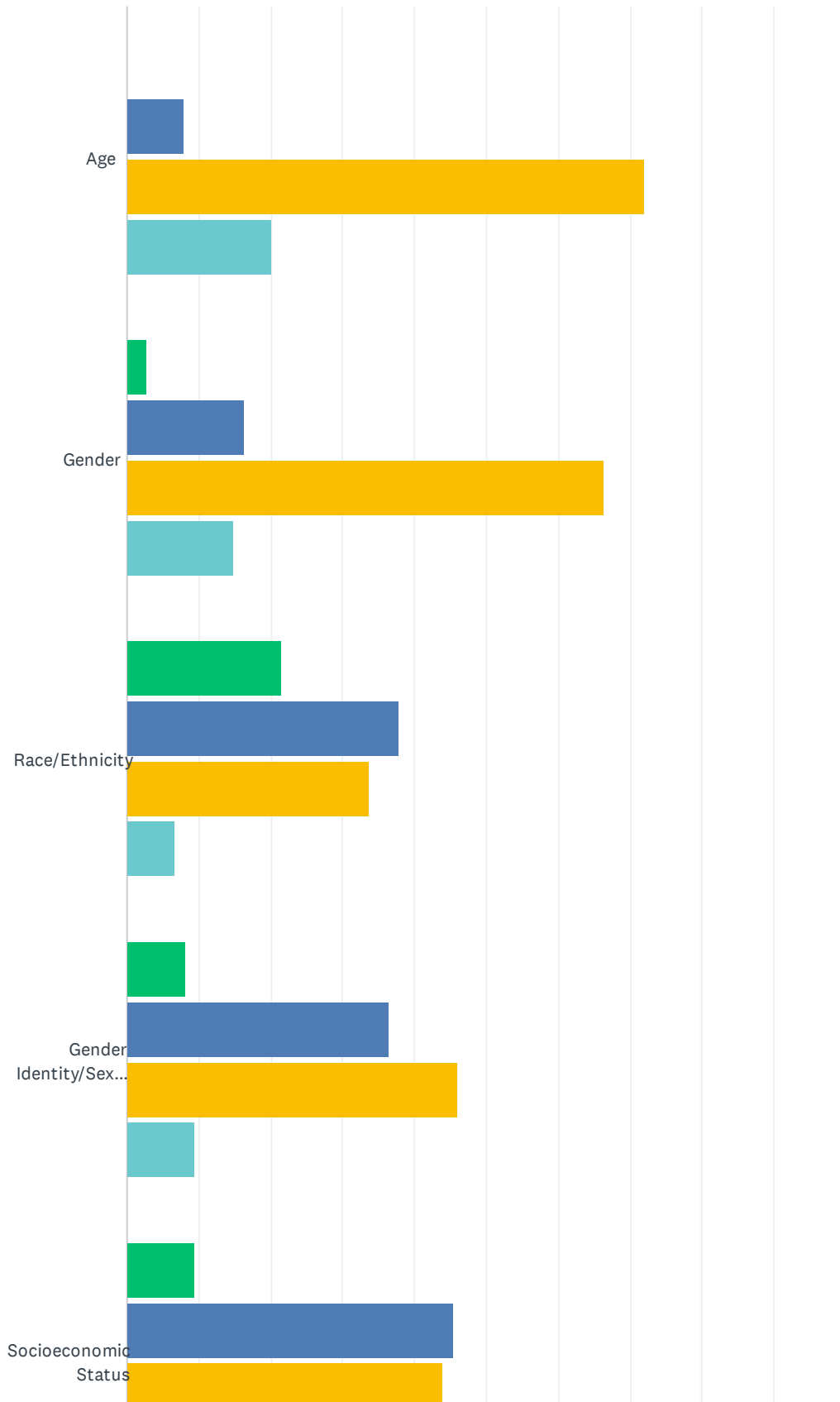


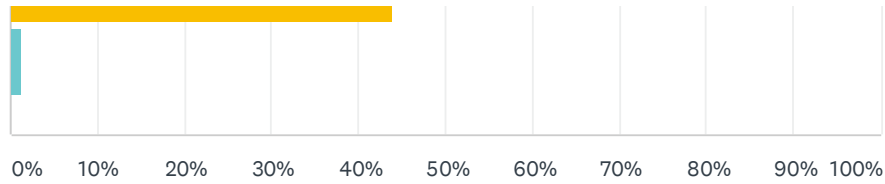
■ Strongly Disagree
 ■ Disagree
 ■ Agree
 ■ Strongly Agree

	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Our organization/department values Diversity, Equity and Inclusion.	0.00% 0	3.90% 3	50.65% 39	45.45% 35	77	3.42
Our organization/department has a clearly articulated policy and/or goals related to Diversity, Equity and Inclusion.	9.21% 7	30.26% 23	31.58% 24	28.95% 22	76	2.80
Our organization/department's day-to-day priorities and programs reflect DEI goals.	7.89% 6	38.16% 29	38.16% 29	15.79% 12	76	2.62
Our organization/department has an effective monitoring and improvement process for meeting our DEI goals.	17.11% 13	50.00% 38	25.00% 19	7.89% 6	76	2.24
Our organization is investing funds or has secured external funds for internal/organizational DEI (e.g., DEI awareness and skills building)	13.16% 10	26.32% 20	39.47% 30	21.05% 16	76	2.68

Q12 Our organization/department reflects our region's diversity in:

Answered: 75 Skipped: 20





■ Strongly Disagree
 ■ Disagree
 ■ Agree
 ■ Strongly Agree

	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Age	0.00% 0	8.00% 6	72.00% 54	20.00% 15	75	3.12
Gender	2.70% 2	16.22% 12	66.22% 49	14.86% 11	74	2.93
Race/Ethnicity	21.62% 16	37.84% 28	33.78% 25	6.76% 5	74	2.26
Gender Identity/Sexual Orientation	8.11% 6	36.49% 27	45.95% 34	9.46% 7	74	2.57
Socioeconomic Status	9.33% 7	45.33% 34	44.00% 33	1.33% 1	75	2.37