

## November 5 Agency Meeting Survey Summary:

The survey indicated that staff generally felt positive about the all-staff meeting. About 180 people attended the meeting and 98 responded to the survey. For the quantitative questions, fewer than 10% of respondents indicated dissatisfaction with the event. Most questions indicated 70-80% of respondents were satisfied or very satisfied.

In response to a question about the issue of respect in the organization, there were many comments that had common themes. There was a 50% split between staff who were experiencing disrespect and those who expressed that they never experience it. Staff suggested that respect must be modeled by management and that staff must be held accountable individually by managers. Respondents indicated that there is a need for cross-divisional team building and training, and they understand that it will take time to change the culture. There was also a 50% split between optimism that things will change and a sentiment that things will never change.

Regarding the all-staff meeting itself, staff responded that what they liked the most was spending time with peers and getting to visit with other staff. They enjoyed hearing from the commissioner and other individuals from Senior Leadership, and they enjoyed seeing how their work connected directly to the mission and agency strategy.

Staff expressed dissatisfaction with the communication prior to the meeting that laid out expectations. Some respondents were unhappy with the social time in the beginning and that there was not a full, hot breakfast. Respondents indicated that if there had been clearer communication around expectations, this could have been avoided. Staff also said that they were unsure what the next steps would be following the meeting.