

# ACE's 2018 Organizational Culture Survey

## Culture Questions: Compensation, Management, and HR

Please respond to each statement with a numerical rating indicating your level of agreement. You may also elaborate on your rating(s), where appropriate. In all cases, your numerical ratings correspond to the following scale:

- 1 = Strongly disagree
- 2 = Disagree
- 3 = Slightly disagree
- 4 = Neither agree nor disagree
- 5 = Slightly agree
- 6 = Agree
- 7 = Strongly agree

1. I feel adequately compensated for the work that I do (e.g. salary, hourly pay, etc.).
  - a. 1-7 rating choices
  - b. Please elaborate on your feelings about the compensation you receive: (text box)
2. As part of my compensation package, I feel that I am provided with sufficient benefits (e.g. PTO, health insurance, vacation time).
  - a. 1-7 rating choices
  - b. Please elaborate on your feelings about the benefits you receive: (text box)
3. I believe that my organization's management structure allows me to effectively complete my work to the best of my ability.
  - a. 1-7 rating choices
  - b. Please elaborate on how the management structure at your organization helps you complete your work: (text box)
4. I feel that there is someone I could go to if I had a problem at work (e.g. problems with sexual harassment, performance reviews, etc.).
  - a. 1-7 rating choices
  - b. Please elaborate on how you would bring up a problem at work: (text box)
5. I feel that I have received the necessary support to succeed in my role.
  - a. 1-7 rating choices
  - b. Please elaborate on the ongoing support you have received: (text box)

6. What do you see as your charity's greatest strength and weakness with regard to organizational culture? Please rank the following from "1" for weakest to "10" for strongest.
- Transparency
  - Diversity
  - Strategic vision
  - Empowerment
  - Innovation
  - Communication
  - Compensation (e.g. salary, benefits)
  - Staffing (e.g. too many or too few staff)
  - Donor relations
  - Physical location of work (e.g. office, remote work, etc.)
  - Please elaborate with examples, if you have them: (text box)

## Culture Questions: Transparency, Strategic Vision, and Leadership

- I believe that staff within my organization communicate effectively with one another.
  - 1-7 rating choices
  - Please elaborate on the communication style within your organization: (text box).
- What are some adjectives that you would use to describe your organization's communication style? (Please list as many as you would like)
  - Please list adjectives here: (text box).
- I think that the system for evaluating staff should be changed or improved upon.
  - 1-7 rating choices
  - N/A choice = There is no system in place for regular, formal evaluation of our work
  - Please elaborate on staff evaluations within your organization: (text box)
- My organization promotes a culture of noticing, taking ownership of, and learning from past mistakes (i.e. organization has a public page on website documenting past mistakes).
  - 1-7 rating choices
  - Please elaborate on any examples of how your organization addressed past mistakes positively: (text box)
- My organization promotes transparency (e.g. my organization is honest with donors, or, my organization has a tendency to publicly and constructively respond to criticism).
  - 1-7 rating choices
  - Please elaborate on examples of transparency within your organization: (text box)
- My organization acts with integrity. In other words, its behavior towards all stakeholders (staff, volunteers, donors, and beneficiaries) is in line with its professed values.

- a. 1-7 rating choices
  - b. Please elaborate on examples of your organization acting with integrity: (text box)
7. My organization's board supports us in achieving our strategic vision.
  - a. 1-7 rating choices
  - b. Please elaborate on how your organization's board supports its strategic vision: (text box)
8. I believe that my organization's leaders are strong in part because they are competent (i.e. have expertise in the tasks relevant to my charity's goals).
  - a. 1-7 rating choices
  - b. Please elaborate on the competency of your organization's leaders: (text box)
9. I believe that my organization's leaders are strong in part because they are benevolent (i.e. they have traits such as trustworthiness, fairness, and generosity).
  - a. 1-7 rating choices
  - b. Please elaborate on the benevolence of your organization's leaders: (text box)
10. I believe that my organization's leaders are attentive to the organization's strategy (i.e. my organization's strategic planning is a result of a conscious, reflective process).
  - a. 1-7 rating choices
  - b. Please elaborate on how your organization's leaders are attentive to your organization's goals and strategic process: (text box)
11. I believe that it would be easy for my organization to maintain its effective operations during and after restructuring and/or changes to our leadership.
  - a. 1-7 rating choices
  - b. Please elaborate on why you believe so: (text box)
12. If applicable, in what way(s) do you think that your organization's work supports the growth of the animal advocacy movement?
  - a. Please elaborate: (text box)

## Culture Questions: Diversity, Equity, and Inclusion

1. I feel that it is easy for me to give my opinion in conversations, suggest new ideas, and have my contributions valued by leadership.
  - a. 1-7 rating choices
  - b. Please elaborate on your feelings about having your contributions valued by leadership: (text box)

2. I feel that there are adequate opportunities for staff, intern, and volunteer professional development (e.g. I am provided with trainings that help my work).
  - a. 1-7 rating choices
  - b. Please elaborate on opportunities that are available to you or other employees: (text box)
  
3. I have been sufficiently trained in issues of discrimination, sexual misconduct, and/or diversity by my organization, or by an outside group working with my organization.
  - a. 1-7 rating choices
  - b. Please elaborate on your choices above: (text box)
  
4. My organization protects staff, interns, and volunteers from harassment and discrimination in the workplace.
  - a. 1-7 rating choices
  - b. Please elaborate on harassment and discrimination in your workplace: (text box)
  
5. What is the most important action that leadership could take to be more inclusive or to better support staff who are members of marginalized groups, that they are not already doing?
  - a. Please elaborate on actions that leadership could take: (text box)
  
6. Is there anything else -- either positive or negative -- under the umbrella of your organization's diversity, equity, and inclusion practices that you'd like to comment on?
  - a. Please elaborate: (text box)

## Demographic Information

We appreciate any identifying information you are willing and able to give us, as this will inform our assessment of culture in your organization. However, we do understand that you may wish to keep some details private. In every case, we have left an option to decline to respond.

1. What is your gender?
  - a. Female
  - b. Male
  - c. Genderqueer/non-binary
  - d. Gender non-conforming
  - e. Decline to answer
  - f. Other: (Text box)
  
2. Are you cisgender or transgender?
  - a. Cisgender (gender matches sex assigned at birth)

- b. Transgender (gender does not match sex assigned at birth)
  - c. Do not know or wish to disclose
3. What race do you consider yourself? Please check all that apply.
- a. African American or Black
  - b. East Asian
  - c. European/White (Non-Hispanic)
  - d. Latinx, Hispanic, or Spanish
  - e. South Asian
  - f. Middle Eastern
  - g. Native American
  - h. Pacific Islander
  - i. Other (Please specify): (text box)
4. Do you have a disability, visible or invisible?
- a. Yes
  - b. No
  - c. Decline to answer
5. What is your age, in years?
- a. Drop-down box with age, from 0 up to 99.
  - b. Decline to answer
6. How long have you worked for your organization, in years?
- a. Drop-down box with time worked, from 0 up to 99.
  - b. Decline to answer
7. If you actively practice a particular religion, please select it from the list below.
- a. Buddhist
  - b. Christian (Catholic, Protestant, etc.)
  - c. Hindu
  - d. Jewish
  - e. Muslim
  - f. Spiritual practice not associated with a specific religion
  - g. Atheist/Agnostic
  - h. Other (please specify)
  - i. Do not actively practice a particular religion
  - j. Decline to answer
8. I consider myself a:
- a. Conservative
  - b. Libertarian
  - c. Moderate/Centrist

- d. Liberal
- e. Progressive
- f. Socialist
- g. Communist
- h. Anarchist
- i. Other: (Text box)
- j. Decline to answer

9. I believe this survey was a reasonable length.

- a. 1-7 rating choices
- b. Please elaborate: (text box)