

NYATEP's Statewide Workforce Equity Analysis Tool (SWEAT) Scan

Introduction

Background

Sparked by the question, "how hard are we really working to make our workplaces more diverse, equitable, and inclusive?" NYATEP sought out a firm to help develop a comprehensive tool that could benchmark answers to that very question. As one of New York's most reputable diversity, equity, and inclusion consulting firms, Tangible Development was contracted to support this work.

[Click here for...](#)

1. a PDF of the SWEAT Scan to review and share with collaborators within your organization
2. a glossary of terms
3. additional information about this initiative

Purpose

The SWEAT Scan is designed to collect data on New York workforce development partners' organization-wide Diversity, Equity, and Inclusion (DEI) efforts. Data collected will support and drive sector-wide advancement in gender and racial equity initiatives.

Expectations

Although responses are likely to be submitted by a single person, the data should reflect your entire organization over the past calendar or academic year (2021 or 2020-2021, respectively). We welcome and expect that, depending on the size of the organization, preparing for responses to this SWEAT Scan will require a team effort among a few or more colleagues across the organization. Collaboration is encouraged. Also, it is OK to leave questions blank if your organization does sufficient information to support a response or is not reflective of the size and scope of your organization at this time. We advise that you set aside 20-30 minutes to submit your organization's responses, but plan for additional time to prepare responses with colleagues well in advance of your intended submission date (using resources hyperlinked [here](#) and above as needed).

Confidentiality

Your responses will be confidentially collected by Tangible Development. To encourage and support participation, NYATEP will receive a list of the organizations that complete the SWEAT Scan, however the actual responses collected from Tangible Development will be de-identified (e.g., removal of organization name or submitter's name) in the reporting process.

Preparation

Although only a few of the questions contained within this survey are required, we ask for your fullest participation to the extent that you and your colleagues are able to provide responses. Below is a quick list of reference materials that will be required, if available to you, to respond to a majority of the questions.

- Employee demographic data (most recent report available to you)
- Organizational mission
- Leadership training program communications (e.g., websites, digital announcements)
- DEI training program communications (e.g., websites, digital announcements)
- Colleagues that manage:
 - Organizational DEI efforts
 - Training programs
 - Internship program managers
 - Key stakeholder data (e.g., clients, customers, students)
 - Vendor relationships.

The SWEAT Scan consists of the following parts:

- Organizational Demographics
- Organizational Goals
- Mentorship and Continuing Education
- Diversity, Equity, and Inclusion (DEI) Training

Deadline

We request your submitted responses by the close of business on **Tuesday, February 15**.

* 1. I accept the terms and conditions outlined above and commit to responding to the enclosed questions to the best of my ability.

By checking this box, I give consent to participate, acknowledge and understand that all responses are treated as confidential, and agree that I am 18 years or older.

By checking this box, I acknowledge and understand that the survey questions are proprietary and confidential and cannot not be shared or copied in any format.

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Part 1. Demographics

2. Organization Name

Full organization name:

Organization acronym
(e.g., NYATEP), if
applicable:

3. Please select the type of organization that best reflects the nature of work that your organization performs.

- Higher Education Institution
- Community Based Organization
- Employee Labor Union
- Government Agency
- Other (please specify)

4. If you would like to add further clarifying information about your organization's industry or sector, please use the space below to provide that information.

5. Is your organization directly providing job training, education, and employment services in the state of New York?

- Yes
- No

6. Location in New York State

City (primary location or headquarters):

Zip code (primary location or headquarters):

City/ies other than the primary location where organization is situated, if applicable (separate with ", " or ";"):

Zip code for out-of-state headquarters (if applicable):

7. Size & Scope

Total full-time employees:

Total part-time employees:

Total volunteers (if applicable):

Total clients/customers (if applicable):

8. Please briefly describe your organization's service offerings in the box below.

9. Which of the following organizational levels are included at your organization?

(Please select all that apply)

- Board of Directors - a group of elected or appointed members that serves as an organization's governing body
- Senior Leadership Team - employees with executive decision-making authority and responsibility for organizational oversight
- Management - employees who have supervisory responsibilities
- Frontline Staff - employees without supervisory responsibilities who perform direct service to clients/customers
- Administrative Personnel - employees without supervisory responsibilities who primarily work with other employees within the organization (e.g., accounting, Human Resources)

10. Does your organization hire using civil service?

- Yes
- No

11. How does your organization collect the following employee demographic identity data?

(Please select all that apply)

Racial identity refers to categorizing someone or self-identifying by skin color as well as other physical, social, and biological attributes.

Ethnic identity refers to a social group that shares a common and distinctive culture, religion, language, or the like.

Gender identity is how one feels inside and how one expresses their gender through clothing, behavior, and personal appearance. It's a feeling that begins very early in life.

Sexual identity is about who one is attracted to and feels drawn to romantically, emotionally, and sexually.

Sources

	Equal Employment Opportunity (EEO) data	Employee profile in Human Resources Information System or Database with EEO data	Internal survey	We do not currently collect for this identity category
Racial/ethnic identity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender identity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Parental/caregiver identity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability identity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Veteran identity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual identity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religious identity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Immigration/citizenship identity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Primary/preferred language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Preferred name	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pronouns	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12. If employee demographic information are collected in different ways across your organization, such as organization level or departmental differences, please use the space below to describe these data collection differences.

Part 1. Demographics - Non-Service Providers

13. As a non-service providing organization, please select the option below that best represents your organization's orientation to workforce development.

- Intermediary
- Funder
- Employer
- Consultants or external service providers
- Other (please specify)

NYATEP's Statewide Workforce Equity Analysis Tool (SWEAT) Scan

Part 1. Demographics - Board of Directors

14. Regarding your organization's hiring/selection processes for members of its Board of Directors...

	No	Yes
are board member positions appointed?	<input type="radio"/>	<input type="radio"/>
does your organization have control over who is selected to your Board?	<input type="radio"/>	<input type="radio"/>

15. How many members does your organization's Board of Directors have?

Current/active:

Vacancies (if applicable):

16. What is the racial/ethnic identity breakdown of your Board of Directors?

(Please provide the total count for each category. If data are not collected for this demographic category, please include the total count in the space provided at the end.)

Racial identity refers to categorizing someone or self-identifying by skin color as well as other physical, social, and biological attributes.

Ethnic identity refers to a social group that shares a common and distinctive culture, religion, language, or the like.

Alaska Native

First/Nation American
Indian/Indigenous

Asian or Asian American or
South Asian

Black or African American

Hispanic/Latinx/Latine

South West Asian and
North African

Native Hawaiian

Pacific Islander

White/European American

A racial/ethnic identity not
listed here

Please provide the total
count of Board members
for whom you **do not have**
racial/ethnic data
collected

17. What is the gender identity breakdown of your Board of Directors?

(Please provide the total count for each category. If data are not collected for this demographic category, please include the total count in the space provided at the end.)

Non-Binary - *The gender binary is the assumption that all people are one of two genders: female or male, or woman or man. People who identify as a man or a woman identify as a binary gender, since they identify with a gender within the system of the gender binary. A non-binary person simply identifies with a gender that is not male or female. (Source: LGBT Hero)*

Woman

Man

Transgender

Non-binary/Genderqueer

An identity not listed

Please provide the total count of Board members for whom you **do not have gender identity data collected**

NYATEP's Statewide Workforce Equity Analysis Tool (SWEAT) Scan

Part 1. Demographics - Senior Leadership

18. What is your organization's total employee count for Senior Leadership Team roles?

Current/active:

Vacancies (if applicable):

19. What is the racial/ethnic identity breakdown of your Senior Leadership?

(Please provide the total count for each category. If data are not collected for this demographic category, please include the total count in the space provided at the end.)

Racial identity refers to categorizing someone or self-identifying by skin color as well as other physical, social, and biological attributes.

Ethnic identity refers to a social group that shares a common and distinctive culture, religion, language, or the like.

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Asian or Asian American or
South Asian

Black or African American

Hispanic/Latinx/Latine

South West Asian and
North African

Native Hawaiian

Pacific Islander

White/European American

A racial/ethnic identity not
listed here

Please provide the total
count of Senior Leadership
for whom you **do not have**
racial/ethnic data
collected

20. What is the gender identity breakdown of your Senior Leadership?

(Please provide the total count for each category. If data are not collected for this demographic category, please include the total count in the space provided at the end.)

Non-Binary - The gender binary is the assumption that all people are one of two genders: female or male, or woman or man. People who identify as a man or a woman identify as a binary gender, since they identify with a gender within the system of the gender binary. A non-binary person simply identifies with a gender that is not male or female. (Source: LGBT Hero)

Woman

Man

Transgender

Non-binary/Genderqueer

An identity not listed

Please provide the total count of Senior Leadership for whom you **do not have gender identity data collected**

NYATEP's Statewide Workforce Equity Analysis Tool (SWEAT) Scan

Part 1. Demographics - Management

21. What is your organization's total employee count for Management roles?

Current/active:

Vacancies (if applicable):

22. What is the racial/ethnic identity breakdown of your Management?

(Please provide the total count for each category. If data are not collected for this demographic category, please include the total count in the space provided at the end.)

Racial identity refers to categorizing someone or self-identifying by skin color as well as other physical, social, and biological attributes.

Ethnic identity refers to a social group that shares a common and distinctive culture, religion, language, or the like.

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Asian or Asian American or
South Asian

Black or African American

Hispanic/Latinx/Latine

South West Asian and
North African

Native Hawaiian

Pacific Islander

White/European American

A racial/ethnic identity not
listed here

Please provide the total
count of Management for
whom you **do not have**
racial/ethnic data
collected

23. What is the gender identity breakdown of your Management?

(Please provide the total count for each category. If data are not collected for this demographic category, please include the total count in the space provided at the end.)

Non-Binary - The gender binary is the assumption that all people are one of two genders: female or male, or woman or man. People who identify as a man or a woman identify as a binary gender, since they identify with a gender within the system of the gender binary. A non-binary person simply identifies with a gender that is not male or female. (Source: LGBT Hero)

Woman

Man

Transgender

Non-binary/Genderqueer

An identity not listed

Please provide the total count of Management for whom you **do not have gender identity data collected**

NYATEP's Statewide Workforce Equity Analysis Tool (SWEAT) Scan

Part 1. Demographics - Frontline Staff

24. What is your organization's total employee count for Frontline Staff roles?

Current/active:

Vacancies (if applicable):

25. What is the racial/ethnic identity breakdown of your Frontline Staff?

(Please provide the total count for each category. If data are not collected for this demographic category, please include the total count in the space provided at the end.)

Racial identity refers to categorizing someone or self-identifying by skin color as well as other physical, social, and biological attributes.

Ethnic identity refers to a social group that shares a common and distinctive culture, religion, language, or the like.

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First/Nation American
Indian/Indigenous

Asian or Asian American or
South Asian

Black or African American

Hispanic/Latinx/Latine

South West Asian and
North African

Native Hawaiian

Pacific Islander

White/European American

A racial/ethnic identity not
listed here

Please provide the total
count of Frontline Staff for
whom you **do not have**
racial/ethnic data
collected

26. What is the gender identity breakdown of your Frontline Staff?

(Please provide the total count for each category. If data are not collected for this demographic category, please include the total count in the space provided at the end.)

Non-Binary - The gender binary is the assumption that all people are one of two genders: female or male, or woman or man. People who identify as a man or a woman identify as a binary gender, since they identify with a gender within the system of the gender binary. A non-binary person simply identifies with a gender that is not male or female. (Source: LGBT Hero)

Woman

Man

Transgender

Non-binary/Genderqueer

An identity not listed

Please provide the total count of Frontline Staff for whom you **do not have gender identity data collected**

NYATEP's Statewide Workforce Equity Analysis Tool (SWEAT) Scan

Part 1. Demographics - Administrative Personnel

27. What is your organization's total employee count for Administrative Personnel roles?

Current/active:

Vacancies (if applicable):

28. What is the racial/ethnic identity breakdown of your Administrative Personnel?

(Please provide the total count for each category. If data are not collected for this demographic category, please include the total count in the space provided at the end.)

Racial identity refers to categorizing someone or self-identifying by skin color as well as other physical, social, and biological attributes.

Ethnic identity refers to a social group that shares a common and distinctive culture, religion, language, or the like.

Alaska Native

First/Nation American
Indian/Indigenous

Asian or Asian American or
South Asian

Black or African American

Hispanic/Latinx/Latine

South West Asian and
North African

Native Hawaiian

Pacific Islander

White/European American

A racial/ethnic identity not
listed here

Please provide the total
count of Administrative
Personnel for whom you
**do not have racial/ethnic
data collected**

29. What is the gender identity breakdown of your Administrative Personnel?

(Please provide the total count for each category. If data are not collected for this demographic category, please include the total count in the space provided at the end.)

Non-Binary - The gender binary is the assumption that all people are one of two genders: female or male, or woman or man. People who identify as a man or a woman identify as a binary gender, since they identify with a gender within the system of the gender binary. A non-binary person simply identifies with a gender that is not male or female. (Source: LGBT Hero)

Woman

Man

Transgender

Non-binary/Genderqueer

An identity not listed

Please provide the total count of Administrative Personnel for whom you **do not have gender identity data collected**

NYATEP's Statewide Workforce Equity Analysis Tool (SWEAT) Scan

Part 1. Demographics - Population Served

30. What is the population served by your organization? (e.g., students, people with disabilities, refugees)

31. Do you track how many people are served by your organization annually?

No

Yes (please provide total population served last year in the following text box)

32. Please indicate if you collect any of the following demographic data on the population served by your organization.

	No	Yes
Racial/ethnic identity	<input type="radio"/>	<input type="radio"/>
Gender identity	<input type="radio"/>	<input type="radio"/>
Parental/caregiver identity	<input type="radio"/>	<input type="radio"/>
Disability identity	<input type="radio"/>	<input type="radio"/>
Veteran identity	<input type="radio"/>	<input type="radio"/>
Sexual identity	<input type="radio"/>	<input type="radio"/>
Religious identity	<input type="radio"/>	<input type="radio"/>
Immigration/citizenship identity	<input type="radio"/>	<input type="radio"/>
Primary/preferred language	<input type="radio"/>	<input type="radio"/>
Chosen name	<input type="radio"/>	<input type="radio"/>
Pronouns	<input type="radio"/>	<input type="radio"/>

33. Does your population served include people who identify as English Language Learners (ELL)?

Yes

No

NYATEP's Statewide Workforce Equity Analysis Tool (SWEAT) Scan

Part 1. Demographics - Population Served: Geographic Location

34. In which New York State region(s) is or are your organization's services provided?

(Please select all that apply)

- None**
- All regions**
- Regions outside of New York State**
- Capital Region (*Albany, Columbia, Greene, Renselaer, Saratoga, Schenectady, Warren, Washington*)
- Central New York (*Cayuga, Cortland, Madison, Onondaga, Oswego*)
- Finger Lakes (*Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, Yates*)
- Long Island (*Nassau, Suffolk*)
- Mid-Hudson (*Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester*)
- Mohawk Valley (*Fulton, Herkimer, Montgomery, Oneida, Otsego, Schoharie*)
- New York City (*Brooklyn, Bronx, New York, Queens, Richmond*)
- North Country (*Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, St. Lawrence*)
- Southern Tier (*Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, Tompkins*)
- Western New York (*Allegany, Chautauqua, Cattaraugus, Erie, Niagara*)
- Not located/headquartered in NY State** (please specify)

NYATEP's Statewide Workforce Equity Analysis Tool (SWEAT) Scan

Part 2. Organizational Goals

35. Which of the following position types have diversity, equity, and/or inclusion (DEI) efforts included as responsibilities in their job descriptions and performance evaluations?

(Please select all that apply)

- Board members
- CEO/President
- Senior leadership team
- Chief Diversity Officer (or relevant position)
- Human Resources
- Managers
- All employees
- Other (please specify)

36. Our workforce is representative of our community with respect to the following identities:

	Strongly agree	Agree	Disagree	Strongly disagree
Racial identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnic identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Binary gender identity (man, woman)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Beyond binary gender identity (e.g., Trans, Genderqueer, Non- Binary)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual identity (e.g., asexual, bisexual, gay, heterosexual, lesbian, pansexual)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parental/caregiver identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with Disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
English as a learned language (ELL)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. We regularly evaluate...

	No	Yes
our hiring practices and processes to identify potential bias	<input type="radio"/>	<input type="radio"/>
compensation/pay by gender identity	<input type="radio"/>	<input type="radio"/>
compensation/pay by racial identity	<input type="radio"/>	<input type="radio"/>
job classifications (e.g., Assistant vs. Coordinator or Manager vs. Supervisor)	<input type="radio"/>	<input type="radio"/>
benefits (e.g., healthcare, retirement)	<input type="radio"/>	<input type="radio"/>
succession planning	<input type="radio"/>	<input type="radio"/>
career progression pathways	<input type="radio"/>	<input type="radio"/>

38. Our organization's recruitment and hiring policies and practices...

	No	Yes
focus on increasing Black, Indigenous, and People of Color (BIPOC) populations in hiring pools	<input type="radio"/>	<input type="radio"/>
are regularly evaluated to be aligned with DEI and organizational mission and goals	<input type="radio"/>	<input type="radio"/>
includes tracking demographic information from application through selection	<input type="radio"/>	<input type="radio"/>

39. What percentage of your organization has plans to retire or leave the organization within the next 5 years?

- Less than 5%
- 5% to 10%
- 11% to 20%
- 21% to 30%
- 31% to 40%
- 41% to 50%
- 51% or higher
- I don't know
- We don't collect these data

40. Our organization financially supports issues/programs/events that directly impact Black, Indigenous, and People of Color (BIPOC) communities

No

Yes (please provide example/s)

41. Our organization tracks vendors/suppliers

	No	Yes
that identify as a Minority Business Enterprise (MBE)	<input type="radio"/>	<input type="radio"/>
that identify as a Women Business Enterprise (WBE)	<input type="radio"/>	<input type="radio"/>
additional demographic information (e.g., veteran-owned)	<input type="radio"/>	<input type="radio"/>

42. Does your organization prioritize vendor diversity by racial identity (e.g., percentage of Minority Owned Business vendors)?

- No
- Yes (please specify)

43. Does your organization prioritize vendor diversity by gender identity (e.g., percentage of Women Owned Business vendors)?

- No
- Yes (please specify)

NYATEP's Statewide Workforce Equity Analysis Tool (SWEAT) Scan

Part 3. Mentorship Programs, Continuing Education, & Internships

44. Does your organization offer mentorship opportunities for Black, Indigenous, and People of Color (BIPOC) Communities?

- No
 Yes

45. Did your organization offer any of the following types of internships in 2021 (or 2020-2021 academic year)?

	No	Yes	Not Applicable
Unpaid internship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid internship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

46. Please select the employee levels that are eligible to participate in mentorship programs for Black, Indigenous, and People of Color (BIPOC) employees.

	Not currently offered/scheduled	Voluntary - offered/scheduled at least once per year	Mandatory - offered/scheduled at least once per year
Board of Directors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior Leadership Team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Frontline Staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative Personnel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

47. Please select the employee levels that are eligible to receive continuing education benefits (such as scholarships, course credits).

	Not currently offered/scheduled	Voluntary - offered/scheduled at least once per year	Mandatory - offered/scheduled at least once per year
Board of Directors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior Leadership Team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Frontline Staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative Personnel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

48. Please use the options below that best indicate the most widely available continuing education or professional development benefit available to eligible employees at your organization.

Annual reimbursement up to the following limit (\$):

Annual course credit hours up to the following limit:

Annual course count up to the following limit:

Other (please specify):

49. Does your organization offer the ability to take paid leave to participate in continuing education opportunities (e.g., completing a college course or training series)?

- No
- Yes

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Part 4. DEI Language, Goals & Communication

50. Does your organization have a DEI mission statement, either as part of your overall mission or a separate DEI mission?

Yes

No

51. Our organizational communications (e.g., PR, Social media, internal HR memos)...

Yes

No

have a DEI strategy
integrated into the
organization's work

includes digital and print
images that reflects the
diversity of our
workforce

52. What is your organization doing to specifically support Black, Indigenous, and People of Color (BIPOC) employees within your organization?

53. What is your organization doing to specifically support people within your population served who identify as Black, Indigenous, and People of Color (BIPOC)?

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Part 4. DEI Language, Goals & Communication - DEI Mission/Goals

54. Please copy-paste your organization's mission statement into the text box below.

55. Our organization's DEI mission and goals...

	Yes	No
have been communicated to all employees	<input type="radio"/>	<input type="radio"/>
have been communicated to all clients served	<input type="radio"/>	<input type="radio"/>
is publicly displayed on the organization's website	<input type="radio"/>	<input type="radio"/>

Other (please specify)

Part 4. DEI Language, Goals & Communication - No DEI Mission/Goals

56. Has your organization discussed creating DEI mission statements in the past year?

- Yes
- No
- I don't know

NYATEP's Statewide Workforce Equity Analysis Tool (SWEAT) Scan

Part 5. Organizational Leadership

57. Senior Leadership Team members...

	Yes	No
have participated in DEI training over the past year	<input type="radio"/>	<input type="radio"/>
have DEI goals built into performance evaluations	<input type="radio"/>	<input type="radio"/>
have DEI performance metrics that impact compensation and promotion eligibility.	<input type="radio"/>	<input type="radio"/>

58. Managers...

	Yes	No
have participated in DEI training over the past year	<input type="radio"/>	<input type="radio"/>
have DEI goals built into performance evaluations	<input type="radio"/>	<input type="radio"/>
have DEI performance metrics that impact compensation and promotion eligibility.	<input type="radio"/>	<input type="radio"/>

59. Which DEI roles and responsibilities are present at your organization?

(Please select all that apply)

Note: Click here for a definition of affinity group or employee resource group

- A full-time staff person dedicated to DEI (e.g., Chief Diversity Officer)
- An employee resource group (ERG) or affinity group for one or more employee identities
- A DEI Committee that meets at least 2 times per year
- We do not have any of the items listed above implemented at this time
- We have some departmental efforts (please specify)

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Part 5. Organizational Leadership - Full-time DEI Employee

60. Please provide the following information about your full-time staff person dedicated to DEI (e.g., Chief Diversity Officer).

Position title:

Total number of employees
(part- or full-time) that
report to this person:

This person reports to
(e.g., VP HR):

Part 5. Organizational Leadership - Employee Resource/Affinity Groups

61. Please list your organization's Employee Resource Groups (ERG) or Affinity Groups (separated by "," or ";").

An affinity group or employee resource group (ERG) is a collection of individuals who share a common identity characteristic, which can be a wide range of things. The unifying characteristic is usually something that's traditionally underrepresented and can make the people in that group feel isolated. Some examples include: Gender, Sexual orientation, Race, Nationality, Religion, Family structure, Physical or mental ability.

Affinity groups are led by the employee members.. Affinity groups are employer-recognized and promote inclusion, diversity and other efforts that benefit employees. They create safe spaces for networking, resources for mentorship and training for professional development. (Source: Indeed.com)

Part 5. Organizational Leadership - DEI Committee

62. Please share any goals the DEI Committee has to support the organization's DEI work.

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Part 6. Organizational Leadership - DEI Training

63. DEI training...

	No	Yes
related to bias is regularly provided to all hiring managers	<input type="radio"/>	<input type="radio"/>
is incorporated into our new employee orientation	<input type="radio"/>	<input type="radio"/>
is incorporated into our customer service training	<input type="radio"/>	<input type="radio"/>
is incorporated into our management training	<input type="radio"/>	<input type="radio"/>
Is part of our leadership continuing education	<input type="radio"/>	<input type="radio"/>
is integrated in all training programs	<input type="radio"/>	<input type="radio"/>

64. Please share the extent to which your organization has offered diversity, equity, and/or inclusion (DEI) training for employees within your organization over the past calendar or academic year.

	Not currently offered	Voluntary - offered at least once per year	Mandatory - scheduled at least once per year
Board of Directors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior Leadership Team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Frontline Staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative Personnel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

65. Please list the top 3 learning outcomes covered in this/these DEI training program(s).

1.
2.
3.

66. Are learning outcomes for DEI trainings measured to determine if knowledge and/or skills Development occurred as a result of the DEI training?

- No
- Yes (please specify)

NYATEP's Statewide Workforce Equity Analysis Tool (SWEAT) Scan

Final Comments

67. What data would your organization like to collect or have access to that would strengthen your organization's future impact related to Diversity, Equity, and Inclusion (DEI)?

68. Additional comments/feedback:

69. Would your organization like a copy of the resulting report and follow-up communications?

Yes

No

NYATEP's Statewide Workforce Equity Analysis Tool (SWEAT) Scan

Complete & Submit

70. What does your organization plan to do with the report from this SWEAT Scan project?

71. Please confirm the email address that you would like us to send the SWEAT Scan report and follow-up communications to.

NYATEP's Statewide Workforce Equity Analysis Tool (SWEAT) Scan

Complete & Submit - No Report

72. Why doesn't your organization want a copy of the SWEAT Scan report?