

SOT and KL Respondent Profiles

Below are a series of graphs that serve as profiles of survey respondent characteristics. This gives a sense of the voices included in the quantitative data summaries and what perspectives may be missing. Race, gender, and sexual orientation are focused on in the body of the report. In asking about race and gender, best practice drawn from CBPR work by Dr. Helen Weng was used to frame the race, gender, and sexual orientation questions, which asked participants to self-identify their race and gender.¹ The questions read, respectively: “How do you self-identify your race/ethnicity?”; “How do you self-identify your current gender identity?”; and “How do you self-identify your current sexual orientation?” This is one example of a Transformative Evaluation approach to survey question design: employing anti-racist best practice in question design.

Race / Ethnicity, Nativity and Where Participants Grew Up

Given the low response rates, race/ethnicity is reported in general categories to protect respondent identities.

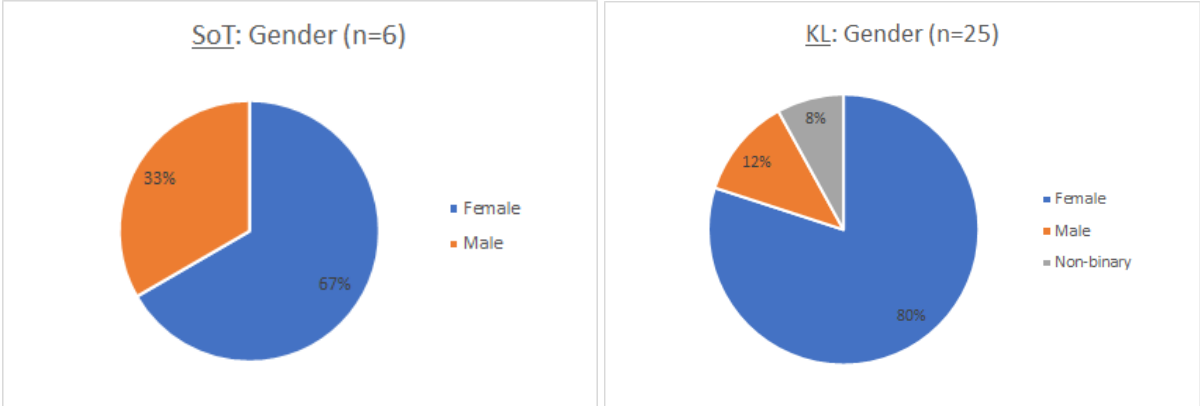
	SoT (n=6)	KL (n=25)
Race / Ethnicity	Asian (2) White (2) Latinx / Hispanic Mixed Race: White & Asian	Asian (7), including Chinese, Indian, Japanese, Mien, Pacific Islander, South Asian Black/African American (4) Latinx (1), including Carribean Mixed race (3) Moor (1) White (9)
National Origin	Born in the US (3) Born outside the US (3); <i>2 non-US citizens, 1 US citizen</i>	Born in the US (21) US Territory (2) Born outside the US (1) Prefer not to state (1)
Where Person Grew Up	Asia (1) Pacific Islands (2) Washington / Seattle (3)	East Coast (4) Midwest (3) Outside the US (3) Southern US (1) Washington / Seattle (10) West coast / Hawaii (3) Various locations in and out of US

¹ Weng, H.Y. (2018, June). Contemplative Neuroscience through the lens of diversity and social justice. Plenary faculty talk presented at the Mind and Life Summer Research Institute, Garrison, NY. Developed by Dr. Weng in conjunction with the East Bay Meditation Center.

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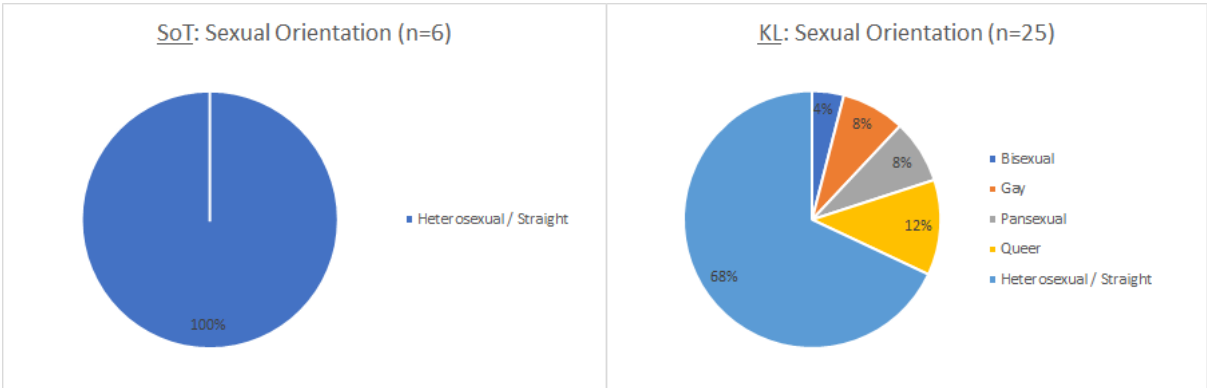
Gender

Two-thirds of SoT survey respondents were female and one-third were male. In contrast, 80% of KL respondents were female, 12% male, and 8% gender non-binary. The spectrum of answers given by KL participants were much more diverse than among SoT participants. KL participants categorized as female wrote: “woman”, “woman (she/hers)”, “she/they”, “cis female”, and “female”. KL participants categorized as male wrote: “male”, “He/They”, and “cis male”.

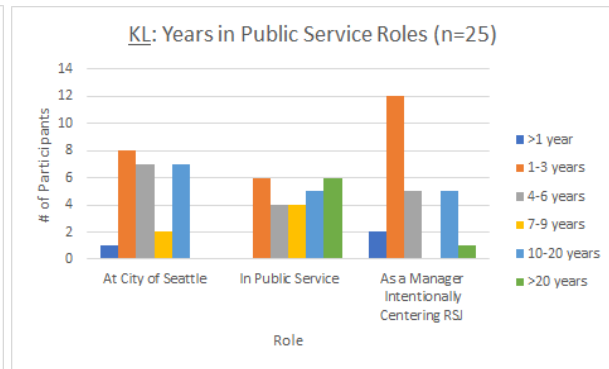
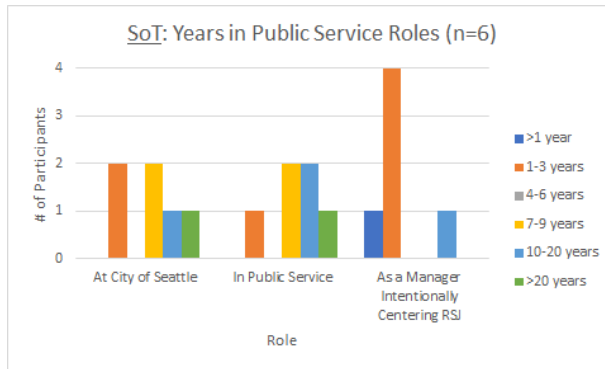


Sexual Orientation

All SoT respondents identified as heterosexual/straight. 68% of KL respondents identified as heterosexual/straight with 12% identifying as queer, 8% as gay, 8% as pansexual, and 4% as bisexual.



Years in Public Service Roles

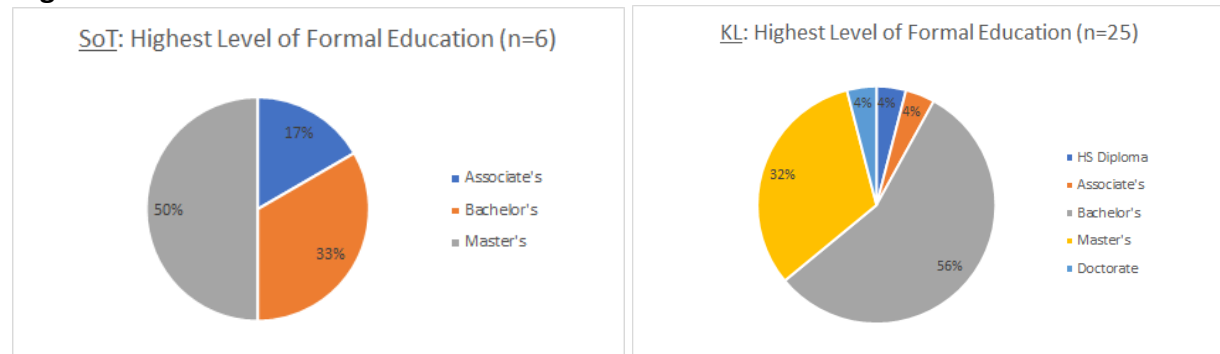


KL participants also shared which aspects of the Citywide RSJI Network they are part of. They ranged from one to six different types of public service roles per person, averaging 2 to 3 RSJ roles listed in the table below:

RSJ Roles	# of Participants
Anti-Racist Community of HR Practice	1
Anti-Racist Educators Cohort	5
Change Team Lead or Co-Lead	13
Change Team Member	15
Core Teams 1-5	4
Equity Leads Interdepartmental Team	2
Former Change Team Co-Lead	2
Lead facilitator of a Caucus or Affinity Group within a department	4
Learning & Development Team or Workforce Equity Team at Seattle Department of Human Resources	2
Manage an interdepartmental body of work focused on RSJ	4
Racial Caucus co-lead	2
Racial Caucus participant (BIPOC, citywide)	1
Workforce Equity Planning & Advisory Committee	1
Average # of roles held per person	2.4

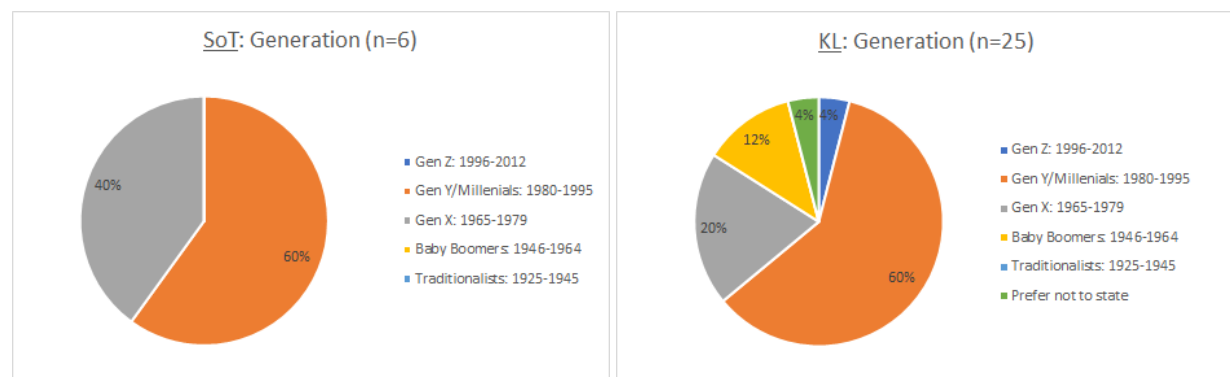
Among the KL cohort, 9 of 25 (36.0%) reported being in supervisory positions, managing staff and volunteers, or serving as an HR adviser.

Highest Level of Education



Generation

60% of both SoT and KL respondents were Millennials. The remaining 40% of the SoT cohort were Gen X, while 20% of KLs were Gen X, 12% were Baby Boomers, and 4% were Traditionalists and Gen Z, respectively.



Preferred Language

	SoT (n=6)	KL (n=25)
At work	English (5) Spanish (1)	English (25)
At home	English (5) Spanish (1)	English (18) English and another language (7), including Cantonese, Cham, Hawaii Creole, Mein, Spanish and Spanglish