

## Washington Grove Inclusion and Equity Survey

### 1. Welcome to the Inclusion and Equity Questionnaire

The Racial and Social Equity Committee is disseminating this survey to learn what you value in your community, what you have experienced in Washington Grove, and what you think about diversity, equity and inclusion in town. In addition to helping us define priorities for the committee's work, we hope the survey will lead everyone to think about ways to foster an inclusive town where people of diverse backgrounds can thrive.

These 20 questions can be answered in less than 15 minutes, and you can choose to respond anonymously. We will report on the survey's results to the Town Council and to residents. We respect your privacy; the report will not share any information that could identify individual respondents.

Your feedback is important! Thank you for your response.

#### 1. How long have you lived in Washington Grove?

Less than 1 year

11-15 years

More than 25 years

1-5 years

16-20 years

6-10 years

21-25 years

Comment (optional)

## 2. How important are these things to you when you choose a place to live?

|                                    | Very unimportant      | Unimportant           | Neutral               | Important             | Very important        |
|------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Location                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Sense of community                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Safety                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Schools                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Local government                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Proximity to public transportation | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Green space                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| History                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Style of houses                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Social/recreational activities     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Diversity                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Affordability                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Other important aspects? (Please describe.)

**3. The following aspects of Washington Grove meet my needs as a resident.**

|                                    | Strongly disagree     | Disagree              | Neutral               | Agree                 | Strongly agree        |
|------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Location                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Sense of community                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Safety                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Schools                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Town governance                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Proximity to public transportation | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Green space                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| History                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Style of houses                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Social/recreational activities     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Diversity                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Affordability                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Comment (Optional)

**4. Overall, how would you rate Washington Grove as a place to live?**

- Very undesirable
- Undesirable
- Neutral
- Desirable
- Very desirable

**5. How do the factors below limit your attendance at town council, committee or workgroup meetings?**

|                                     | Doesn't Limit         | Somewhat limits       | Limits                | Greatly Limits        | N/A                   |
|-------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Child care                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Family time                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Other committment/<br>priorities    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Job demands                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Familiarity with other<br>attendees | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The way meetings are<br>run         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The way people interact             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Interest                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Expertise                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My voice is not heard               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Other limiting factors? (Please describe)

**6. Select the option that best reflects the extent to which you agree or disagree with the following statements:**

|   | Strongly disagree     | Disagre               | Neutral               | Agree                 | Strongly agree        |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I feel comfortable<br>participating in town<br>social and recreations<br>events, such as music<br>events, Labor Day<br>weekend, Women's<br>Club, Film Society, etc. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel a sense of<br>belonging in Washington<br>Grove.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I believe Washington<br>Grove is welcoming to<br>new residents.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**7. Does Washington Grove have issues with discrimination or biases?**

Yes

Unsure

No

If you are willing, please share more.

**8. Have you personally experienced bias or discrimination in Washington Grove?**

Yes

Unsure

No

If you are willing, please share more.

**9. If you answered yes to the previous question, do you believe it was based on any of the following?**

(Check all that apply.)

Age

Country of birth

Sexual orientation

Gender

Religion/Spirituality

Gender identity

Race

Political beliefs

Native language

Ethnicity

Disability

Other

If you are willing, please share more.

**10. Have you witnessed bias or discrimination in Washington Grove?**

Yes

Unsure

No

If you are willing, please share more.

**11. If you answered yes to the previous question, do you believe it was based any of the following?**

(Check all that apply.)

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Age              | <input type="checkbox"/> Religion/Spirituality | <input type="checkbox"/> Gender identity |
| <input type="checkbox"/> Gender           | <input type="checkbox"/> Political beliefs     | <input type="checkbox"/> Native language |
| <input type="checkbox"/> Race             | <input type="checkbox"/> Disability            | <input type="checkbox"/> Other           |
| <input type="checkbox"/> Ethnicity        | <input type="checkbox"/> Sexual orientation    |  |
| <input type="checkbox"/> Country of birth | <input type="checkbox"/> Gender                |  |

If you are willing, please share more.

**12. Washington Grove fairly applies town rules and regulations to:**

|                    | Strongly disagree     | Disagree              | Neutral               | Agree                 | Strongly agree        |
|--------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| All town residents | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| All non-residents  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**13. The following efforts would be useful for increasing diversity, equity, and inclusion in Washington Grove.**

|  | Strongly disagree     | Disagree              | Neutral               | Agree                 | Strongly agree        |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <b>Host educational forums</b> (e.g., history talks; parenting tips; other municipality efforts related to diversity, equity and inclusions; implicit bias workshop; invited speakers) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <b>Review policies, procedures, ordinances</b> (e.g., comprehensive plan; welcome packets; accessibility of town communications and amenities)   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <b>Provide cultural programming</b> (e.g., cultural exchanges with neighboring communities or with town residents)   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Strongly disagree      Disagree      Neutral      Agree      Strongly agree

**Open town facilities, as possible, to neighboring communities** (e.g., soccer field)

                      

**Host collaborative events with neighboring communities** (e.g., music events; sporting events; meet and greet potlucks)

                      

**Advertise town events/activities to other communities** (e.g., Labor Day, music weekend)

                      

**Broaden range of housing beyond single-family**

                      

**Ensure accessibility for People with Disabilities or language access needs**

                      

Other (Please specify.)

**14. What would make you feel included and engaged in town?**

**15. Do you have any comments or concerns to share with RASEC?**

**16. What is the preferred language in your household?**

- English
- Spanish
- Other (please specify)

**17. What is your age?**

15-25 years old

56-65 years old

26-35 years old

66-75 years old

36-45 years old

More than 75 years old

46-55 years old

**18. Ethnicity/Race**

Hispanic/Latinx of any race

Native Hawaiian or Other Pacific Native

American Indian/Native American

Caucasian/White

Asian

Prefer not to respond

Black/African American

Other

**19. Gender**

Female

Transgender

Male

Prefer not to respond

Nonbinary

Other

**20. Please provide your name and/or address if you would like. (Optional)**

Name

Address