

Bureau-wide survey results: Employee equity and engagement



PWB employees gave clear direction

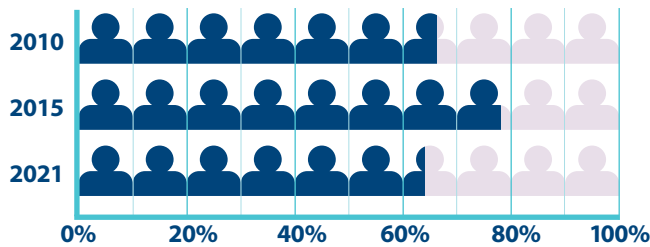
- **Continue** enhancing transparency within the bureau.
- **Continue** providing affinity spaces for employees with shared cultural backgrounds to connect.
- **Start** providing cross-training and cross-bureau learning for employees who want to learn more about the work of employees outside their workgroup or team.
- **Start** providing historically underserved worker access to engagement opportunities (e.g., field crews).
- **Start** expanding opportunities for more communication between teams.

Bureau commitments and opportunities coming in 2023

- Expand training capacity** and access to **professional development resources**.
- Introduce the LinkedIn Learning platform** with over 17,000 adaptable trainings and certifications.
- Create new cohorts, mentoring, and trainings** for managers and supervisors to support belonging, team cohesion, and emotional intelligence.

- Build out the Employee Experience & Development Team** to provide you with greater access to opportunities for **professional development and well-being**.
- Develop resources** for the PWB to improve **conflict management practices**.
- Partner with Portland State University's Conflict Resolution Center** to provide expanded access to conflict prevention and management training for all employees.

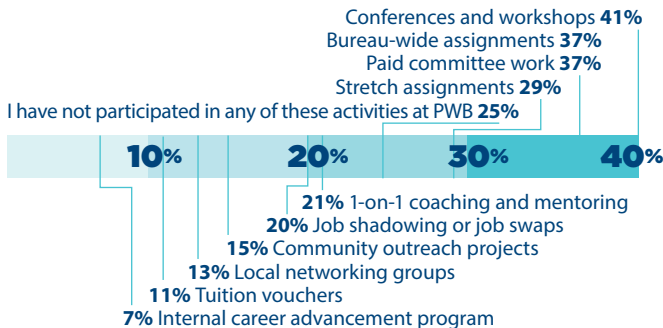
Bureau-wide response rate by year



What employees want included in their employee development plans

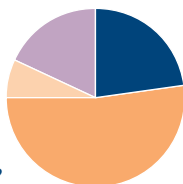


Who has tried these activities



Social identity as a barrier or advantage

Do you feel one or more of your social identities is a barrier to promotion, growth, and fair treatment at PWB?



- **23% Yes**
- **52% No**
- **7% No, I feel my social identity is actually an advantage**
- **18% I prefer not to answer**

My job

Graphs show agree/strongly agree responses

I have the tools and resources I need to do my job well. **80%**

I get out of my day to day activities what I want out of my job and relationship with the bureau. **59%**

My coworkers

The people I work with help each other when needed. **85%**

Conflicts in my team are usually dealt with directly through open dialogue. **55%**

My supervisor

My supervisor is accessible when I need them. **84%**

My supervisor helps me to develop and grow in ways that are important to my job function and career. **60%**

My bureau

Safety is a priority at the Portland Water Bureau. **79%**

Promotions are handled in a fair and equitable manner. **32%**

My community

PWB engages community to connect, learn concerns, and empower the community to act in their own best interest. **43%**

In my role, I am able to build relationships with communities that are more foundational (built and sustained over time) than transactional (superficial and limited to exchange of services). **32%**