

# Premier Homecare DEI Survey Results 2021

Conducted between November – December 2021

# Background

---

Initial JSSA DEI surveys not distributed to Premier caregivers due to a variety of reasons.

---

Premier staff sent our DEI survey's (via mail) to all Premier caregivers (approx. 123 actively working).

---

Premier staff received 71 (57.7%) returned via mail and through live meet and greet events.

# DEI Survey Results

OUR AGENCY IS COMMITTED TO TRANSFORMING INTO A TRULY JUST ORGANIZATION IN ALL ASPECTS OF WORKPLACE CULTURE AND SERVICE DELIVERY.

I EXPERIENCE BIAS FROM THOSE WE SERVE.

I AM AWARE OF AND UNDERSTAND THE PROCEDURES FOR REPORTING INCIDENTS OF DISCRIMINATION AND/OR BIAS IN THE WORKPLACE.

I FEEL FREE TO SPEAK UP WHEN I SEE BIAS OR DISCRIMINATION AT WORK.

OUR AGENCY'S STAFF HAVE A HIGH LEVEL OF DIVERSITY AWARENESS/CULTURAL COMPETENCE.

THE AGENCY'S POLICIES OR PROCEDURES ENCOURAGE DIVERSITY, EQUITY, AND INCLUSION.

AT OUR AGENCY, EMPLOYEES APPRECIATE OTHERS WHOSE BACKGROUNDS, BELIEFS, AND EXPERIENCES ARE DIFFERENT FROM THEIR OWN.

I FEEL WELCOMED AND INCLUDED AS A STAFF MEMBER AT OUR AGENCY.

OUR AGENCY FOSTERS A WORKPLACE THAT ALLOWS EMPLOYEES TO BE THEMSELVES, WITHOUT FEAR, AT WORK.

OUR AGENCY IS COMMITTED TO IMPROVING THE DIVERSITY OF EMPLOYEES.

