

Culture Overview	% Agree Overall	>20% Difference on Race	>20% Difference on Gender
Wellspring invests (time, energy, or money) in appreciating people's work and efforts.	85.3		
Wellspring values the knowledge staff bring from outside work as part of the decision- making process.	75	x	
I understand how decisions are made at Wellspring.	51.5	x	
I understand of my level of authority at Wellspring.	76.5	x	
Wellspring invests (time, energy, or money) in identifying lessons that can improve practice.	82.4		
Wellspring frames mistakes as learning opportunities.	75		
Wellspring is open to different ways to approach a problem.	69.1	x	
Wellspring allots the necessary time required to achieve diversity- related goals.	73.5	x	
Wellspring encourages a balance between time spent at work and outside of work	79.4		
Wellspring welcomes conversations about how race plays a role at work.	80.9	x	
Wellspring welcomes conversations about how gender plays a role at work.	80.9		
Wellspring welcomes conversations that do not resolve immediately.	75	x	
Our workplace culture is more aligned with the beliefs, values, and behaviors of white staff members than those of staff members of color (% non-agree).	57.3	x	
Our workplace culture is more aligned with the beliefs, values, and behaviors of male staff members than those of female or nonbinary staff members (% non-agree).	63.2		
Wellspring values goals that can be quickly measured over those than cannot (% non-agree).	70.5		
Wellspring equates raising difficult issues with being impolite or out of line (% non-agree).	63.2		

Walking in the Door	% Rarely or Never	>20% Difference on Race	>20% Difference on Gender
How often when you walk into a room do you feel under scrutiny because of your race and/or gender?		x	
How often do people make comments about your or another person's body (skin, hair) that are related to your race and/or your gender?		x	x
How often do people make comments about the way you speak or another person speaks?		x	
How often do you feel like your race and/or gender means you can blend in with everyone else when you want to?		x	
How often do you feel like you are excluded from social conversations because of your race and/or gender?			
How often do you feel like you are excluded from professional conversations because of your race and/or gender?			

Colleague Relationships	% Rarely or Never	>20% Difference on Race	>20% Difference on Gender
How often do you feel colleagues underestimate your abilities because of your race and/or gender?		x	
How often do you feel colleagues criticize the appropriateness of your beliefs or actions because of your race and/or gender?			
How often do colleagues ask you to speak on behalf of people who share your race and/or gender?		x	
How often do colleagues make remarks about your race and/or gender that carry negative connotations?			x (Men)
How often do colleagues react negatively to dialogue about your or their race and/or gender?		x	x

Personal Strategies	% Rarely or Never	>20% Difference on Race	>20% Difference on Gender
How often do you feel pressure to be like everyone else in order to be accepted because of your race and/or gender?		x	
How often do you change the way you present yourself (e.g. in looks or language) in order to be accepted because of your race and/or gender?		x	x
How often do you try to make people feel more comfortable with your race and/or gender expression?		x	
How often can you find a safe space for your race and/or gender expression at work?		x	
How often do you think about leaving the organization because it does not support your race and/or gender expression?			