

**Report prepared by:**

**Hicks-Carter-Hicks, LLC**  
12747 Olive Blvd., Suite 300  
St. Louis, MO 63141

Office: 314-260-7587  
Fax: 314-259-1267  
Email: [gcarhic@h-c-h.com](mailto:gcarhic@h-c-h.com)

# **Supplemental Materials**

**Graphs for the City of Lee's Summit  
Community D&I Survey**

**September 2022**

## SUPPLEMENTAL MATERIALS

### Table of Contents

<b>Section 1:</b>	About This Document	1
<b>Section 2:</b>	All Survey Items	2
<b>Section 3:</b>	Quantitative Survey Responses	4

Section  
**1**

# About This Document

Dear Reviewer,

The City of Lee's Summit (the City) partnered with Hicks-Carter-Hicks (H-C-H) to provide consulting services relating to diversity and inclusion (D&I) in their organization and in the community they serve. In initial conversations with the City, the importance of understanding community member perceptions of D&I is critical.

Survey items were created using Hicks-Carter-Hicks' (H-C-H) D&I survey questions, which are guided by D&I best practices. The survey items were reviewed by Lee's Summit D&I Commission members and leadership prior to distribution and feedback was incorporated into the survey. The survey's focus was to obtain feedback from a sample of community members representative of the entire Lee's Summit population to provide their perspective on Lee's Summit as a community and how the City of Lee's Summit (as an organization with employees, organizational processes, etc.) is doing with respect to D&I.

In addition to responses being analyzed across the entire survey's sample, all responses were also subset by racial/ethnic demographic group, gender, and age group to identify similarities and differences amongst the responses and to highlight responses from individuals in each of the demographic groups.

This document contains generated graphs for each survey question and is meant to supplement the tables found in the primary community D&I report and provide a visual representation of responses.

If there are any questions about this supplemental document, please contact H-C-H for additional clarification.

Thank you,

The Hicks-Carter-Hicks Team

Section  
**2**

# All Survey Items

## Community Survey Questions

The following items were presented in the community D & I survey. Except for the qualitative items, all items were asked to be rated using the following agreement anchors: 1 – strongly agree, 2 – agree, 3 – neither agree nor disagree, 4 –disagree to 5 – strongly disagree.

### Quantitative Survey Questions

#### *Community-Focused Questions*

**Prompt:** *The following questions refer to the Lee’s Summit’s community and your perceptions as a member of the community. Please rate your agreement with the following items below as honestly as possible.*

1. All community members are treated with dignity and respect in Lee’s Summit.
2. I feel that diversity and inclusion matter to the community of Lee’s Summit.
3. I feel like I can be my authentic self (i.e., I don’t need to downplay aspects of who I am) in Lee’s Summit.
4. People of all diversity backgrounds (age, race/ethnicity, gender, cultures, etc.) are **valued** in Lee’s Summit.
5. People of all diversity backgrounds (age, race/ethnicity, gender, cultures, etc.) are **included** in Lee’s Summit.
6. Diversity and inclusion matter to me.
7. Lee’s Summit should take steps to create an environment that embraces diversity within the community.
8. Increased diversity and inclusion within Lee’s Summit would be beneficial to the entire community.

**Note:** *Diversity and inclusion definitions provided ahead of these next two questions as a reminder of how the survey was defining diversity and inclusion.*

9. I believe Lee’s Summit is diverse.

## SUPPLEMENTAL MATERIALS

10. I believe Lee's Summit is inclusive of all people.

### ***City-Focused Questions***

***Prompt:*** The following questions refer to the City of Lee's Summit as an organizational entity with a Mayor, City Council, City Manager, employees, etc. Please rate your agreement with the items below as honestly as possible.

11. The City of Lee's Summit should be actively involved in ensuring diversity and inclusion within the community.
12. The City of Lee's Summit takes active steps to promote diversity and inclusion within the community.
13. I support the creation of a more diverse and inclusive environment for the community members of Lee's Summit.
14. I support the creation of a more diverse and inclusive environment for the employees of Lee's Summit.
15. The City of Lee's Summit has clear priorities as it relates to diversity and inclusion.
16. The City of Lee's Summit communicates what steps it is taking to promote diversity and inclusion.

### ***Discussions and Feedback Regarding D & I***

17. There are opportunities for discussions regarding diversity and inclusion in Lee's Summit.
18. I feel comfortable discussing diversity and inclusion with the City of Lee's Summit.
19. All Lee's Summit community members can openly discuss diversity and inclusion.
20. I believe the City of Lee's Summit wants to receive feedback from community members regarding diversity and inclusion.
21. The City of Lee's Summit provides opportunities for community members to provide feedback regarding diversity and inclusion.
22. The City of Lee's Summit listens to my feedback regarding diversity and inclusion.

## **SUPPLEMENTAL MATERIALS**

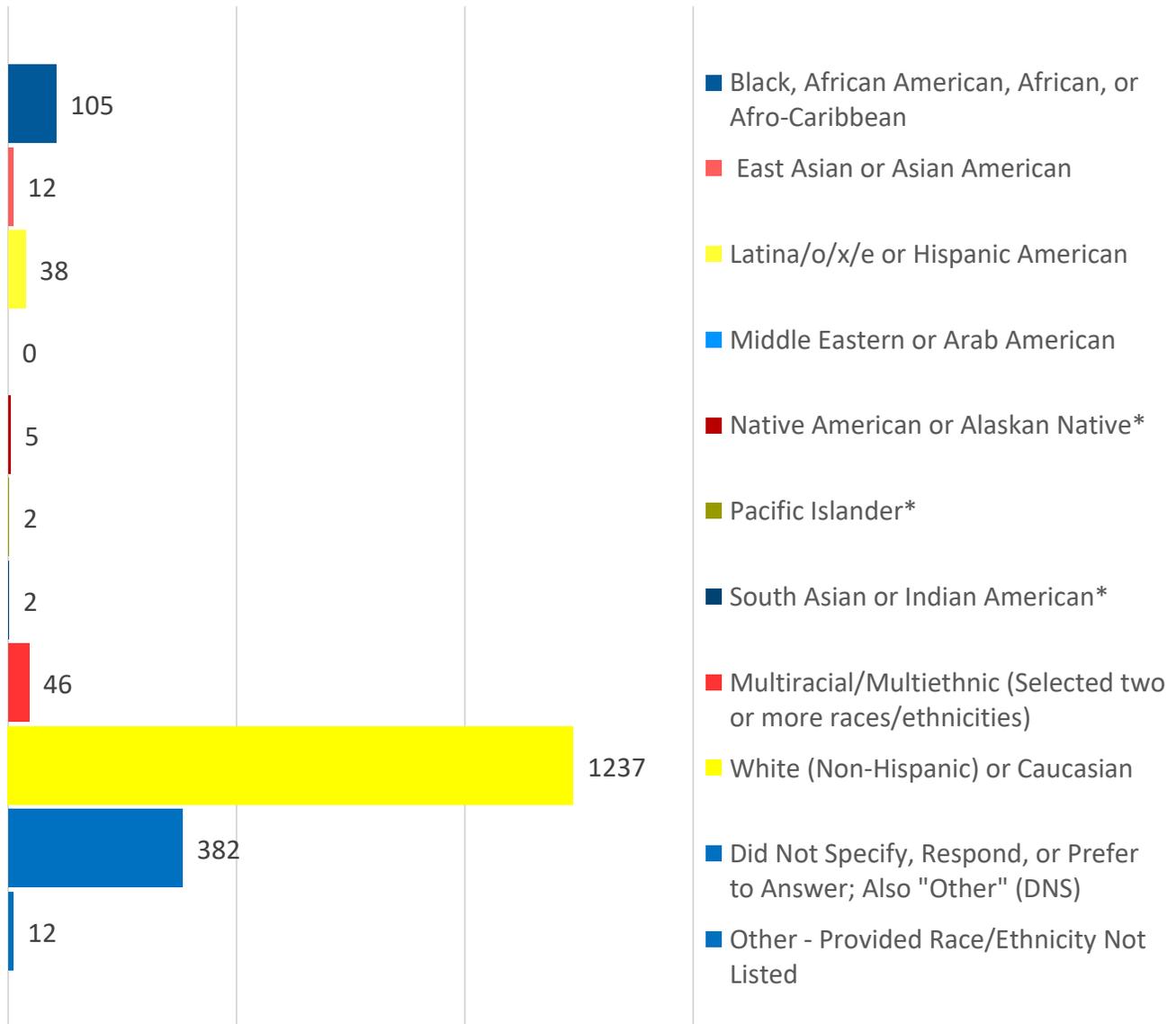
### **Qualitative Survey Questions**

1. What do you think Lee's Summit is doing well in the areas of diversity and inclusion?
2. What do you think Lee's Summit could improve or further develop in the areas of diversity and inclusion?

Section  
**3**

# Quantitative Survey Responses

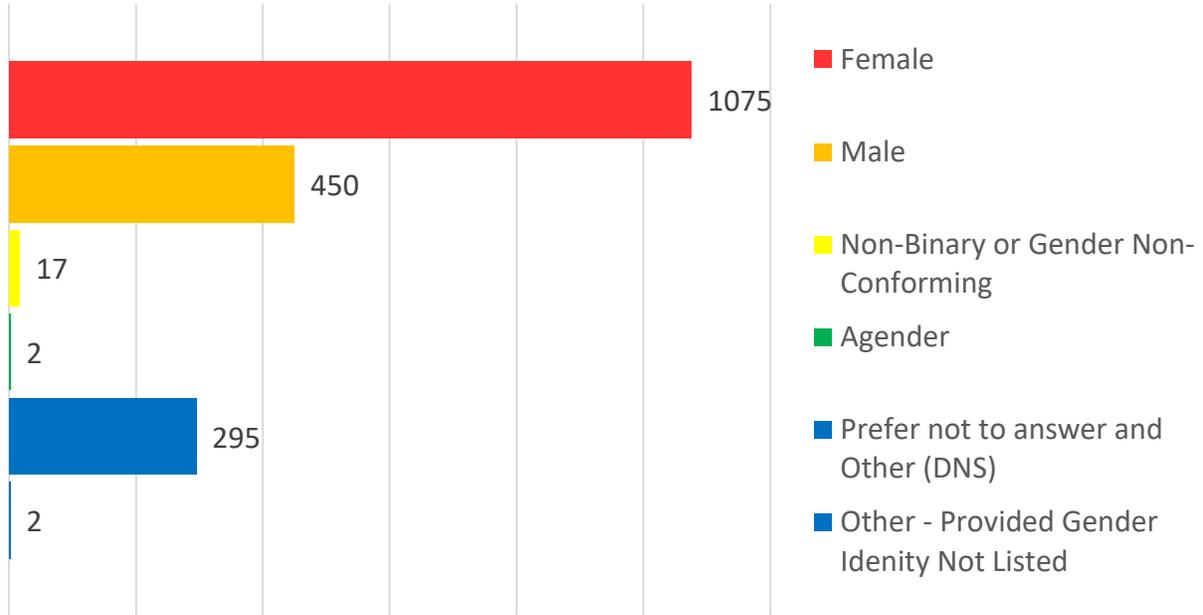
## Race & Ethnicity Demographics



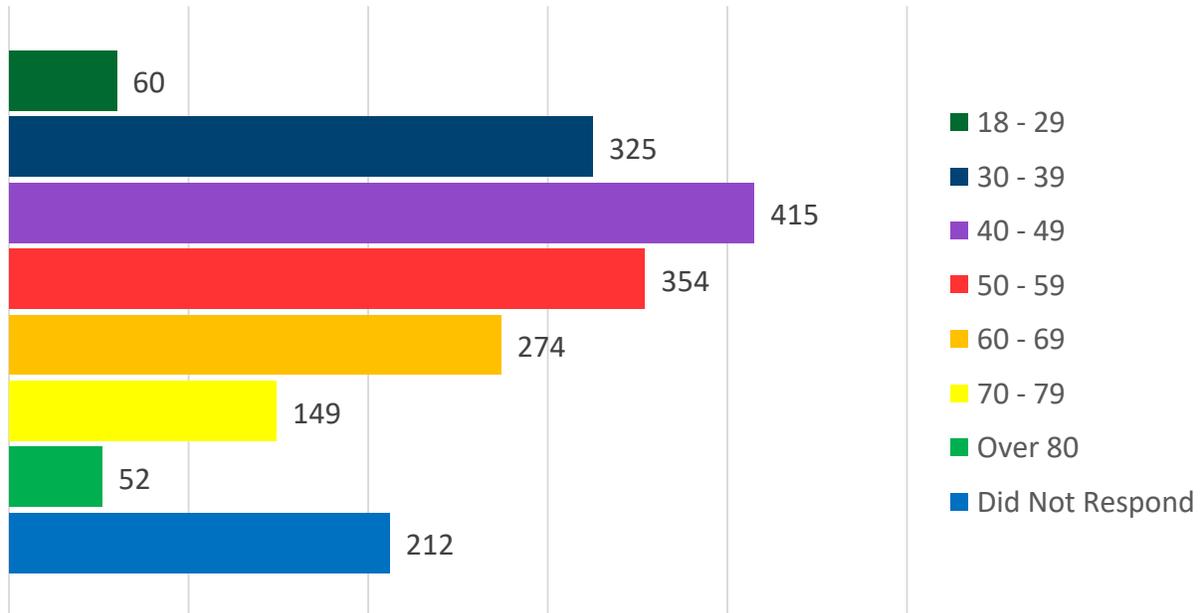
*\*Race/Ethnicity categories with less than eight (8) responses were aggregated into a single category to protect the anonymity of respondents. Category includes those who identified themselves as Native American or Alaskan Native, Pacific Islander, and South Asian or Indian American.*

**SUPPLEMENTAL MATERIALS**

### Gender Identity Demographics



### Age Demographics



*\*Gender identity categories with less than eight (8) responses were combined with the gender identity category of non-binary/gender non-conforming. This is because creating an aggregate category of only a the low-response gender identity categories would not create a category larger than 8 respondents.*

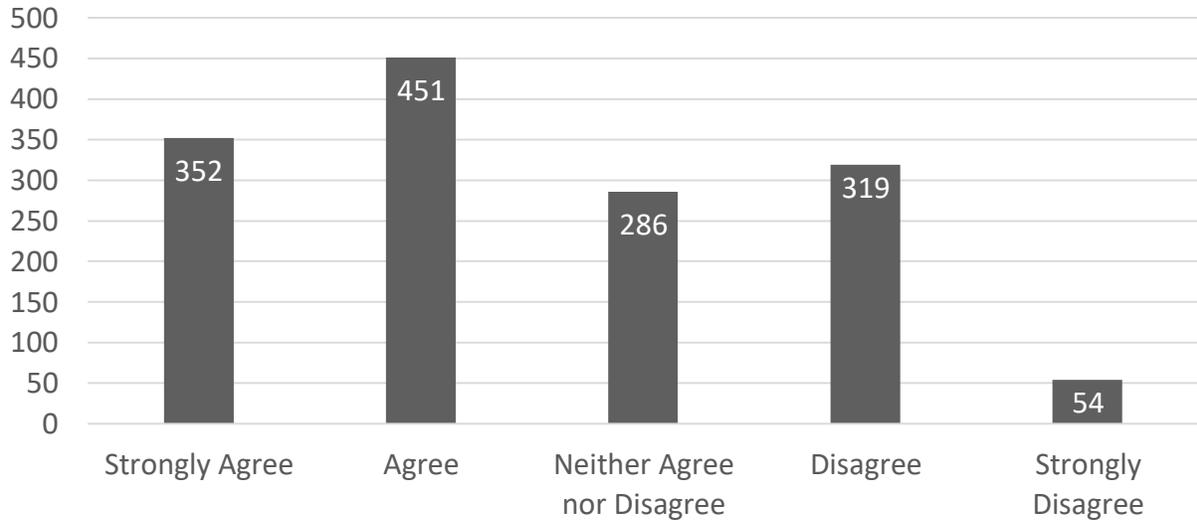
## **Community Survey Questions & Quantitative Responses**

*The items in this section used the following response ratings: 1 – Strongly agree, 2 – agree, 3 – neither agree nor disagree, 4 – disagree, and 5 – strongly disagree.*

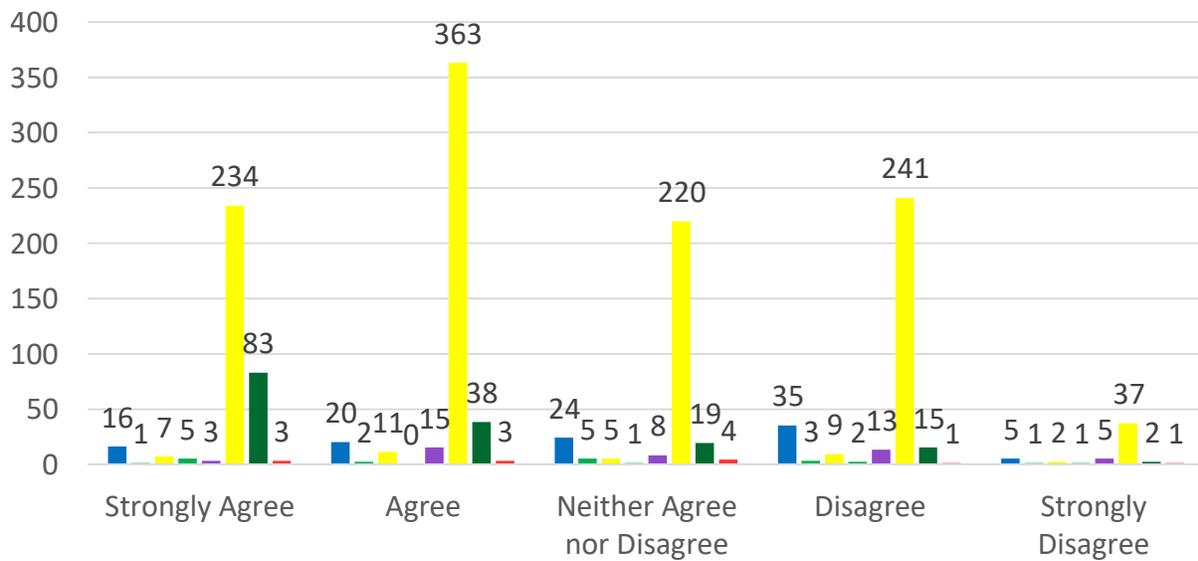
*\*Note: Race/Ethnicity categories with less than eight (8) responses were aggregated into a single category to protect the anonymity of respondents. Category includes those who identified themselves as Native American or Alaskan Native, Pacific Islander, and South Asian or Indian American. Similarly, Gender identity categories with less than eight (8) responses were combined with the gender identity category of non-binary/gender non-conforming. This is because creating an aggregate category of only a the low-response gender identity categories would not create a category larger than 8 respondents.*

**SUPPLEMENTAL MATERIALS**

1. All community members are treated with dignity and respect in Lee's Summit.

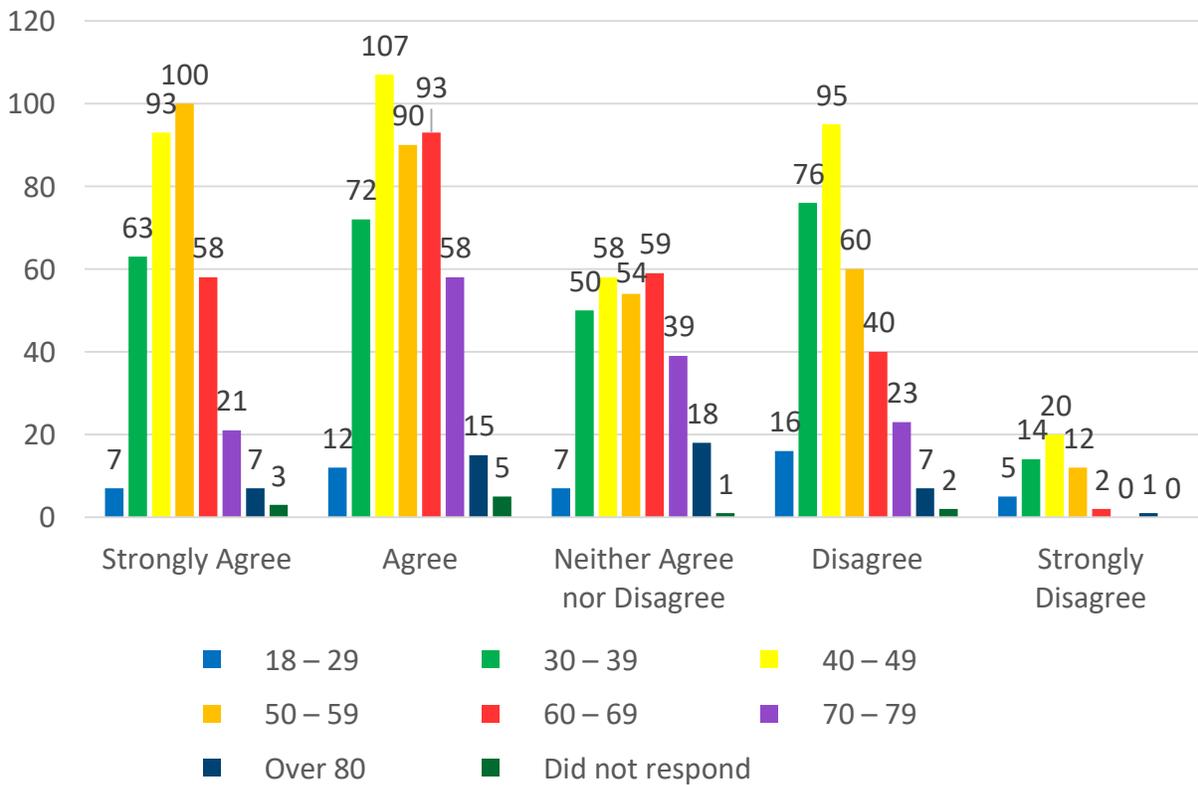
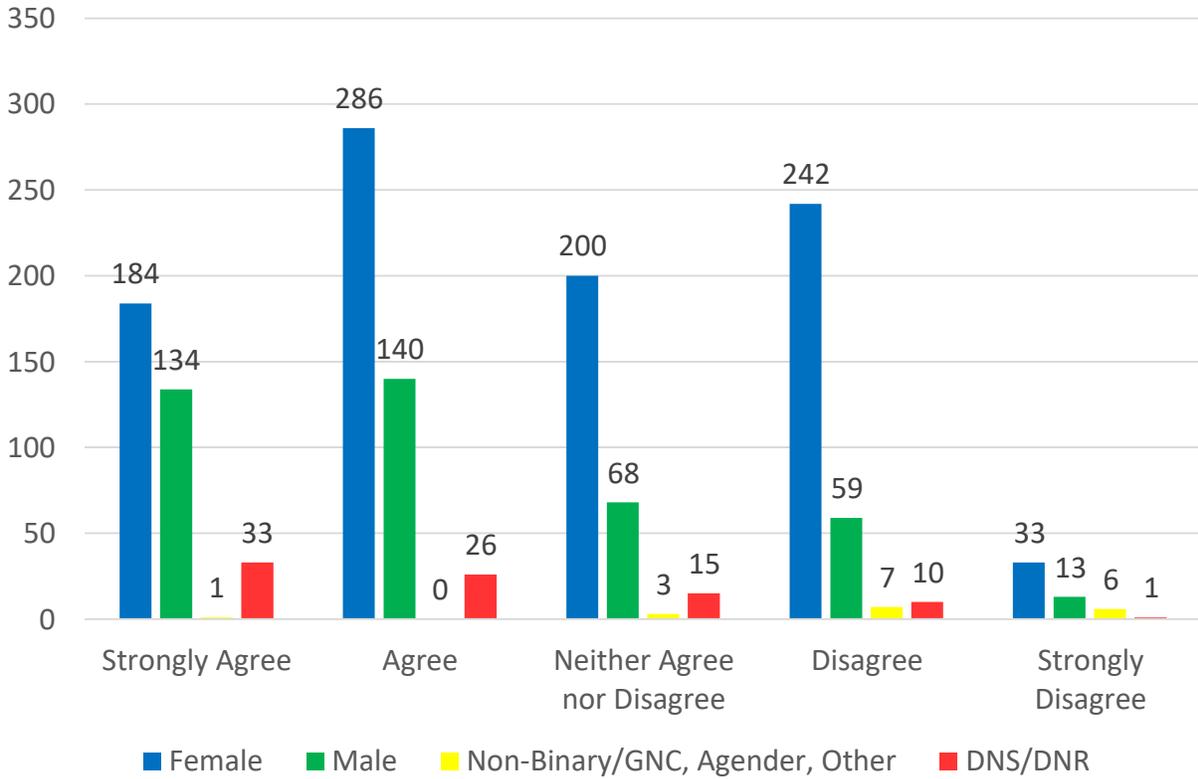


M: 2.50 | SD: 1.18



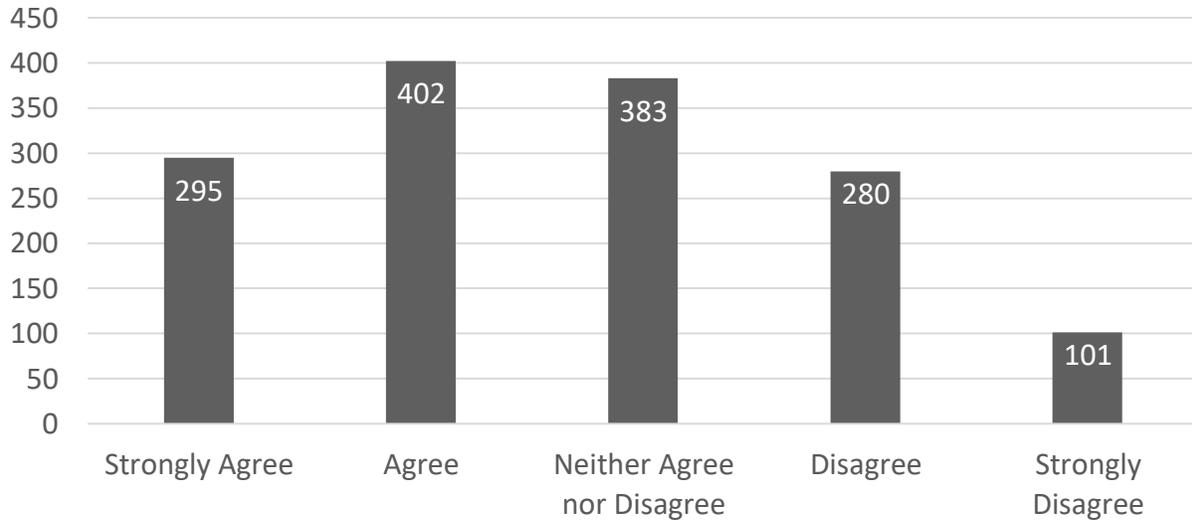
- Black, African-American, Afro-Caribbean
- East Asian or Asian American
- Latina/o/x/e or Hispanic American
- Aggregate Category\*
- Mixed, Multiracial, or Multiethnic
- White (Non-Hispanic), Caucasian
- DNR/DNS
- Other

## SUPPLEMENTAL MATERIALS

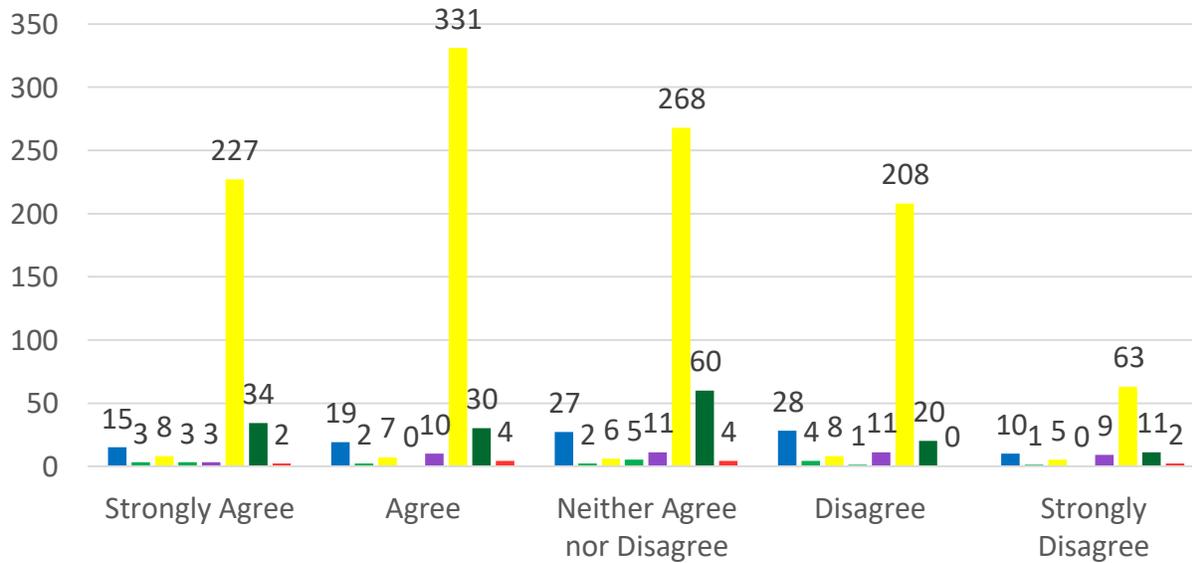


**SUPPLEMENTAL MATERIALS**

**2. I feel that diversity and inclusion matter to the community of Lee's Summit.**

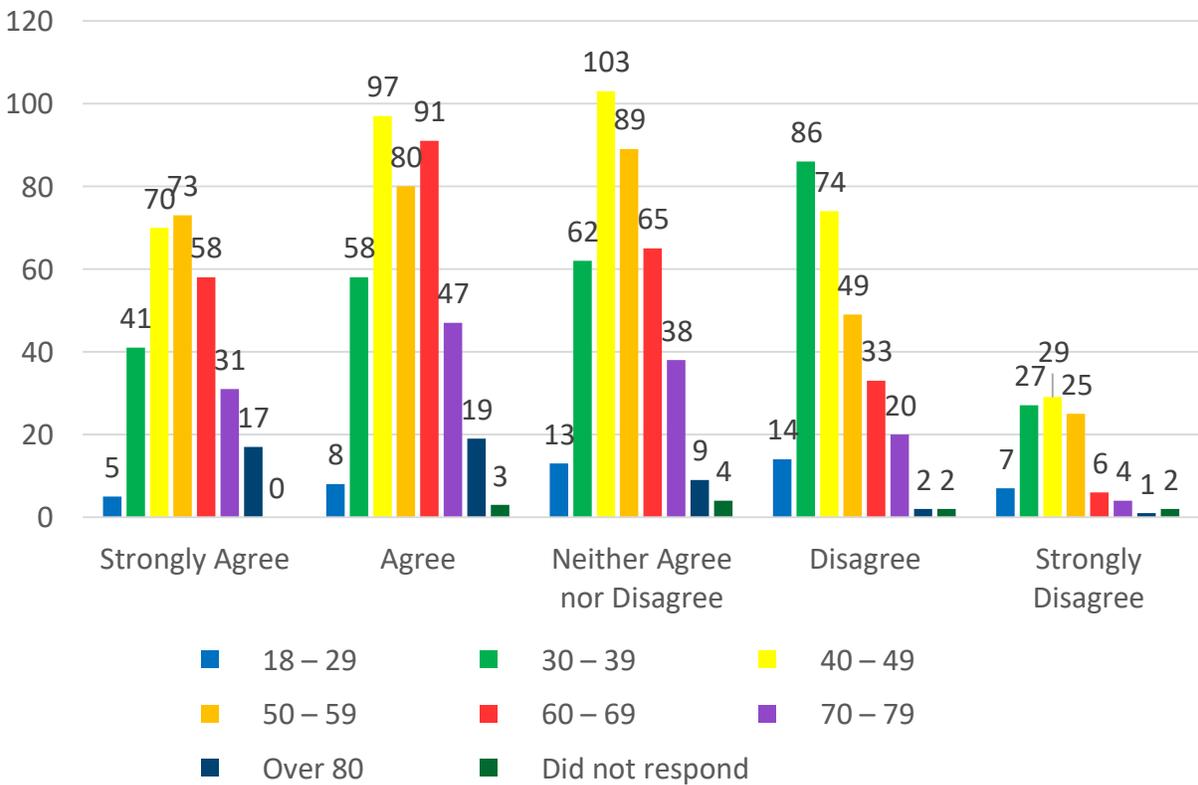
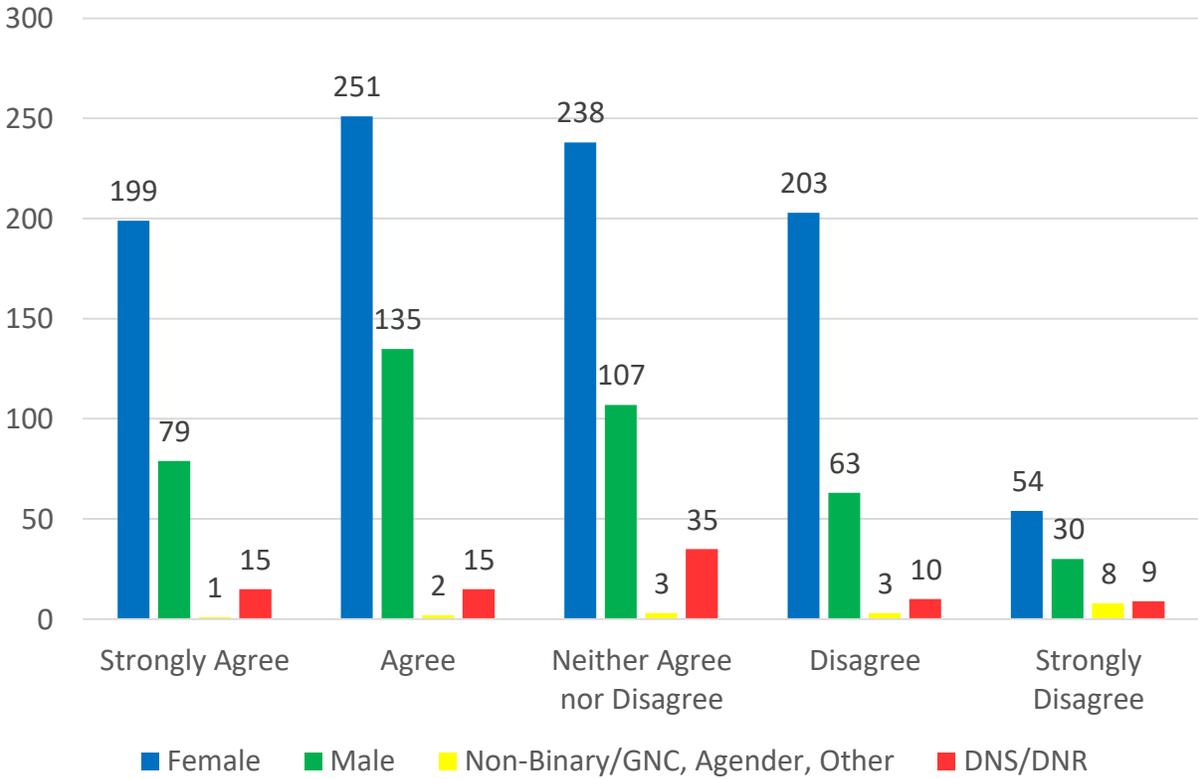


M: 2.65 | SD: 1.20



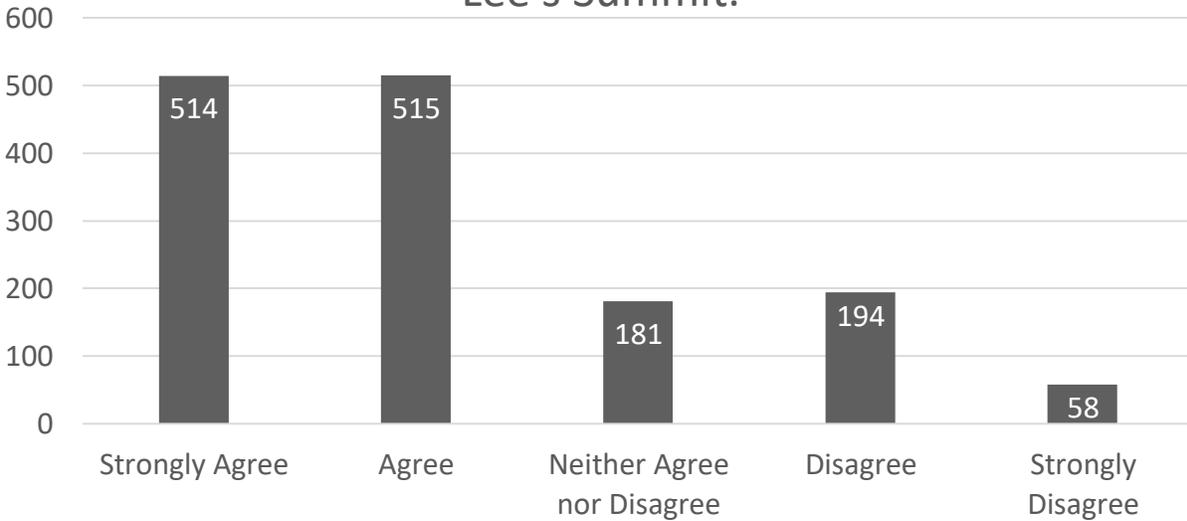
- Black, African-American, Afro-Caribbean
- East Asian or Asian American
- Latina/o/x/e or Hispanic American
- Mixed, Multiracial, or Multiethnic
- DNR/DNS
- Aggregate Category\*
- White (Non-Hispanic), Caucasian
- Other

**SUPPLEMENTAL MATERIALS**

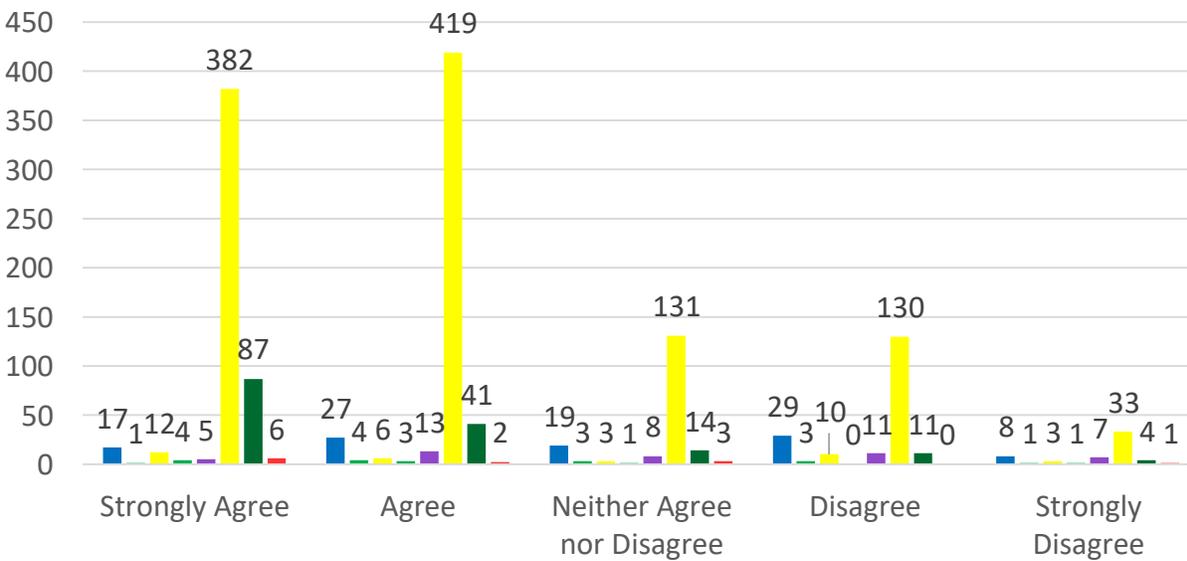


**SUPPLEMENTAL MATERIALS**

3. I feel like I can be my authentic self (i.e., I don't need to downplay aspects of who I am) in Lee's Summit.

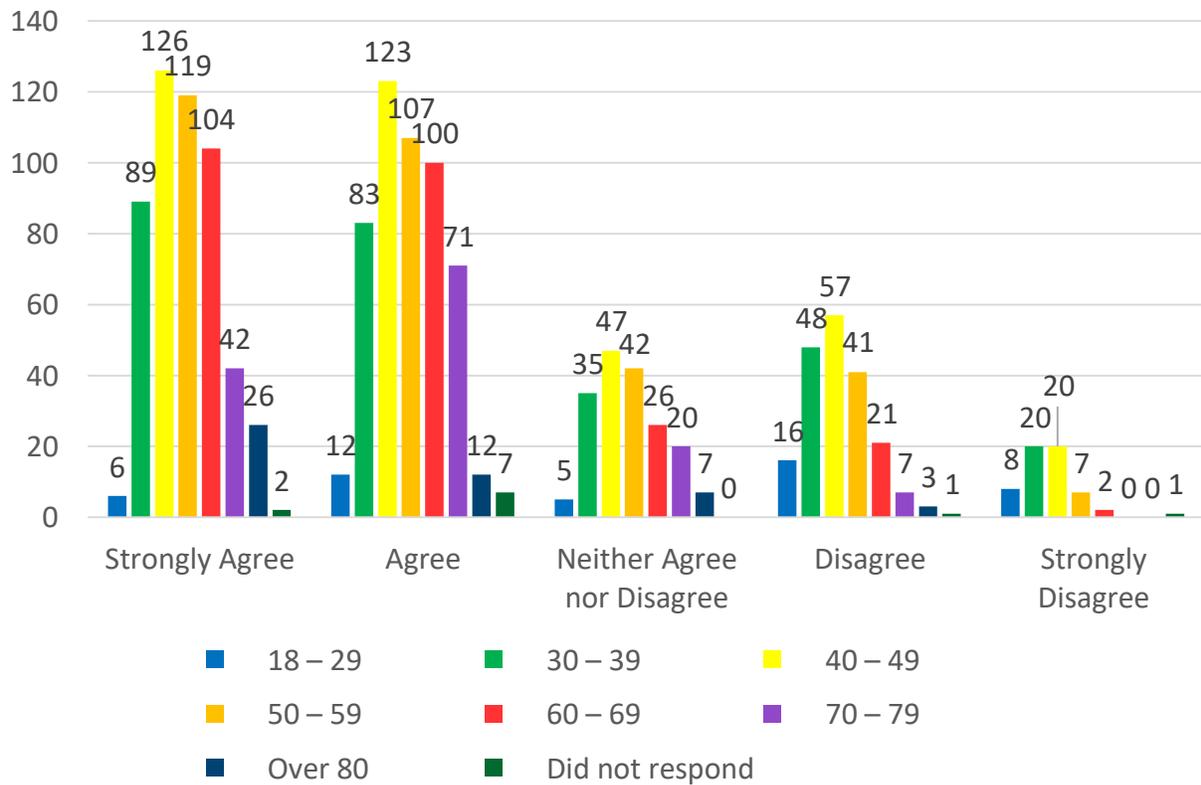
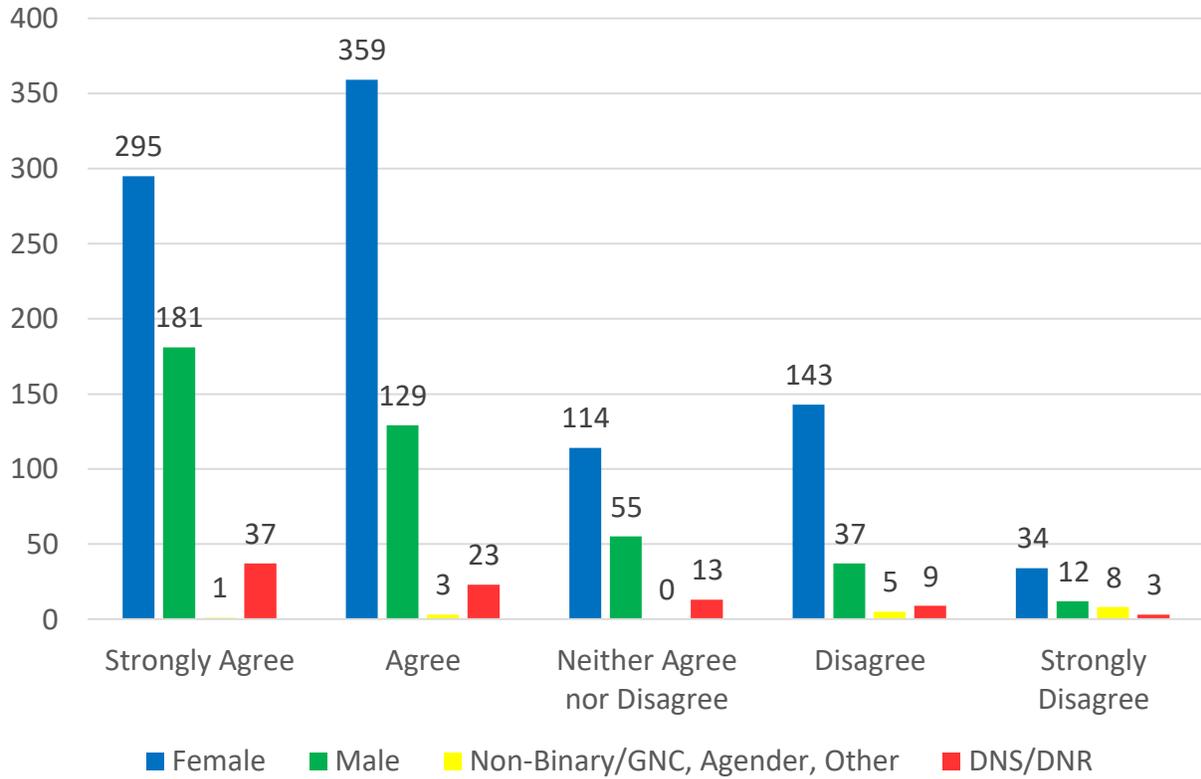


M: 2.16 | SD: 1.16



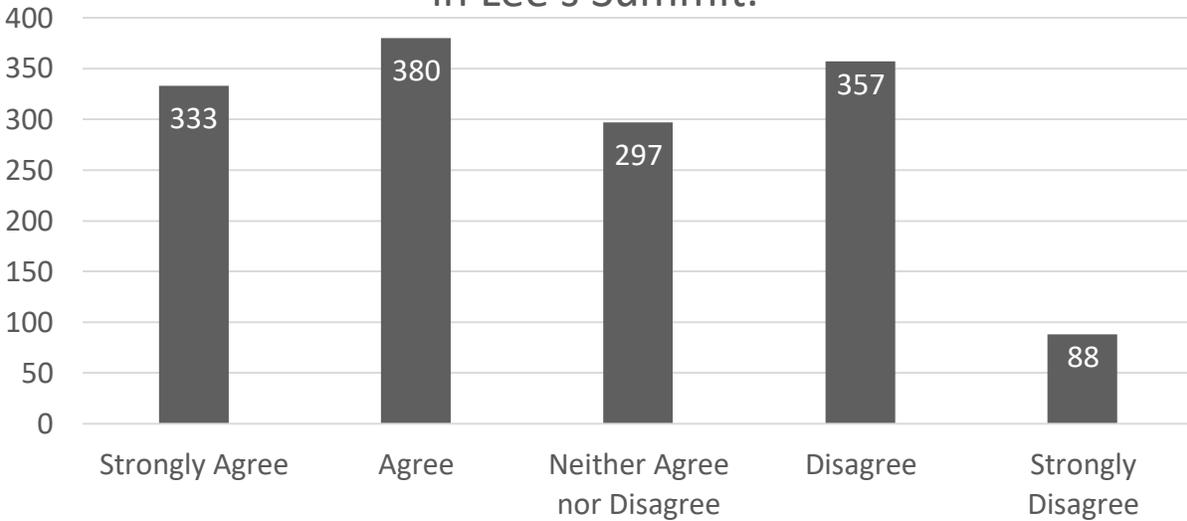
- Black, African-American, Afro-Caribbean
- Latina/o/x/e or Hispanic American
- Mixed, Multiracial, or Multiethnic
- DNR/DNS
- East Asian or Asian American
- Aggregate Category\*
- White (Non-Hispanic), Caucasian
- Other

### SUPPLEMENTAL MATERIALS

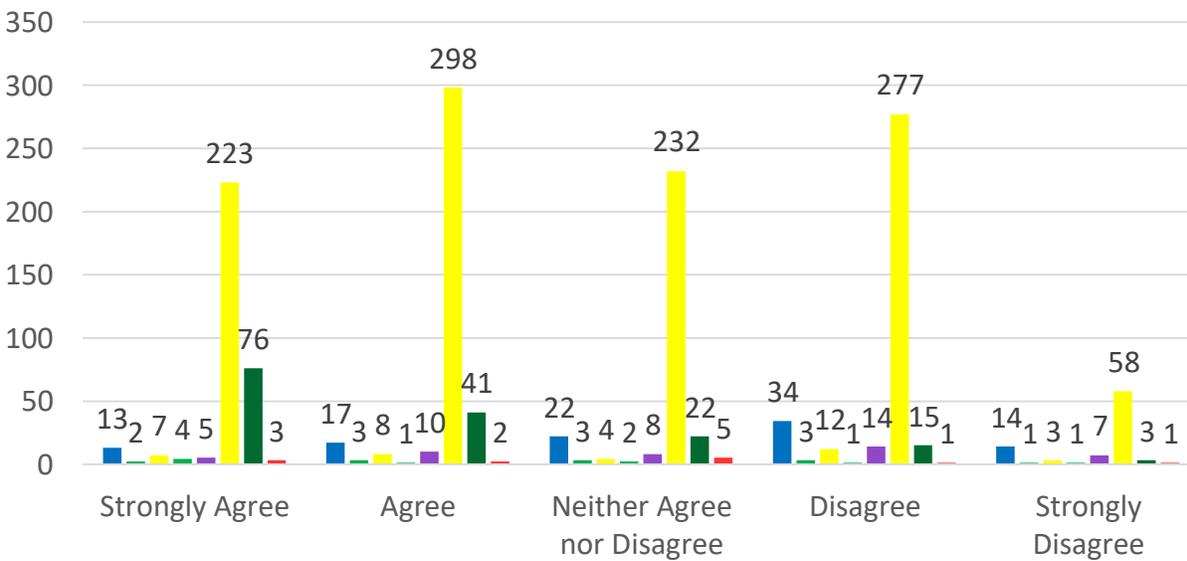


**SUPPLEMENTAL MATERIALS**

4. People of all diversity backgrounds (age, race/ethnicity, gender, cultures, etc.) are valued in Lee's Summit.

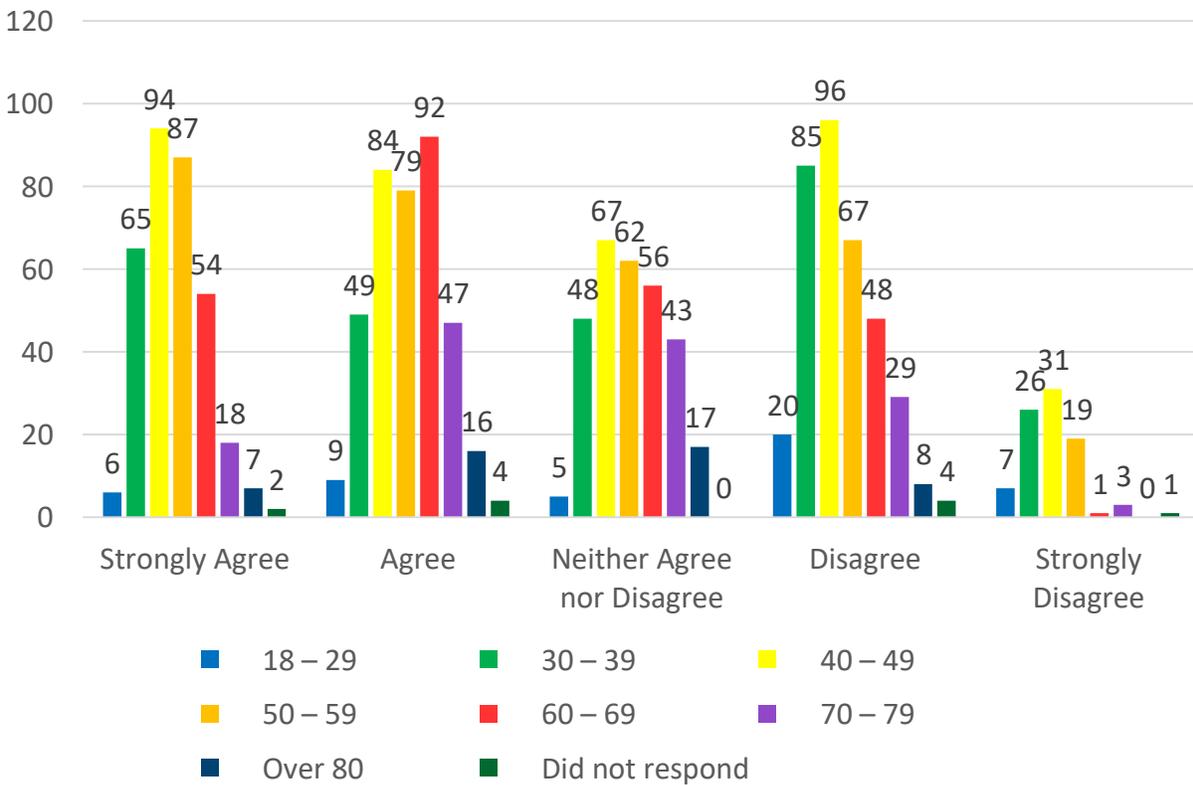
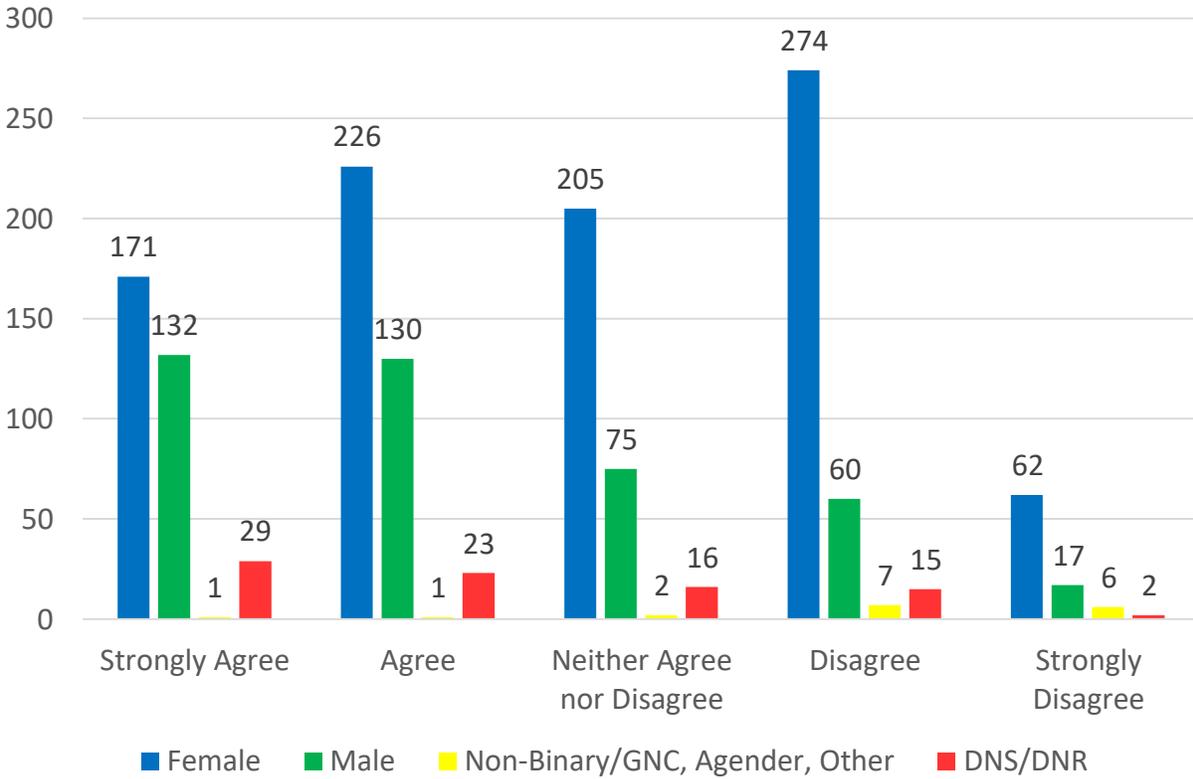


M: 2.65 | SD: 1.24



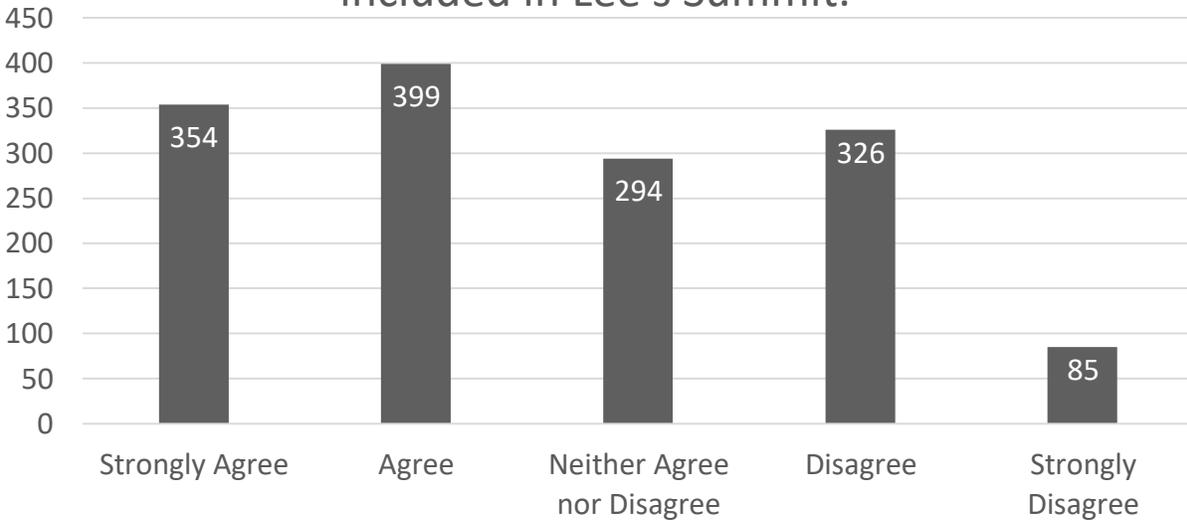
- Black, African-American, Afro-Caribbean
- East Asian or Asian American
- Latina/o/x/e or Hispanic American
- Aggregate Category\*
- Mixed, Multiracial, or Multiethnic
- White (Non-Hispanic), Caucasian
- DNR/DNS
- Other

**SUPPLEMENTAL MATERIALS**

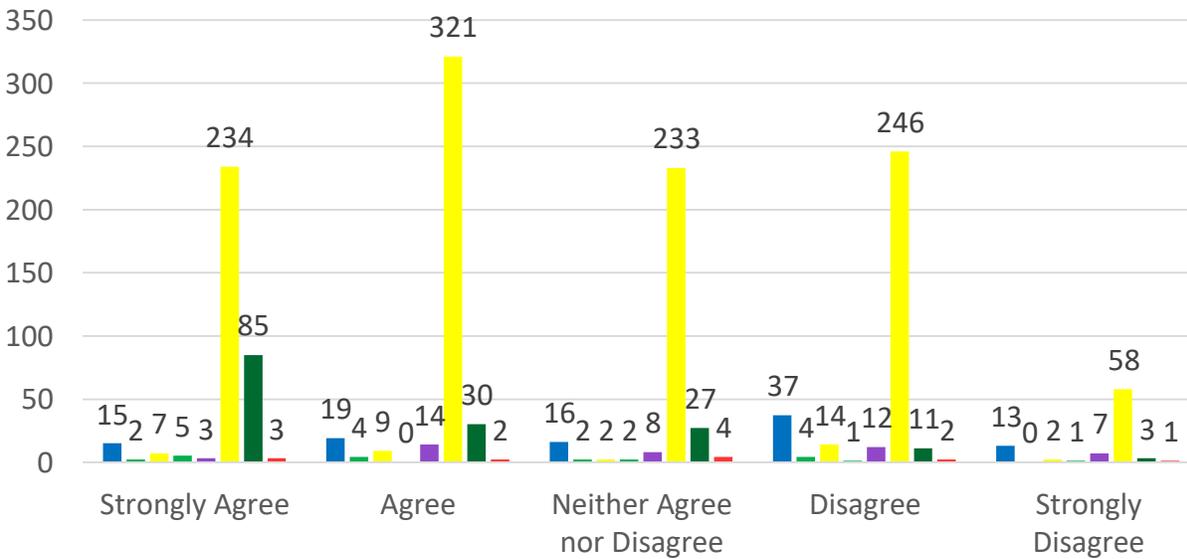


**SUPPLEMENTAL MATERIALS**

5. People of all diversity backgrounds (age, race/ethnicity, gender, cultures, etc.) are included in Lee's Summit.

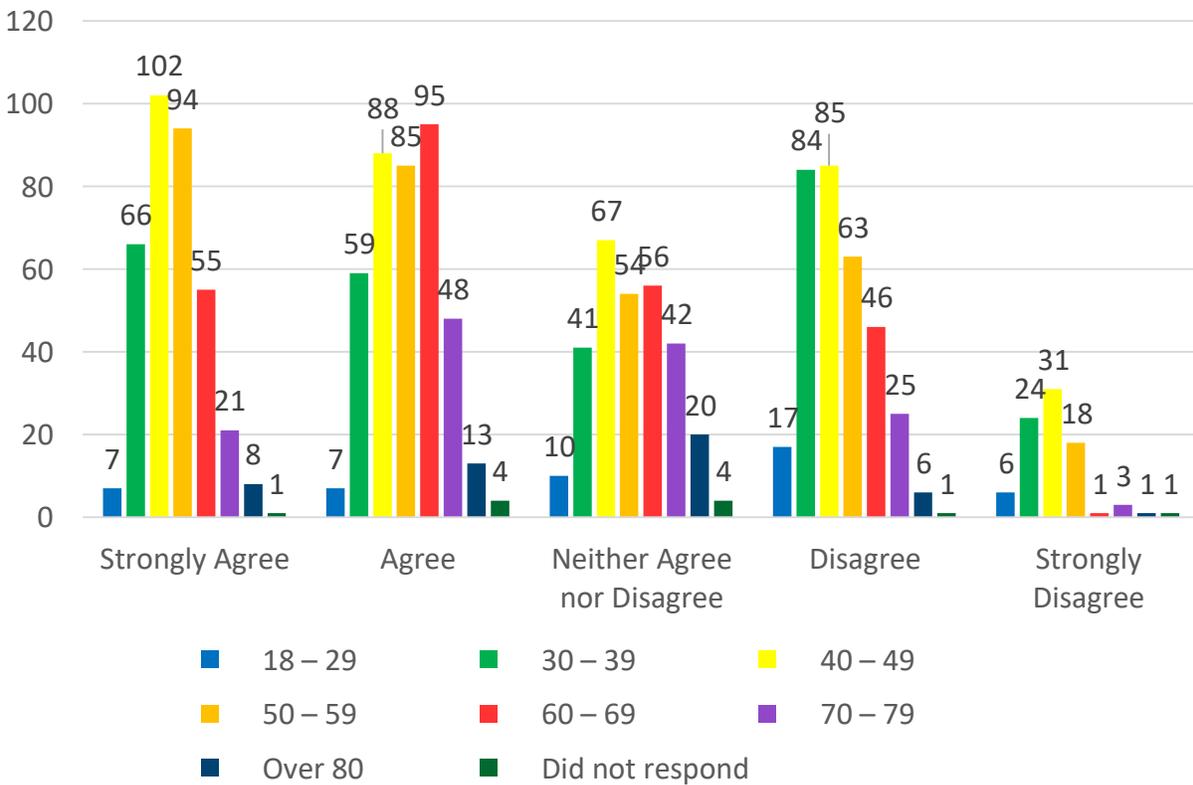
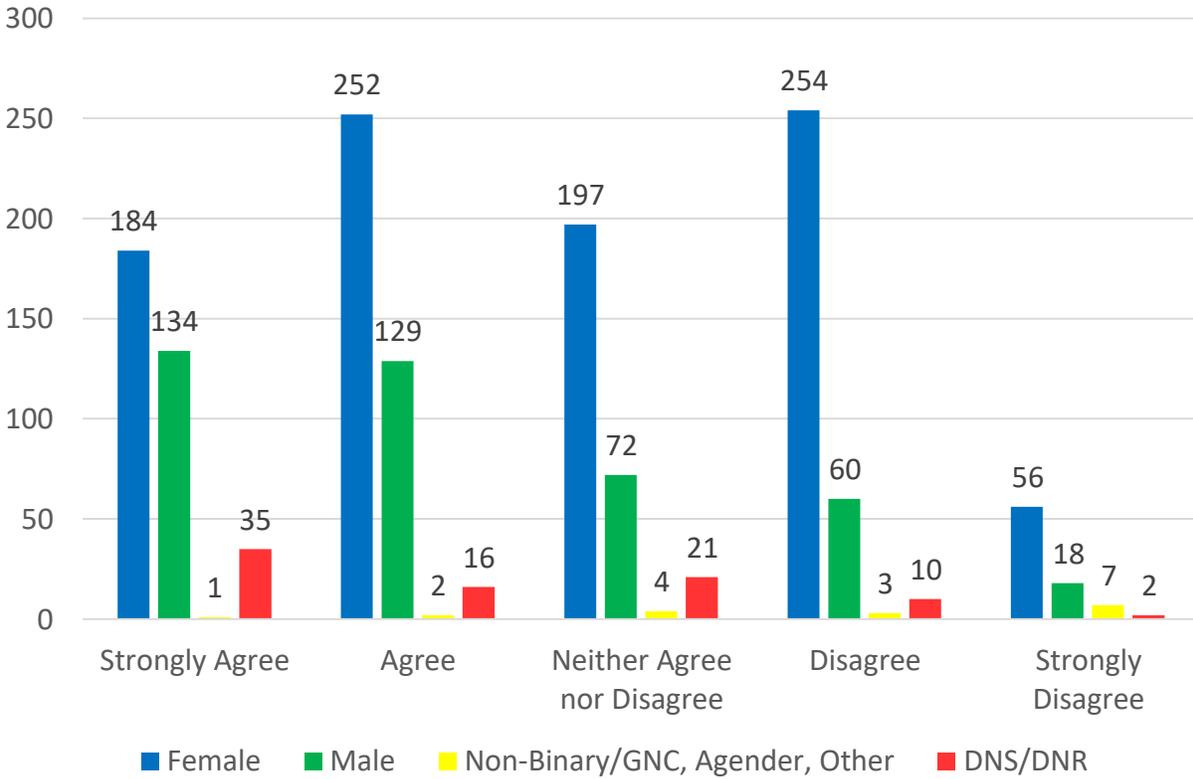


M: 2.58 | SD: 1.24



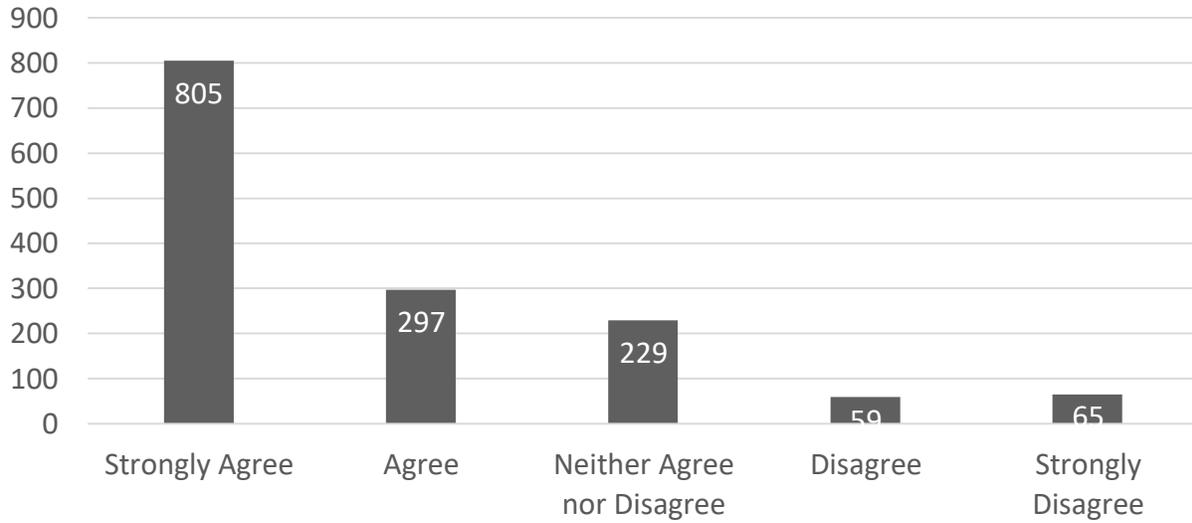
- Black, African-American, Afro-Caribbean
- East Asian or Asian American
- Latina/o/x/e or Hispanic American
- Aggregate Category\*
- Mixed, Multiracial, or Multiethnic
- White (Non-Hispanic), Caucasian
- DNR/DNS
- Other

### SUPPLEMENTAL MATERIALS

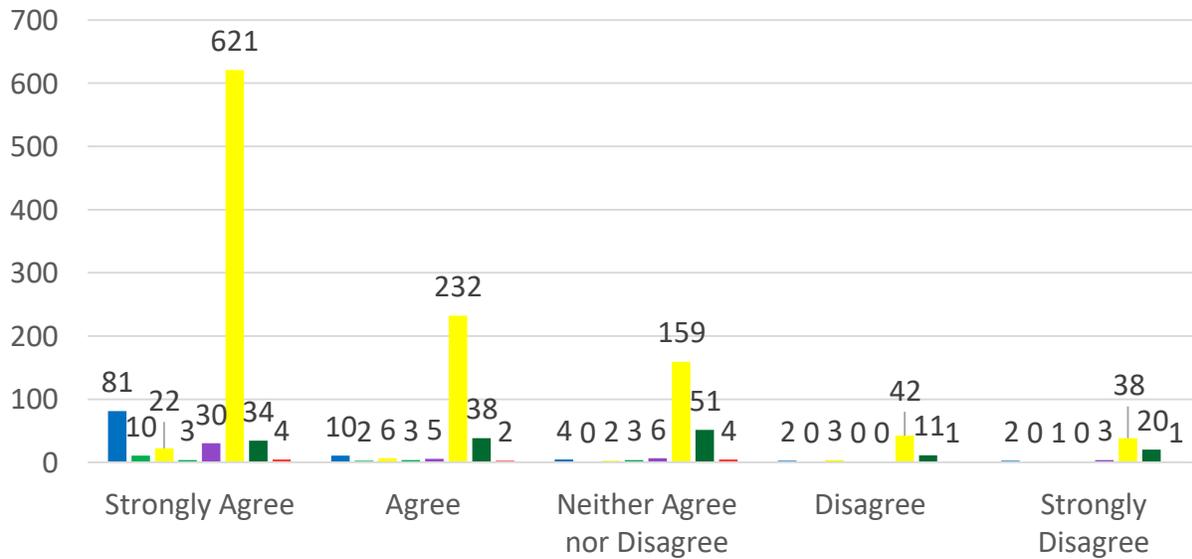


**SUPPLEMENTAL MATERIALS**

6. Diversity and inclusion matter to me.

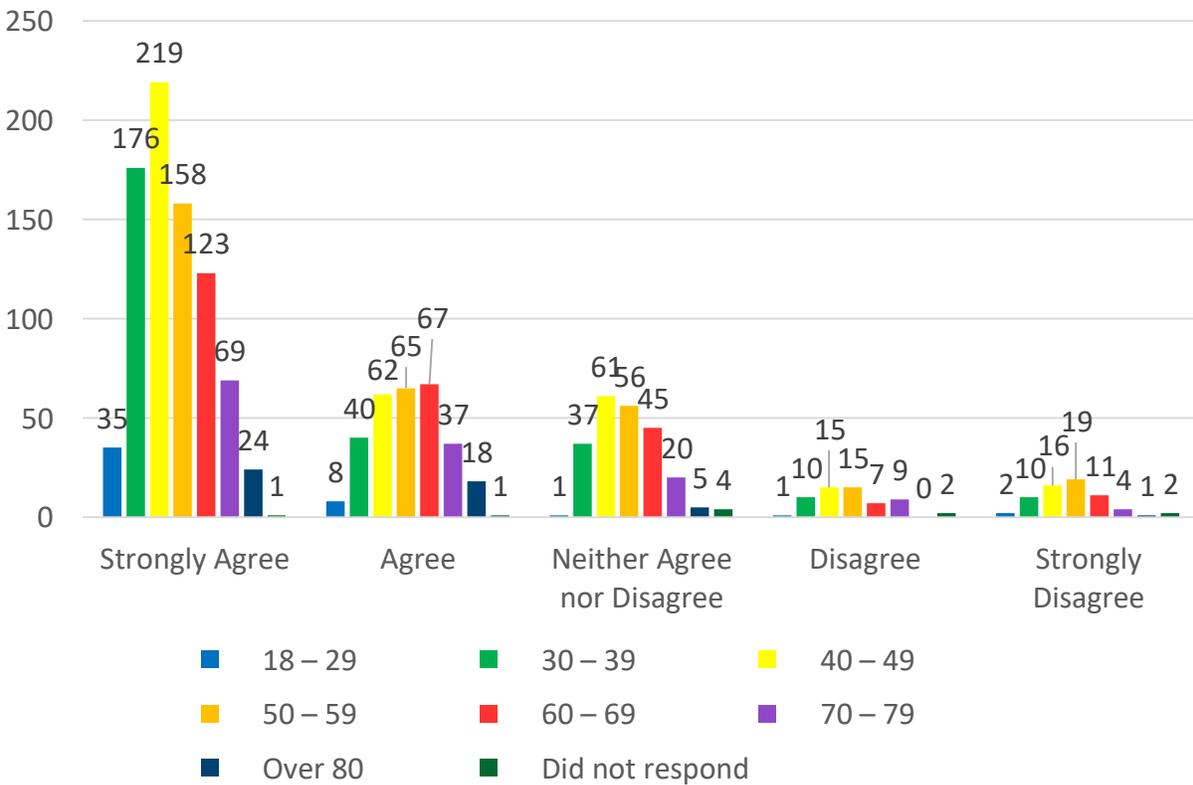
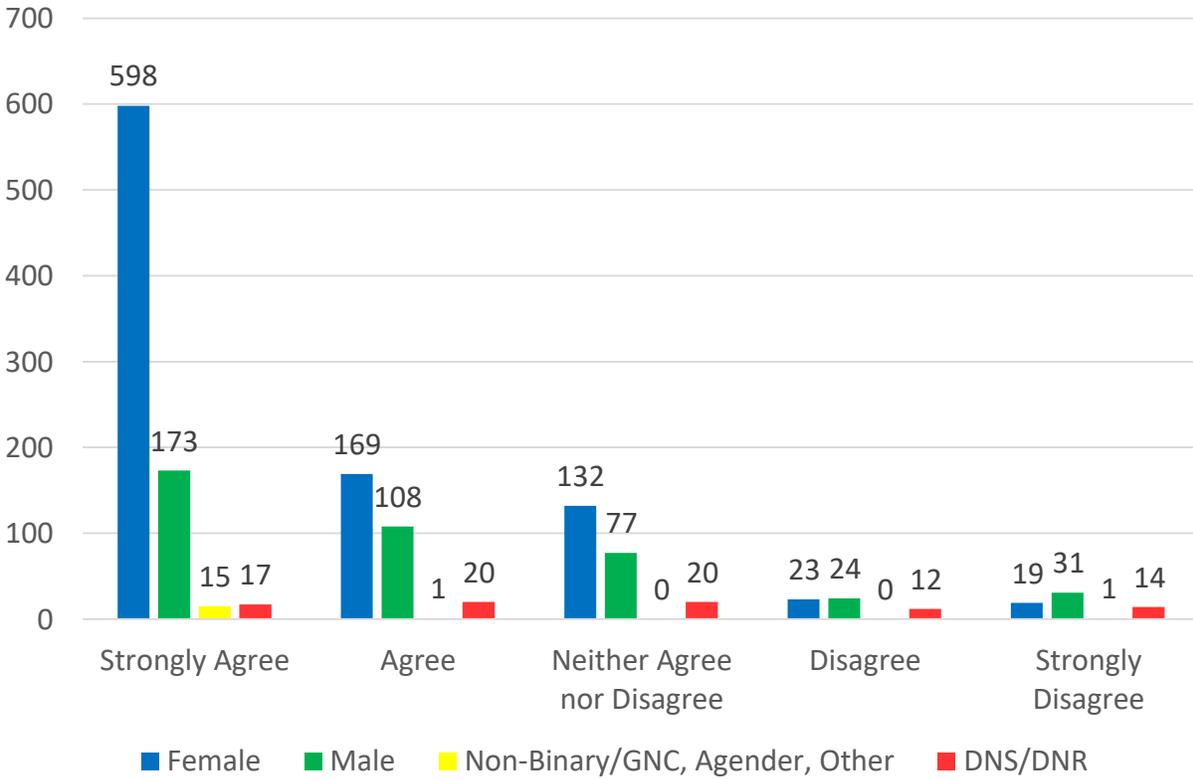


M: 1.82 | SD: 1.11



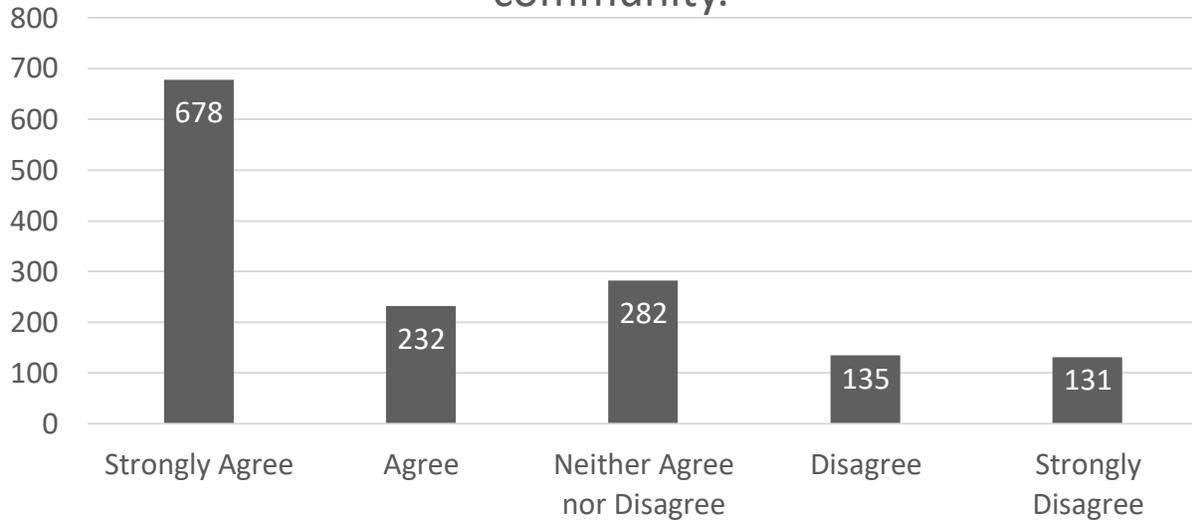
- Black, African-American, Afro-Caribbean
- Latina/o/x/e or Hispanic American
- Mixed, Multiracial, or Multiethnic
- DNR/DNS
- East Asian or Asian American
- Aggregate Category\*
- White (Non-Hispanic), Caucasian
- Other

**SUPPLEMENTAL MATERIALS**

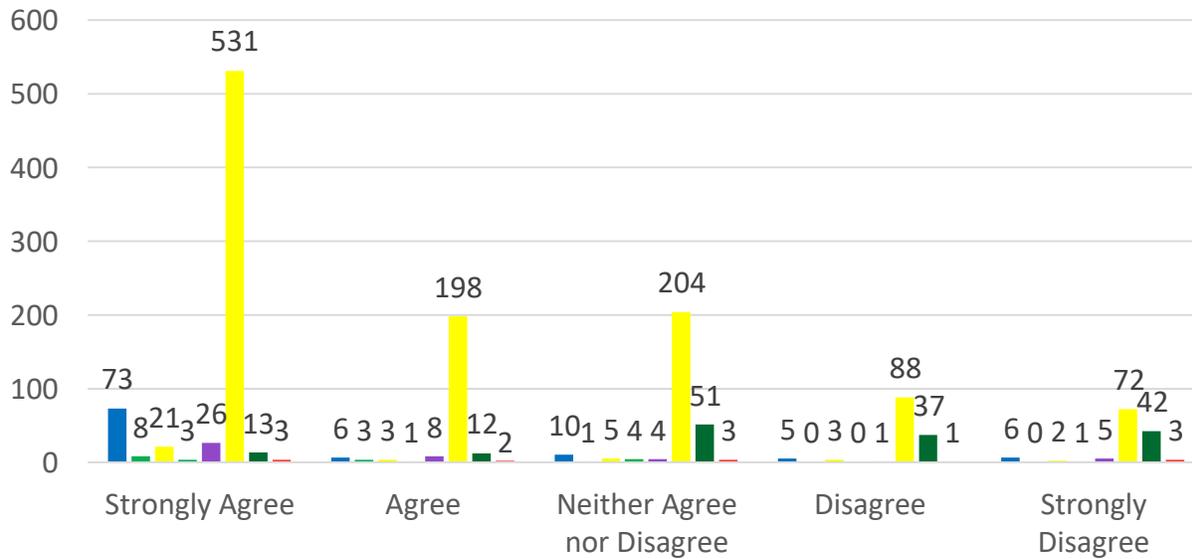


**SUPPLEMENTAL MATERIALS**

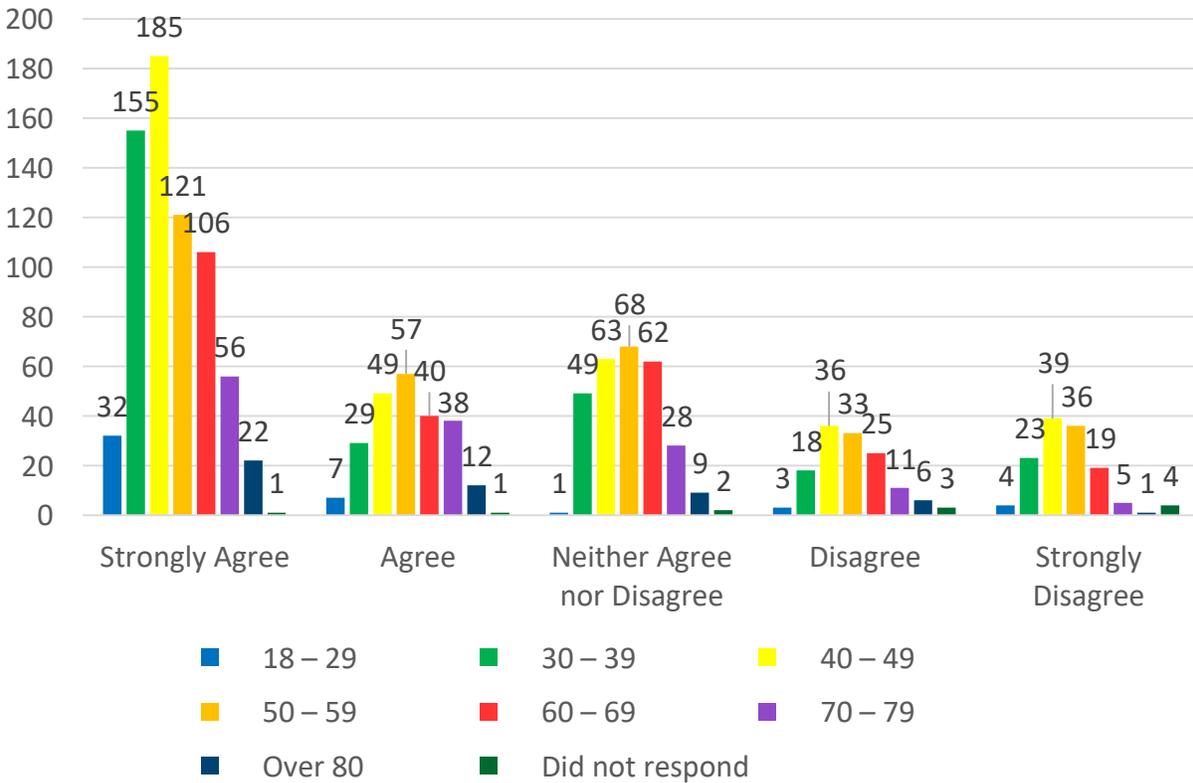
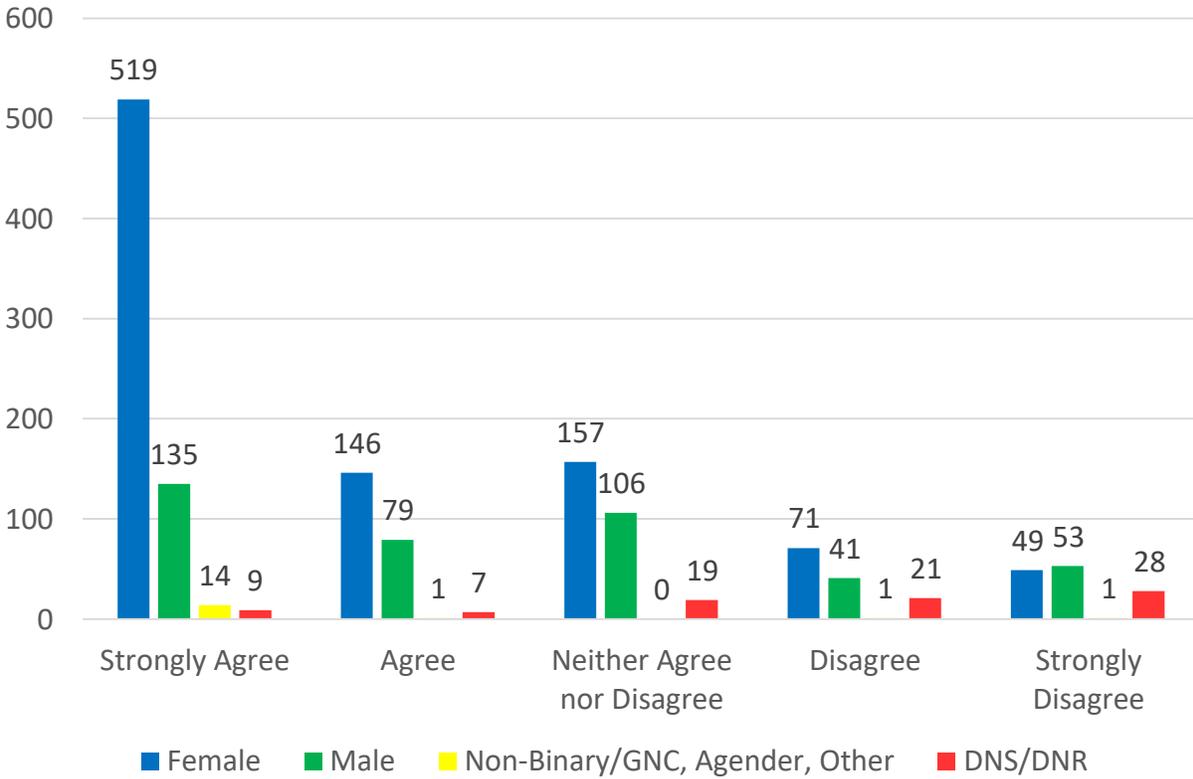
7. Lee’s Summit should take steps to create an environment that embraces diversity within the community.



M: 2.18 | SD: 1.34

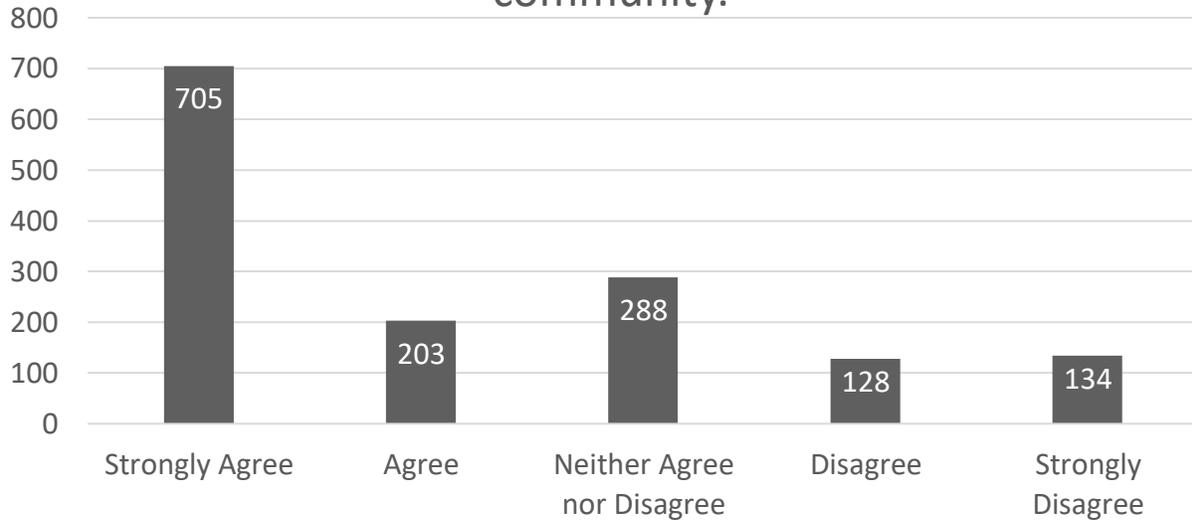


**SUPPLEMENTAL MATERIALS**

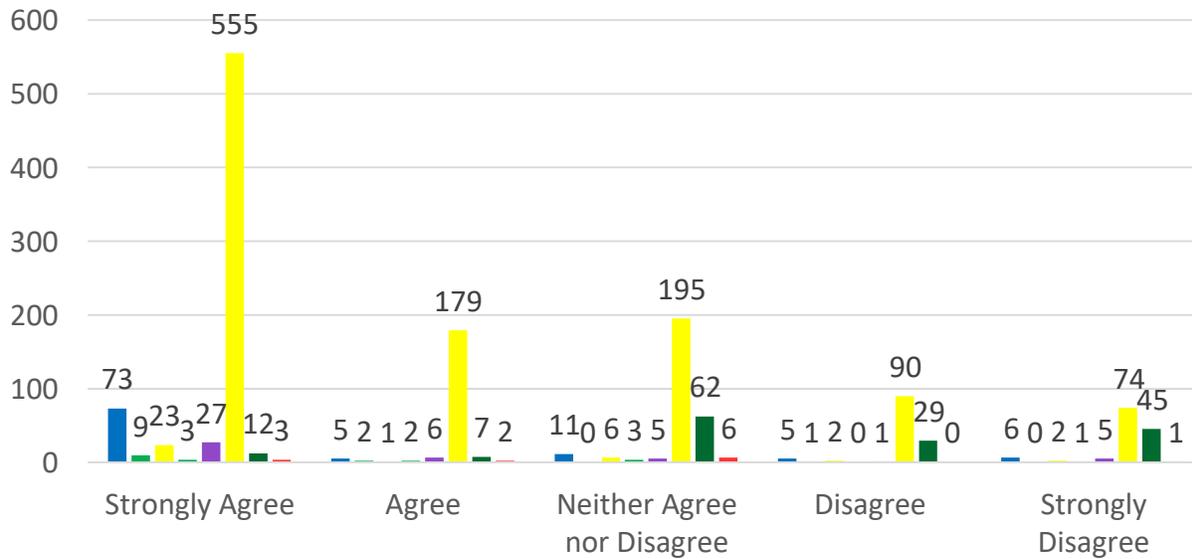


**SUPPLEMENTAL MATERIALS**

**8. Increased diversity and inclusion within Lee’s Summit would be beneficial to the entire community.**

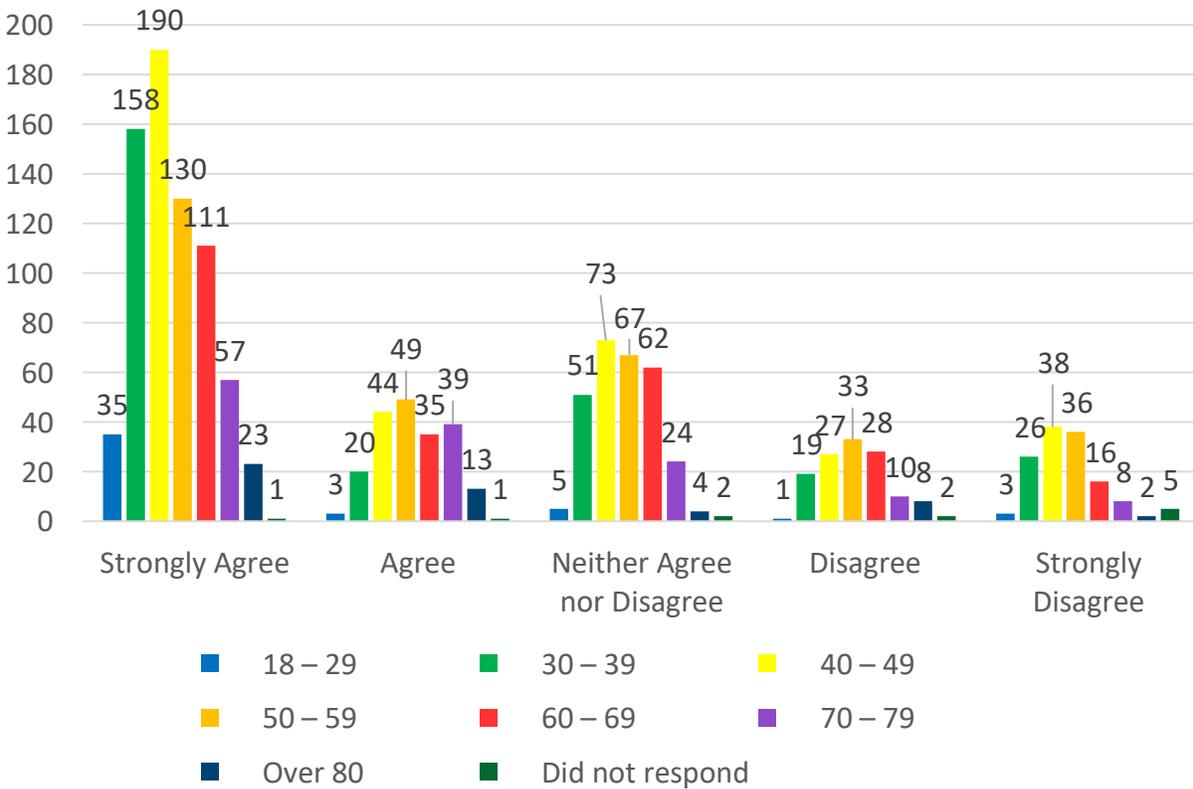
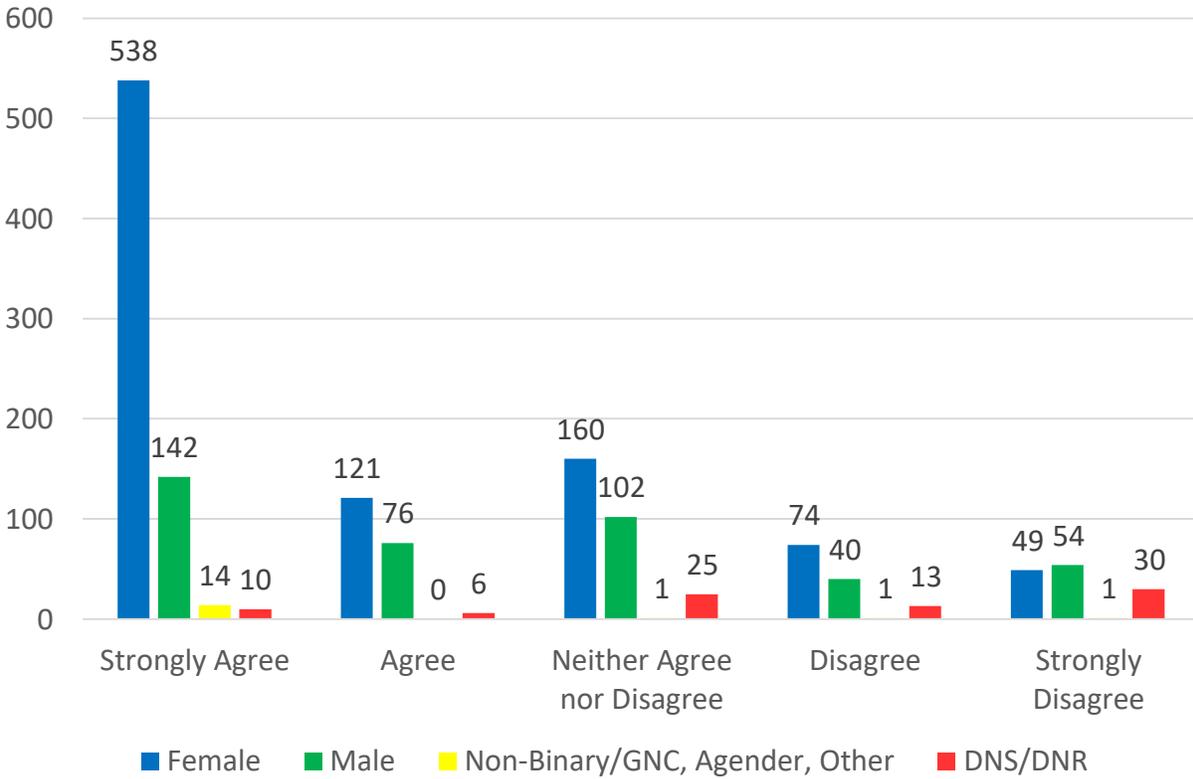


M: 2.17 | SD: 1.35



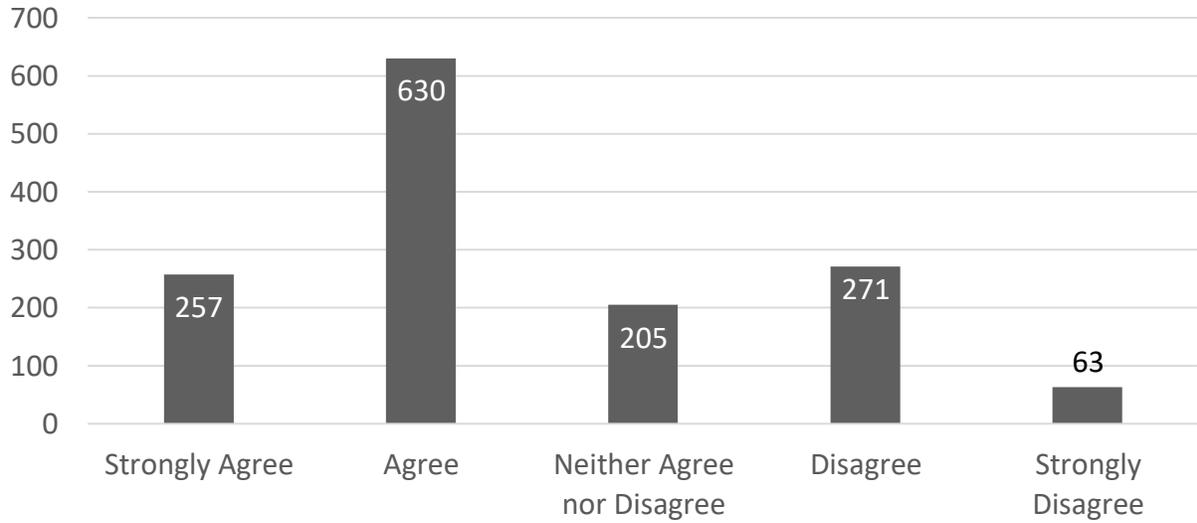
- Black, African-American, Afro-Caribbean
- East Asian or Asian American
- Latina/o/x/e or Hispanic American
- Aggregate Category\*
- Mixed, Multiracial, or Multiethnic
- White (Non-Hispanic), Caucasian
- DNR/DNS
- Other

**SUPPLEMENTAL MATERIALS**

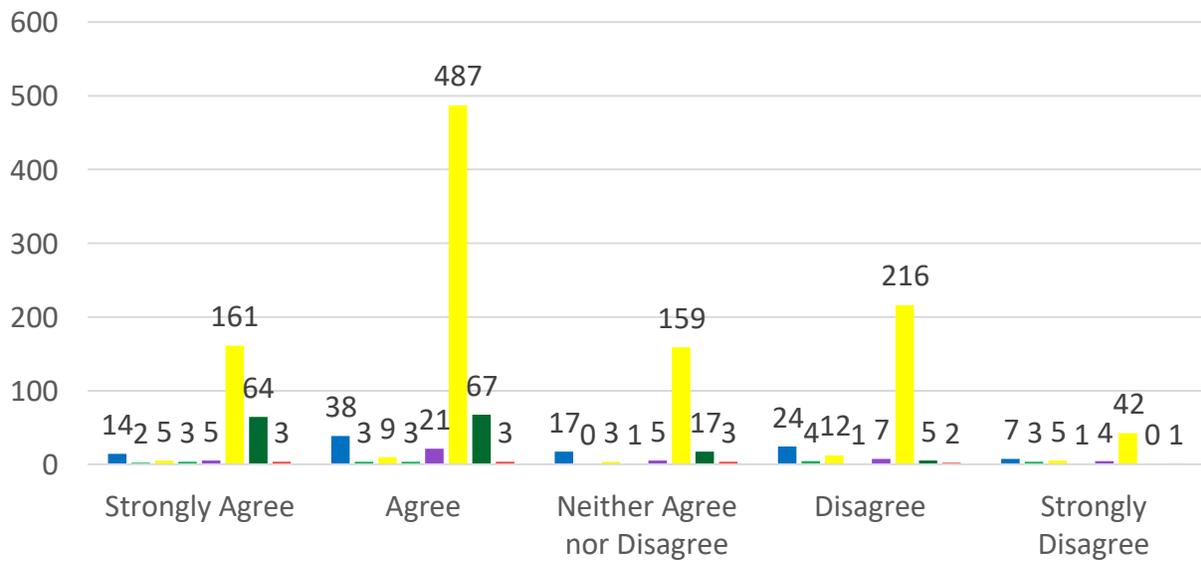


**SUPPLEMENTAL MATERIALS**

9. I believe Lee's Summit is diverse.

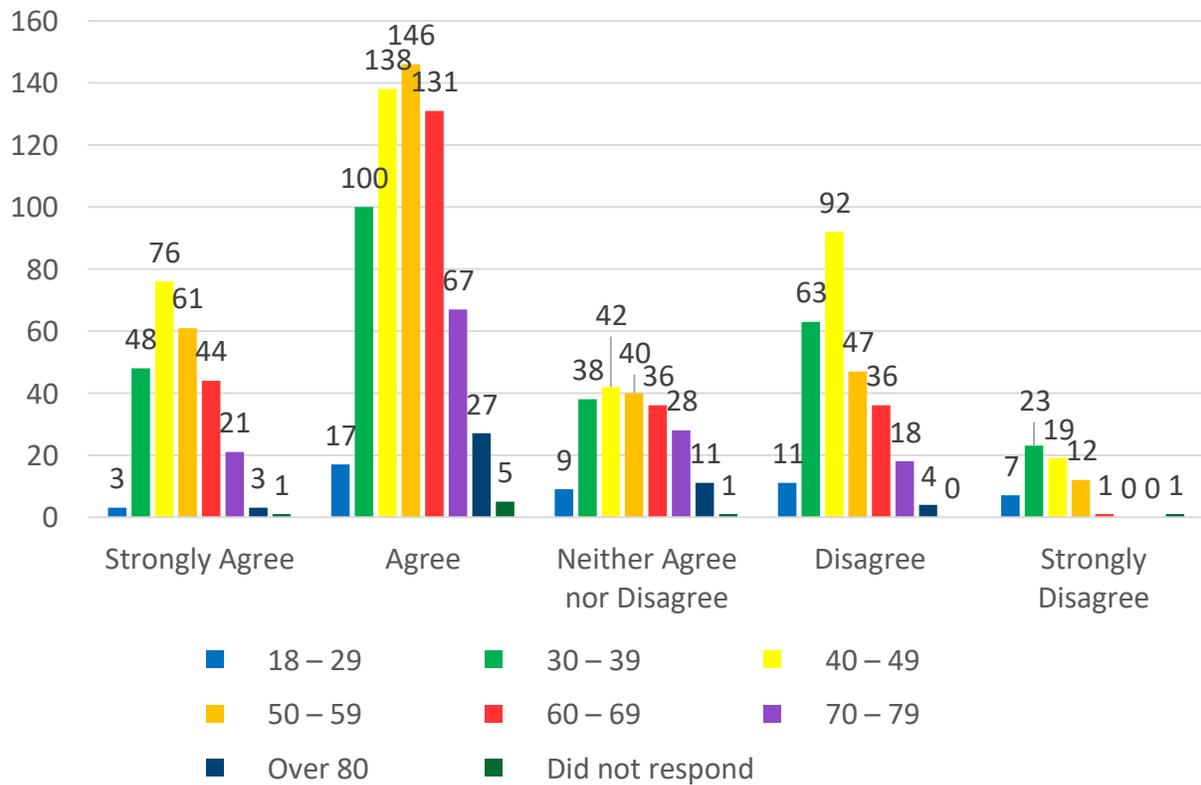
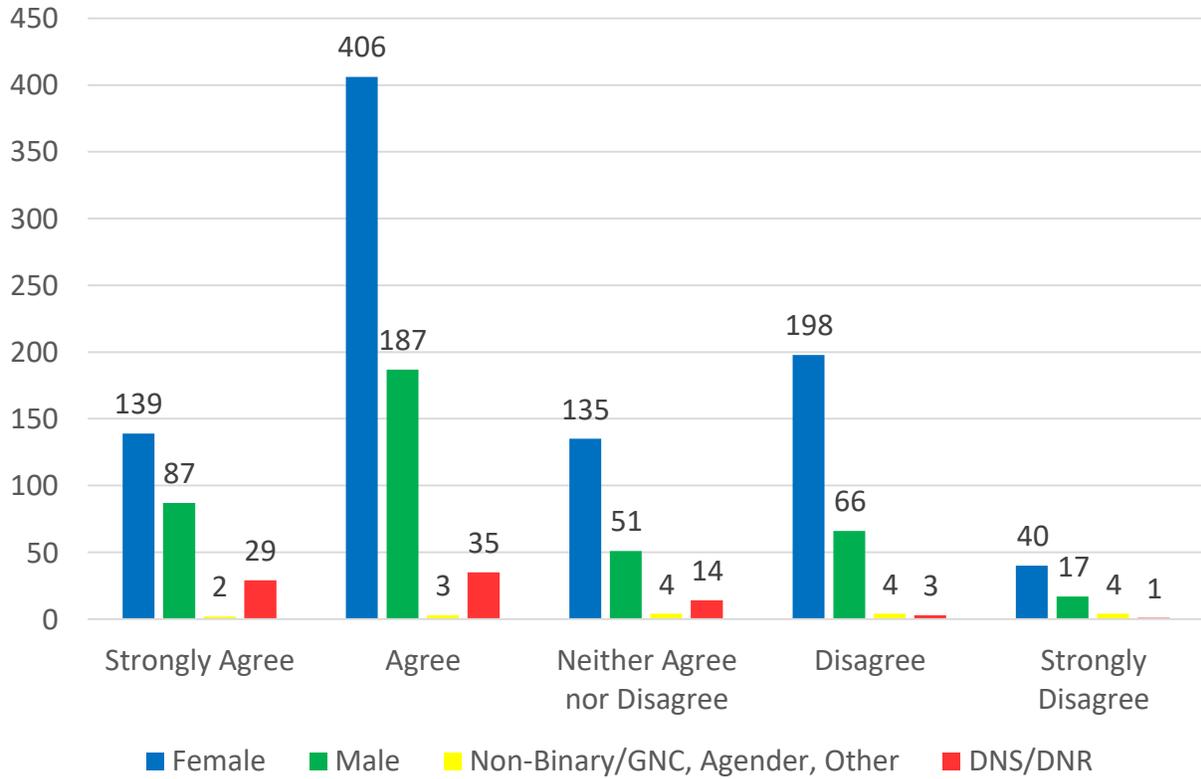


M: 2.48 | SD: 1.12



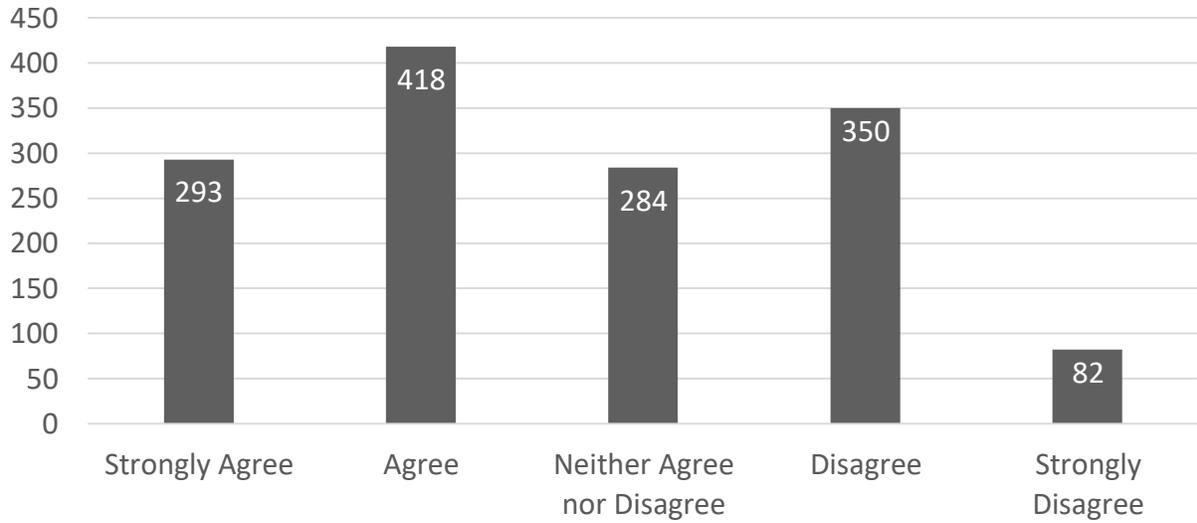
- Black, African-American, Afro-Caribbean
- East Asian or Asian American
- Latina/o/x/e or Hispanic American
- Aggregate Category\*
- Mixed, Multiracial, or Multiethnic
- White (Non-Hispanic), Caucasian
- DNR/DNS
- Other

### SUPPLEMENTAL MATERIALS

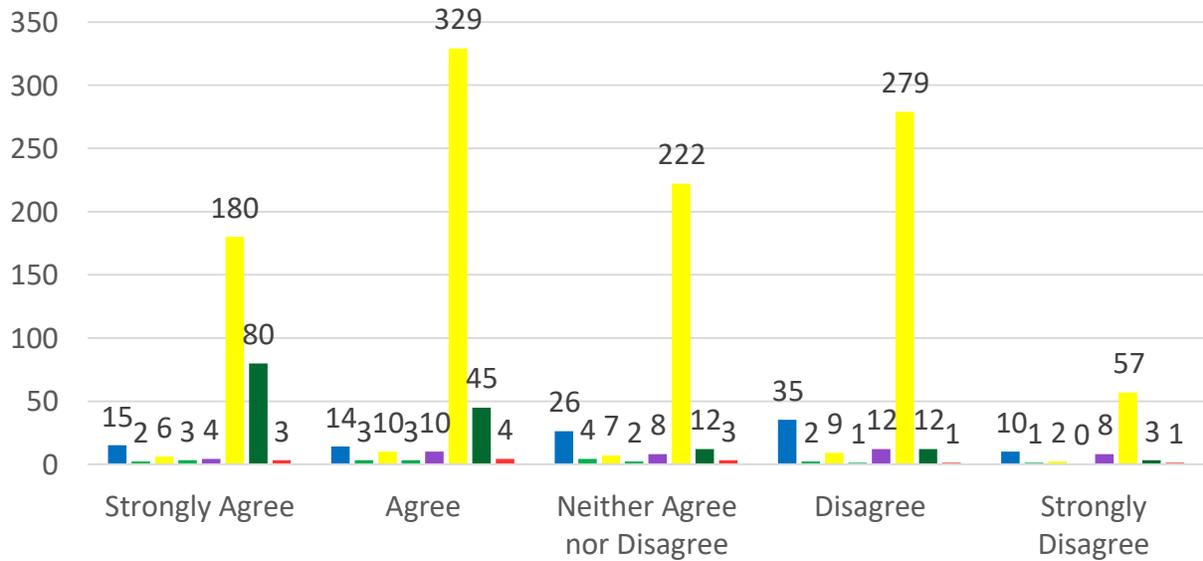


**SUPPLEMENTAL MATERIALS**

10. I believe Lee's Summit is inclusive of all people.

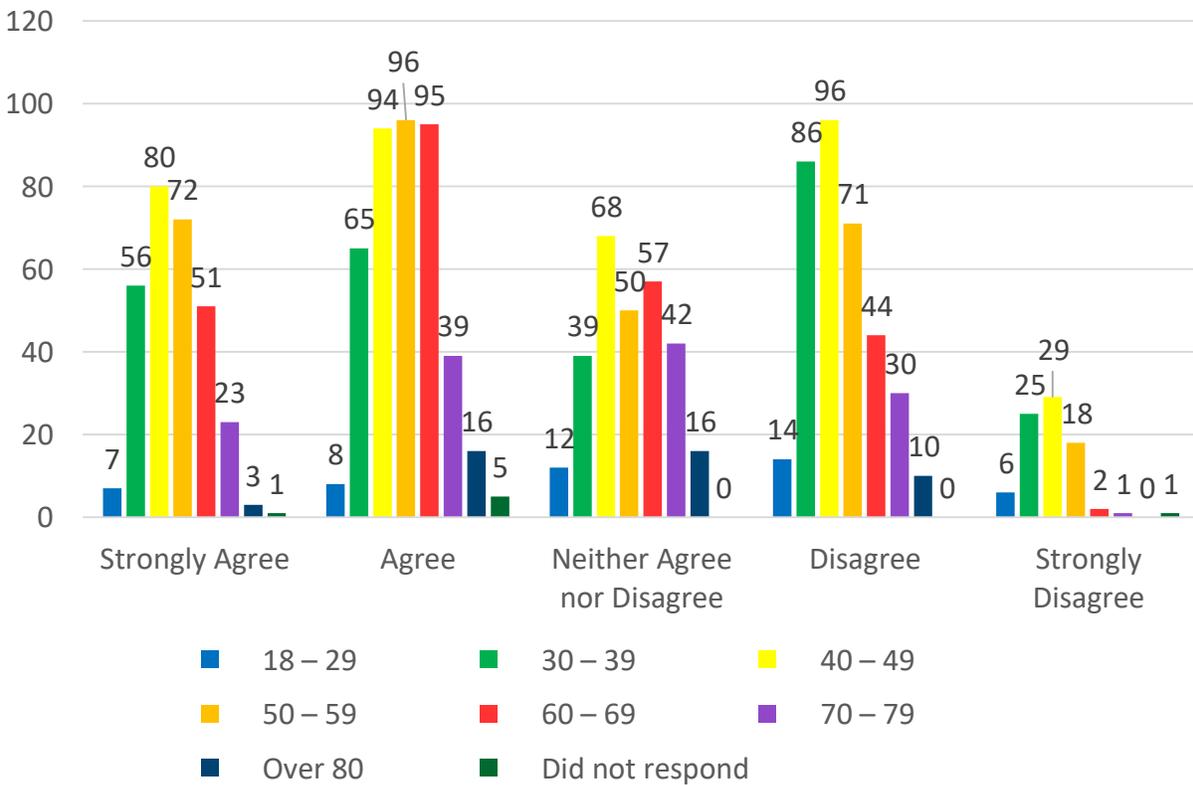
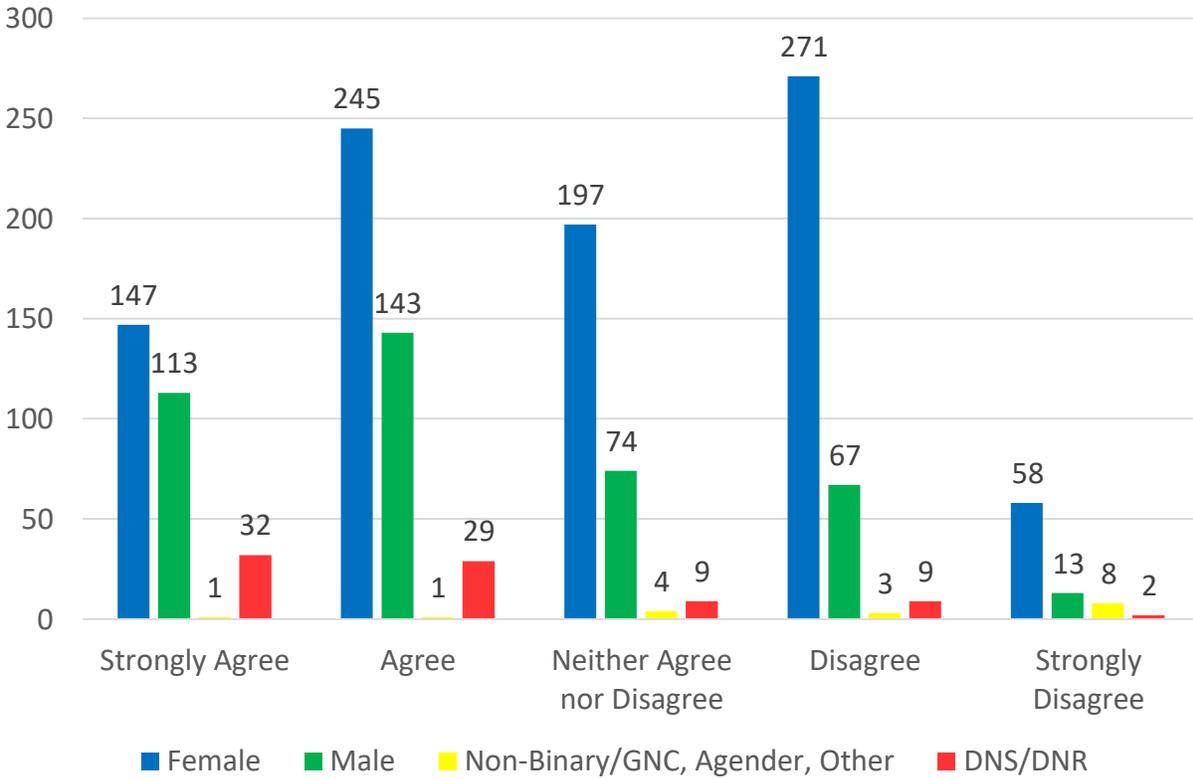


M: 2.66 | SD: 1.21



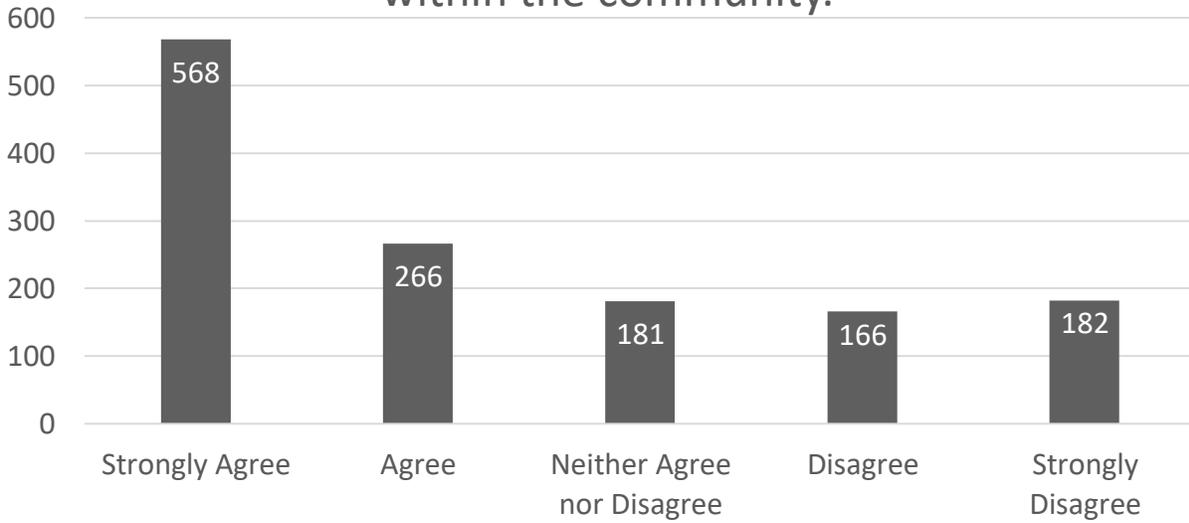
- Black, African-American, Afro-Caribbean
- East Asian or Asian American
- Latina/o/x/e or Hispanic American
- Aggregate Category\*
- Mixed, Multiracial, or Multiethnic
- White (Non-Hispanic), Caucasian
- DNR/DNS
- Other

## SUPPLEMENTAL MATERIALS

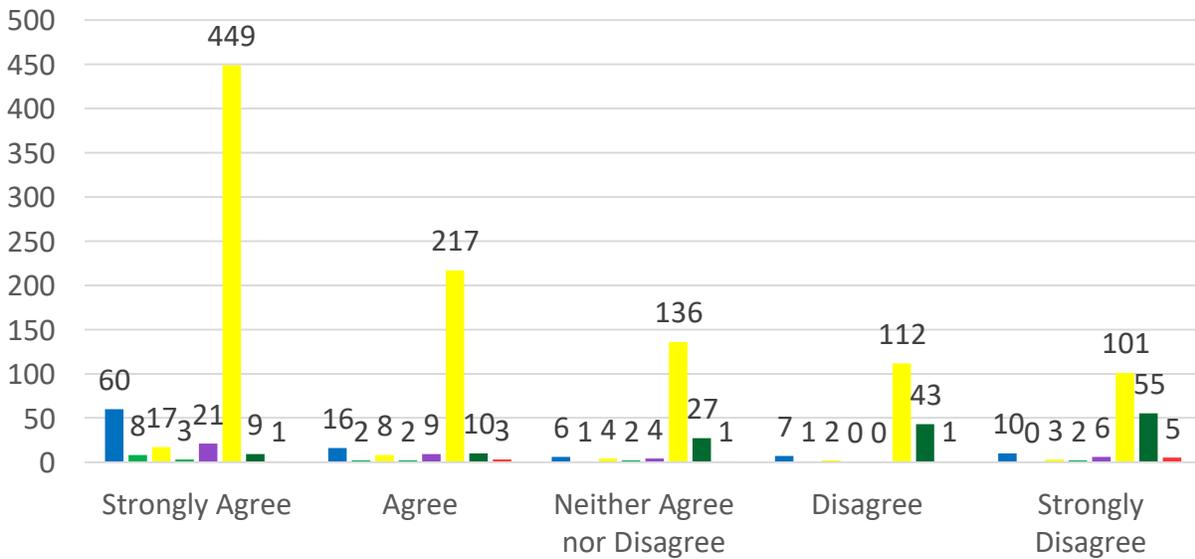


**SUPPLEMENTAL MATERIALS**

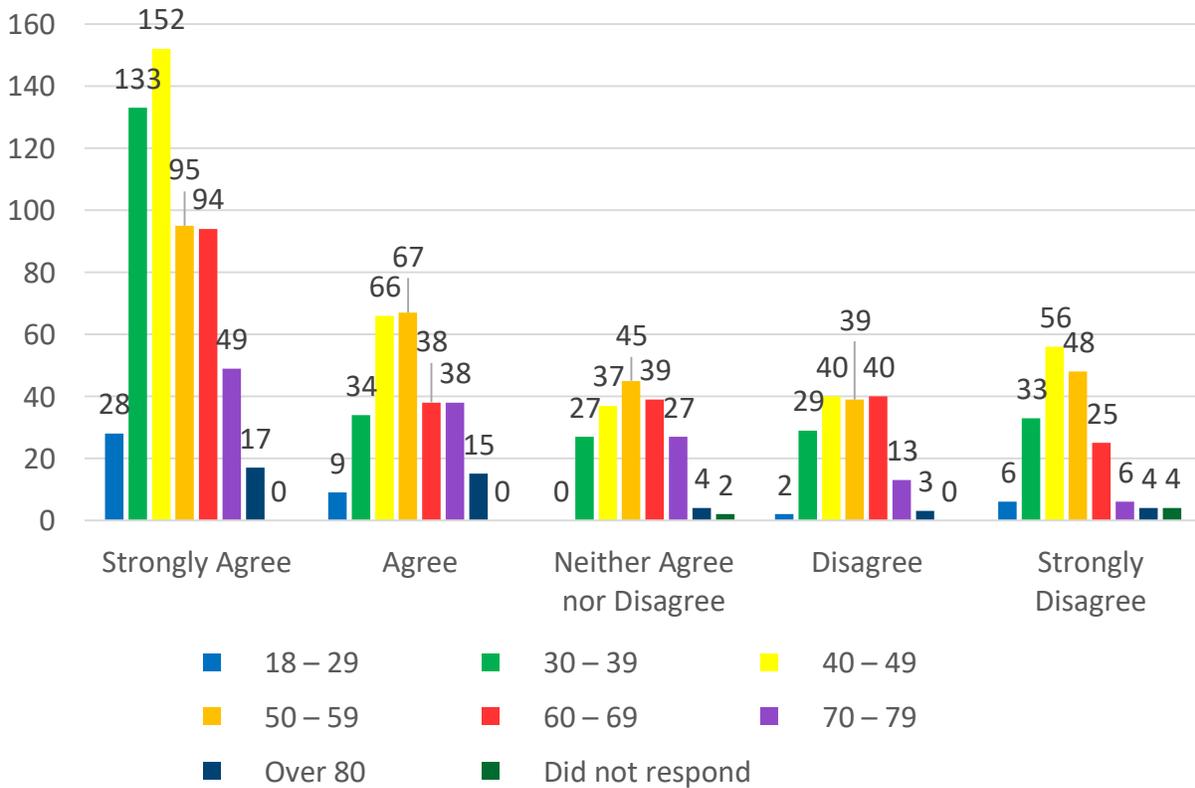
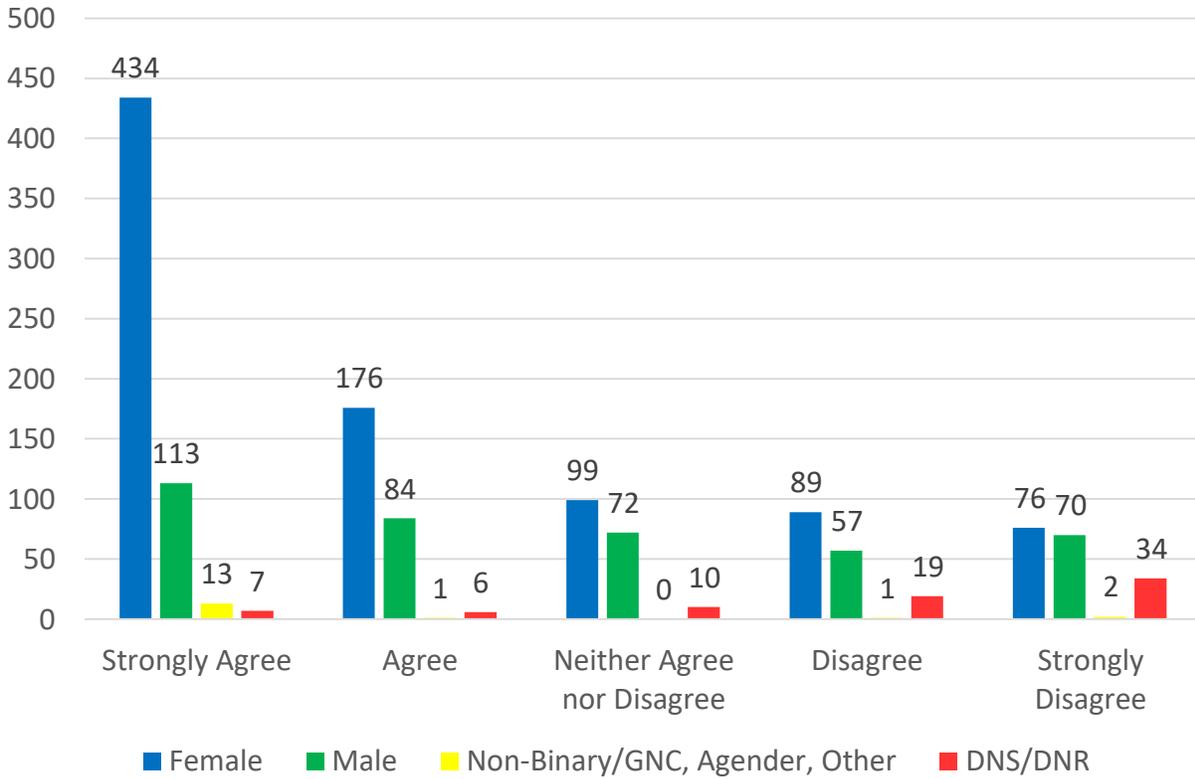
**11. The City of Lee's Summit should be actively involved in ensuring diversity and inclusion within the community.**



M: 2.36 | SD: 1.45

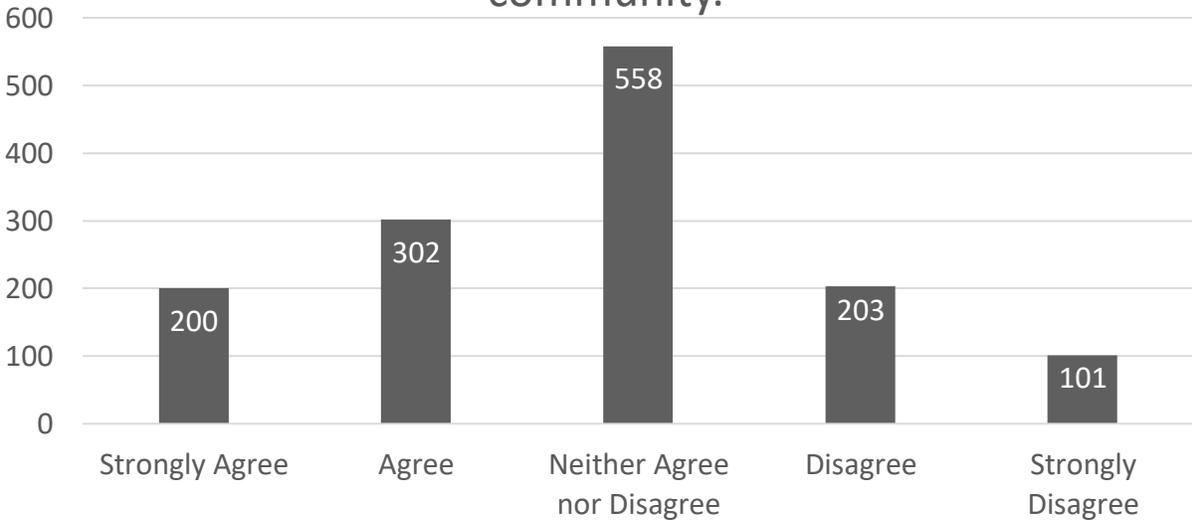


## SUPPLEMENTAL MATERIALS

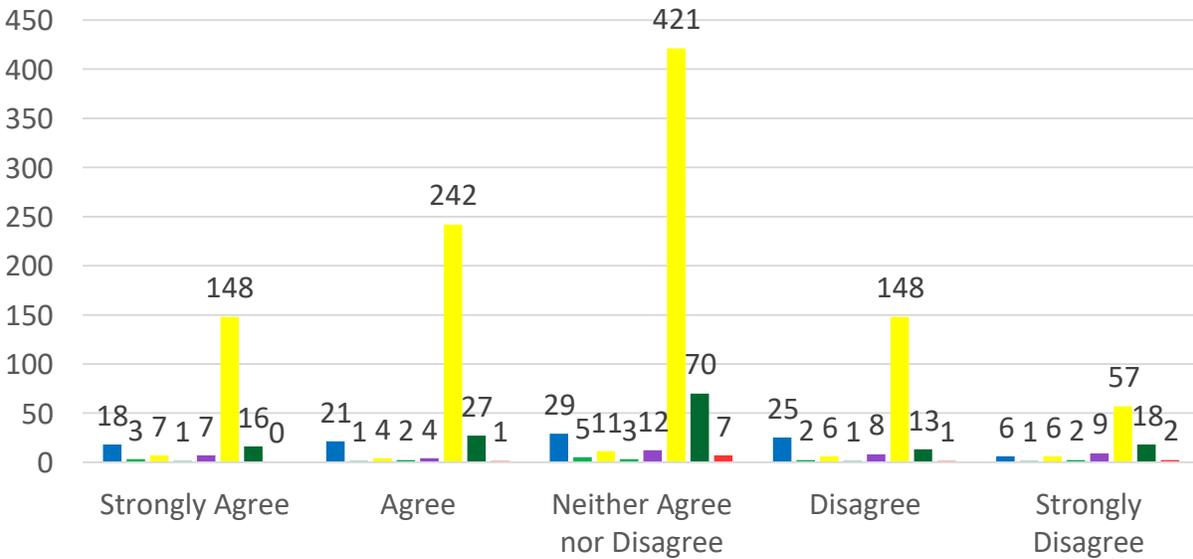


**SUPPLEMENTAL MATERIALS**

**12. The City of Lee's Summit takes active steps to promote diversity and inclusion within the community.**

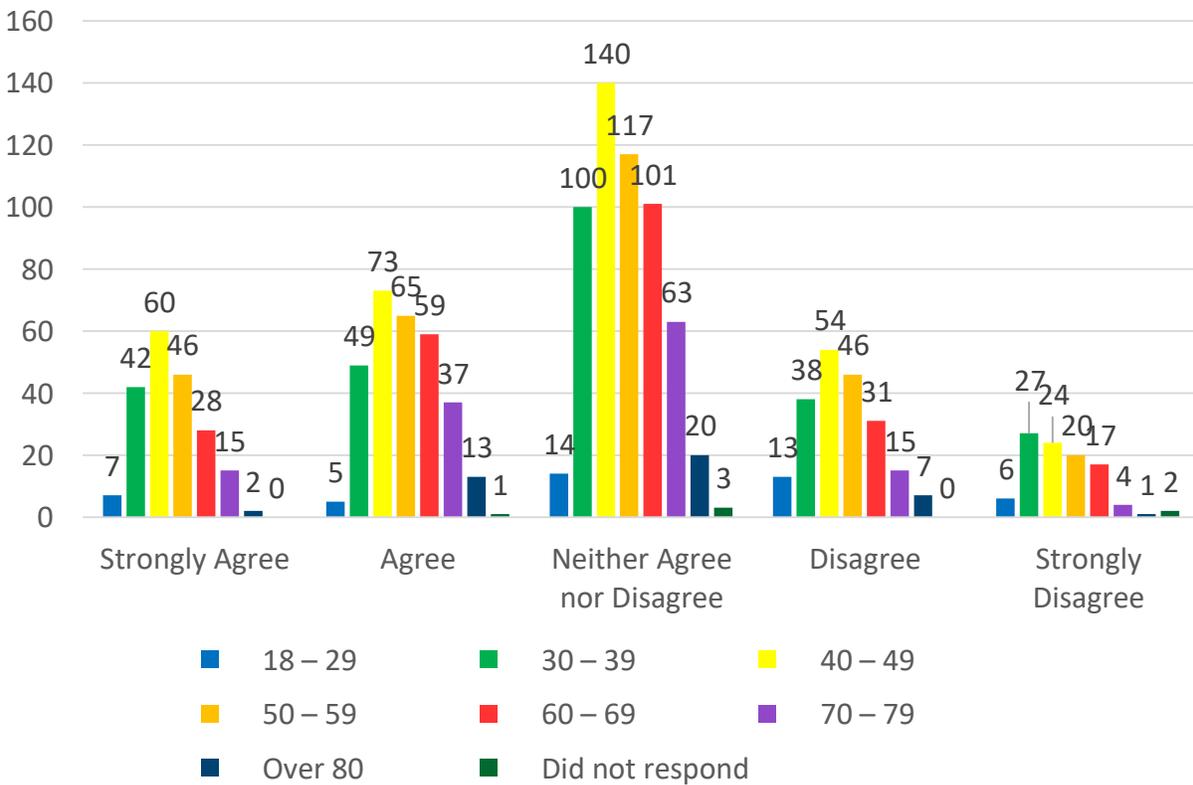
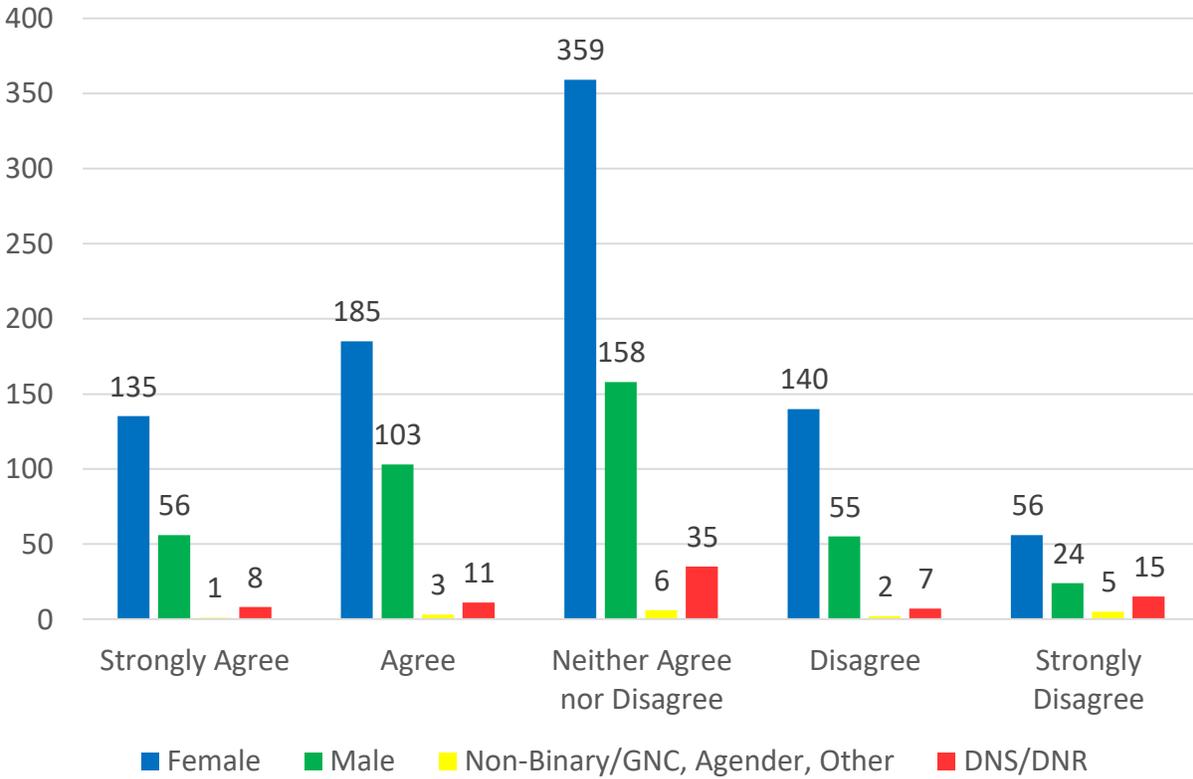


M: 2.78 | SD: 1.10



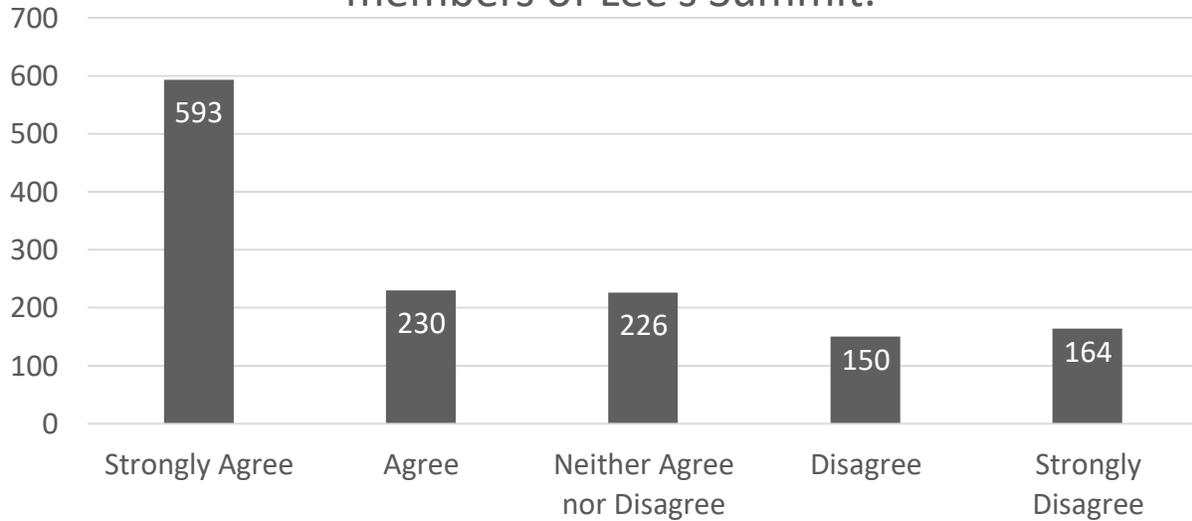
- Black, African-American, Afro-Caribbean
- East Asian or Asian American
- Latina/o/x/e or Hispanic American
- Aggregate Category\*
- Mixed, Multiracial, or Multiethnic
- White (Non-Hispanic), Caucasian
- DNR/DNS
- Other

### SUPPLEMENTAL MATERIALS

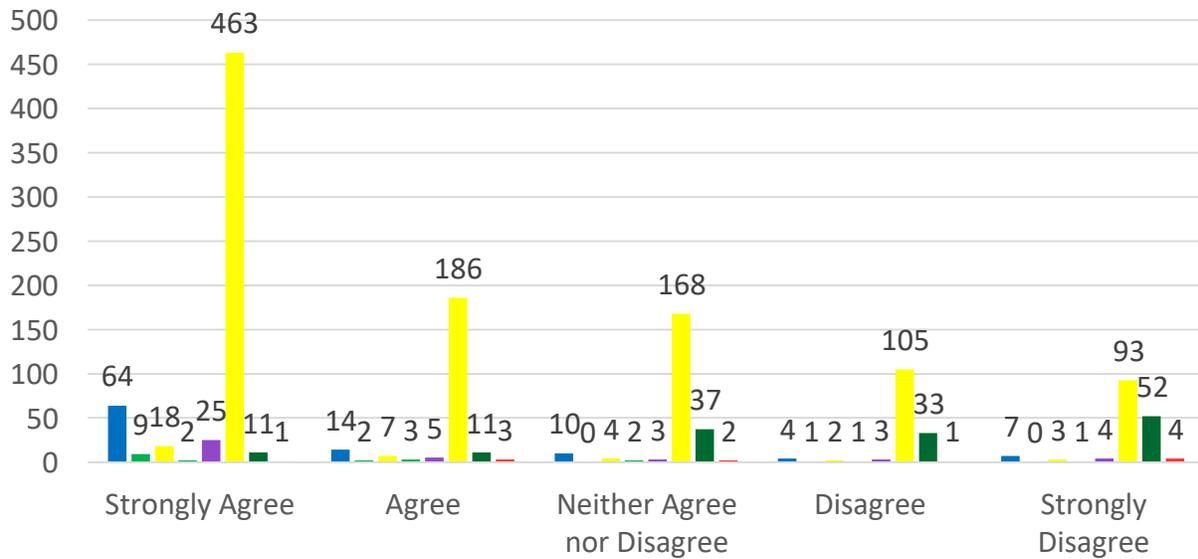


**SUPPLEMENTAL MATERIALS**

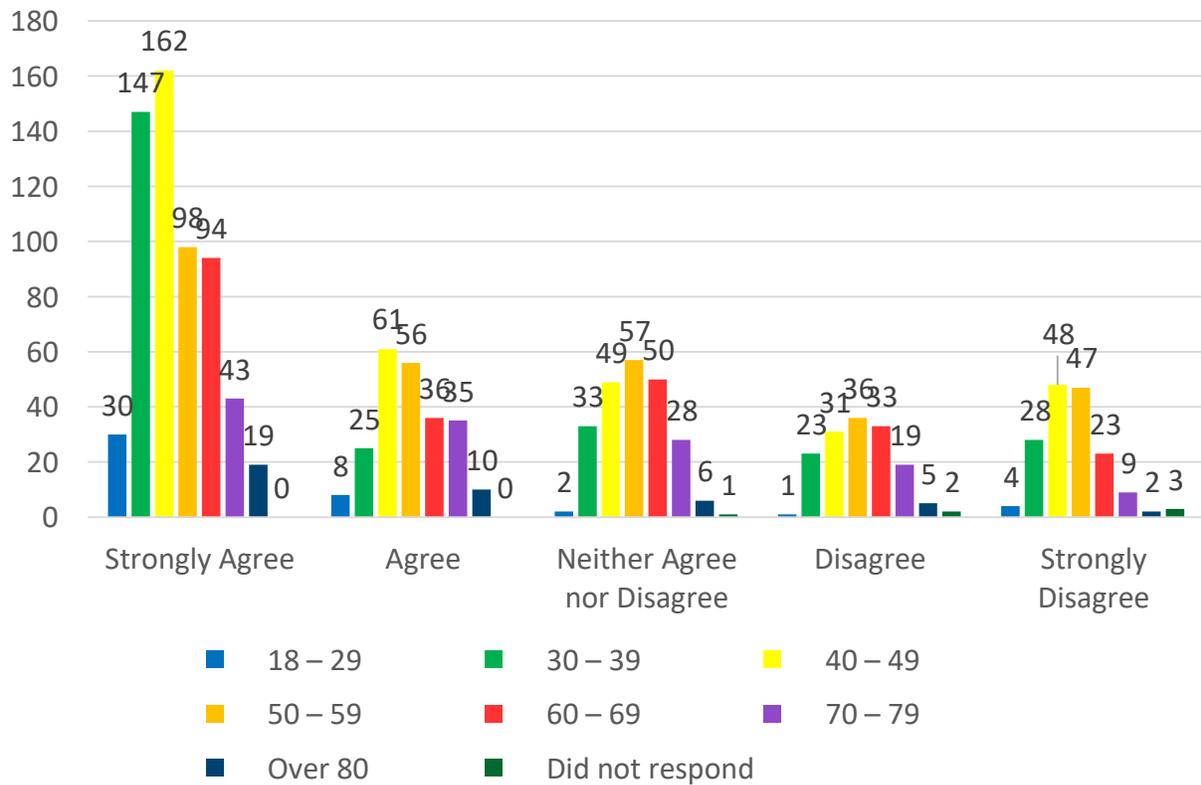
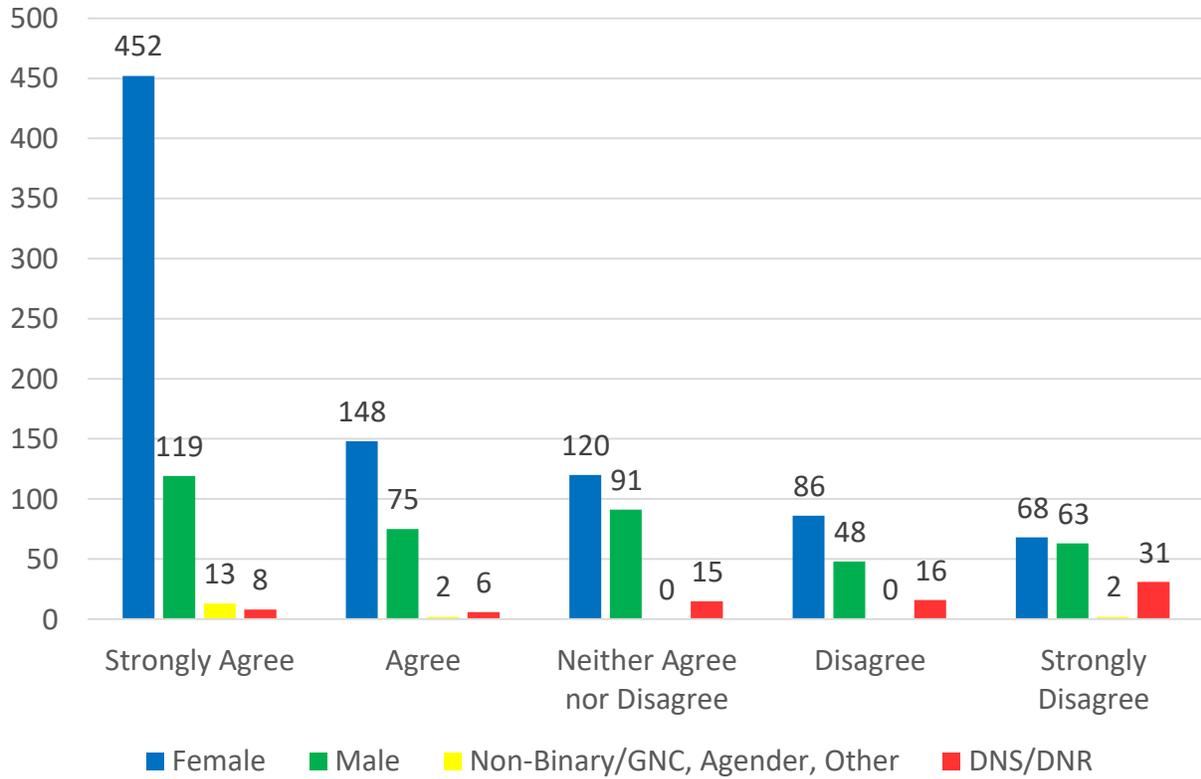
**13. I support the creation of a more diverse and inclusive environment for the community members of Lee’s Summit.**



M: 2.31 | SD: 1.42

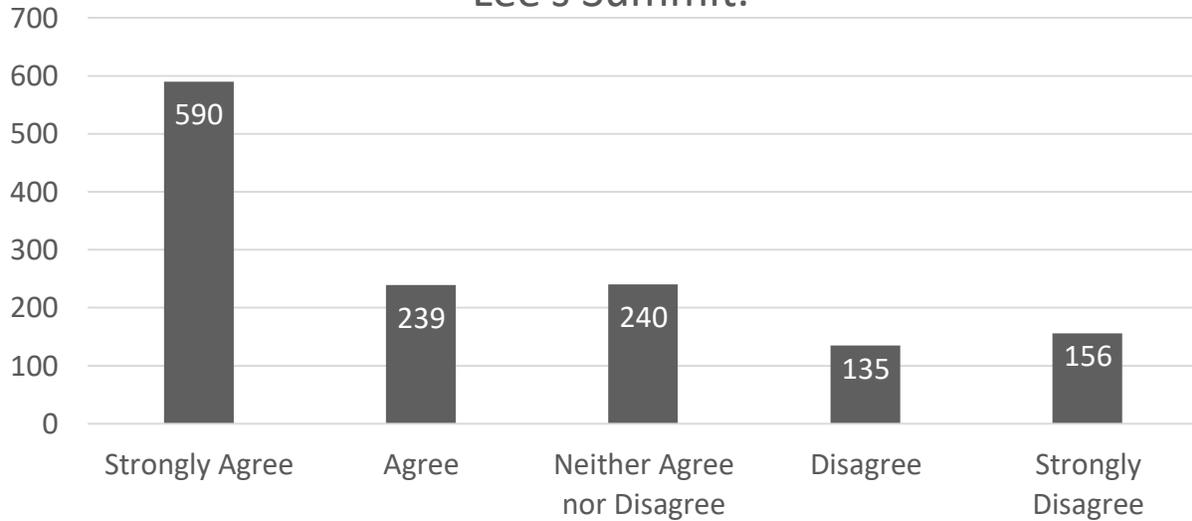


## SUPPLEMENTAL MATERIALS

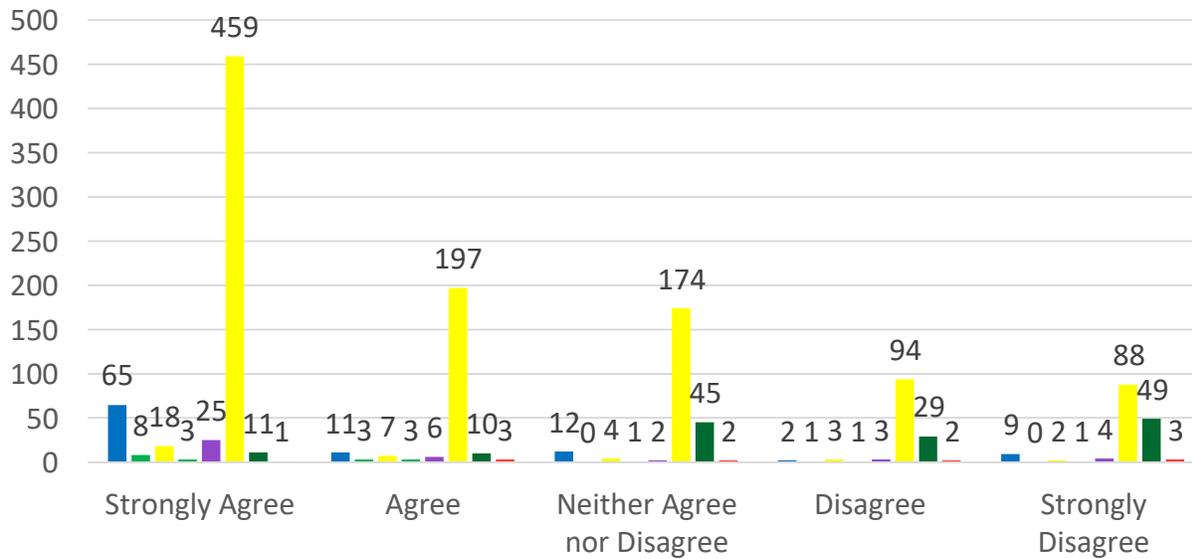


**SUPPLEMENTAL MATERIALS**

14. I support the creation of a more diverse and inclusive environment for the employees of Lee's Summit.

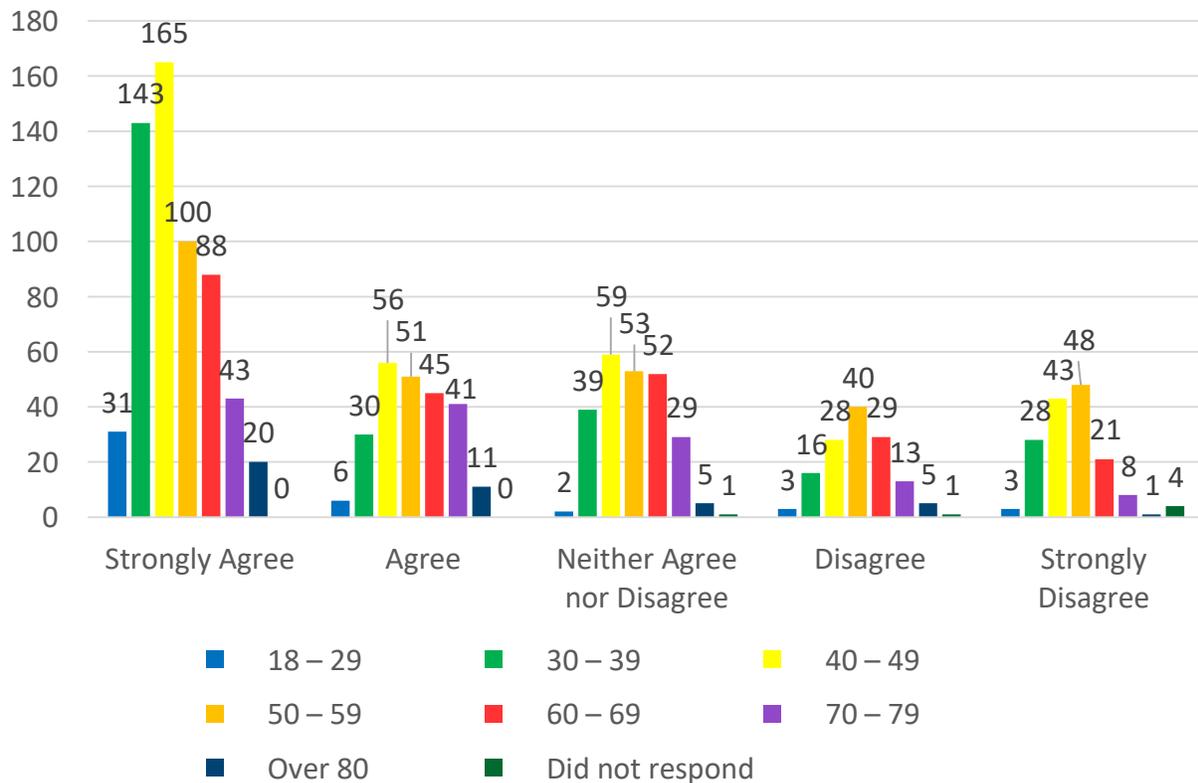
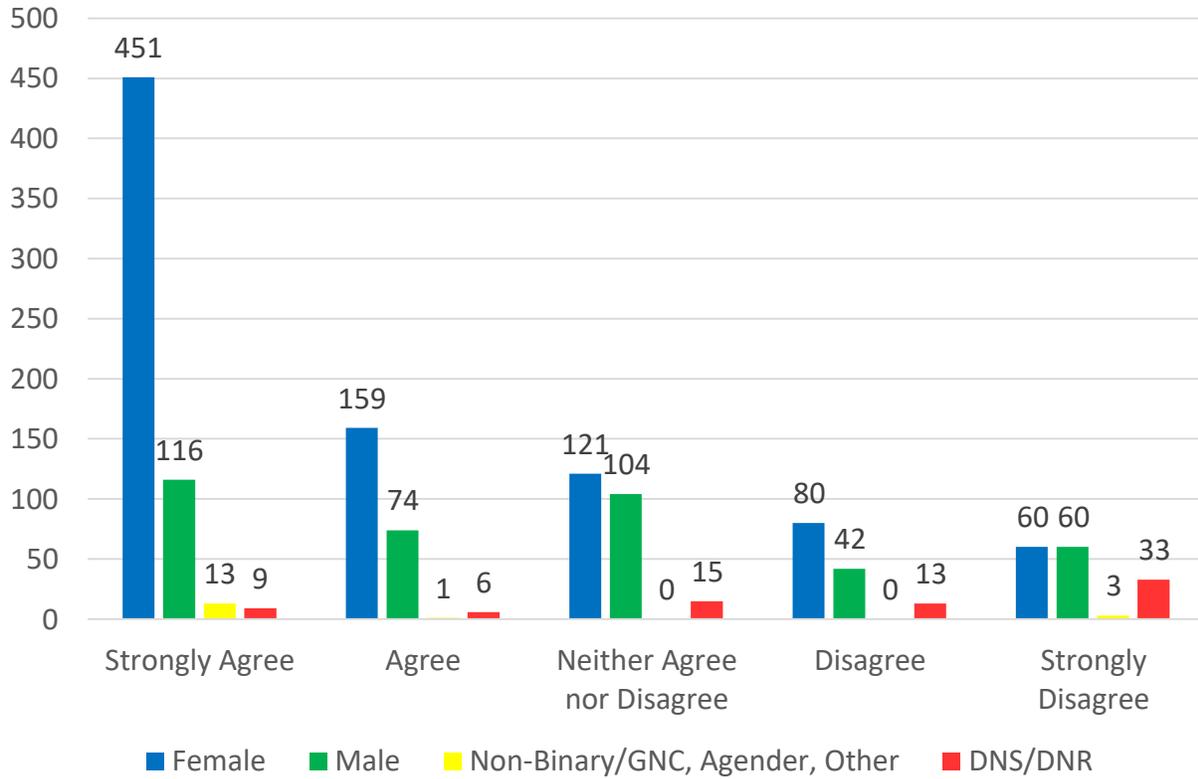


M: 2.29 | SD: 1.40



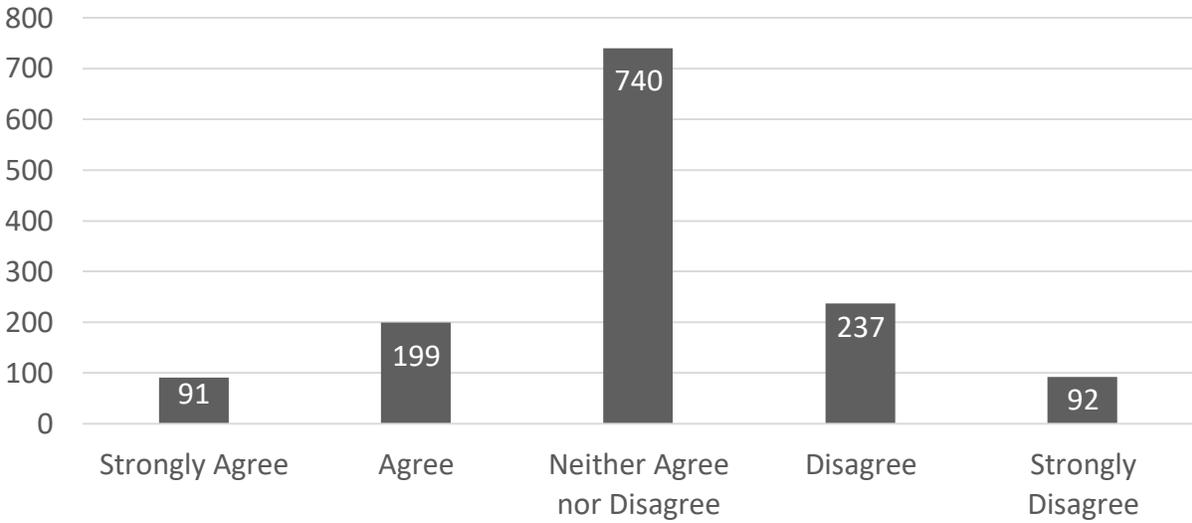
- Black, African-American, Afro-Caribbean
- East Asian or Asian American
- Latina/o/x/e or Hispanic American
- Aggregate Category\*
- Mixed, Multiracial, or Multiethnic
- White (Non-Hispanic), Caucasian
- DNR/DNS
- Other

**SUPPLEMENTAL MATERIALS**

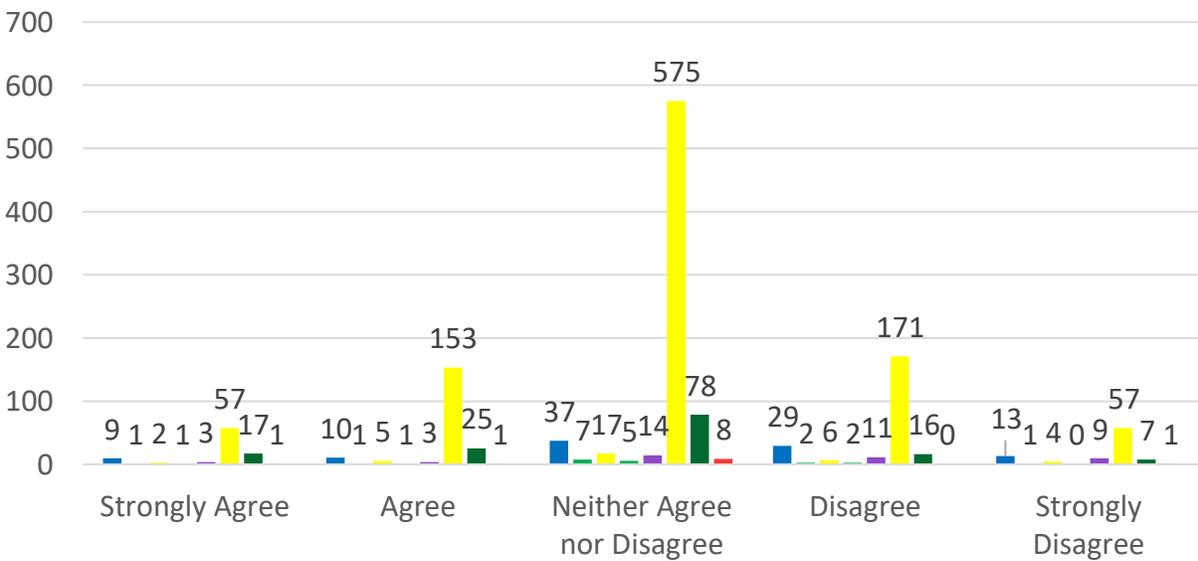


**SUPPLEMENTAL MATERIALS**

**15. The City of Lee's Summit has clear priorities as it relates to diversity and inclusion.**

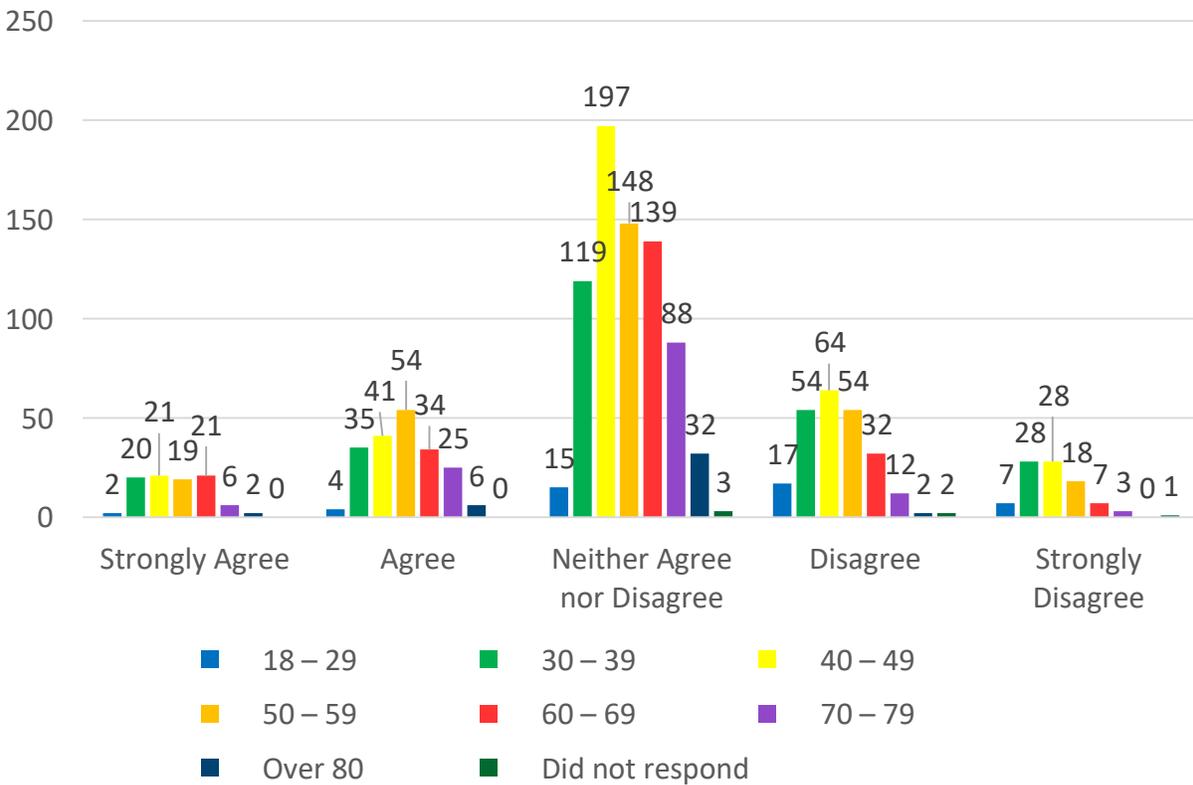
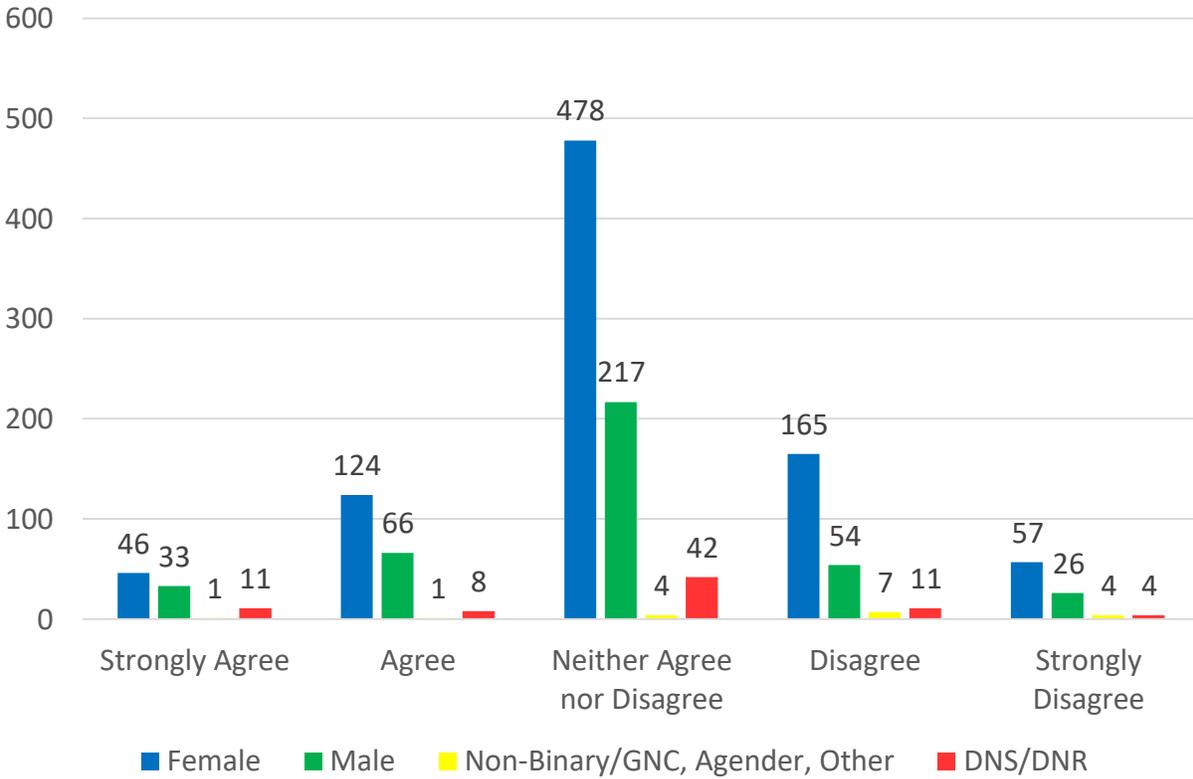


M: 3.03 | SD: 0.93



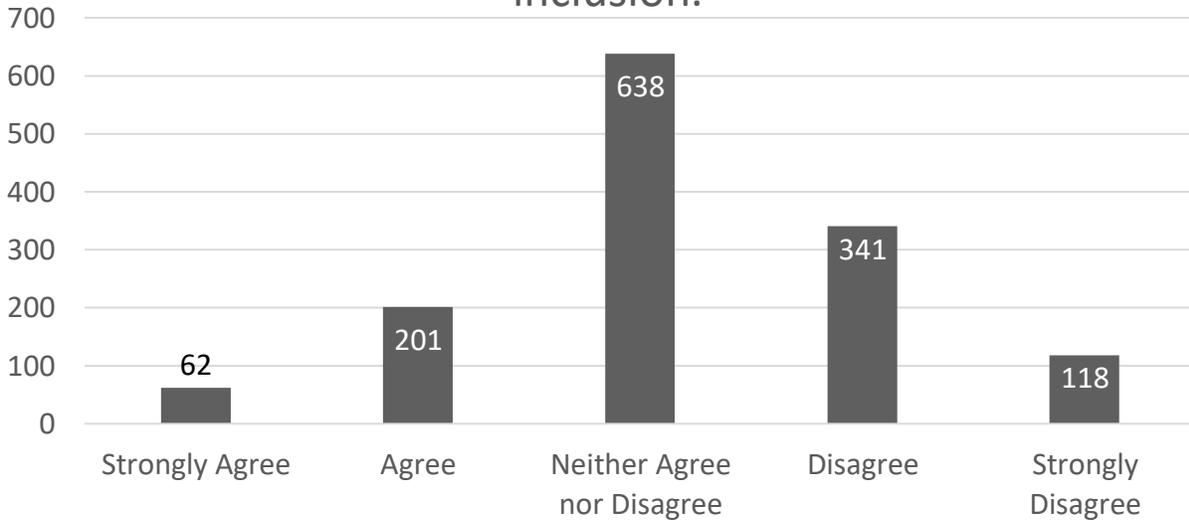
- Black, African-American, Afro-Caribbean
- East Asian or Asian American
- Latina/o/x/e or Hispanic American
- Aggregate Category\*
- Mixed, Multiracial, or Multiethnic
- White (Non-Hispanic), Caucasian
- DNR/DNS
- Other

## SUPPLEMENTAL MATERIALS

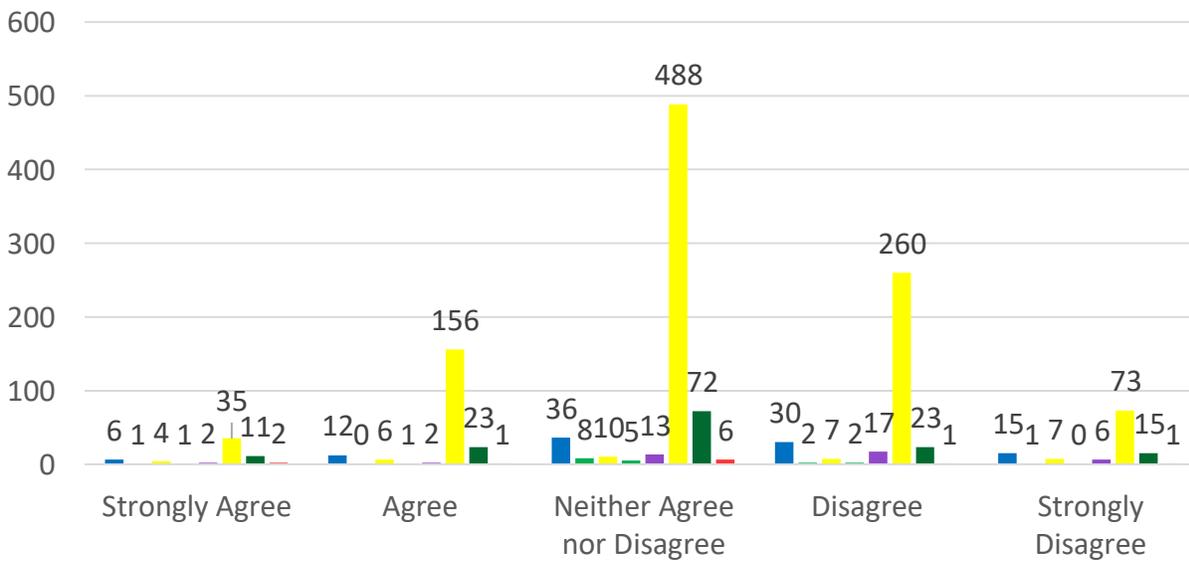


**SUPPLEMENTAL MATERIALS**

16. The City of Lee's Summit communicates what steps it is taking to promote diversity and inclusion.

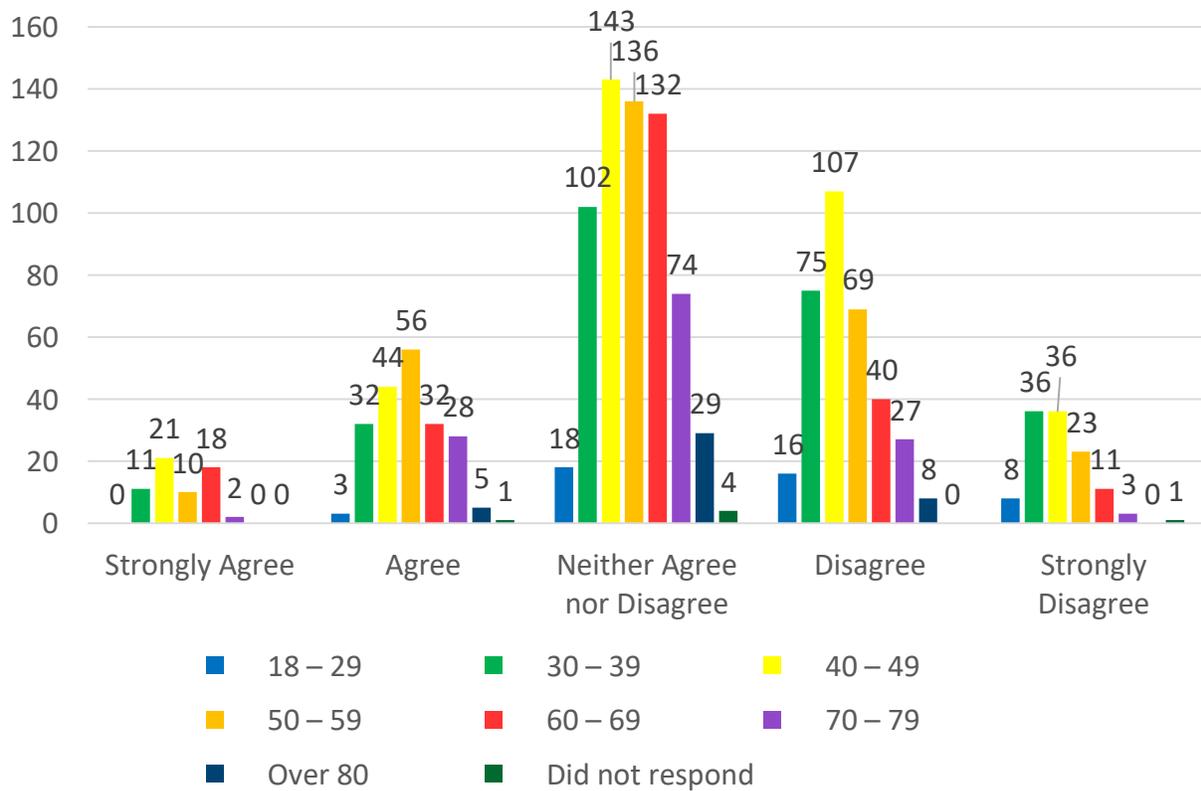
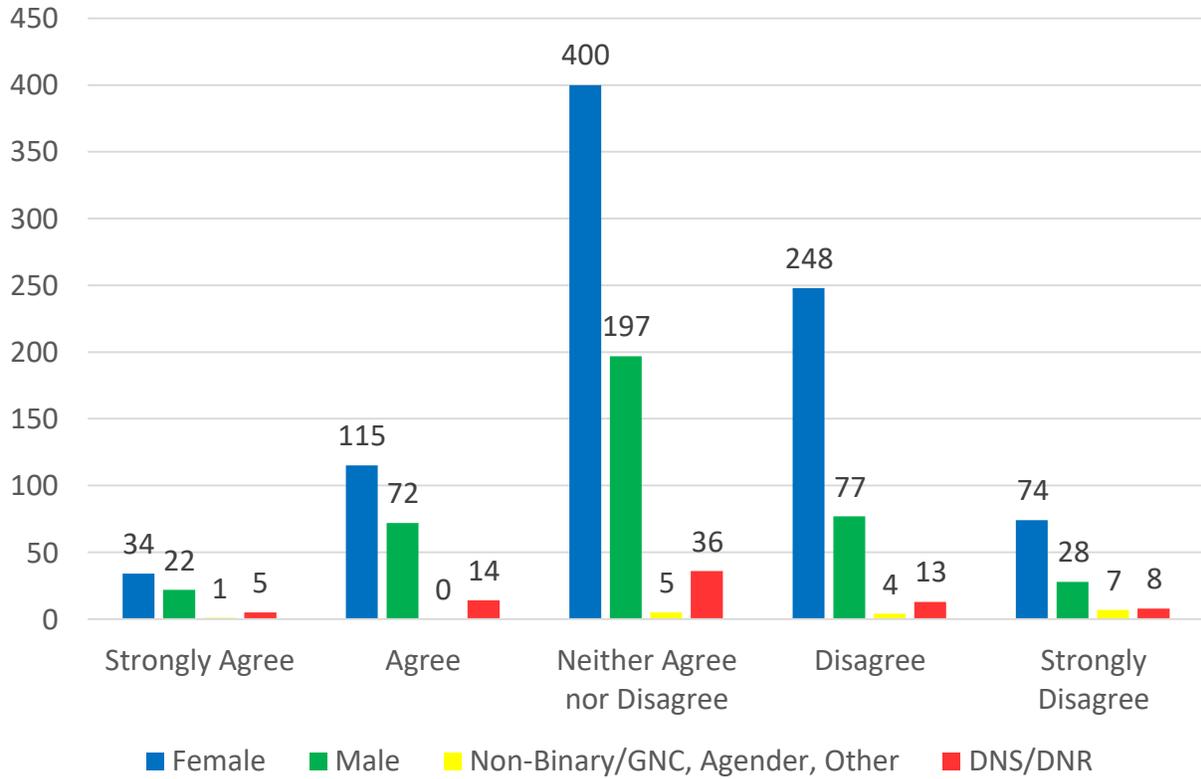


M: 3.19 | SD: 0.95



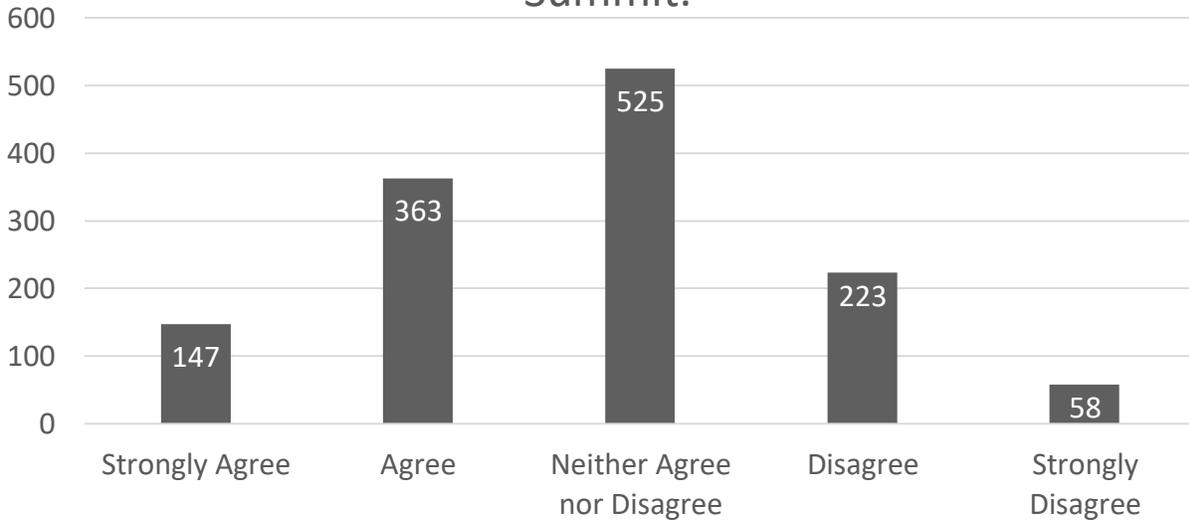
- Black, African-American, Afro-Caribbean
- East Asian or Asian American
- Latina/o/x/e or Hispanic American
- Aggregate Category\*
- Mixed, Multiracial, or Multiethnic
- White (Non-Hispanic), Caucasian
- DNR/DNS
- Other

## SUPPLEMENTAL MATERIALS

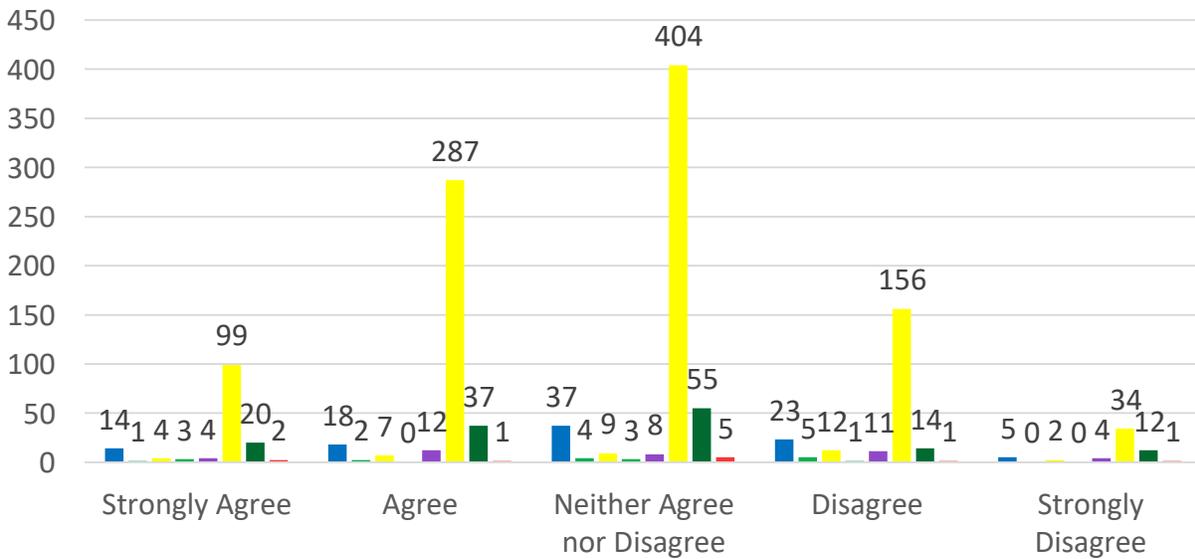


**SUPPLEMENTAL MATERIALS**

**17. There are opportunities for discussions regarding diversity and inclusion in Lee's Summit.**

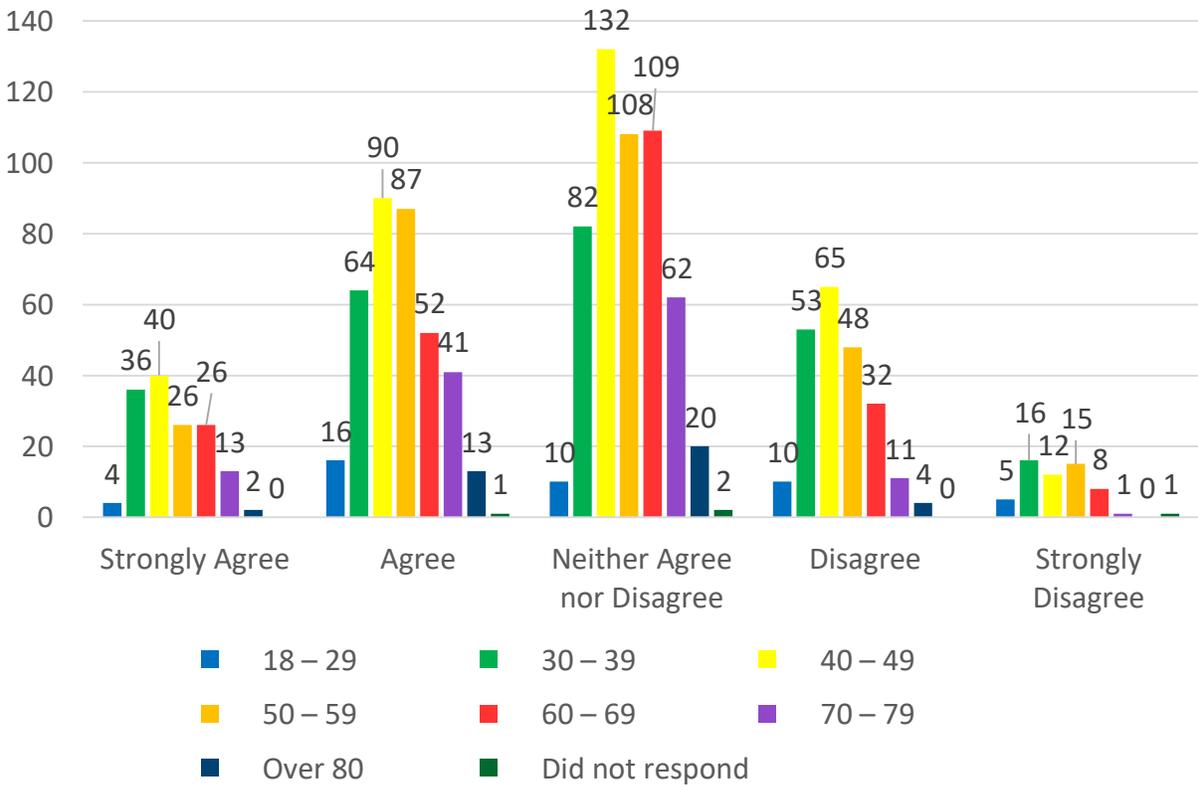
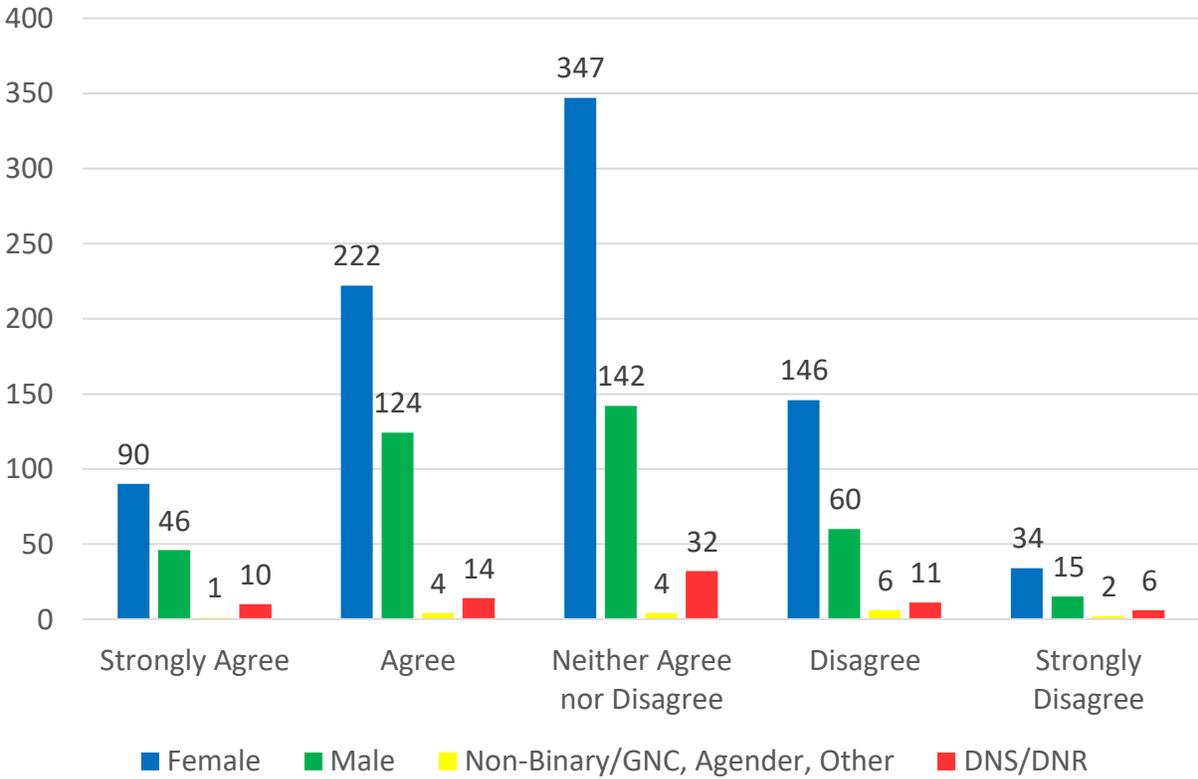


M: 2.76 | SD: 1.01



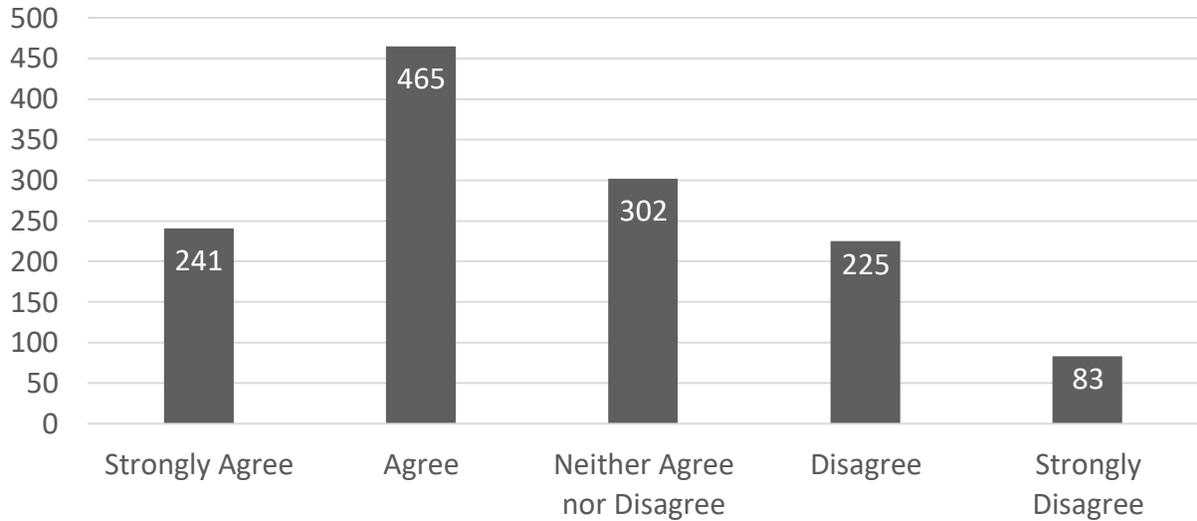
- Black, African-American, Afro-Caribbean
- East Asian or Asian American
- Latina/o/x/e or Hispanic American
- Aggregate Category\*
- Mixed, Multiracial, or Multiethnic
- White (Non-Hispanic), Caucasian
- DNR/DNS
- Other

**SUPPLEMENTAL MATERIALS**

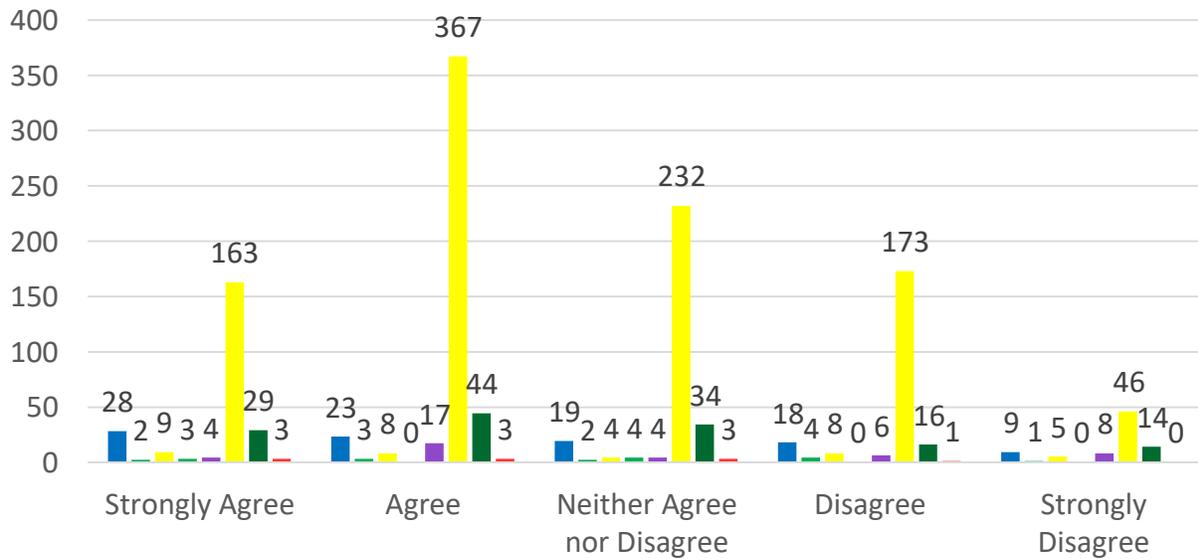


**SUPPLEMENTAL MATERIALS**

**18. I feel comfortable discussing diversity and inclusion with the City of Lee's Summit.**

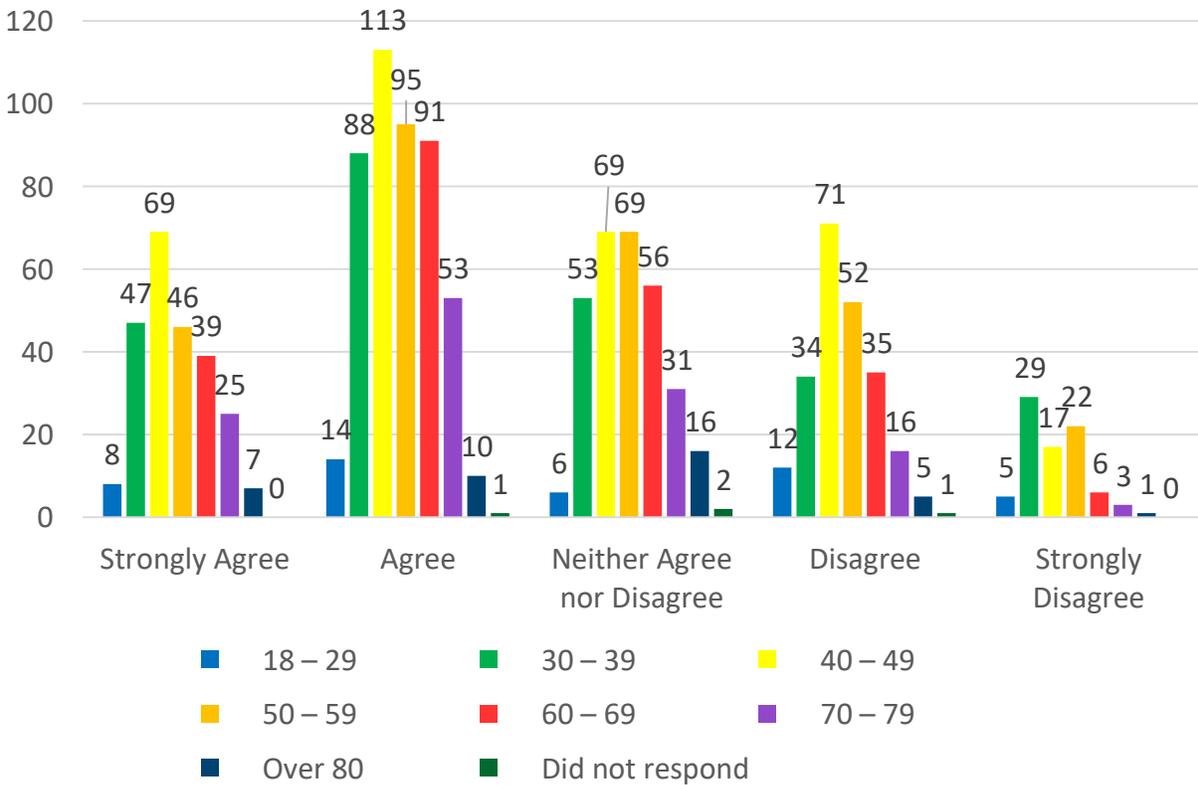
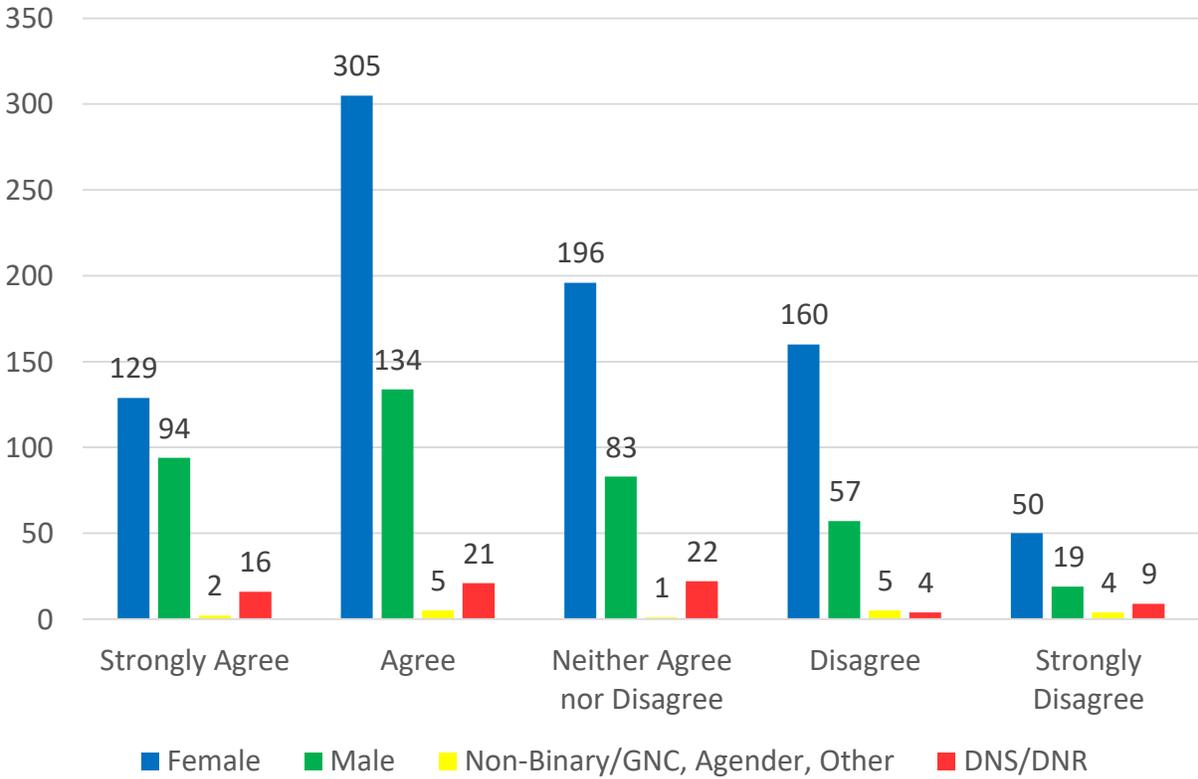


M: 2.58 | SD: 1.15



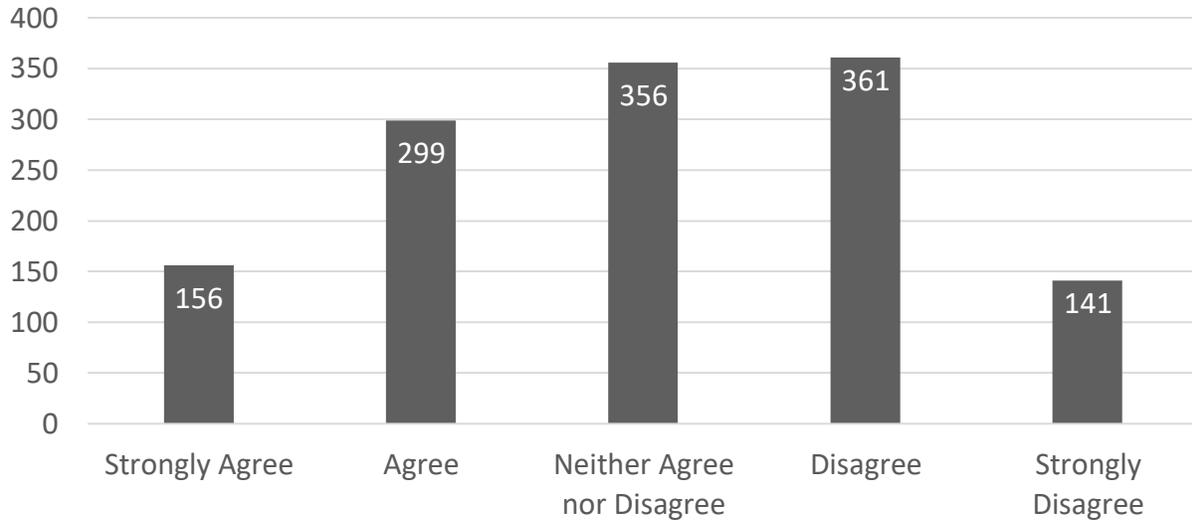
- Black, African-American, Afro-Caribbean
- East Asian or Asian American
- Latina/o/x/e or Hispanic American
- Aggregate Category\*
- Mixed, Multiracial, or Multiethnic
- White (Non-Hispanic), Caucasian
- DNR/DNS
- Other

**SUPPLEMENTAL MATERIALS**

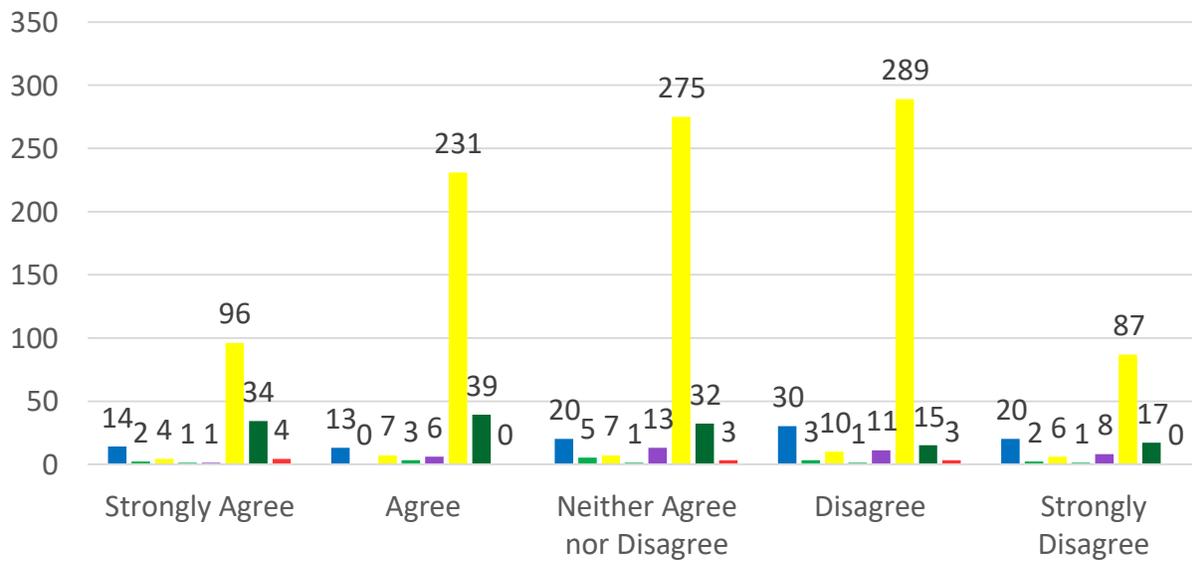


**SUPPLEMENTAL MATERIALS**

**19. All Lee’s Summit community members can openly discuss diversity and inclusion.**

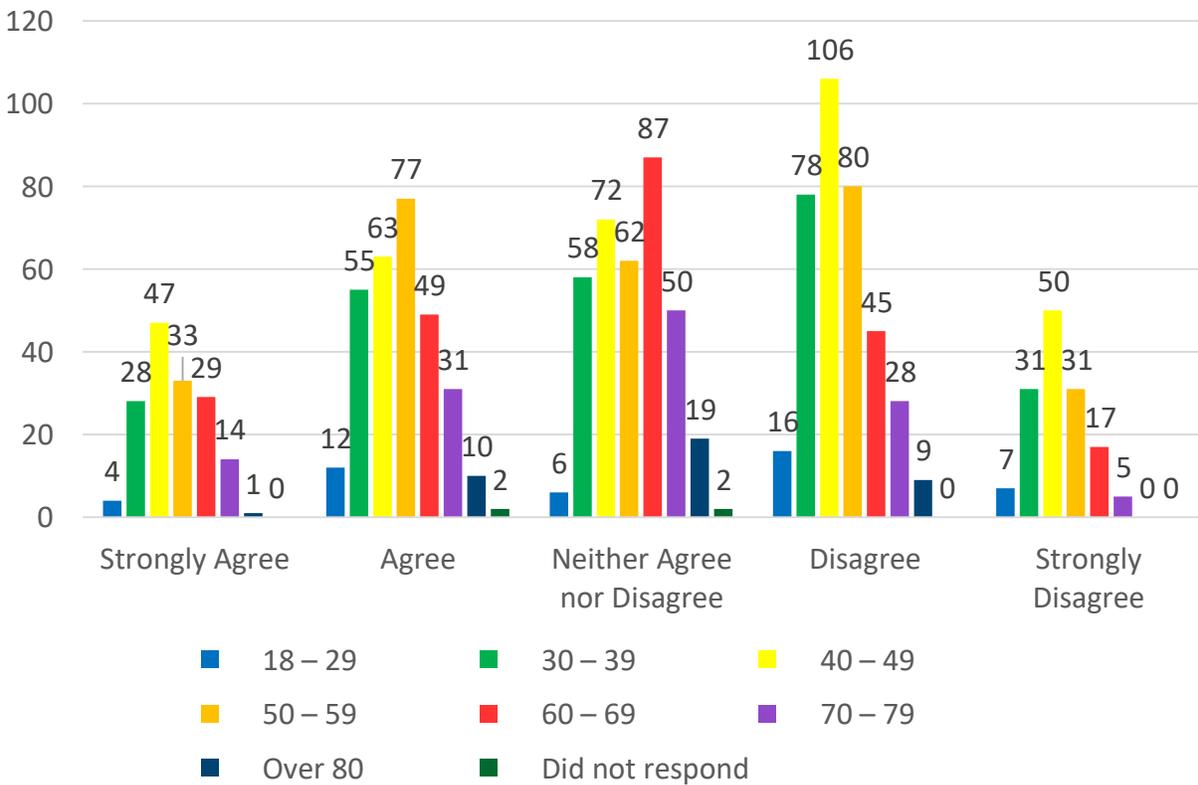
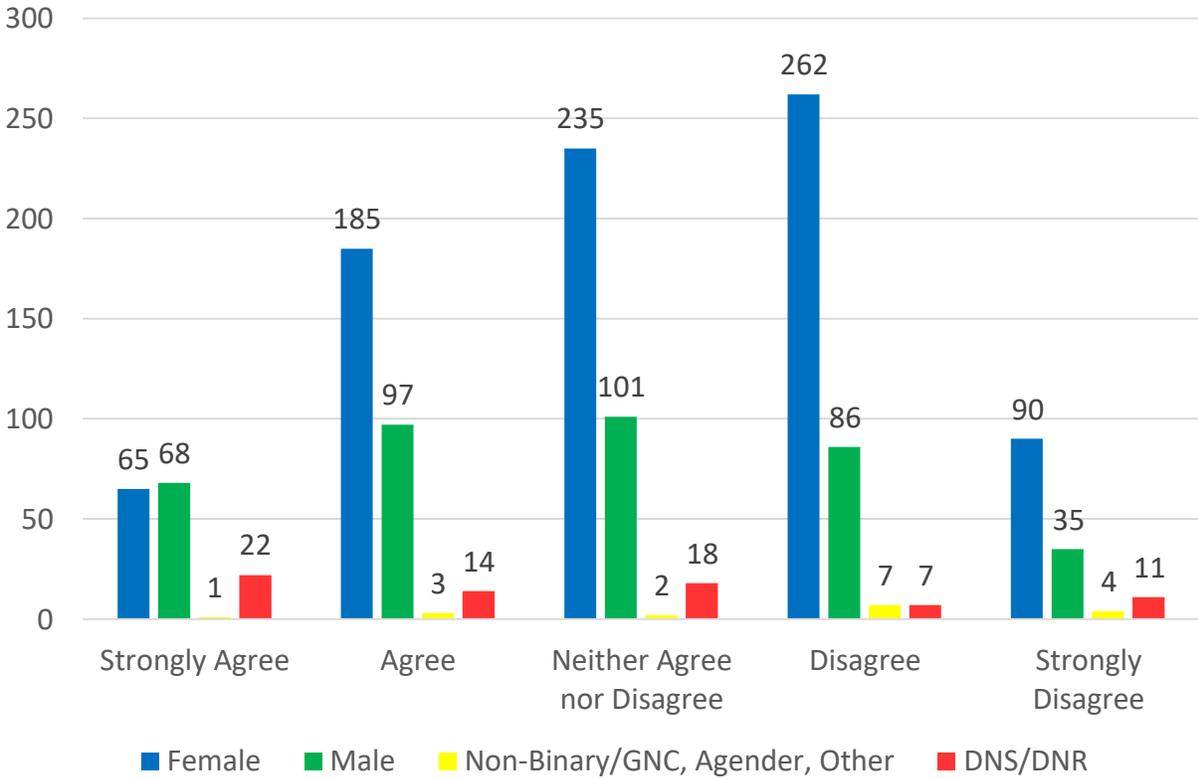


M: 3.02 | SD: 1.19



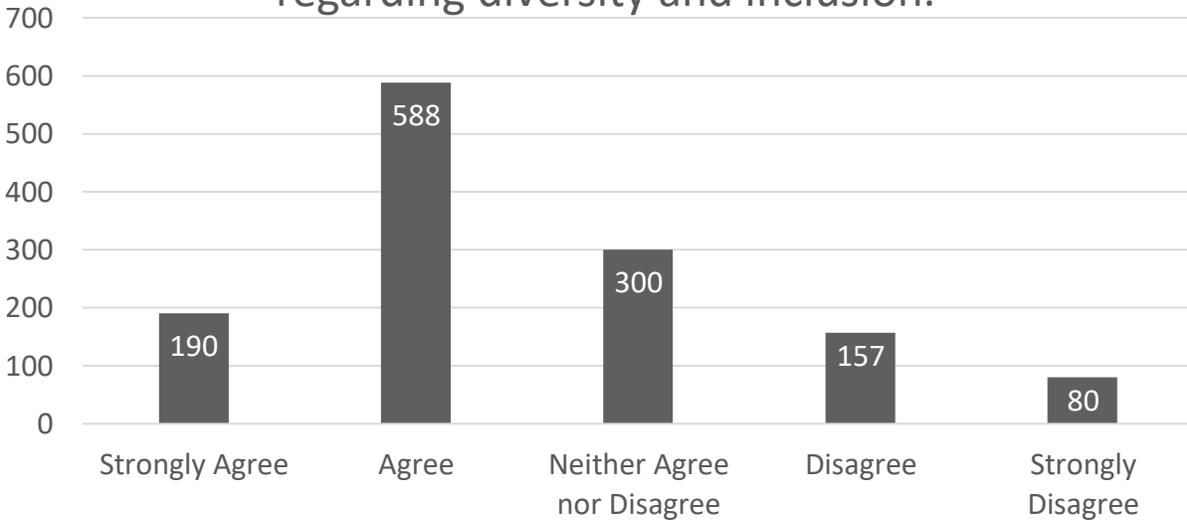
- Black, African-American, Afro-Caribbean
- East Asian or Asian American
- Latina/o/x/e or Hispanic American
- Aggregate Category\*
- Mixed, Multiracial, or Multiethnic
- White (Non-Hispanic), Caucasian
- DNR/DNS
- Other

**SUPPLEMENTAL MATERIALS**

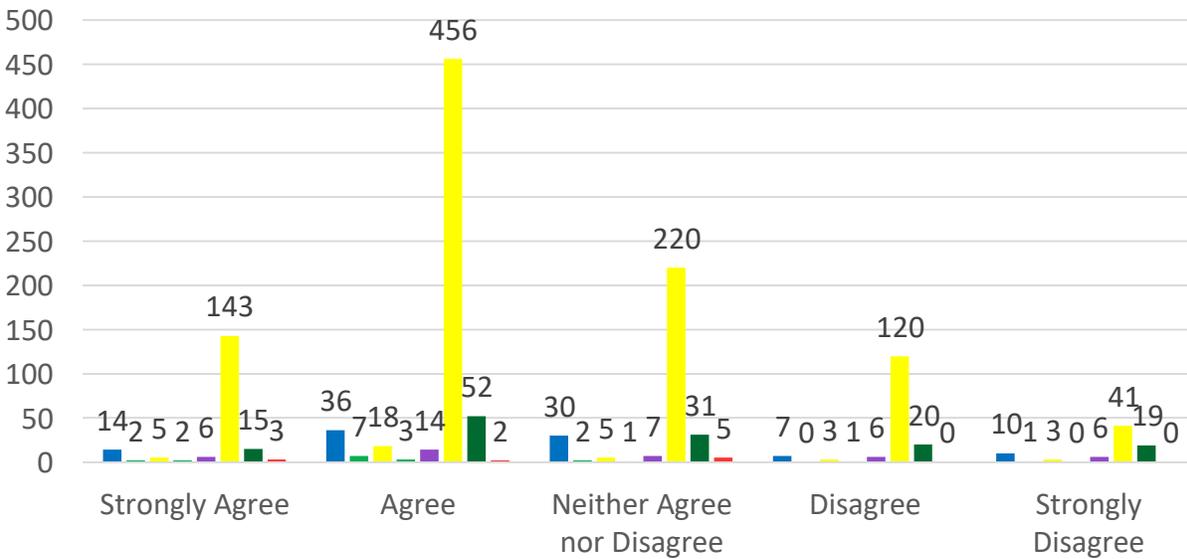


**SUPPLEMENTAL MATERIALS**

20. I believe the City of Lee's Summit wants to receive feedback from community members regarding diversity and inclusion.

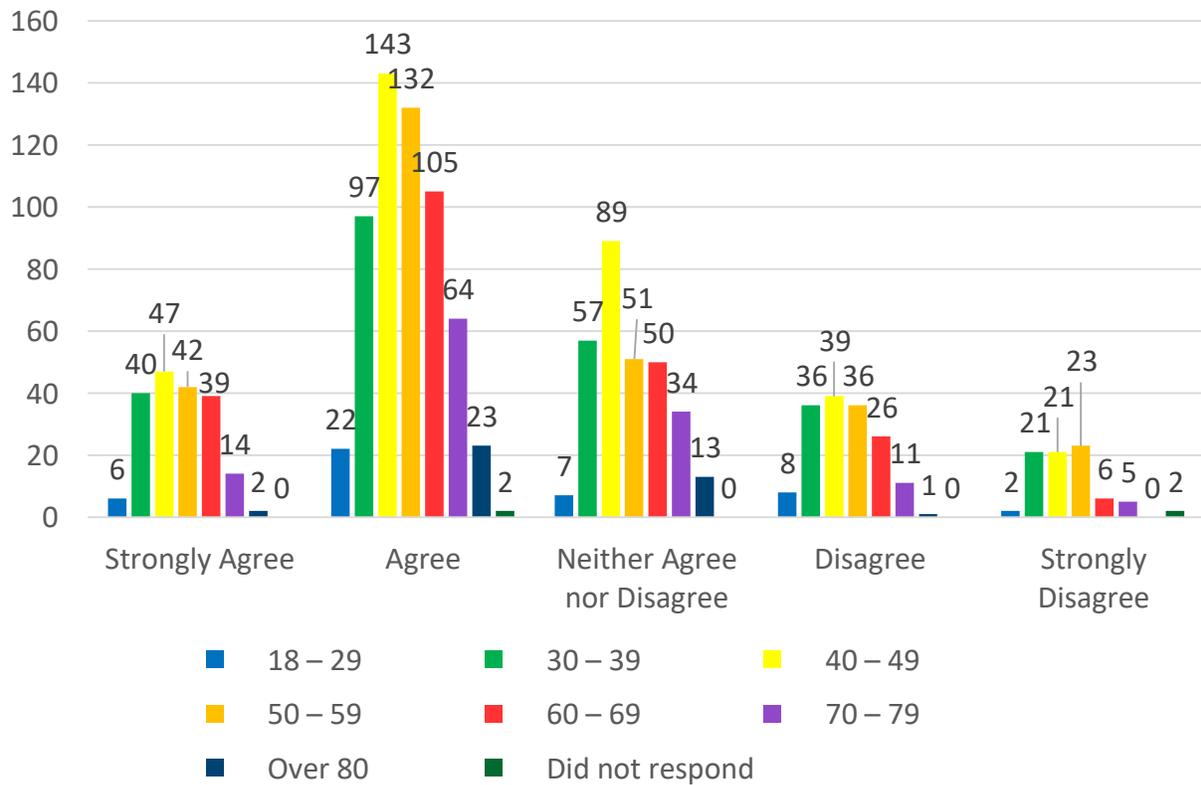
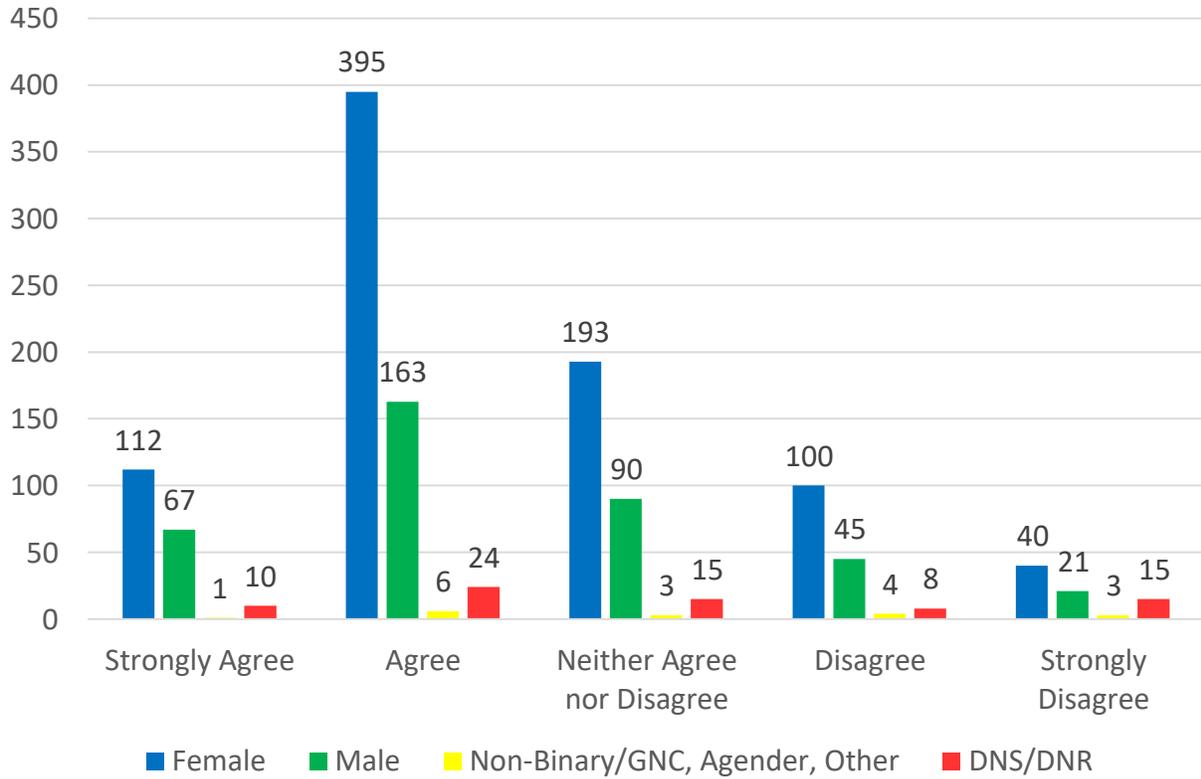


M: 2.50 | SD: 1.07



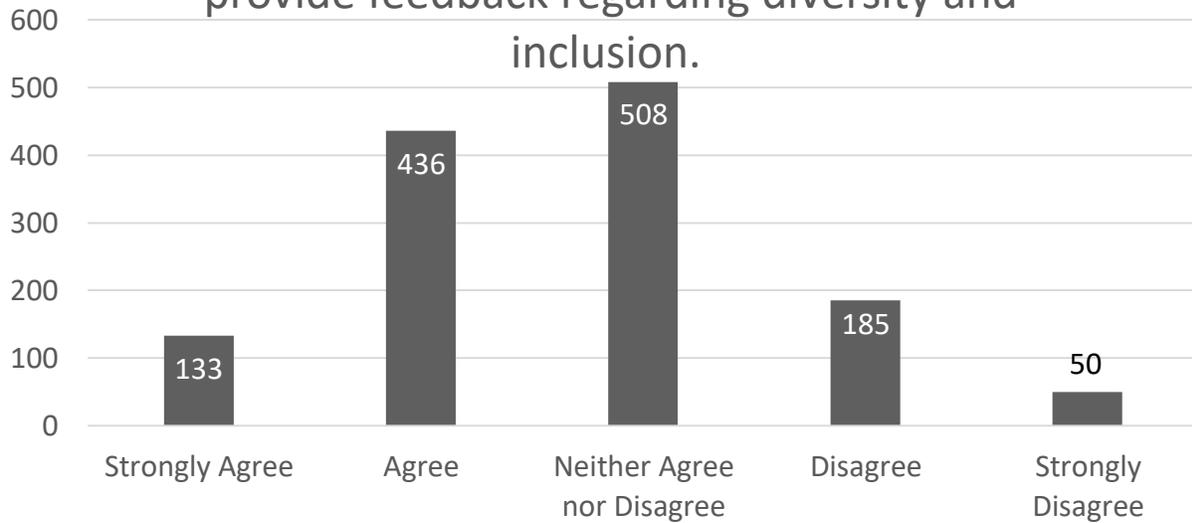
- Black, African-American, Afro-Caribbean
- East Asian or Asian American
- Latina/o/x/e or Hispanic American
- Aggregate Category\*
- Mixed, Multiracial, or Multiethnic
- White (Non-Hispanic), Caucasian
- DNR/DNS
- Other

## SUPPLEMENTAL MATERIALS

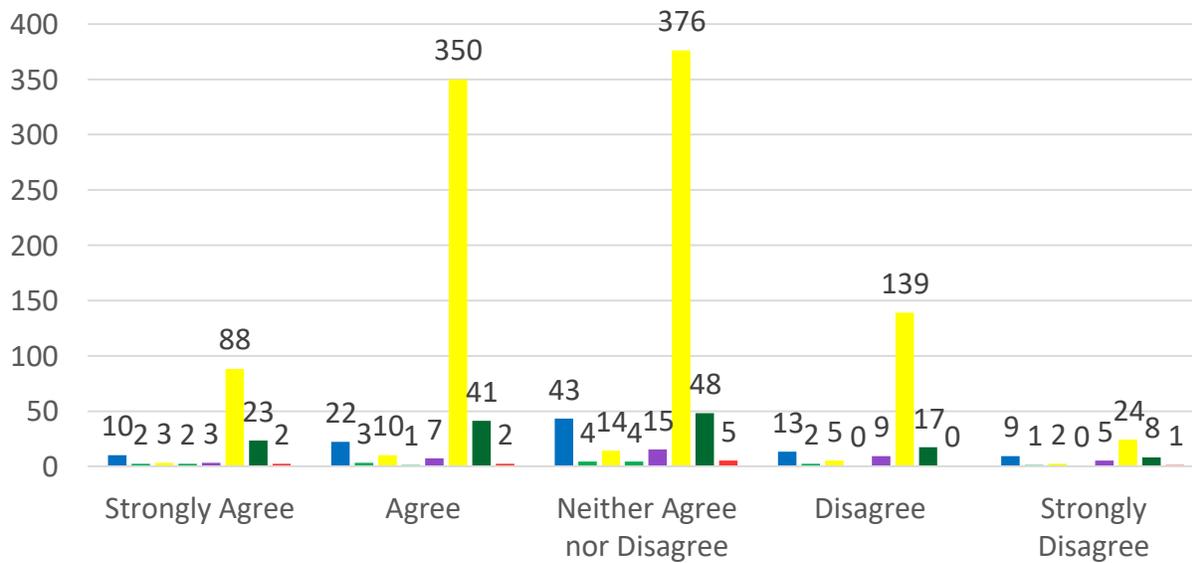


**SUPPLEMENTAL MATERIALS**

21. The City of Lee's Summit provides opportunities for community members to provide feedback regarding diversity and inclusion.

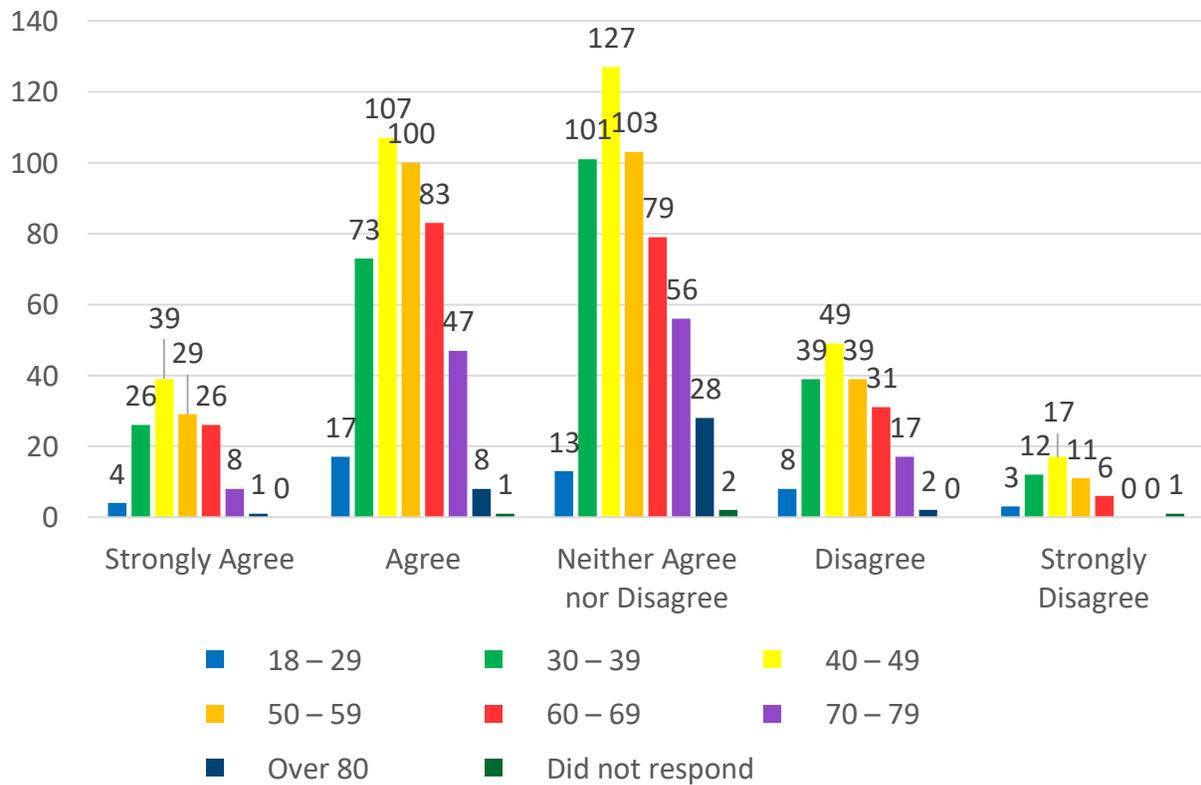
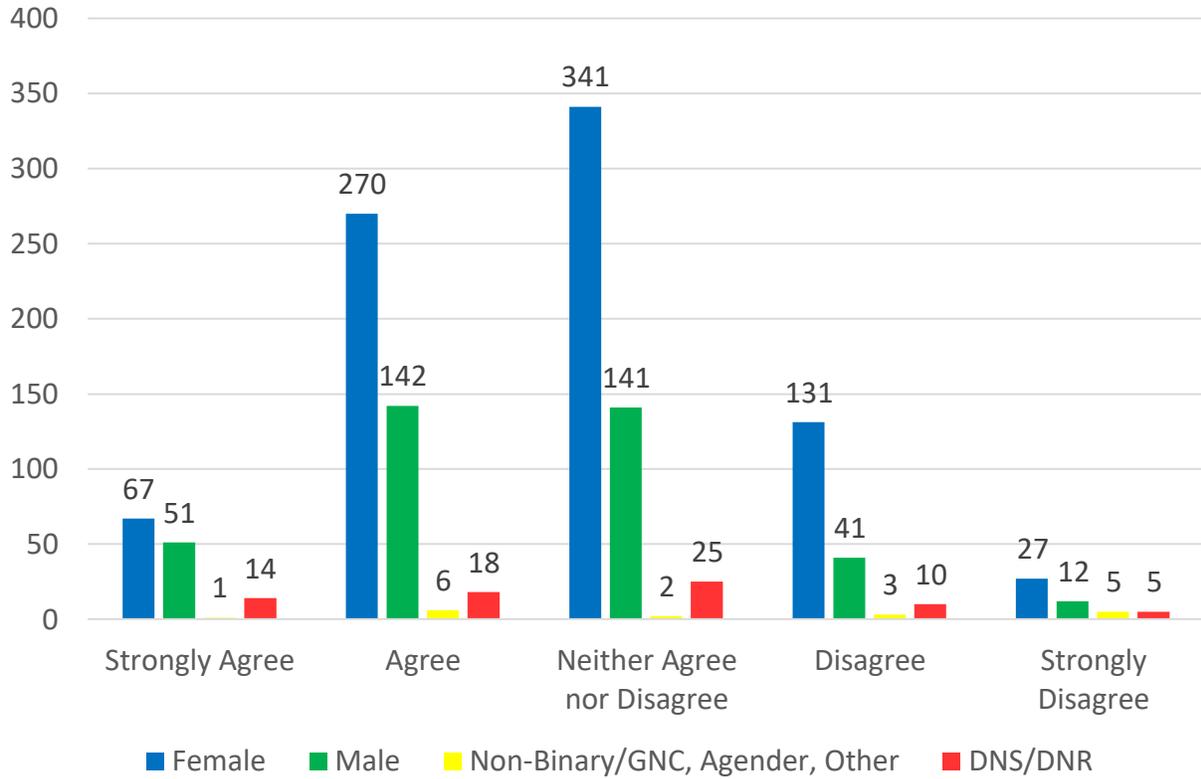


M: 2.68 | SD: 0.96



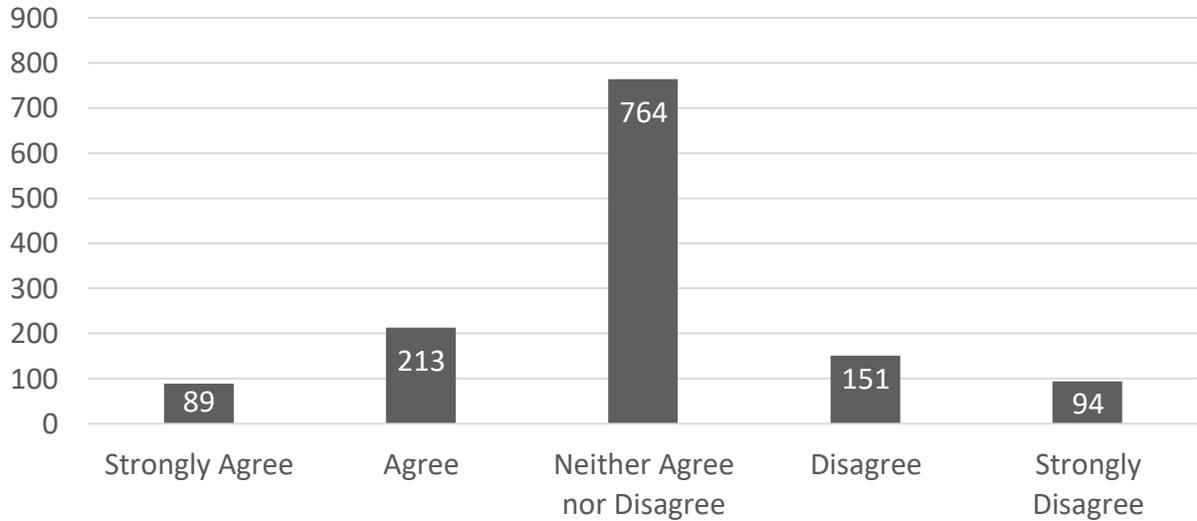
- Black, African-American, Afro-Caribbean
- East Asian or Asian American
- Latina/o/x/e or Hispanic American
- Aggregate Category\*
- Mixed, Multiracial, or Multiethnic
- White (Non-Hispanic), Caucasian
- DNR/DNS
- Other

## SUPPLEMENTAL MATERIALS

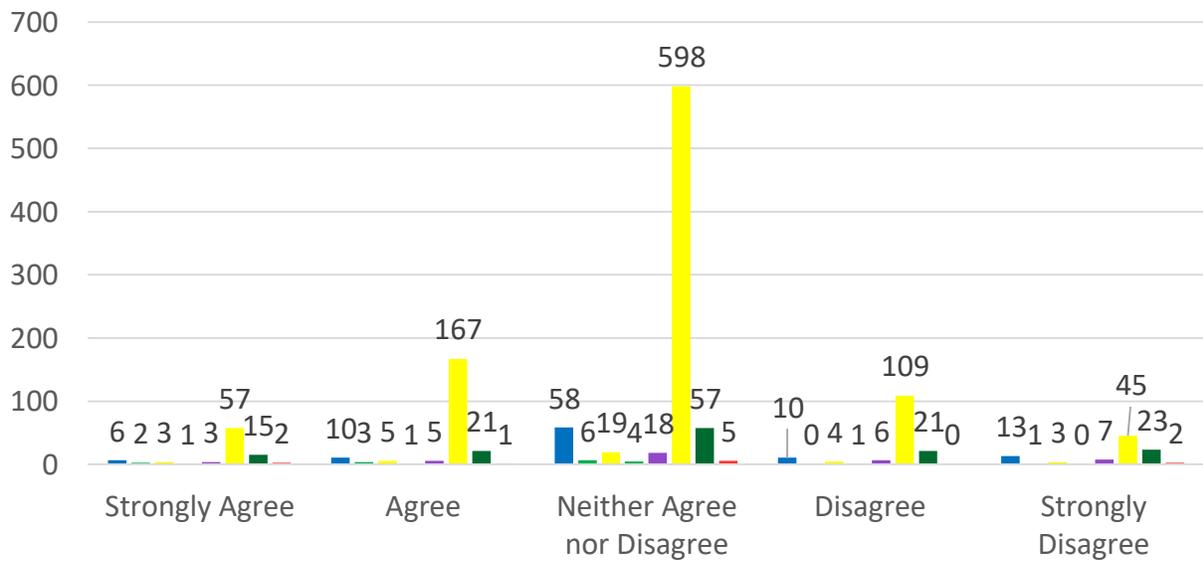


**SUPPLEMENTAL MATERIALS**

22. The City of Lee’s Summit listens to my feedback regarding diversity and inclusion.



M: 2.96 | SD: 0.91



- Black, African-American, Afro-Caribbean
- East Asian or Asian American
- Latina/o/x/e or Hispanic American
- Aggregate Category\*
- Mixed, Multiracial, or Multiethnic
- White (Non-Hispanic), Caucasian
- DNR/DNS
- Other

## SUPPLEMENTAL MATERIALS

