

# State of Oregon Climate Study

Key Data Highlights, Overall Results and Engagement Deep Dive

# Agenda

- Methodology and Context
- Key Takeaways
- Survey Results
  - Incident Analysis
  - Overall Perceptions of Climate



# Methodology and Context

# Research Overview

## Study Objectives

- Understand how people experience the climate at the Oregon State Capitol
- Understand effect of Employee Engagement for Branch Employees
- Understand how participants' background (role, race/ethnicity, age, gender)
- Maximize participation of those who routinely work at the Capitol (Legislative Members, Branch Employees, and Lobbyists)

RESPONSE RATE COMPARISON		
	N size	Response Rate
Overall	651	23%
Branch Employee	243	42%
Lobbyist	378	17%
Member	30	35%

## Study Design and Analysis

- Collaborative approach to Survey Development between LEO and Gallup
- Three groups of questions:
  - Employee Engagement (Branch Employees only)
  - General Climate questions
  - Specific questions about three types of incidents:
    - Harassment
    - Discrimination
    - Retaliation
- Asked about frequency and type of all incidents in the **last five years**
- Followed with **detailed questions about “most recent”** experience to capture where, by whom, and reporting details
- Full Written Report to be Delivered in April

# Understanding the Survey Results

## Confidentiality Treatments

### Suppression Thresholds

- No groups below 30 respondents were analyzed
- N/A on a slide indicates a group too small to receive a score
- Demographics: Sexual Orientation and Race/Ethnicity Categories were combined to reach the threshold. (*Additional Details in Appendix*)

All questions are optional or have “*prefer not to answer*” choices

## Questions With 1 to 5 Agreement Scale

- Strongly Agree (5) to Strongly Disagree (1)
- Gallup puts **significant emphasis on 5 answers**, referred to as “**Top Box,**” and sees links to **positive behavioral impact.**
- 4 is considered “**Conditional Agreement**” or a “**Yes, but...**”
- Gallup research shows **3 is not neutral**; it is a way of showing **general disagreement**

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## Database Comparisons

- Gallup compares results to our historic databases, when available.
- Gallup used Public Administration (Government) - Executive, Legislative and Other General Government.
- Comparison gives context (percentile) for average score when compared to similar organizations.
- For example, 71<sup>st</sup> percentile indicates that Oregon State Legislature scored better than 71% of other organizations in this database of close to 200 organizations and more than 990,000 individual respondents

# Key Takeaways



## Understanding the Climate – Key Findings Highlights

- Over a third of participants (37%) strongly agree they are **treated with respect** at the state capitol.
- Overall, Branch employees are more likely to agree everyone is treated fairly regardless of their background or any other characteristic.
- Sixty-two percent of participants agree they feel comfortable being themselves—28% strongly agree.
- A majority of participants have not had an experience with harassment, discrimination or retaliation in the last five years.
- 1 in 5 (20%) of participants to the survey have an experience with harassment over the last five years.
- Similarly, slightly more than 1 in 5 (22%) report having an experience with discrimination.

# Dashboard

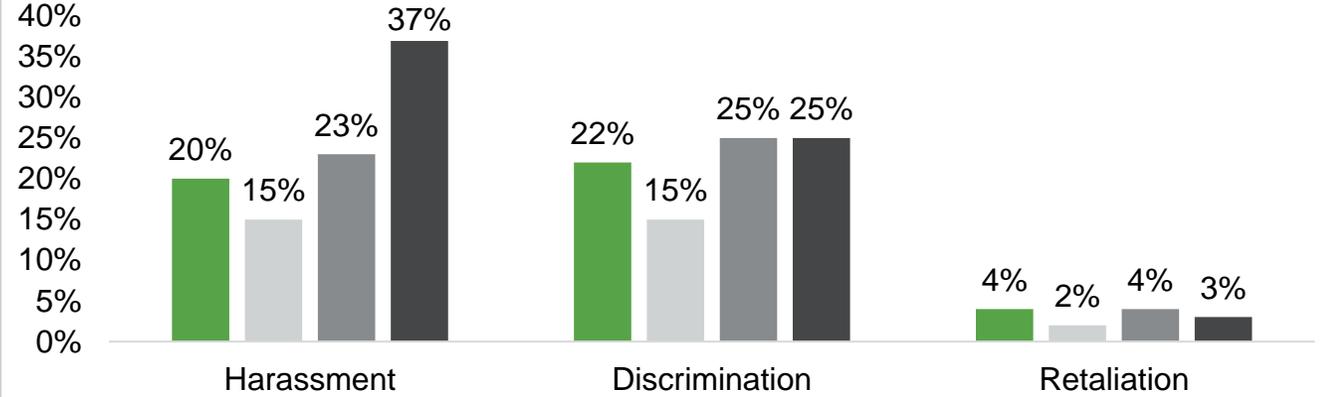
## Overall Incidence (In Last Five Years)

■ At Least Once ■ Never



## Rate of Experience By Participant Role

■ Overall ■ Branch Employee ■ Lobbyist ■ Member



### OTHER KEY METRICS

	Treated With Respect	Ethics and Integrity	Treated Fairly
<b>Overall</b>	4.11	3.47	3.37
Branch Employee	4.23	3.77	3.65
Lobbyist	4.02	3.26	3.20
Member	4.23	3.59	3.22

Percentile range in Gallup database: 1<sup>st</sup>–24<sup>th</sup> 25<sup>th</sup>–49<sup>th</sup> 50<sup>th</sup>–74<sup>th</sup> 75<sup>th</sup>–89<sup>th</sup> ≥90<sup>th</sup>

Note: Due to rounding, percentages may not sum to 100%; Percentiles based on Gallup's Q12 Public Administration (Government) Workgroup Level Database (2019-2023).

# Incident Analysis

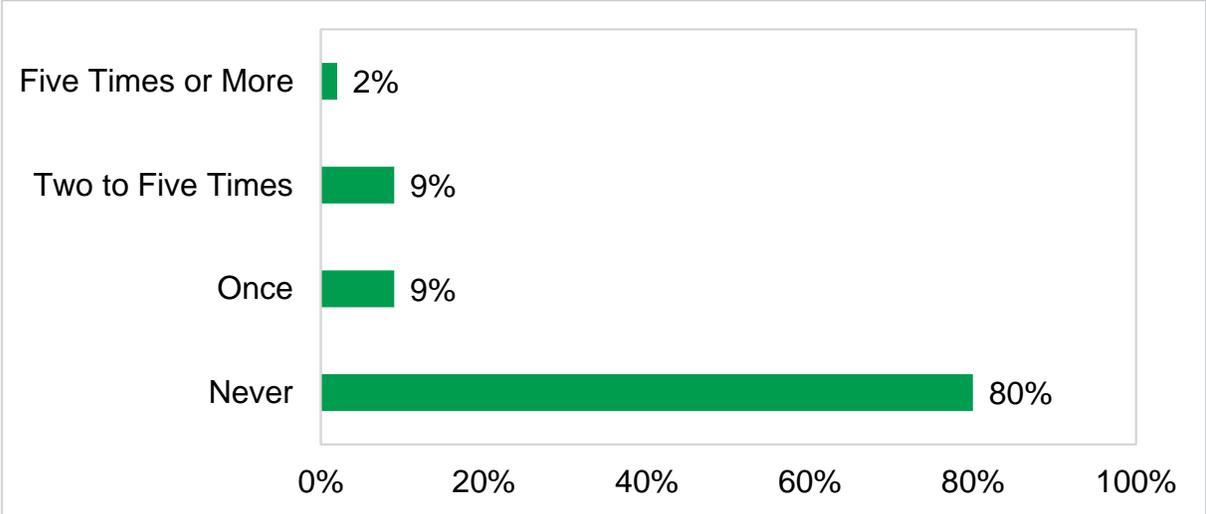
Harassment, Discrimination, and Retaliation



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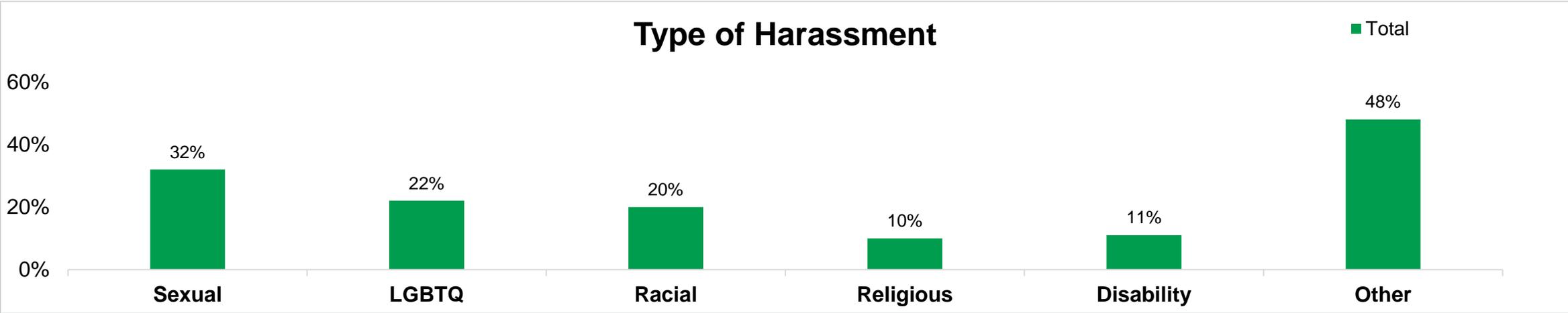
# Harassment

# Participants' Overall Experience With Harassment



**Among those who have experienced HARASSMENT in the last five years:**

- **32%** overall experienced: sexual advances, requests for sexual favors, verbal or physical behavior of a sexual nature or jokes, comments or offensive remarks about my sex
- **22%** overall experienced: LGBTQ harassment: Jokes, comments, offensive remarks or displaying offensive symbols about gender identity, sexual orientation or LGBTQ community members
- **131** participants experienced **AT LEAST ONE** incident of harassment

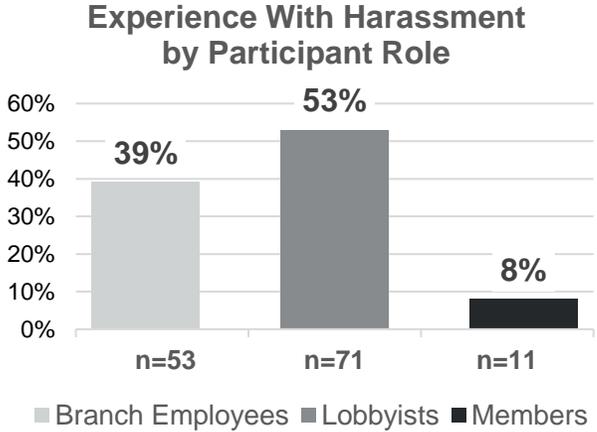
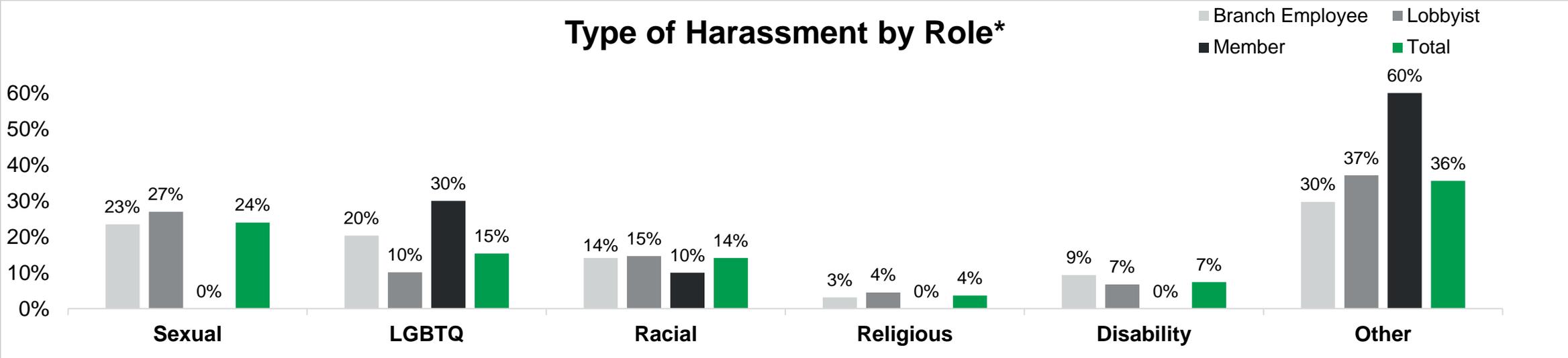


\*Participants are able to select multiple responses for multi-select questions, so percentages sum to more than 100%.

**Example:** 20% of all participants cited Racial as being among their experiences

Note: Due to rounding, percentages may not sum to 100%.

# Most Recent Experience: Type of Harassment Incidents



**135 Survey participants answered questions about their “Most Recent” harassment experience and cited specific categories 163 times**

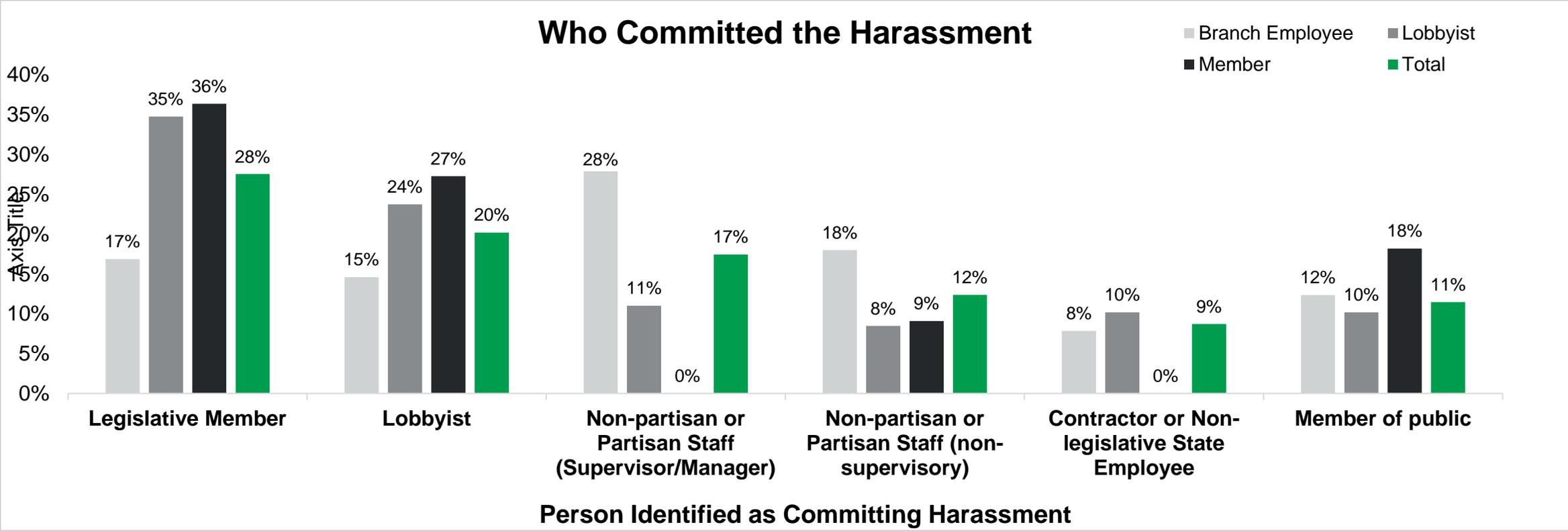
- Many participants selected they had experienced more than one type of harassment
- Over half of participants were lobbyists at time of incident
- Branch Employees and Lobbyists most often cited experiencing sexual harassment
- Legislative Members reported LGBTQ Harassment as most common (excluding “Other”)

**\*Role at Time of Incident**

**Example:** 27% of Lobbyists’ most recent experiences were cited as Sexual Harassment

Note: Due to rounding, percentages may not sum to 100%.

# Most Recent Experience: Exploration of Harassment Incidents



**Update**  
**135 Survey participants answered questions about their “Most Recent” harassment experience and cited specific groups as committing the harassment 218 times**

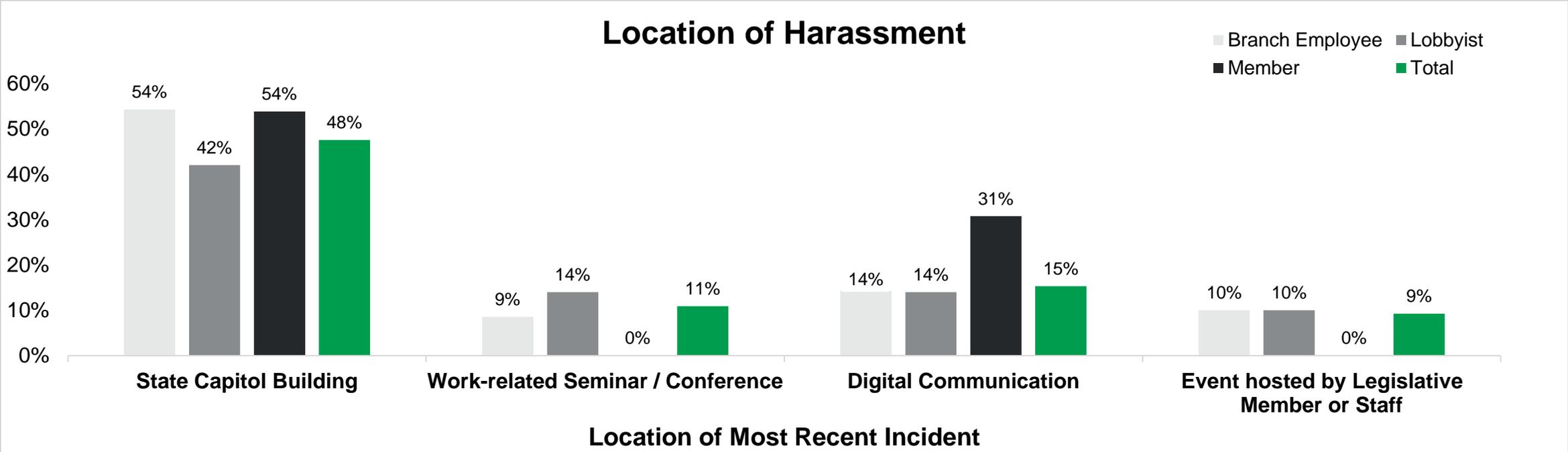
- Legislative Members were cited most frequently among all Participant Roles
- 10 responses were “Unknown”, not accounted for on the chart

**\*Role at Time of Incident**

**Example: 12% of Branch Employees’ most recent experiences were cited as being committed by Members of the Public**

Note: Due to rounding, percentages may not sum to 100%.

# Most Recent Experience: Location of Harassment Incidents



**135 Survey participants answered questions about their “Most Recent” harassment experience and cited specific locations of harassment 183 times**

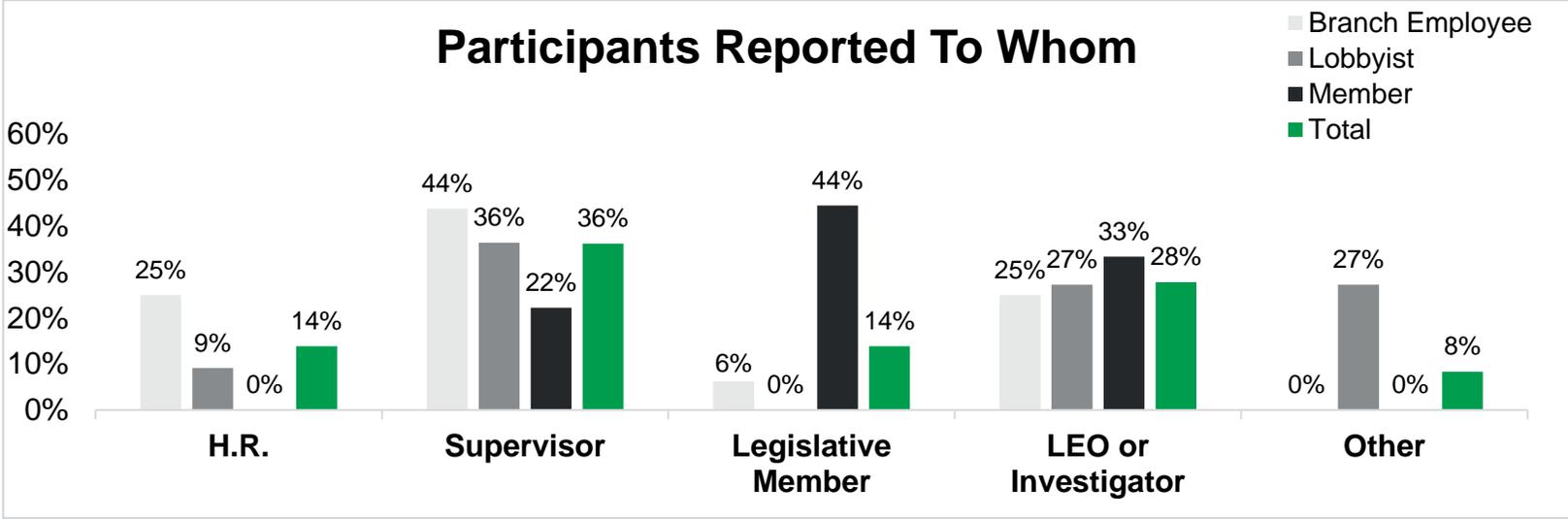
- Almost half of all incidents were reported as happening at the State Capitol Building
  - Most common location cited by all participants regardless of role
- **31%** of Legislative Members’ harassment stated the harassment they experienced occurred via digital communication (e.g., email, text, or social media)

**\*Role at Time of Incident**

**Example:** 14% of Lobbyists’ most recent experiences occurred at a Work-Related Seminar or Conference

Note: Due to rounding, percentages may not sum to 100%.

# Most Recent Experience: Reporting Harassment Incidents



### Harassment Reporting Is Very Low

- Only 18% (24 /135) of participants who had an experience with harassment reported it
- Six Participants experienced Religious Harassment, but no one reported it.

### Reports to a Variety of Offices

- Branch Employees and Lobbyists are most likely to report to their Supervisor
- Legislative Members are most likely to report to other Legislative Members
- A third of Members stated they reported their experience to LEO or an investigator

### 36% of Participants Agreed they had a Satisfactory Result from Reporting

- 50% of Lobbyists Agreed they had a Satisfactory Result from reporting Harassment

**\*Role at Time of Incident**

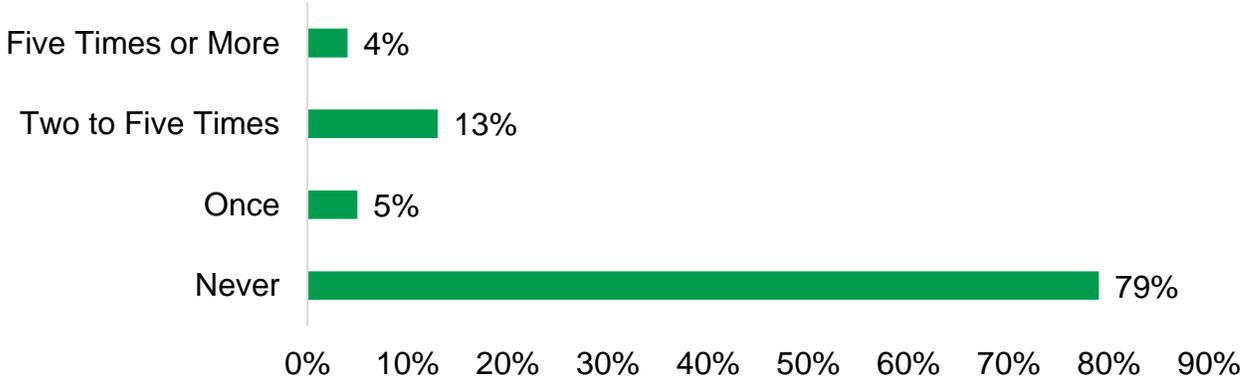
**Example:** 44% of Branch Employees' incidents were reported to Supervisors

Note: Due to rounding, percentages may not sum to 100%.

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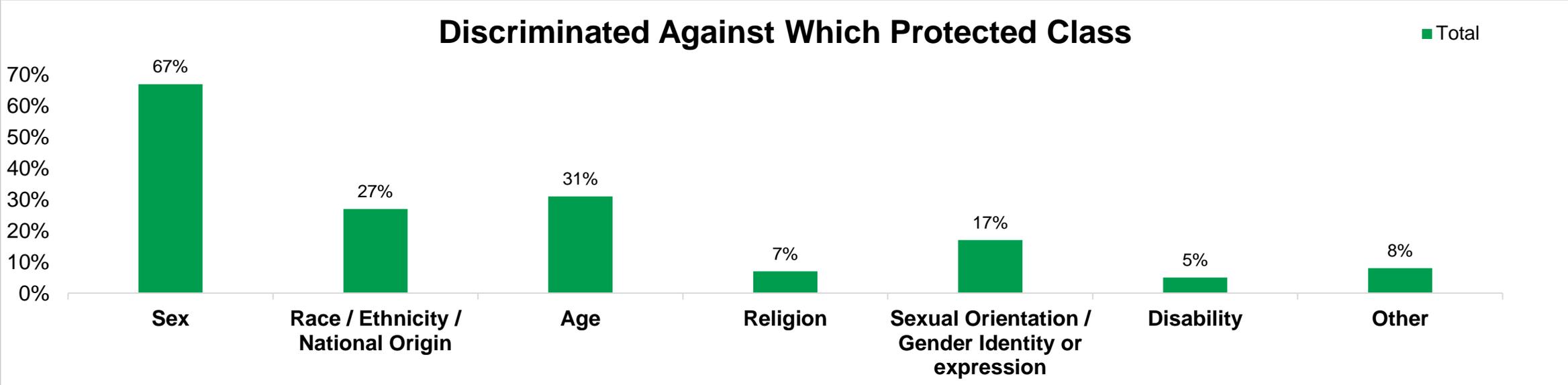
# Discrimination

# Participants' Overall Experience With Discrimination



**Among those who have experienced DISCRIMINATION in the last five years:**

- **67%** of the Participants cited experience with discrimination against them due to their Sex
- **31%** of the Participants cited experience with discrimination against them due to their Age

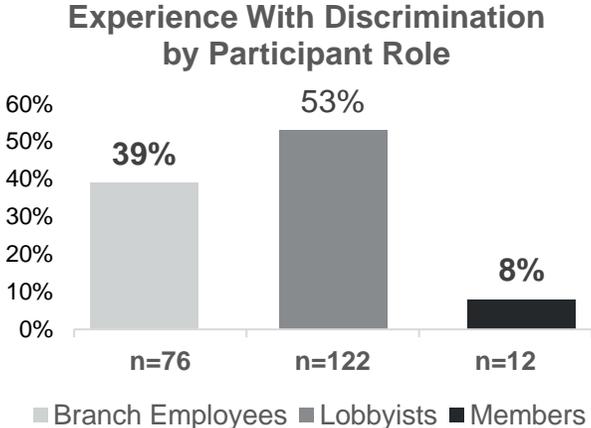
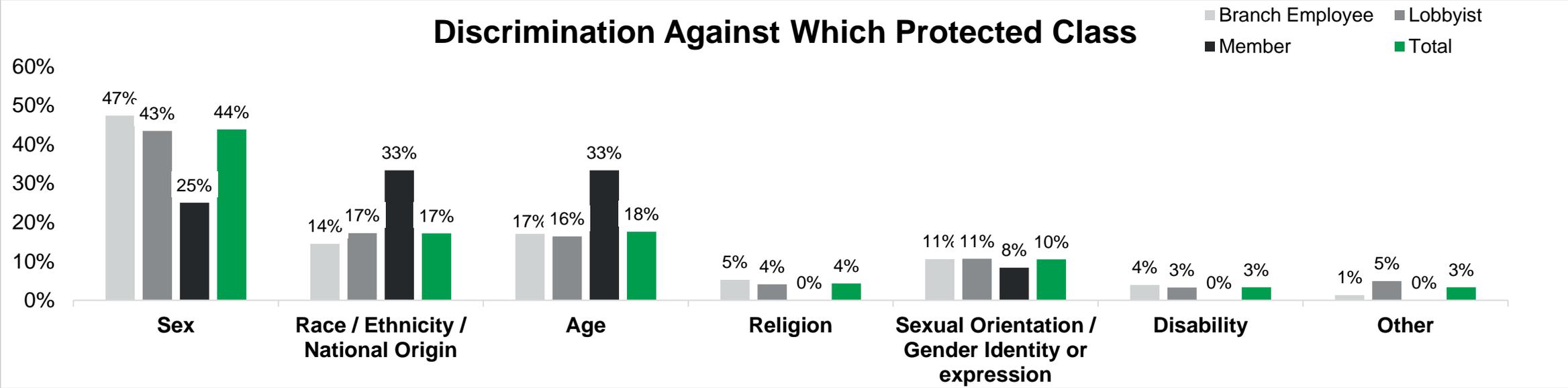


\*Participants are able to select multiple responses for multi-select questions, so percentages sum to more than 100%.

**Example:** 27% of all participants cited Race/Ethnicity/ National Origin among their experiences

Note: Due to rounding, percentages may not sum to 100%.

# Most Recent Experience: Type of Discrimination Incidents



**135 Survey participants answered questions about their “Most Recent” experience with Discrimination cited specific categories 220 times**

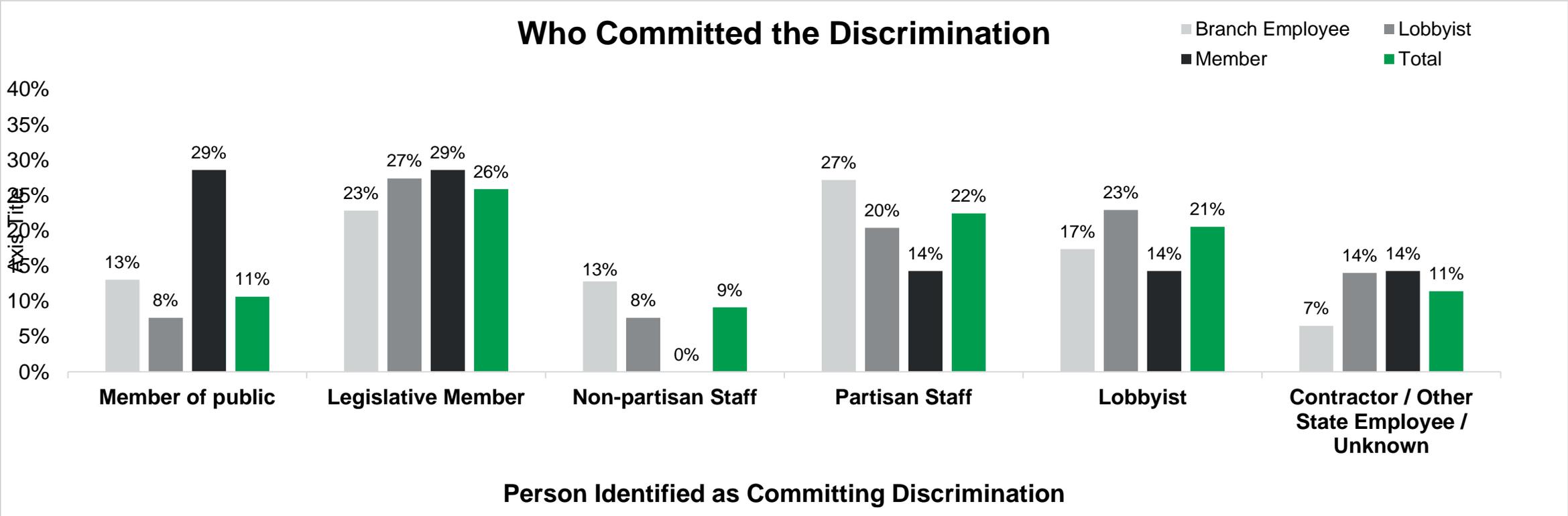
- Over half of those who stated they experienced discrimination were lobbyists
- **44%** of stated they most recent experience was with sexual discrimination
- Branch Employees and Lobbyists most often cited discrimination due to Sex
- Legislative Members cited Race / Ethnicity / National Origin and Age as their most common type of discrimination experienced

**\*Role at Time of Incident**

**Example: 18%** of all Discrimination was based on Age

Note: Due to rounding, percentages may not sum to 100%.

# Most Recent Experience: Exploration of Discrimination Incidents



**134 Participants cited 222 specific types of discrimination incidents from various categories of offenders**

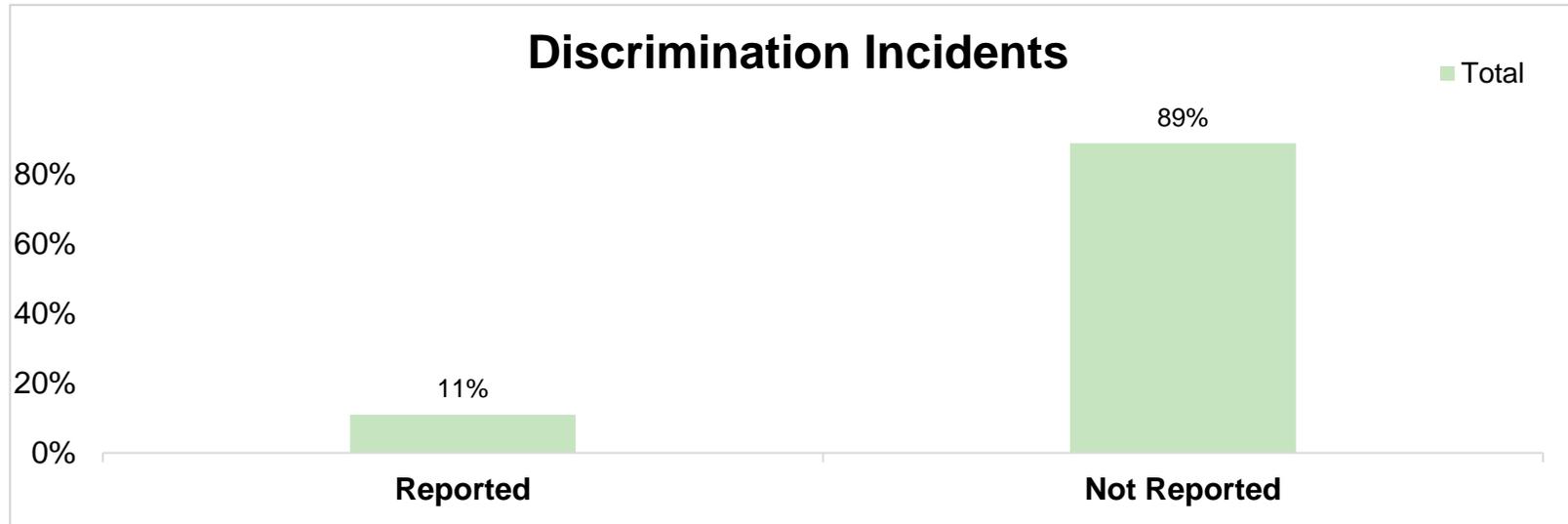
- **29%** of Legislative Members' cited recent experience with discrimination committed by Members of the Public
- Similarly, **29%** of Legislative Members' cited recent experience with discrimination committed by other Legislative Members
- Branch Employees cited Partisan Staff as most common source of discrimination

**\*Role at Time of Incident**

**Example: 23%** of Lobbyists' Discrimination experiences came from other Lobbyists

Note: Due to rounding, percentages may not sum to 100%.

# Most Recent Experience: Reporting Discrimination Incidents



## Discrimination Reporting Is Very Low

- Only **14 of 133 (11%)** Participants reported their most recent experience with discrimination

## To Whom Participants Reported Varied

- Supervisor / Manger was most common recipient of discrimination Reports

## Only 2 of 14 Participants Agreed they had a Satisfactory Result

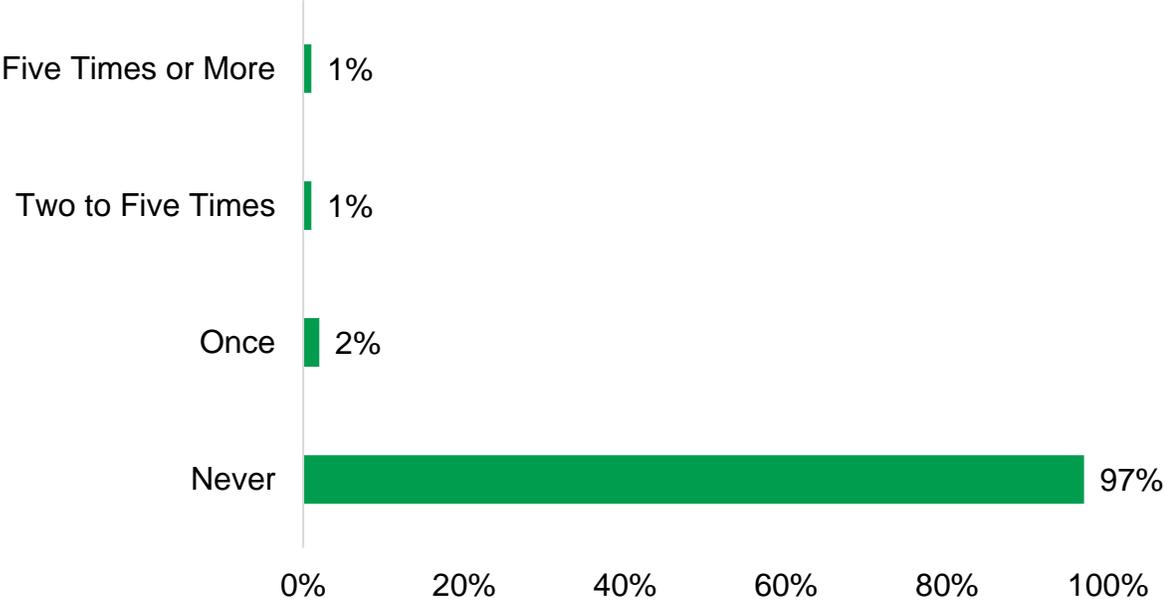
- **0% of Lobbyists** Agreed they had a Satisfactory Result from reporting Discrimination

Note: Due to rounding, percentages may not sum to 100%.

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# Retaliation

# Overall Participants' Experience With Retaliation



**Among those who have experienced RETALIATION in the last five years:**  
The survey question clarified: “Retaliation because I reported harassment or discrimination or **because I participated in an investigation.**”

**Retaliation Numbers are Very Low**

**Legislative Members were most common source of retaliation**

**Fewer than half of Participants reported the retaliation**

Further data is suppressed to protect participants' privacy

Note: Due to rounding, percentages may not sum to 100%.

# Open End Analysis: What Kept You From Reporting

If you have experienced any of the unwanted behavior, discrimination, or retaliation discussed in the previous questions AND did not report it, please share what kept you from reporting.

Please share the primary reason you did not report the most recent harassment.

Harassment Themes (n=86)	%
Retaliation/worried about job	24%
Nothing would happen	21%
Didn't want to disrupt/not worth it	12%

Please share the primary reason you did not report your most recent experience with discrimination.

Discrimination Themes (n=81)	%
Nothing would happen	15%
Didn't want to disrupt/not worth it	15%
Small incident	12%

Please share the primary reason you did not report the most recent retaliatory behavior.

Retaliation Themes (n=9)	%
Retaliation	44%
Power dynamics	22%
Nothing would happen	33%

Note: Only top 3 themes included.

# Overall Perceptions of Climate

RESPECT, FAIR TREATMENT  
AND ETHICS & INTEGRITY



# Overall Perceptions by Participant Role

Percentile range in Gallup database:

1<sup>st</sup>–24<sup>th</sup>

25<sup>th</sup>–49<sup>th</sup>

50<sup>th</sup>–74<sup>th</sup>

75<sup>th</sup>–89<sup>th</sup>

≥90<sup>th</sup>

	OVERALL	BRANCH EMPLOYEE	LOBBYIST	MEMBER
<b>n Size</b>	651	243	378	30
I believe that I have adequate opportunities for career advancement at my institution.*	3.43	3.43	•	•
Good performance is adequately recognized and rewarded at my institution.	3.64	3.64	•	•
<b>At the State Capitol, I am treated with respect.</b>	4.11	4.23	4.02	4.23
<b>If I raised a concern about ethics and integrity, I am confident leadership would do what is right.</b>	3.47	3.77	3.26	3.59
At the State Capitol, we are direct and honest in all our communications.	3.30	3.53	3.15	3.21
There is a commitment to excellence at the State Capitol.*	3.59	3.91	3.36	3.80
Diversity and inclusiveness issues are openly discussed at the State Capitol.	3.58	3.69	3.51	3.52
The State Capitol treasures diverse opinions and ideas.	3.22	3.51	3.03	3.20
My colleagues are committed to improving racial justice or equality at the State Capitol.	3.61	3.72	3.55	3.63
<b>Everyone at the State Capitol is treated fairly regardless of ethnic background, race, gender, age, disability, or other differences not related to job performance.</b>	3.37	3.65	3.20	3.22
At the State Capitol, I feel comfortable being myself.	3.65	3.78	3.54	4.03
I trust leaders at the State Capitol to be fair to everyone.	3.15	3.34	3.00	3.55
The State Capitol makes business decisions and creates programs that reflect their commitment to racial justice, equity and inclusion.	3.42	3.56	3.34	3.30
The State Capitol recruiting and hiring practices are fair and unbiased.	3.57	3.58	•	3.46

Note: Percentiles based on Gallup's Q12 Public Administration (Government) Workgroup Level Database (2019-2023); \*Overall Workgroup Level.

# Impact of Harassment, Discrimination, or Retaliation in Last Five years

Large Difference In Key Metrics Among Participants Affected by Negative Experiences At Work

EXPERIENCE	EMPLOYEE ENGAGEMENT		TREATED WITH RESPECT		ETHICS AND INTEGRITY		TREATED FAIRLY	
	n Size	Mean	n Size	Mean	n Size	Mean	n Size	Mean
NONE	446	4.31	435	4.33	417	3.79	386	3.44
AT LEAST ONE	205	3.82	203	3.64	200	2.81	195	2.65

Note: Percentiles based on Gallup's Q12 Overall Workgroup Level Database (2019-2023).

Percentile range in Gallup database: 1<sup>st</sup>-24<sup>th</sup> 25<sup>th</sup>-49<sup>th</sup> 50<sup>th</sup>-74<sup>th</sup> 75<sup>th</sup>-89<sup>th</sup> ≥90<sup>th</sup>

# Appendix

# Additional Item-Level Results

	%1 (Strongly Disagree)	%2	%3	%4	%5 (Strongly Agree)	P'TILE	CURRENT MEAN
I believe that I have adequate opportunities for career advancement at my institution.	10	12	26	29	23	30 <sup>th</sup>	3.43
Good performance is adequately recognized and rewarded at my institution.	6	12	22	32	29	39 <sup>th</sup>	3.64
At the State Capitol, I am treated with respect.			14	44	37	29 <sup>th</sup>	4.11
If I raised a concern about ethics and integrity, I am confident leadership would do what is right.	8	13	26	31	23	12 <sup>th</sup>	3.47
At the State Capitol, we are direct and honest in all our communications.	6	18	30	30	15	16 <sup>th</sup>	3.30
There is a commitment to excellence at the State Capitol.	5	10	28	35	22	16 <sup>th</sup>	3.59
Diversity and inclusiveness issues are openly discussed at the State Capitol.	5	13	24	35	23	N/A	3.58
The State Capitol treasures diverse opinions and ideas.	10	15	33	28	14	8 <sup>th</sup>	3.22
My colleagues are committed to improving racial justice or equality at the State Capitol.		11	27	39	20	N/A	3.61
Everyone at the State Capitol is treated fairly regardless of ethnic background, race, gender, age, disability, or other differences not related to job performance.	7	18	25	27	21	9 <sup>th</sup>	3.37
At the State Capitol, I feel comfortable being myself.	6	12	21	34	28	10 <sup>th</sup>	3.65

Note: Percentiles based on Gallup's Q12 Public Administration (Government) Workgroup Level Database (2019-2023); Due to rounding, percentages may sum to 100% ±1; Numerical values shown when 5% or higher

# Public Administration Database

## Database Comparisons:

Gallup compares questions in this survey to our historic databases, when available: ***Public Administration (Government) - Executive, Legislative and Other General Government.***

Comparison gives context (percentile) for average score when compared to similar organizations.

For example, 71<sup>st</sup> percentile indicates that Oregon State Legislature scored better than 71% of other organizations in this database of close to 200 organizations and more than 990,000 individual respondents

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