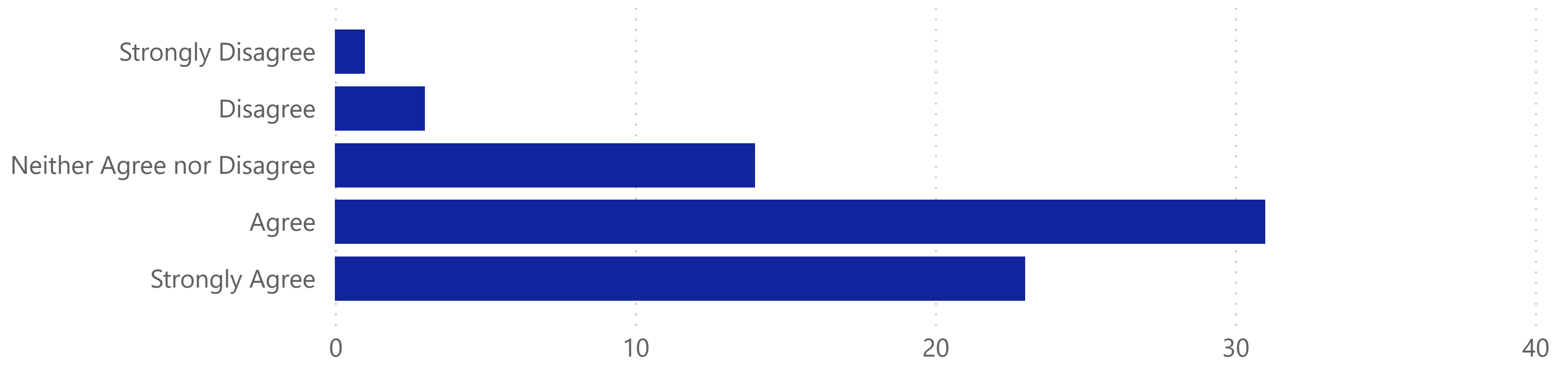
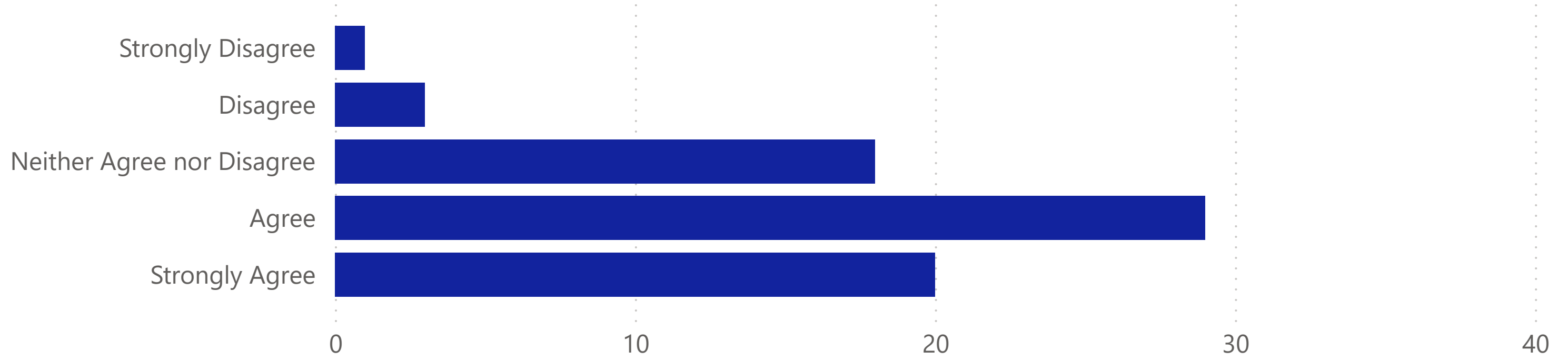


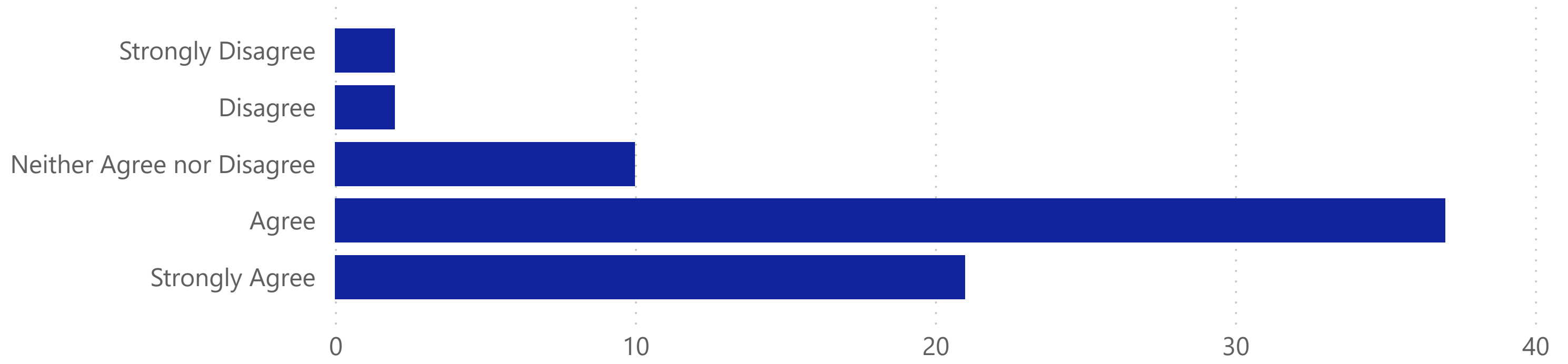
The Leadership at EDEN, Inc. encourages diversity.



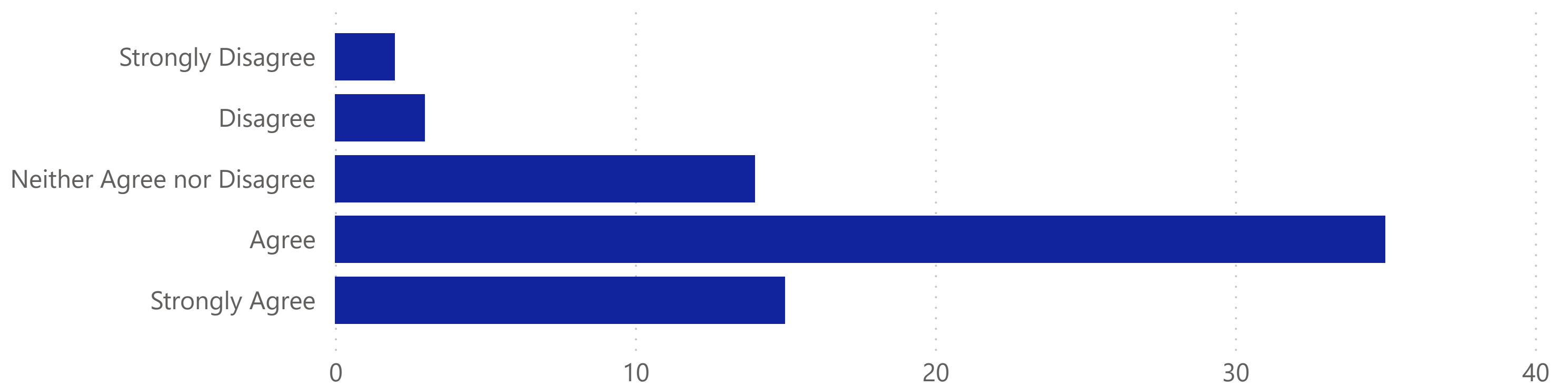
Management shows that diversity is important through its actions.



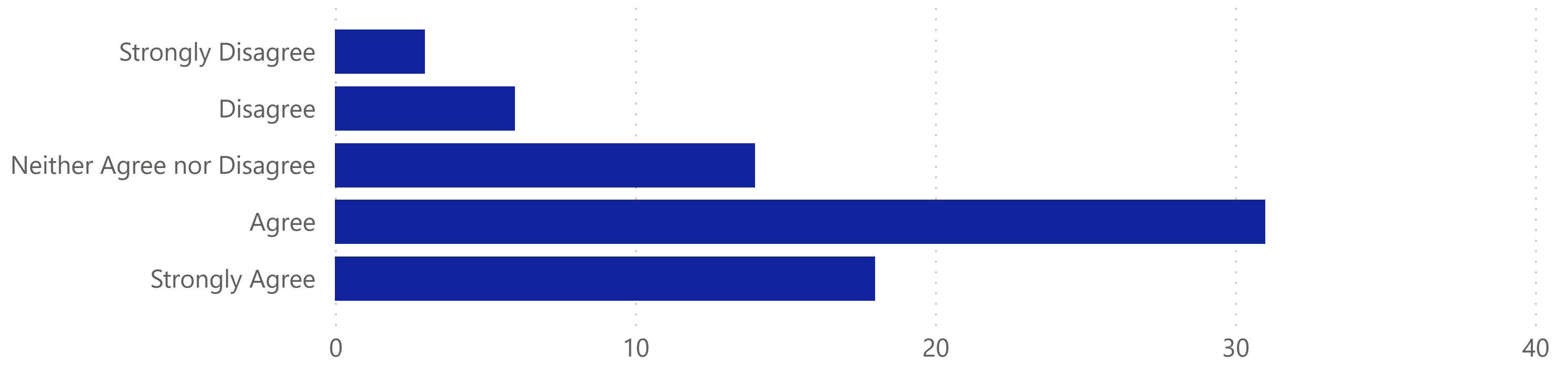
This organization is committed to improving the diversity of employees



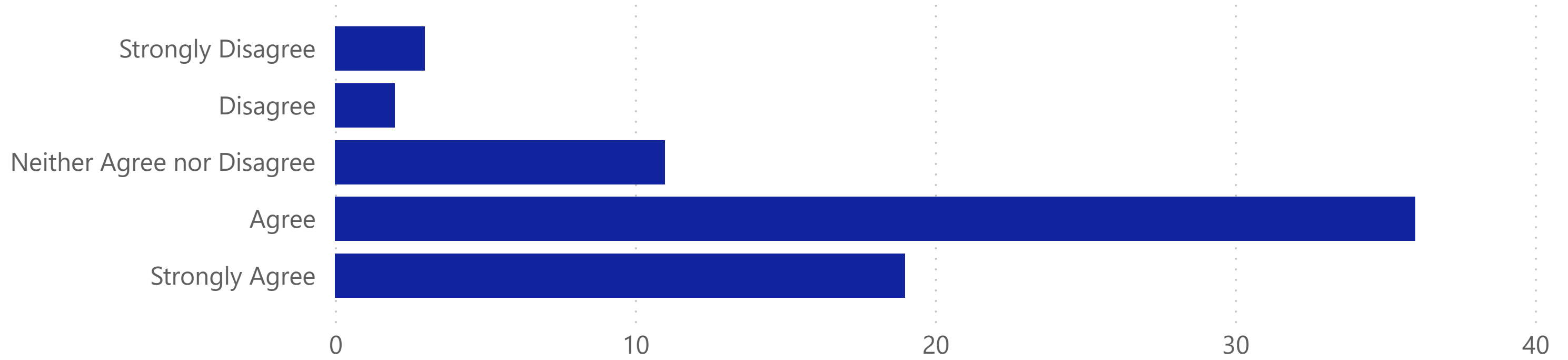
EDEN, Inc. has done a good job providing educational programs that promote diversity, equity, and inclusion in our workplace



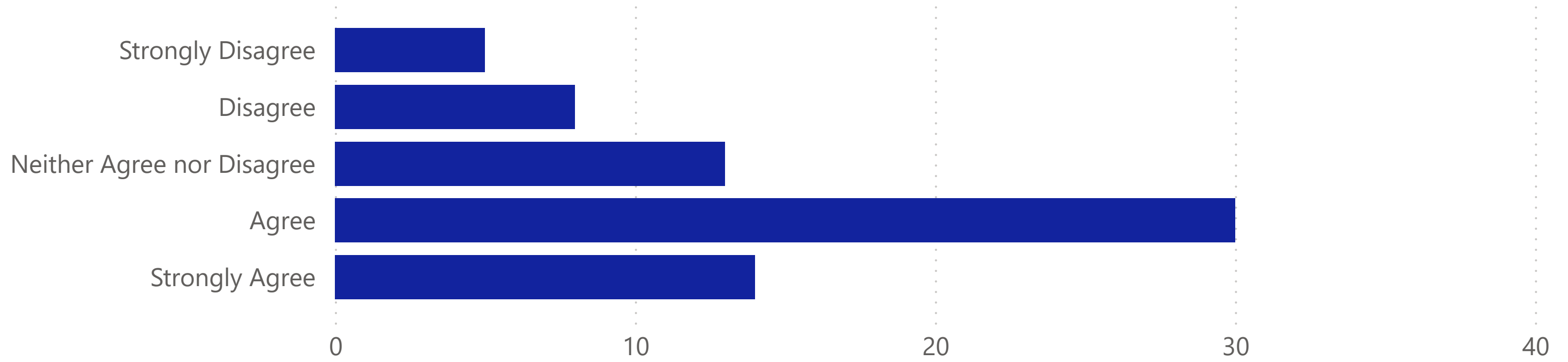
This organization fosters a workplace that allows employees to be themselves at work without fear



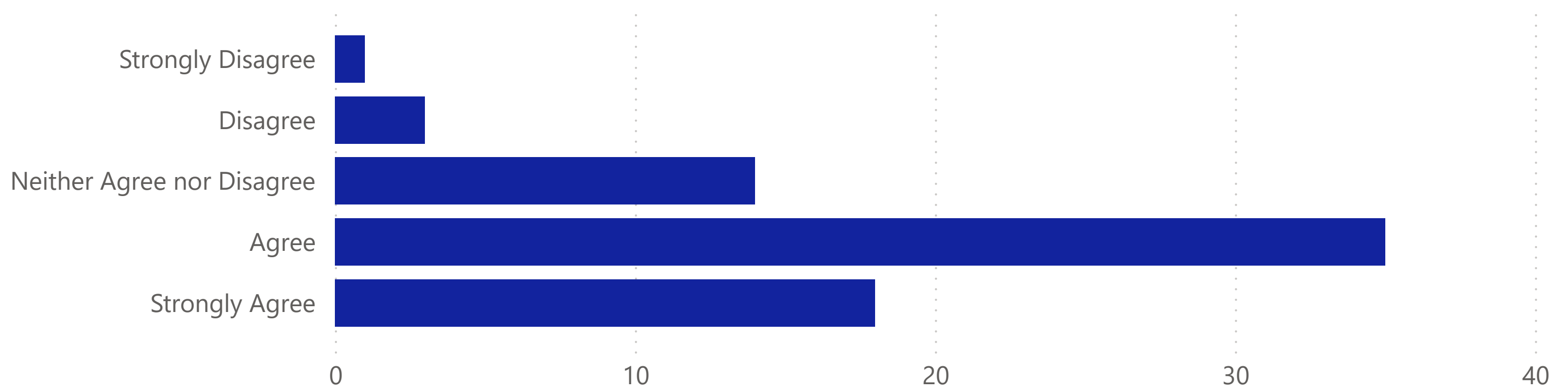
EDEN, Inc. respects individuals and values their differences



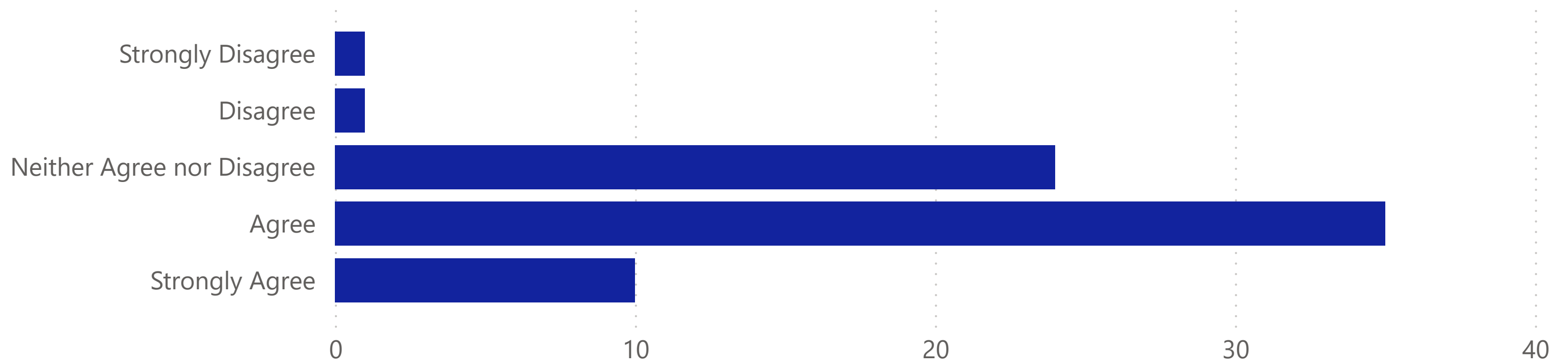
The leadership at this organization treats all employees fairly



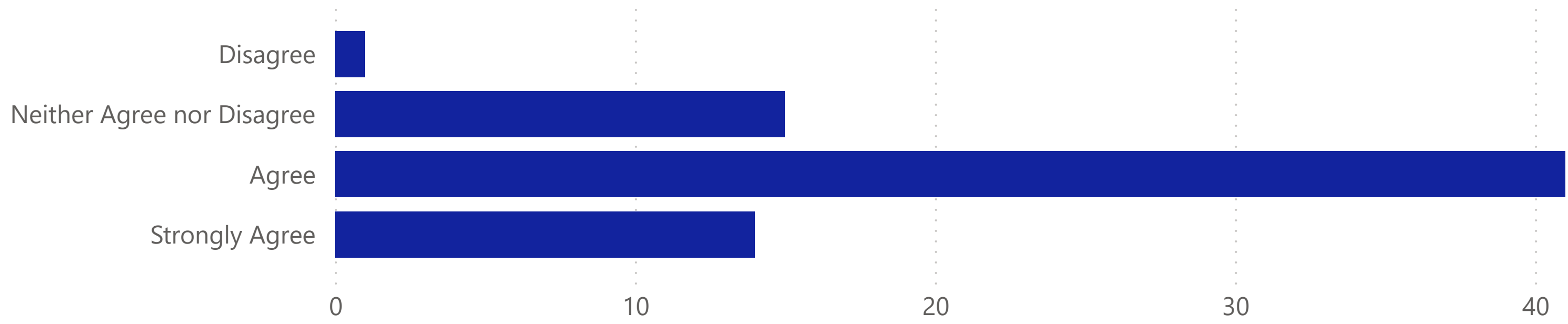
At EDEN, Inc. employees appreciate others whose backgrounds, beliefs and experiences are different from their own



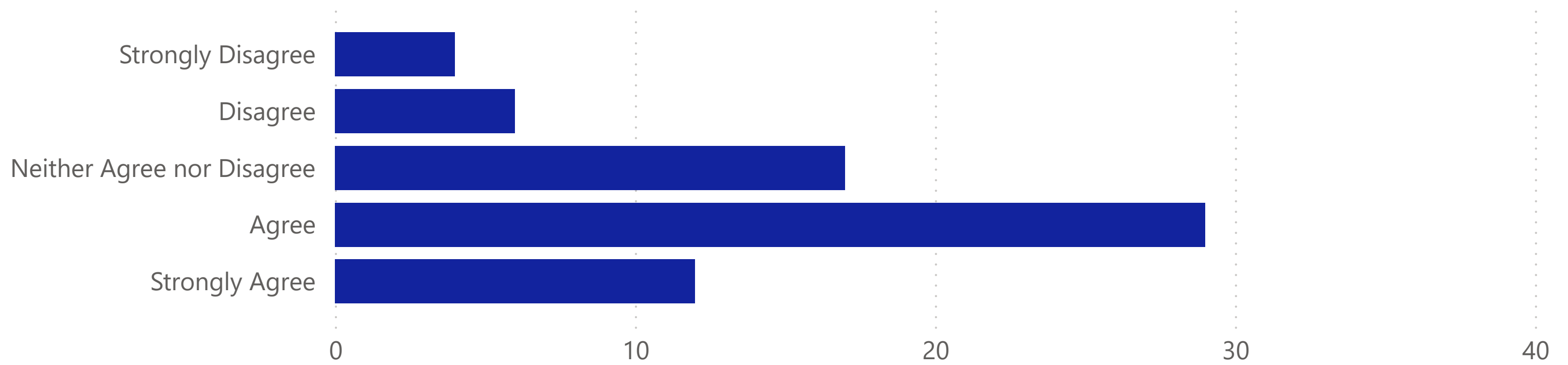
This organization takes active measures to seek a diverse candidate pool when hiring



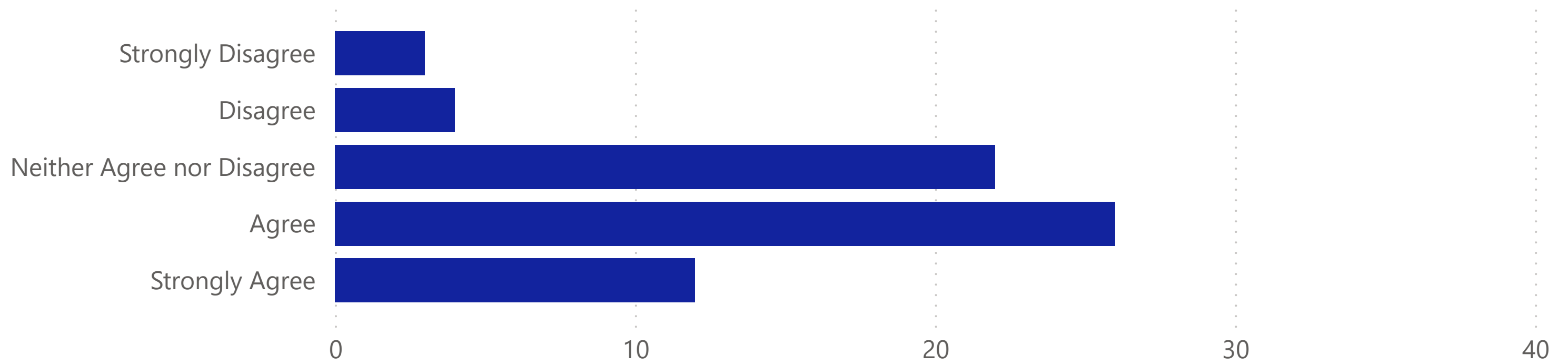
There is diversity among the people a job candidate will meet/see on his/her first visit to EDEN, Inc.



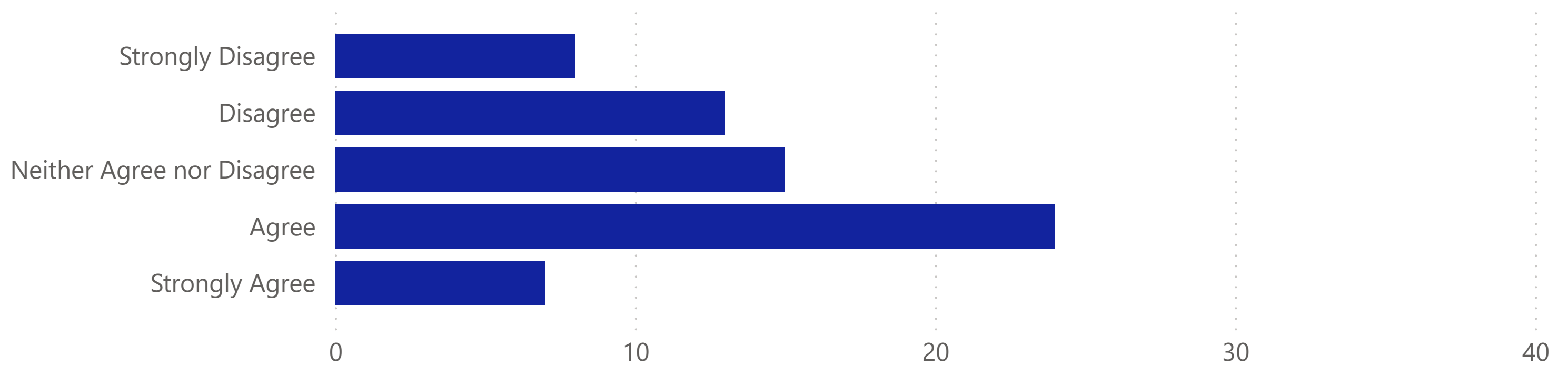
Employees of different backgrounds are encouraged to apply for higher positions



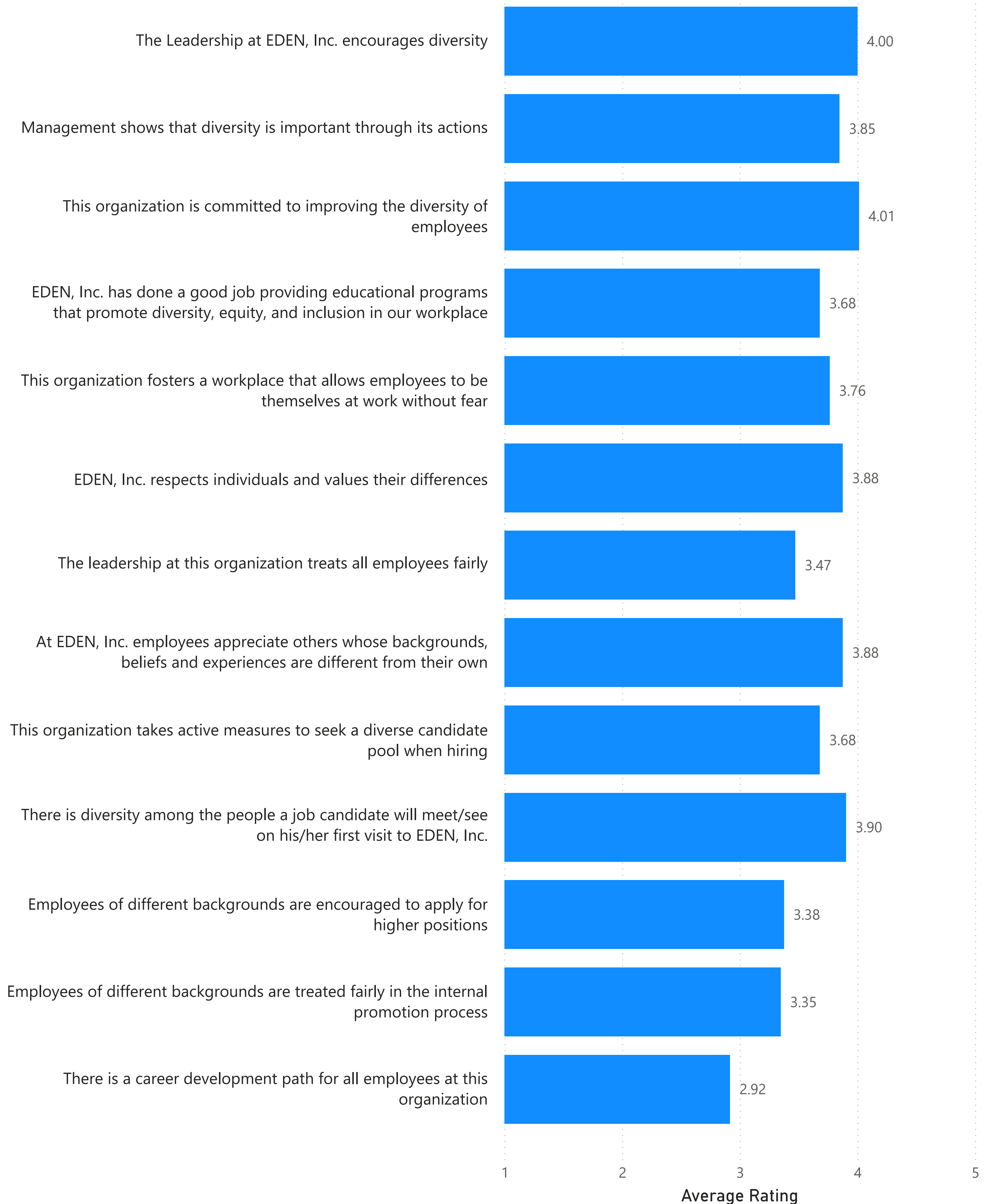
Employees of different backgrounds are treated fairly in the internal promotion process



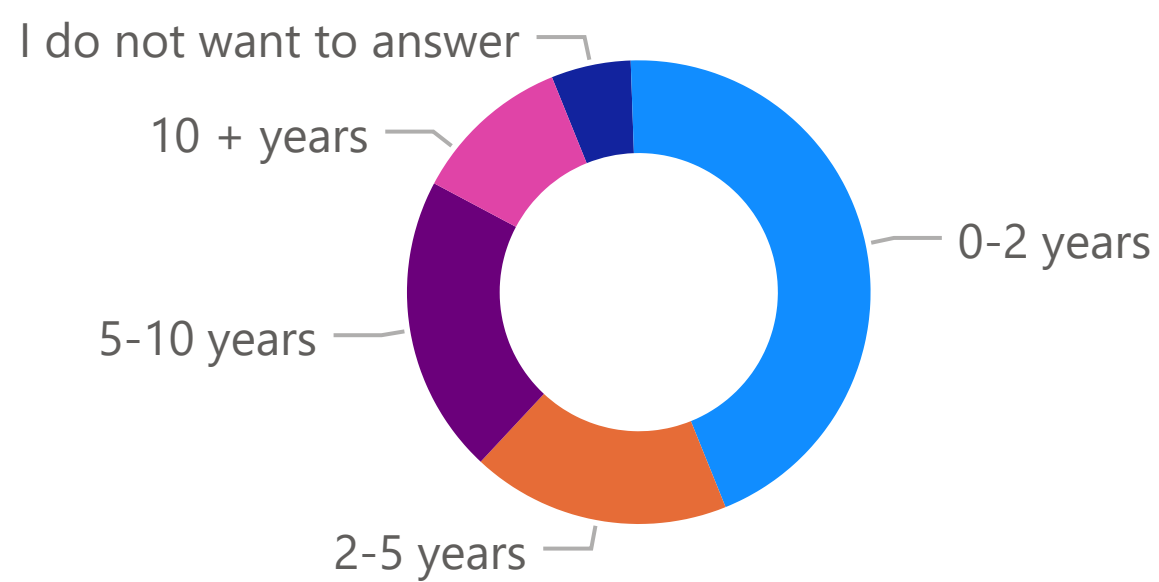
There is a career development path for all employees at this organization



Survey Averages

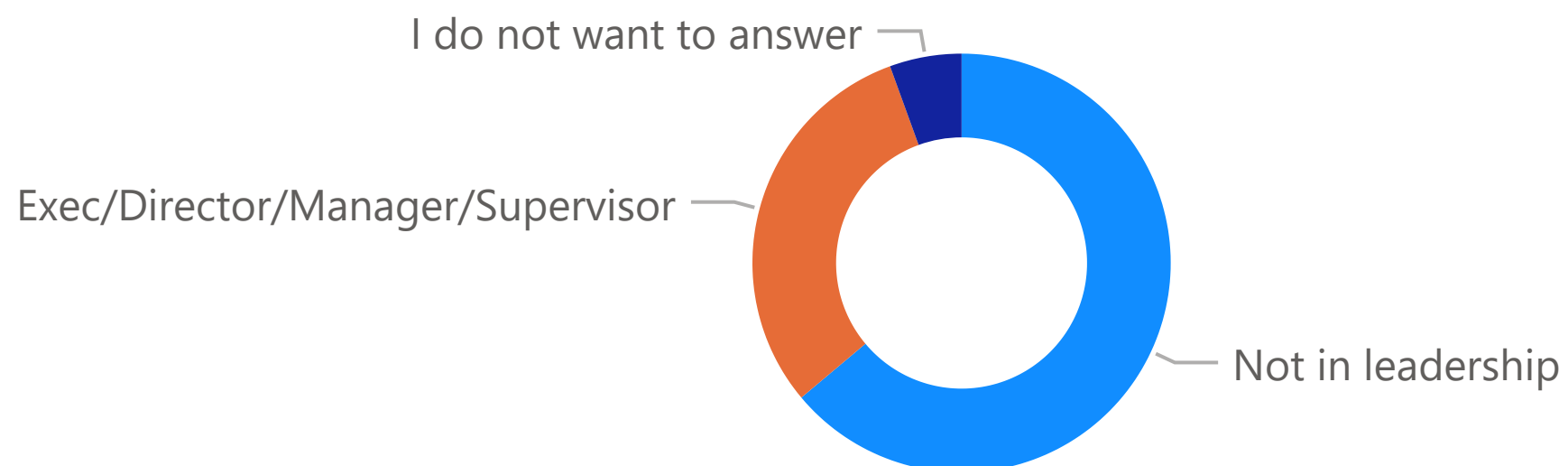


How long have you worked for EDEN, Inc.?



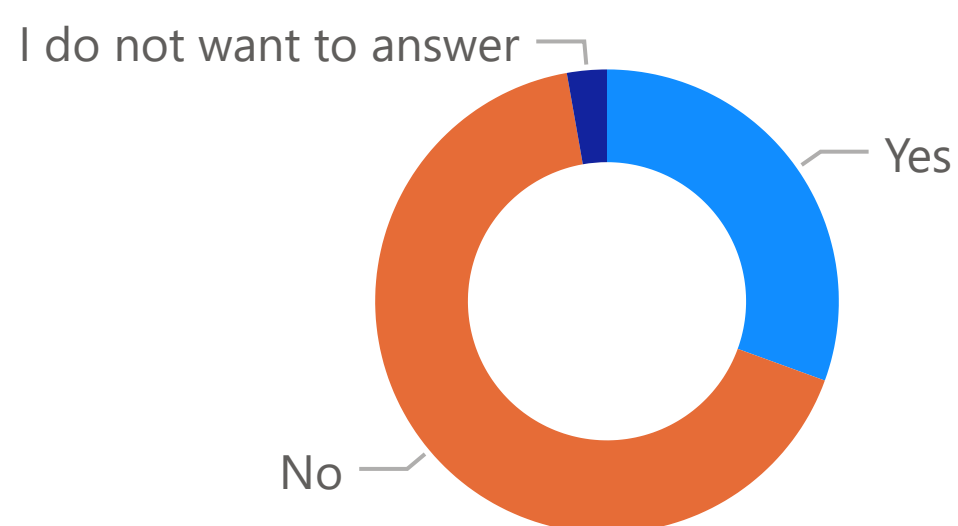
- I do not want to answer
- 0-2 years
- 2-5 years
- 5-10 years
- 10+ years

Which of the following best describes your role in the organization?



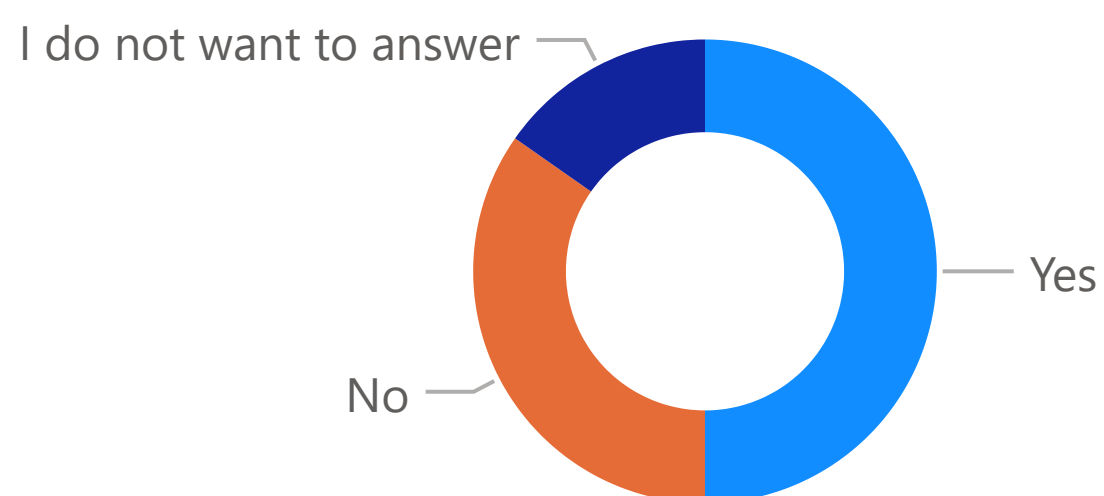
- Not in leadership
- Exec/Director/Manager/Supervisor
- I do not want to answer

Have you ever experienced a period of being unhoused or housing instability?



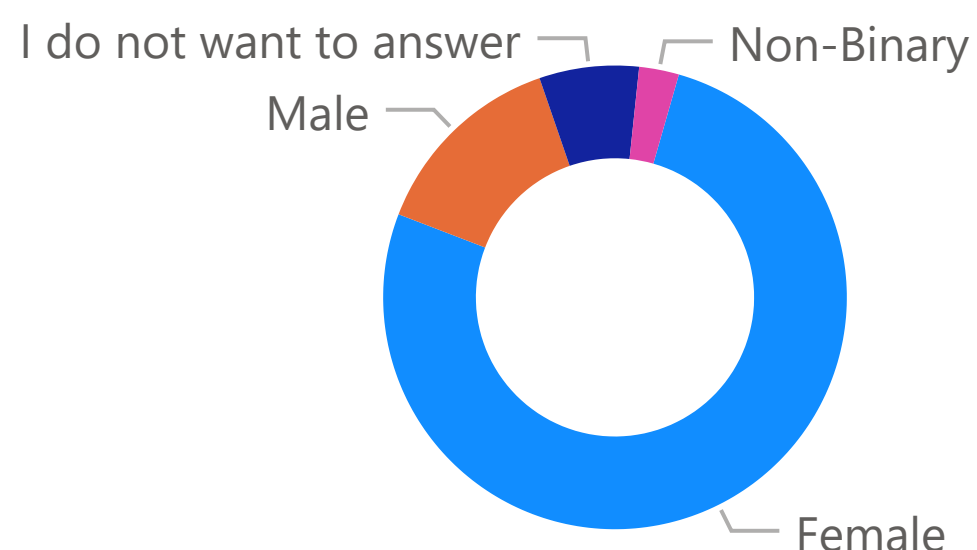
- Yes
- No
- I do not want to answer

Do you have a disability, or have you had one in the past?



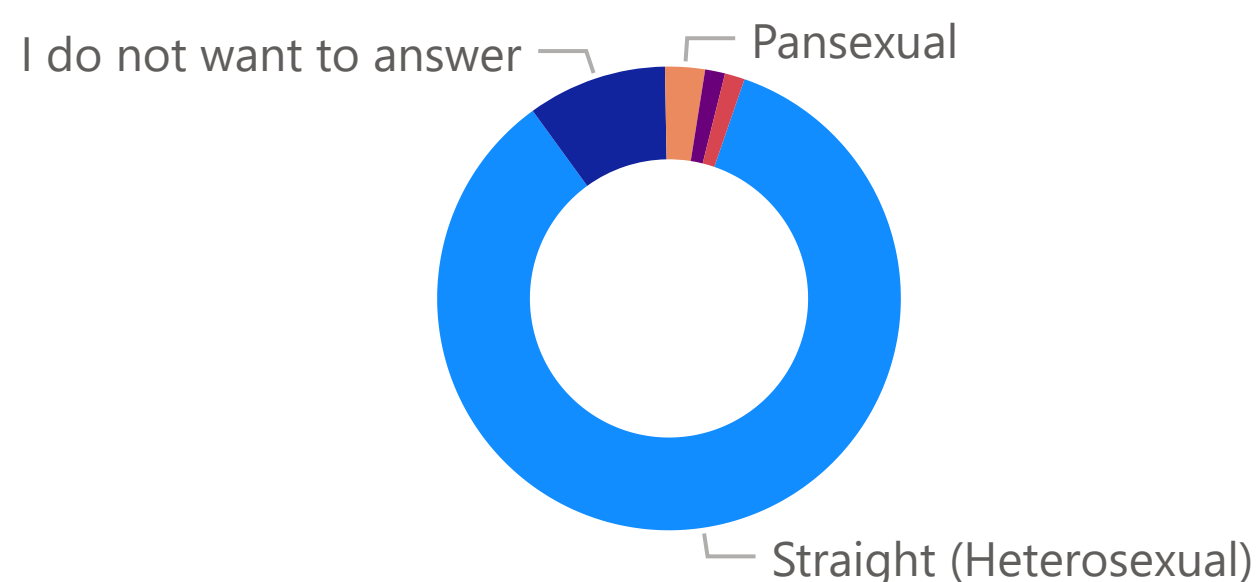
- Yes
- No
- I do not want to answer

How do you identify?



- Female
- Male
- I do not want to answer
- Non-Binary

What is your sexual orientation?



- Straight (Heterosexual)
- I do not want to answer
- Pansexual
- Asexual
- Bisexual

How can EDEN, Inc. be more inclusive?

▲
All leaders should embody the mission and values of EDEN, INC and if they do not they need to be working on developing their character. Also possess qualities such as patience, compassion, encouragement, kindness, confidentiality and fairness.

Be open to more promotions and pay raises and recognitions.

Better understanding individuals or with disabilities.

develop the people you have, including managers. Tenure does not equal a good manager.

Doing a great job

Give GC at Christmas

Give out bonus

Have refreshments at required meetings

Higher paying wages to staff to keep them from being homeless

Hire many more Latino's and Hispanics

I don't believe we can. I believe we are doing all we can, but it isn't perceived that we are.

I think EDEN does a great job at being inclusive.

I think stating the organizations goals towards inclusiveness during the hiring process and job postings would set the stage for a more inclusive work place. continuing to do informational emails and occasional mandatory training to refresh why EDEN has the DEI policies would be helpful.

It is unfortunate that all races dont apply for or are hired for lower paying position, which make those races feel like they are not being seen or heard, when they are clients. I think it is because the pay

Listen to staff who are NOT a director. Our ideas are always minimized because a director didn't come up with them first.

Managers should received management training. My manager constantly sends group emails criticizing my work instead of asking me to correct it privately. That breaks the number one rule in management: criticize in private, praise in public. I never get praise, no matter how hard I work. There is no autonomy: everything must be approved. It's really hard to stay positive about my job.

Participate in job fairs, including those that target the re-entry population.

Promoting healthy, positive communication is one of the most important ways to increase inclusion.

Providing opportunities for staff to meet with EDEN board regularly, hiring events within the communities we serve, easy access to translation services that are not reliant on language speaking staff who may or may not be working that day, departmental paid volunteer days within the communities we serve, creating a quiet, more private space away from "work" for breaks for various purposes- space for prayer, mental health breaks. breast feeding (maybe put a small fridge in there).

Really value different perspectives

Set targets for recruitment and retention; Salaries and other tangibles in job application descriptions. Make training, development, and advancement a required yearly discussion between supervisors and staff. Engage a DEI expert to review every aspect of the agency--not merely to provide training sessions. Create a DEI staff role--even if is only part of an individual's overall role. Increase board diversity.

Staff have to be more engaged. EDEN offers the opportunities, however staff involvement seems to be low and the same people are doing the lifting.

The questions I neither agree/disagree refer to Management level policy/procedure/actions to which I am not aware.

There is a lot of favoritism here. It feels uncomfortable. There are supervisors that show favoritism especially through group emails. Doesn't acknowledge others and their good work. Supervisors should not show signs of jealousy or be passive aggressive. Also allowing everyone on the team to get equal pay. If we are doing the same things there should be equal pay. Especially when you've been going above and beyond.

To make Eden more inclusive. I would like to see employee meetings in a SAFE SPACE where I can speak openly how to improvement work environmental

Eden needs communication through out the company

Treating all staff equally regardless of title.

We need to continue to work on establishing a culture where staff feel accepted and valued. Transparency is important and ensuring staff feel safe in sharing opinions and feedback.

What trainings or presentations would you like to experience at EDEN, Inc?

Better leadership, equal opportunities for everyone that is willing to step up in their employment. The leadership here holds personal issues with their staff and they bring their personal issues to work with them and take them out on their staff if they are not having a good day. They also have a buddy system with other staff that is in leadership that will not listen to your concerns as an employee and they will agree with each other to avoid dissolving the main issue. In other words leadership is always right. That is not true all the time, but it is here. Leadership does stick together here on everything, right or wrong.

Communicating with/advocating for those with 'invisible' disabilities; Bridging divides between supervisors and staff. Retention and advancement.

Compassion Training, Moving from Subordinate to Supervisor, Basic HR interviewing/hiring practices, Understanding DEI, How to be more Assertive not Aggressive.

Conflict Deescalation for everyone, dealing with mental illness, staying positive on days things go wrong, what each department at EDEN does

CPR
Mental health training/ deescalation
employee rights training

Equality, Supervisors need training on how to not show favoritism.

Focus on diversity in more areas than just racial diversity. For example, gender, age, sexual orientation.
We tend to focus on only racial diversity.

Grant writing, morale building, self care/holistic routines to decrease stress, resources in the community.

Healthy communication amongst co-workers

I would like to see Medical Safety- CPR, First Aid and AED, allergic reaction/ Epic pen/training. Also Leadership and Deescalate training.

I would personally like to have trainings on reentry from incarceration. From our last DEI meeting it seemed that there is a miss understanding on the hiring process when we say EDEN will accept applicants with criminal backgrounds. Additionally I think training surrounding vocab used at work (EA.homeless vs.person experiencing homelessness - criminal vs. person who has a criminal background) would be beneficial. and religion information, how to be respectful and accepting to people in their faith when you may have a different or no spiritual alignment.

In-person trainings that are interactive.

leadership training on development of themselves and their team

Mental Health First Aid, Unconscious Bias, Cultural Sensitivity, Interpersonal Skills, CPR/First Aid, Narcan, De-escalation.

More training for all staff on how to deal with persons with mental illness when on the job and in your personal life.

More trainings (participatory, not just listening) regarding communication, hard conversations, managing stressful events/people, considering other perspectives/experiences as a leader and general best practices in working with the unhoused/formerly unhoused and those with disabilities.

Talking to individuals with mental health problems, or better conversations when mitigating and mediating issues with clients and or landlords, especially when individuals are experiencing mental degradation, or are escalated.

Team Building Activities
More in person meetings and trainings

There needs more effort and execution concerning showing employees their career road map and better coaching for management to effectively lead and develop their team.

Trainings on getting along in the workplace as well as Trainings on what to do if your leader or supervisor is treating or talking to you disrespectfully..