



Equity and Inclusion Survey Report

League of Oregon Cities

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Introduction

As part of its efforts to create a more welcoming and accessible organization, the League of Oregon Cities' Equity and Inclusion Committee conducted a survey to better understand the background of the elected officials and staff in the cities they represent.

City officials and city staff were asked questions about their demographic background. Given the sensitive nature of some of the questions, no question was required to be answered and as such, if uncomfortable, any questions were permitted to be left blank. Name and emails were only asked as a way to ensure that there were no duplicate responses. The names and emails will not be published in this final report. The information collected from the survey allows LOC to better understand potential barriers to participation and develop tools for the LOC to remove such barriers.

This survey shows interesting results broken out between elected officials and staff. Overall, elected official demographics were consistent with the results found in the 2018 Elected Demographics Survey. While staff tended to be more female, younger, and more likely to identify as LGBTQIA than elected officials, many other results (including for education, disability, race/ethnicity, language fluency and political ideology) match results found among elected officials.

Methods

This survey was conducted from January 10 to February 7, 2020, and responses were received from 120 cities (out of Oregon’s 241 cities). These cities represent 2,213,260 residents, or 75.87 percent of the population residing in Oregon cities. In total, 460 people completed the survey. Breakdowns of these individuals can be found below. The LOC created the survey with Qualtrics and distributed it to city managers, city recorders, and other individuals with positions equal to a city’s chief executive officer. These individuals were asked to forward the survey to their staff and respective elected officials. This was done because LOC does not have comprehensive addresses for all city staff members.

Full Survey Respondents			Elected Official Respondents			Staff/Volunteer Respondents		
	#	%		#	%		#	%
Quintile			Quintile			Quintile		
1st Quintile	32	7.0%	1st Quintile	11	10.6%	1st Quintile	21	5.9%
2nd Quintile	54	11.7%	2nd Quintile	20	19.2%	2nd Quintile	34	9.6%
3rd Quintile	50	10.9%	3rd Quintile	12	11.5%	3rd Quintile	38	10.7%
4th Quintile	97	21.1%	4th Quintile	23	22.1%	4th Quintile	74	20.8%
5th Quintile	227	49.3%	5th Quintile	38	36.5%	5th Quintile	189	53.1%
TOTAL	460		TOTAL	104		TOTAL	356	
Region			Region			Region		
N. Coast	26	5.7%	N. Coast	7	6.7%	N. Coast	19	5.3%
Metro	47	10.2%	Metro	18	17.3%	Metro	29	8.1%
N. Willamette	185	40.2%	N. Willamette	25	24.0%	N. Willamette	160	44.9%
S. Willamette	25	5.4%	S. Willamette	5	4.8%	S. Willamette	20	5.6%
C. Coast	19	4.1%	C. Coast	6	5.8%	C. Coast	13	3.7%
S. Coast	5	1.1%	S. Coast	2	1.9%	S. Coast	3	0.8%
S. Oregon	48	10.4%	S. Oregon	8	7.7%	S. Oregon	40	11.2%
Gorge	7	1.5%	Gorge	2	1.9%	Gorge	5	1.4%
C. Oregon	7	1.5%	C. Oregon	4	3.8%	C. Oregon	3	0.8%
SC Oregon	11	2.4%	SC Oregon	3	2.9%	SC Oregon	8	2.2%
NE Oregon	69	15.0%	NE Oregon	22	21.2%	NE Oregon	47	13.2%
E. Oregon	11	2.4%	E. Oregon	2	1.9%	E. Oregon	9	2.5%
TOTAL	460		TOTAL	104		TOTAL	356	

Cities are divided into population quintiles or groups of cities representing roughly one-fifth of the 241 total cities. This is done to provide a more accurate comparison of differences among city populations. If LOC randomly selected cities from each quintile, we would expect 20 percent to come from each of the five quintiles. In the above table, cells marked with green indicate an overrepresentation and those in red denote underrepresentation.

Note that while there was representation in all regions and population quintiles, the majority of regions and population categories are underrepresented in this survey. This indicates that the results of this survey should be used with caution.

See Appendix E for Population Breakdowns and Appendix F for a map of the Small Cities Regions.

General Results

Respondents were asked about their position in their respective city. Table 1 shows that the overwhelming majority of respondents in all Quintiles were staff. This remained true and increased the larger the city by population. Larger cities have larger staff and as a result, cities over 10,200 (5th quintile) have a higher proportion of staff respondents. Interestingly, volunteer respondents tended to come from cities under 3,250. See Appendix E for a breakdown of population quintile ranges. Further, these volunteers are common to North and Central Coast as well as the South Willamette Valley.

Please describe your involvement with your city						
	#	%	#	%	#	%
Quintile	Elected Official		Staff		Volunteer	
1st Quintile	11	34.4%	20	62.5%	1	3.1%
2nd Quintile	20	37.0%	32	59.3%	2	3.7%
3rd Quintile	12	24.0%	37	74.0%	1	2.0%
4th Quintile	23	23.7%	74	76.3%	0	0.0%
5th Quintile	38	16.7%	189	83.3%	0	0.0%
TOTAL	104	22.6%	352	76.5%	4	0.9%
Region	Elected Official		Staff		Volunteer	
N. Coast	7	26.9%	17	65.4%	2	7.7%
Metro	18	38.3%	29	61.7%	0	0.0%
N. Willamette	25	13.5%	160	86.5%	0	0.0%
S. Willamette	5	20.0%	19	76.0%	1	4.0%
C. Coast	6	31.6%	12	63.2%	1	5.3%
S. Coast	2	40.0%	3	60.0%	0	0.0%
S. Oregon	8	16.7%	40	83.3%	0	0.0%
Gorge	2	28.6%	5	71.4%	0	0.0%
C. Oregon	4	57.1%	3	42.9%	0	0.0%
SC Oregon	3	27.3%	8	72.7%	0	0.0%
NE Oregon	22	31.9%	47	68.1%	0	0.0%
E. Oregon	2	18.2%	9	81.8%	0	0.0%
TOTAL	104	22.6%	352	76.5%	4	0.9%

Table 1: City Involvement by Respondent

The following results are broken down by elected officials and by city staff and volunteers. This was performed to show specifics of these groups and makes it possible to highlight any differences found between the elected and non-elected in the Oregon cities.

Elected Official Results

Elected official respondents were asked if they were the first person in their family to serve as an elected official. While the majority of elected officials were in fact the first in their family to serve in this capacity, there remains interesting differences across population. Cities with a population over 3,250 were more likely to have elected officials with family ties to other previous elected officials. This suggests a higher likelihood of legacy candidates to either run for office or succeed in elections in larger, more complex government structures and local social organizations.

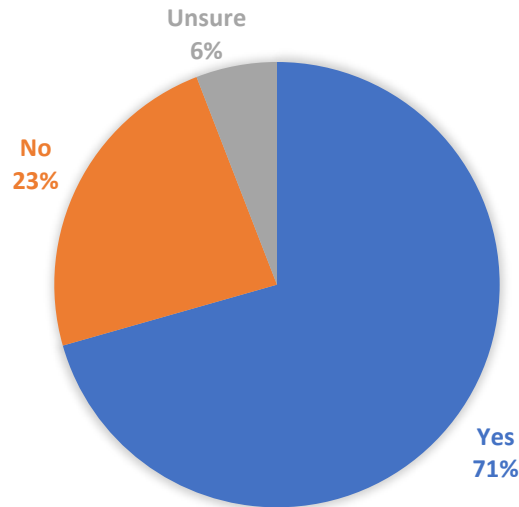


Figure 1: Are you the first person in your family to serve as an elected official?

The results of this survey, as it applies to elected officials, regarding gender identification matches closely the LOC Demographics survey results from 2018. Here, 57% of respondents identified as male, as opposed to 56% in the previous survey. In both surveys, no respondent noted another gender either than male or female. Cities with a population under 470 were more likely to have female elected officials. Female elected officials are also more common in those cities in the Central and Southern Coast regions, Southern Oregon, and all regions east of the Cascades.

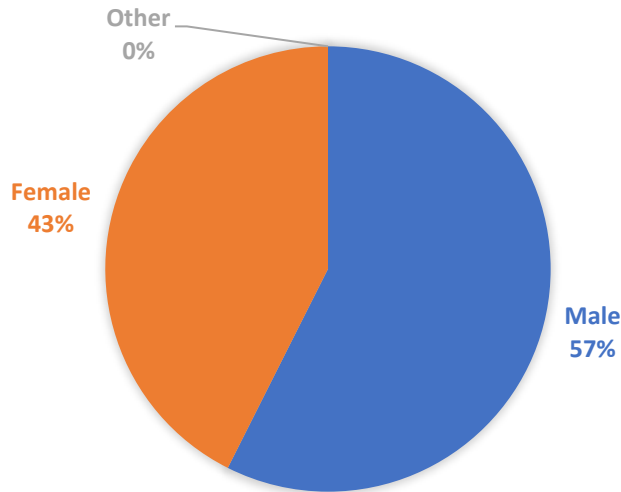


Figure 2: Please Identify Your Gender

Among elected officials, one percent of elected officials identified as members of the LGBTQIA community. This constituted one individual out of 102 elected officials that responded to this question.

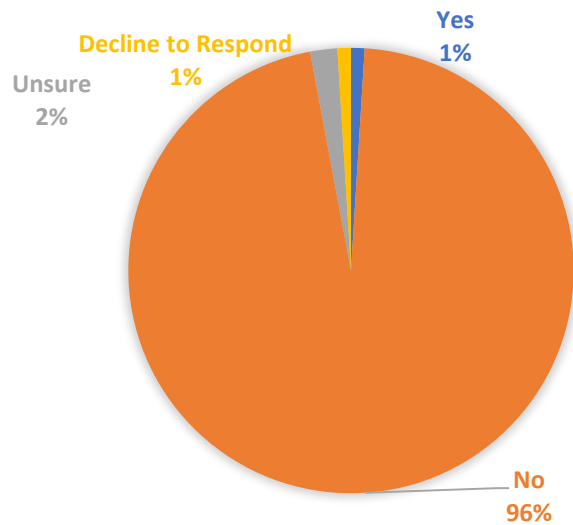


Figure 3: Do you identify as a member of the LGBTQIA+ community?

Respondents were asked about their age. These results are also consistent with previous LOC surveys; 57.8 percent of elected officials were over 60 years old. While nearly every population quintile and region had a majority of their elected officials over 60 years of age, first and second quintile cities had the largest majorities. Cities under a population of 470, for example, had 90% of respondents over 60 years old compared to 57.7% in cities over 10,200 population.

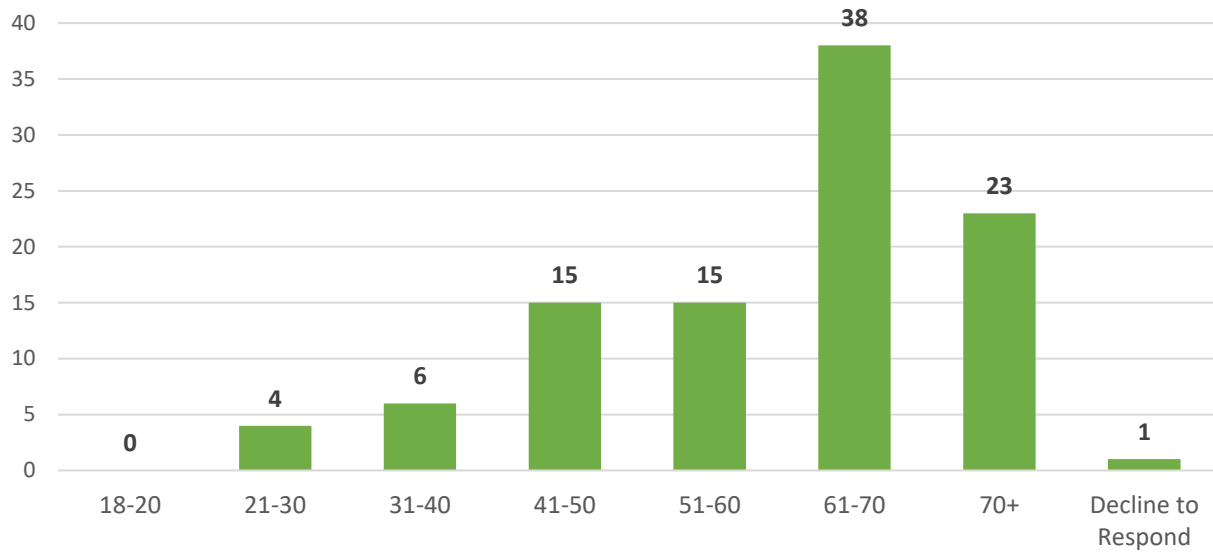


Figure 4: Age of Elected Officials

Consistent with previous surveys, 88 percent of the respondents identified as White/Caucasian. This was consistent across population categories. The two regions with the least number of White/Caucasian respondents are in the Central Oregon and South-Central Oregon regions, which constituted 66% of respondents in those respective regions.

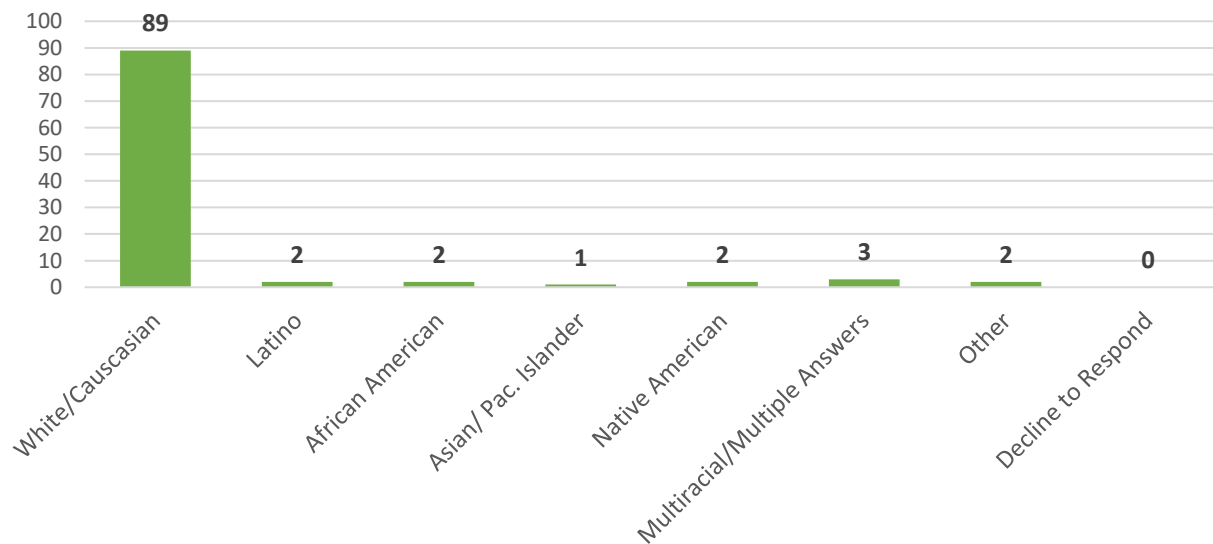


Figure 5: Race/Ethnicity of Elected Officials

Roughly 10 percent of elected individuals are bilingual. This is most common in the Metro region. Spanish is the most commonly written answer for a respondent’s second language.

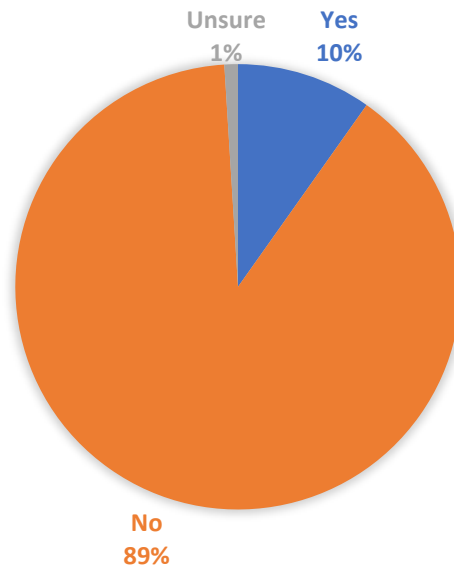


Figure 6: Do you speak any language other than English proficiently?

About 10 percent of respondents also identify as persons with disabilities. This is relatively consistent across population quintiles. Of the six respondents that mentioned a need for accommodations, most of these relate to vision, hearing, and movement.

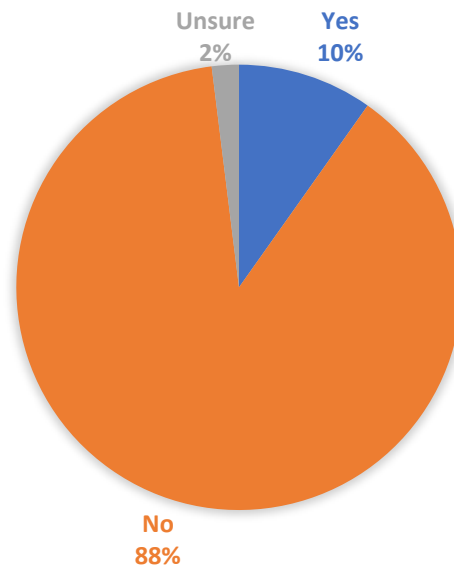


Figure 7: Do you identify as a person with disabilities?

The majority of elected official respondents have received a college degree. Thirty-three percent of respondents have a graduate or professional degree, which is more common in 3rd and 5th quintile cities.

This is also most common in the North Coast, Metro, and Central Oregon regions. Elected officials with a high school degree or less are only found in cities under a population of 470 and in Northeastern and Eastern Oregon regions.



Figure 8: Please select your highest level of education

Only two elected officials are pursuing college or professional development. These persons are both in the Northeastern Oregon region.

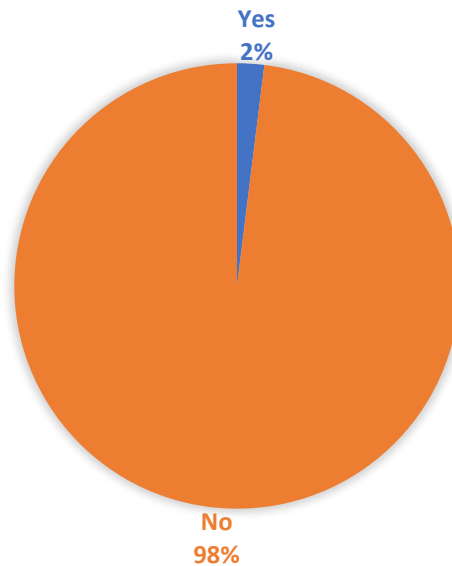


Figure 9: Are you going to college/professional development training to prepare yourself for a new career?

Seven percent of elected respondents claimed to be first-generation Americans. These elected officials are more likely to occur in cities with a population under 3,250. This is consistent with the findings from

the demographics survey from 2018 which asked the elected officials if they are native to Oregon. A larger numbers of respondents who identify as native Oregonians are in smaller cities.

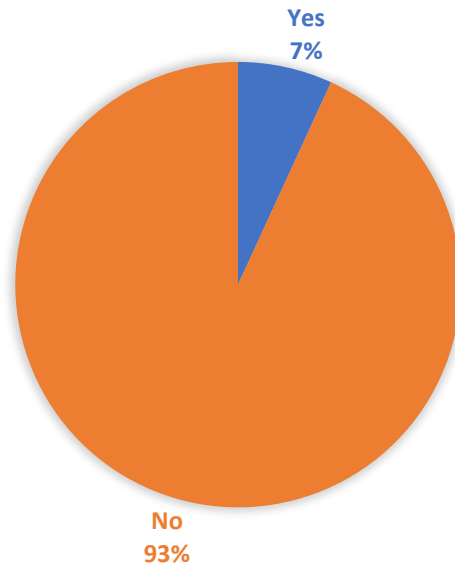


Figure 10: Are you a first generation American?

The majority of elected officials have a household income of over \$80,000. This is consistent with previous findings from the 2018 Demographics Survey. Elected officials making over \$150,000 annually are more common in 3rd and 5th quintile cities as well as in the Metro and Central Oregon regions.

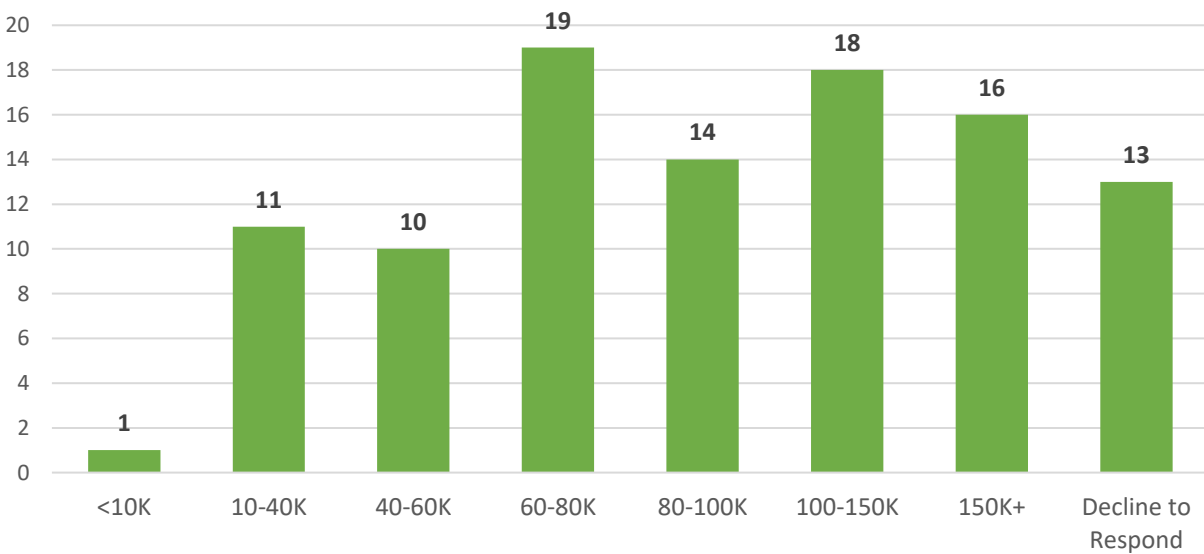


Figure 11: Elected Officials' Household Income

Elected officials were asked about work for employment. Roughly half of elected officials work more than 0-10 hours for employment, which is consistent with the number who claimed in previous surveys

to not be retired. Individuals who work 40+ hours per week are more likely in 5th quintile regions as well as in cities in the Metro, North Willamette, and South-Central Oregon regions. Individuals that work <10 hours for employment per week are more likely in cities under a population of 470.

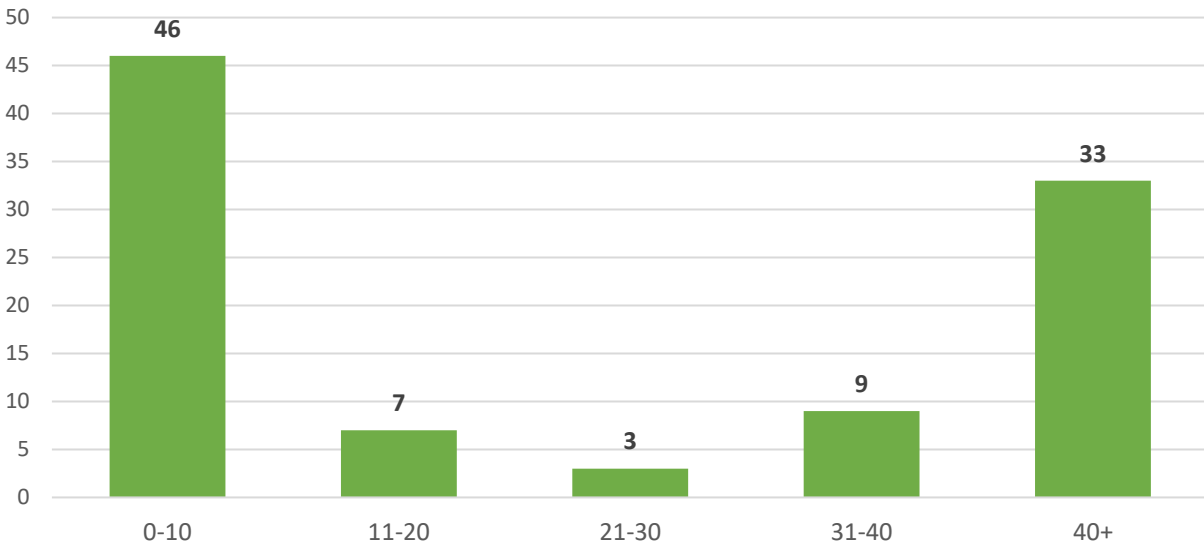


Figure 12: How many hours per week do you work for employment?

Sixteen percent of elected officials have children under the age of 18. This is relatively consistent across population categories and is more common in the Metro and Eastern Oregon regions.

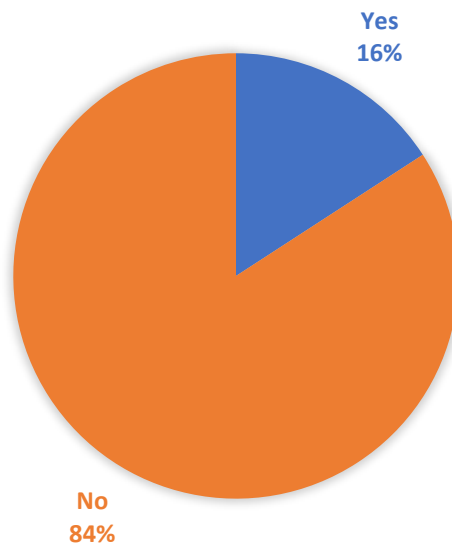


Figure 13: Do you have children under the age of 18?

Amongst elected officials, 6.9% identify as single parents. This is more common in cities under a population of 1,300 as well as in cities with a population over 10,200.

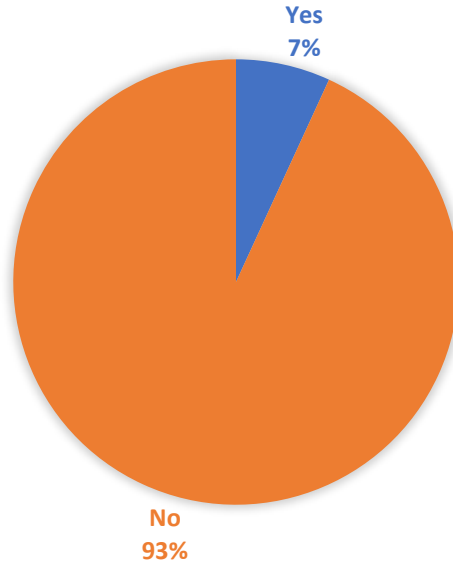


Figure 14: Do you consider yourself a single parent?

Table 2 below shows the average number of years elected officials have served in their city government. The 5th quintile cities have the highest average of long-term tenures, with 12.5 years of service. Further, Metro and Central Oregon also have the longest averages of elected official tenure by region (13.4 and 13 years, respectively).

How long have you been involved with your city government? (Years)		
	#	%
Quintile		
1st Quintile	5.9	0.6
2nd Quintile	6.7	0.7
3rd Quintile	11.6	1.3
4th Quintile	5.8	0.6
5th Quintile	12.5	1.4
TOTAL	9.1	1.0
Region		
N. Coast	7.6	0.8
Metro	13.4	1.5
N. Willamette	8.2	0.9
S. Willamette	6.1	0.7
C. Coast	5.3	0.6
S. Coast	5.5	0.6
S. Oregon	10.1	1.1
Gorge	9.5	1.0
C. Oregon	13.0	1.4
SC Oregon	7.0	0.8
NE Oregon	9.3	1.0
E. Oregon	1.5	0.2
TOTAL	9.1	1.0

Table 2: How long have you been involved with your city government? (Years)

Elected officials were asked to provide their political beliefs on a scale of 1-9, with 1 being most liberal and 9 being most conservative. The results are consistent with the previous surveys related to the demographics of elected officials. The largest groupings of individuals fall at 3, 5, and 7. These three groups appear to be relatively the same proportional size. However, if we lump all the 9 groups into three categories, we see that elected officials from liberal categories total 29 percent of respondents whereas conservatives total 40 percent of respondents.

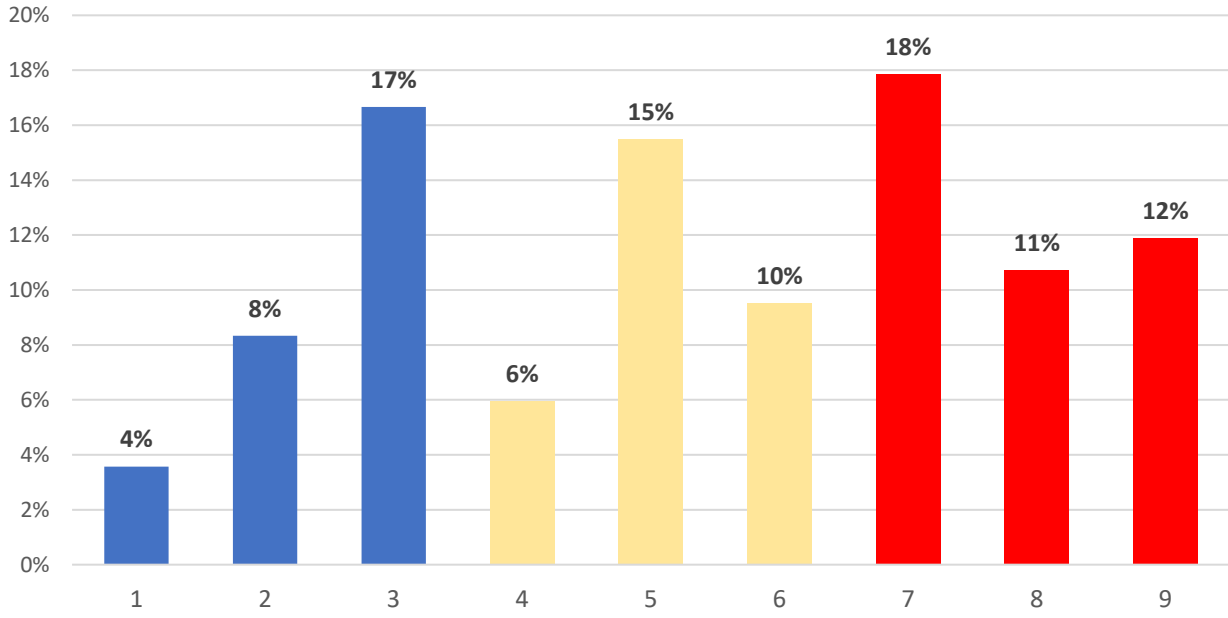


Figure 15: Political Ideology of Elected Officials

Staff/Volunteer Results

This is the first time LOC has asked demographic questions of city staff members and as a result there is no other LOC research to compare or support these results. However, with 356 respondents, these responses can be treated as more robust than those of the elected officials in this survey due to the higher number of respondents.

Fifty-four percent of staff and volunteers (hereafter referred to just as staff), identified as female. This is the mirror of what is seen among elected officials where the majority were male. However, the trends by population remain consistent. Where 50.8% of respondents from cities over 10,200 identify as female, 95.2 percent in cities under a population of 470 identified as female. The only region in which female staff is not equal or a majority is in the South Willamette region, where they constitute 40% of respondents.

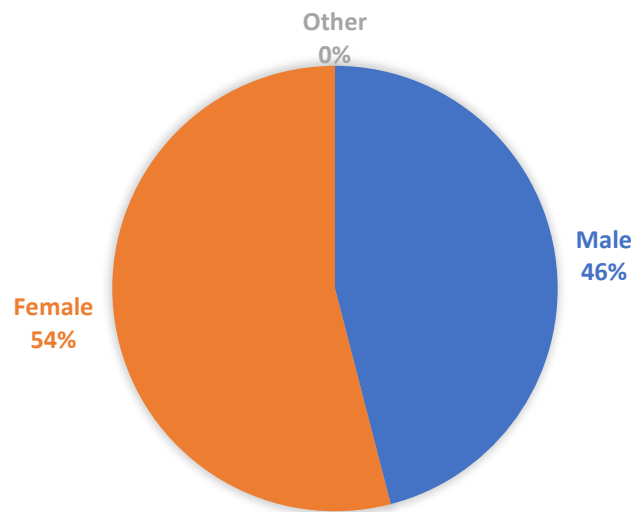


Figure 16: Please Identify Your Gender

A larger percentage of staff identify as members of the LGBTQIA community. This is more common in 2nd and 5th quintile cities as well as in the Metro and South Willamette regions. An additional 5 percent of individuals are either unsure or declined to respond.

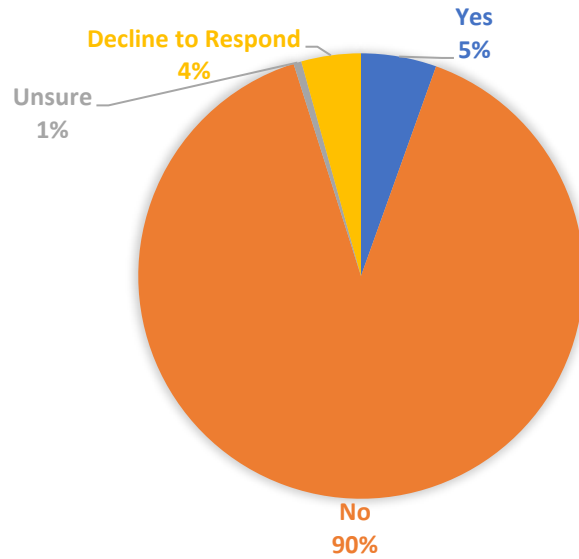


Figure 17: Do you identify as a member of the LGBTQIA+ community?

Whereas the largest group of elected officials in this survey are between the ages of 61-70, the largest group among staff are between the ages 41-50. Comparing staff over the age of 60 to staff under the age of 40, cities under a population of 10,200 have larger proportions of older staff and cities over a population of 10,200 have larger proportions of younger staff. Metro, South Coast, Central Oregon and Northeastern Oregon have the highest proportions of staff under the age of 40. Central Coast and the Gorge have the highest proportion of staff over the age of 60. See Table 3 below for details.

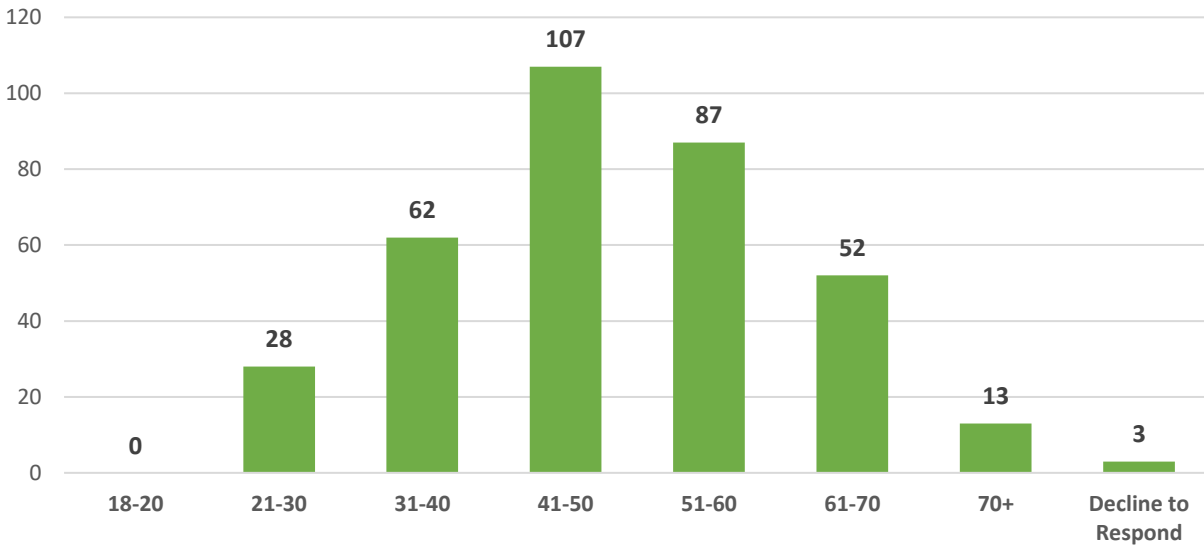


Figure 18: Age of Staff-Volunteers

	Staff <40	Staff >60	DIFF.
1st Quintile	19.0%	23.8%	-4.8%
2nd Quintile	17.6%	26.5%	-8.8%
3rd Quintile	21.1%	26.3%	-5.3%
4th Quintile	20.8%	23.6%	-2.8%
5th Quintile	30.5%	12.8%	17.6%
TOTAL	25.6%	18.5%	7.1%
	Staff <40	Staff >60	DIFF.
N. Coast	5.9%	29.4%	-23.5%
Metro	31.0%	17.2%	13.8%
N. Willamette	28.3%	16.4%	11.9%
S. Willamette	5.0%	25.0%	-20.0%
C. Coast	15.4%	46.2%	-30.8%
S. Coast	33.3%	0.0%	33.3%
S. Oregon	28.2%	17.9%	10.3%
Gorge	20.0%	60.0%	-40.0%
C. Oregon	33.3%	0.0%	33.3%
SC Oregon	25.0%	25.0%	0.0%
NE Oregon	31.9%	6.4%	25.5%
E. Oregon	11.1%	33.3%	-22.2%
TOTAL	25.6%	18.5%	7.1%

Table 3: Comparison of Younger and Older Staff as Percent of Total Respondents by Quintile and region

The findings of race and ethnicity of staff is consistent with the findings for elected officials. Roughly 87 percent of respondents selected “White/Caucasian” as their response. However, there is a larger proportion of individuals that responded “Latino” as well as “Multiracial” or had selected multiple race/ethnicity categories. While no elected officials responded “decline to respond” to this question, 2.9 percent of the city staff did so.

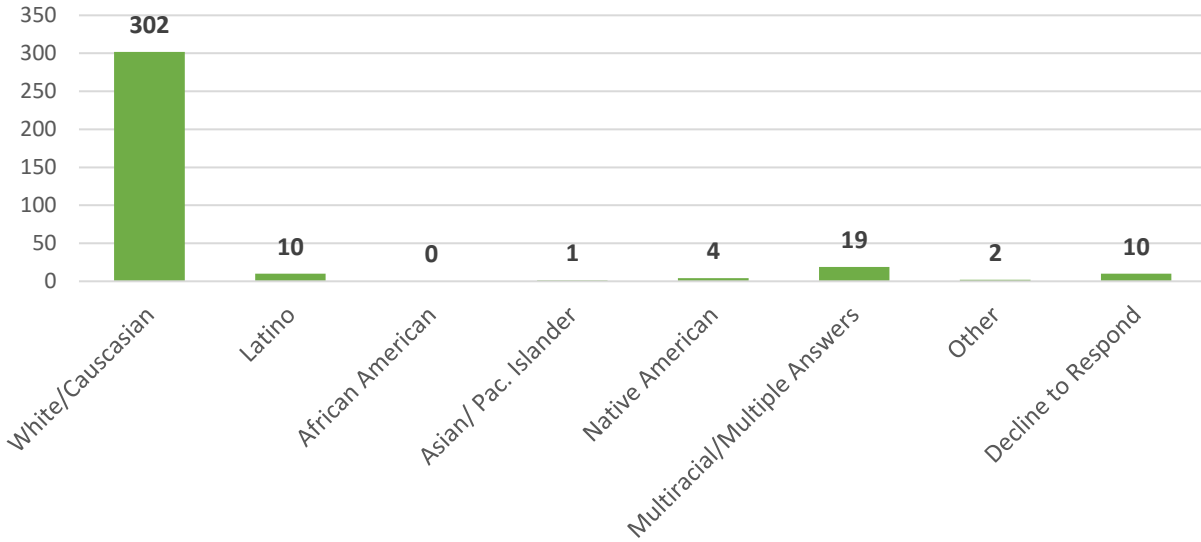


Figure 19: Race/Ethnicity of City Staff/Volunteers

Eleven percent of respondent staff speak more than one language. While the overwhelming majority of these bilingual staff speak Spanish, significant groups also speak French and German. Bilingual staff are more common in 5th quintile cities as well as in the Metro and Gorge small cities regions.

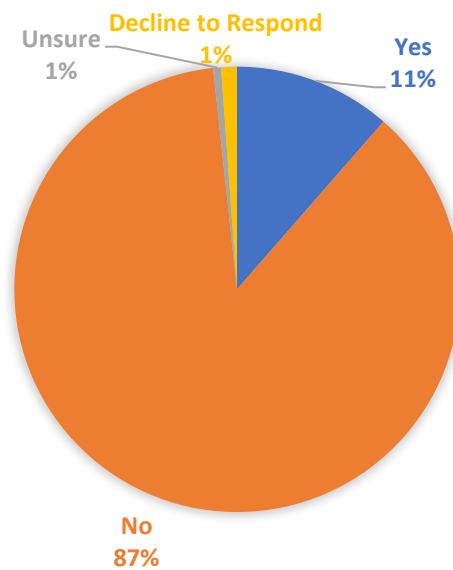


Figure 20: Do you speak any language other than English proficiently?

Only four percent of city staff identify as a person with disabilities. Similar to elected officials, this is consistent across population quintiles as well as regions. Common requests for accommodation include for vision, hearing and adjustments to work conditions including standing desks, ergonomic chairs, desk lighting, and more flexible hours.

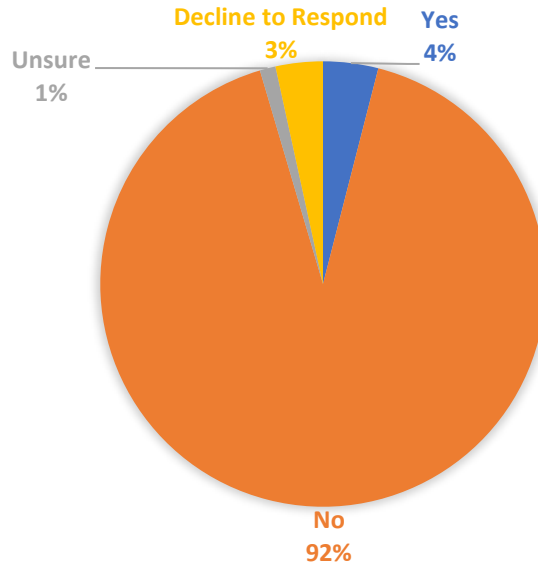


Figure 21: Do you identify as a person with disabilities?

Staff tend to have the same proportion of college degrees as elected officials (72 percent among staff and 73 percent among elected official). There are more advanced degrees amongst elected officials and more respondents that responded, Some College, High School Degree, and Associates Degrees among staff. No staff respondents have a PhD. However, graduate and advanced degrees are more common in the Metro and Central Coast regions.

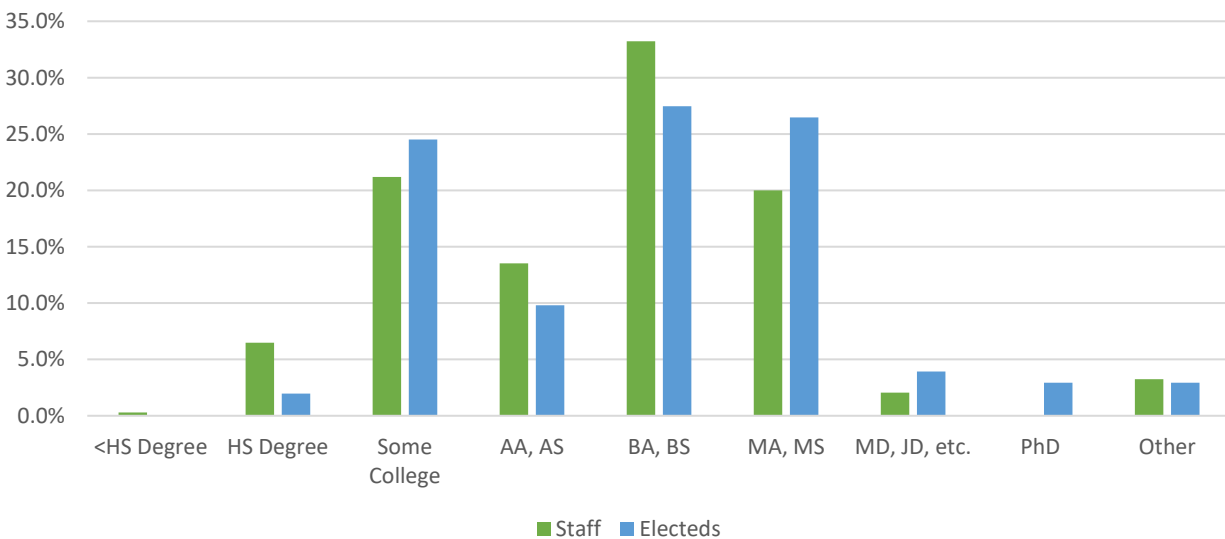


Figure 22: Please select your highest level of education (Staff vs. Electeds)

While only two percent of elected officials are pursuing further education for career advancement, seven percent of city staff are doing so. This is relatively consistent across population categories and more common in the Metro and the Willamette Valley regions.

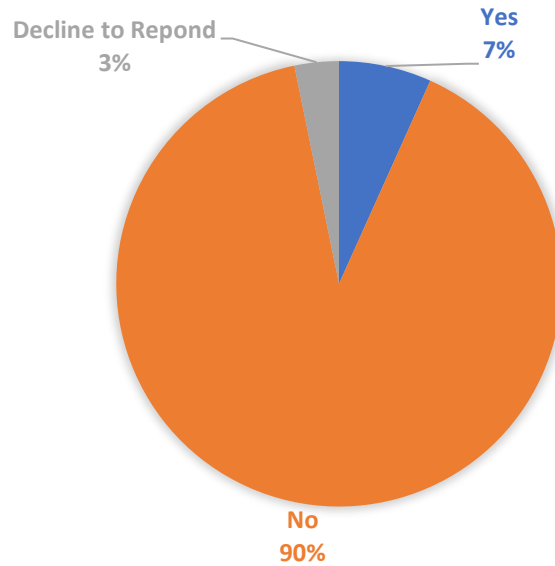


Figure 23: Are you going to college/professional development training to prepare yourself for a new career?

Nine percent of staff are first generation Americans as opposed to seven percent of elected officials. This is most common in 1st, 2nd, and 5th quintile cities as well as in the North Coast, South-Central and Northeastern small cities regions.

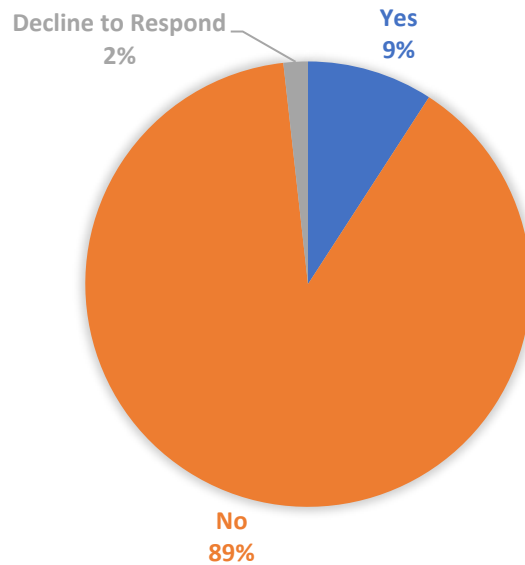


Figure 24: Are you a first generation American?

The majority of staff (56.1 percent) have annual household incomes over \$80,000. This is similar to the results found in elected officials despite a large proportion of elected officials being retired or working less than 10 hours per week for employment. Staff making over \$150,000 are more common in cities with a population over 10,200 and in the Metro region, which is consistent with LOC’s 2018 Staff Salary

Survey. Staff making less than \$40,000 annually are more common in cities under 1,300 population as well as in the Central Coast, Gorge, and Eastern Oregon regions.

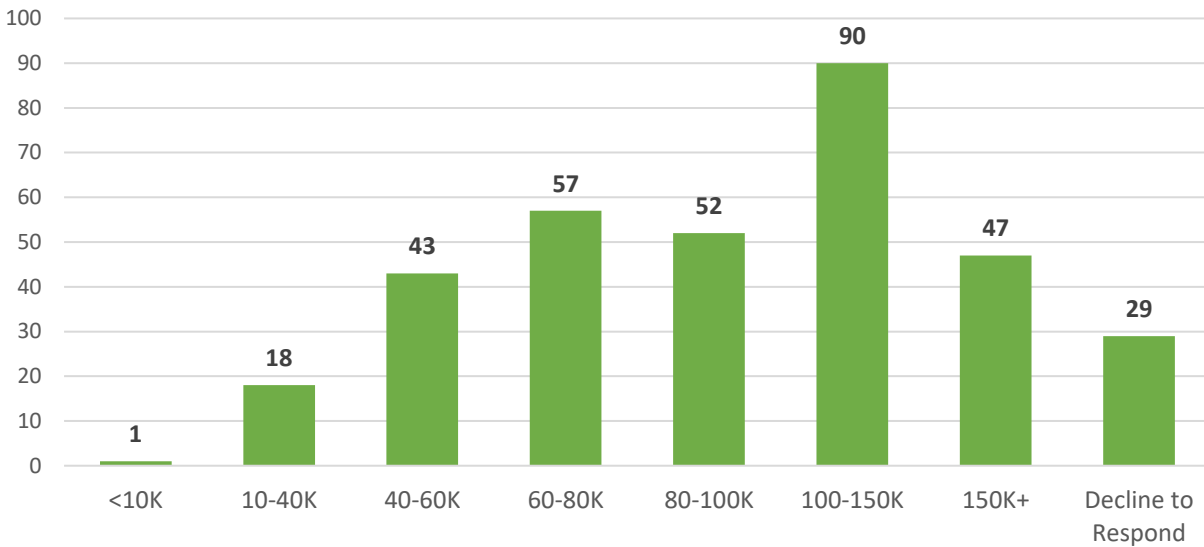


Figure 25: Household Income for Staff/Volunteers

The overwhelming majority of staff respondents work 40-plus hours per week for employment. There is a clear trend shown in the data where the larger the city, the more likely staff responded to working more than 40 hours per week. Sixty-seven percent of staff in 5th quintile cities responded working over 40 hours weekly compared to 20 percent of staff in cities under a population of 470. This is also likely due to small city staff being more likely to be part-time employees.

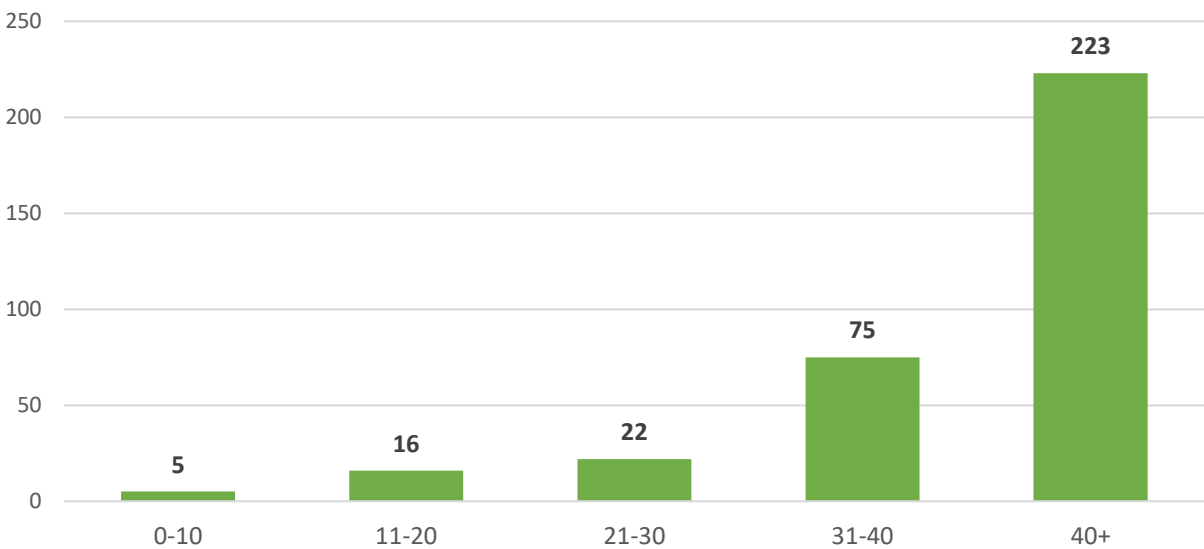


Figure 26: How many hours per week do you work for employment?

Fifty-seven percent of staff have children under the age of 10. This is a higher proportion of individuals with children under 18 years of age is expected given the age of staff is significantly younger than elected officials. Staff with young children are more common in cities with a population over 3,250 as well as in the South Coast and Northeastern Oregon regions.

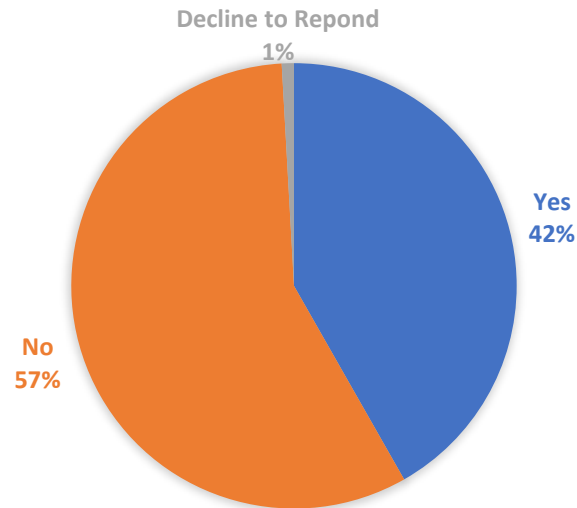


Figure 27: Do you have children under the age of 18?

Eight percent of city staff consider themselves single parents. This is consistent with the 7 percent of single parent elected officials found in this survey. Single-parent staff are more common in cities under 470 in population and in cities over 3,250 in population. Regionally, these respondents are most common in Central Oregon, Northeastern Oregon, and South Willamette regions.

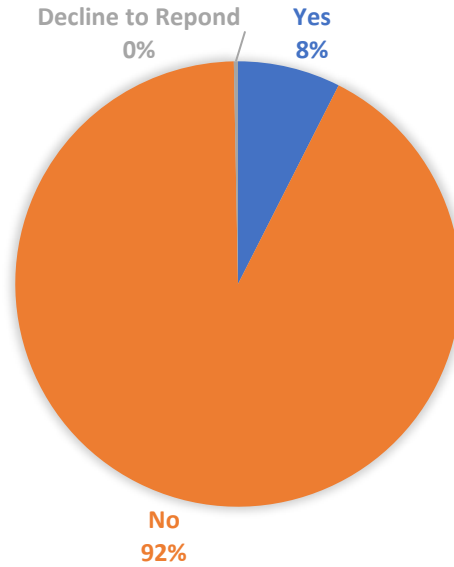


Figure 28: Do you consider yourself a single parent? (Staff/Volunteers)

Table 4 shows that city staff have on average been involved with their city government for a shorter period than their elected officials. This implies two possibilities: either these individuals have been involved in their current city for a shorter period of time or they have shifted careers in the past to work in city government. Consistent with results found in the 2019 survey of elected officials, the length of city involvement is longer in larger cities. This may also imply that while larger cities are more complex and therefore may provide more opportunity for advancement, allowing staff to remain in the same city, but advancing into higher career positions.

How long have you been involved with your city government? (Years)		
	#	%
Quintile		
1st Quintile	6.7	0.7
2nd Quintile	9.1	0.9
3rd Quintile	10.5	1.0
4th Quintile	9.8	1.0
5th Quintile	10.9	1.1
TOTAL	10.2	1.0
Region		
N. Coast	8.8	0.9
Metro	9.8	1.0
N. Willamette	11.2	1.1
S. Willamette	10.4	1.0
C. Coast	8.8	0.9
S. Coast	9.0	0.9
S. Oregon	10.1	1.0
Gorge	10.0	1.0
C. Oregon	6.3	0.6
SC Oregon	16.3	1.6
NE Oregon	8.7	0.8
E. Oregon	3.9	0.4
TOTAL	10.2	1.0

Table 4: How long have you been involved with your city government? (Years)

Political ideology of staff is similar to that of elected officials when asked the same question. However, a higher proportion of staff responded with 1 and 2 on this question, or the responses that are more Liberal. In spite of this, when the ideological responses are bundled into three categories, we see similar responses to those of elected officials, with liberal categories totaling 29 percent of respondents, whereas conservatives total 38 percent. See Figure 30 for a comparison between these groups.

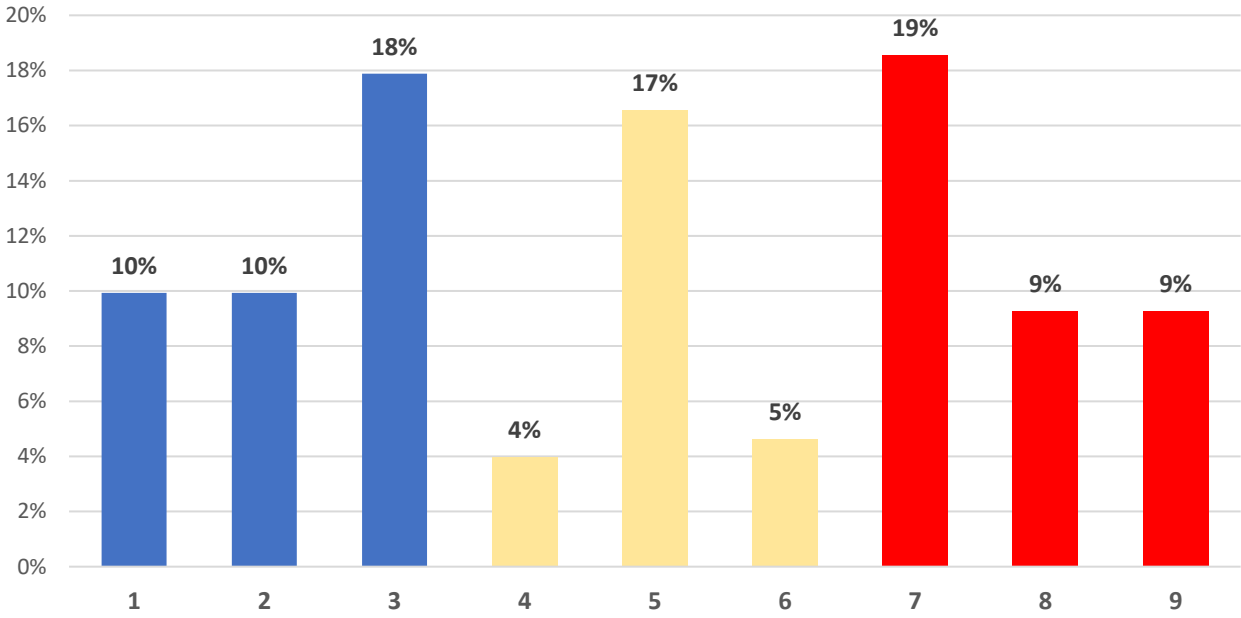


Figure 29: Political Ideology of Elected Officials

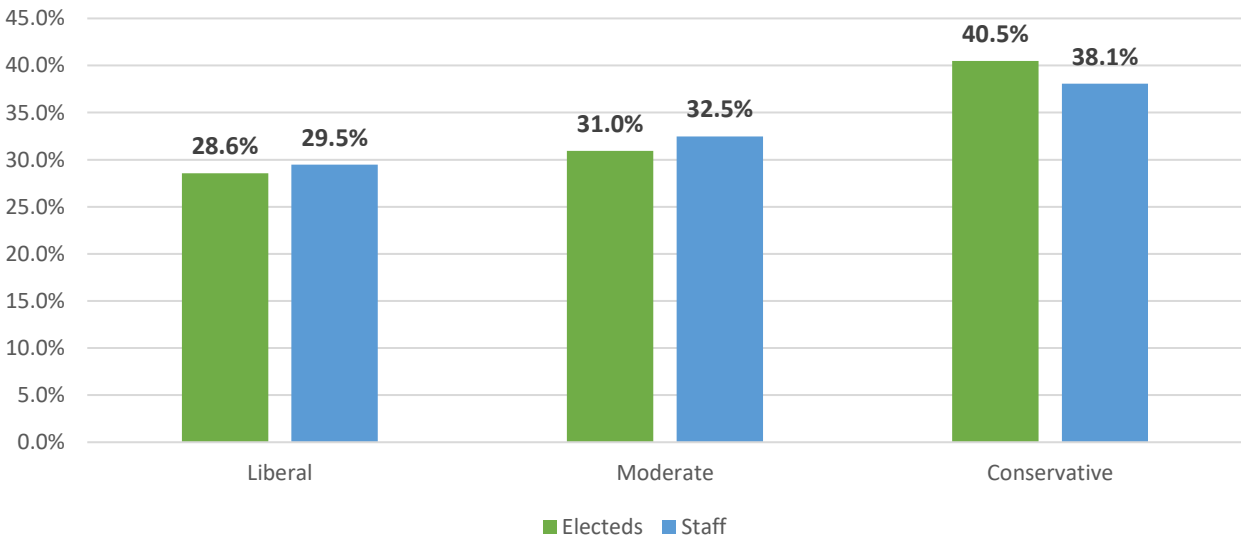


Figure 30: Comparison of Political Ideologies Between Elected officials and Staff/Volunteers

Appendix A: Survey Invitation

LOC needs your help with this special survey – **Please complete the survey by Friday, February 7th.**

NOTE: This survey is also intended for elected officials & city staff to complete. Please forward to all staff in your city as well as all city elected officials.

As part of its efforts to create a more welcoming and accessible organization, the League of Oregon Cities' Equity and Inclusion Committee is seeking to better understand the background of the elected officials and staff in the cities they represent.

The survey linked below asks city officials and city staff questions about their demographic background. Given the sensitive nature of some of the questions, no question is required to be answered and as such, if uncomfortable, any question may be left blank. Your name and email are only asked as a way to ensure that there are no duplicate responses and will not be published in any final report. The information collected from the survey will be used to better understand potential barriers to participation and develop tools for the LOC to remove such barriers.

Please respond to this survey by the deadline: February 7, 2020.

Survey Link Below:

http://orcities.co1.qualtrics.com/jfe/form/SV_dbrEZgtuUX7ktoN

Thank you in advance for your participation and prompt response.



Jayne Hafner, *Assistant General Counsel*

503-588-6550 direct: 503-540-6570

1201 Court St. NE, Suite 200, Salem, OR 97301-4194

www.orcities.org



Appendix B: Survey Instrument

LOC Equity and Diversity Survey

Q2 Note: *This survey is intended to better understand the staff and elected officials that make up LOC's member cities. These responses will be kept confidential and you are NOT required to fill out questions if you are uncomfortable. The survey asks for name and email address as a way to ensure that there are no duplicate responses and will not be published in the final report.*

Q3 Please answer the following questions

- City Name: (1) _____
- Your Name: (2) _____
- Your Title: (3) _____
- Email Address: (4) _____

Q4 Please describe your involvement with your city

- Staff (1)
- Elected Official (2)
- Volunteer (3)

Q5 Are you the first person in your family to serve as an elected/appointed official?

- Yes (1)
- No (2)
- Unsure (3)
- Decline to Respond (4)

Q6 Please select your age range

- 18-20 (1)
- 21-30 (2)
- 31-40 (3)
- 41-50 (4)
- 51-60 (5)
- 61-70 (6)
- 70+ (7)
- Decline to Respond (8)

Q7 Please identify your gender

Q8 Please identify your preferred pronouns?

Q9 Do you identify as a member of the LGBTQIA+ community?

- Yes (1)
- No (2)
- Unsure (3)
- Decline to Respond (4)

Q10 Please select your race/ethnicity

- White/ Caucasian (1)
- Latino, Latina, Latinx/Non-White Hispanic (2)
- African American (3)
- Asian/ Pacific Islander (4)
- Native American/ Alaskan Native (5)
- Multiracial (6)
- Other (Please Specify) (7) _____
- Decline to Respond (8)

Q11 Do you speak any language other than English proficiently?

- Yes (1)
- No (2)
- Unsure (3)
- Decline to Respond (4)

Q12 What language or languages do you speak?

Q13 Do you identify as a person with disabilities?

- Yes (1)
- No (2)
- Unsure (8)
- Decline to Respond (9)

Q14 What accommodations do you require for these disabilities?

Q15 Please select your highest level of education

- Less than High School Degree (1)
- High School Degree (HS) (2)
- Some College (3)
- Associates Degree (AA, AS) (4)
- Bachelor's Degree (BA, BS) (5)
- Masters Degree (MA, MS) (6)
- Professional Degree (i.e. MD, JD, etc.) (7)
- Doctorate (PhD) (8)
- Other (Please Specify) (9) _____
- Decline to Respond (10)

Q16 Are you currently going to college or getting professional development training to prepare yourself for a different career?

- Yes (1)
- No (2)
- Decline to Respond (3)

Q17 Are you a first generation American?

- Yes (1)
- No (2)
- Decline to respond (3)

Q18 Please select your annual household income category

- Less than \$10,000 (1)
- \$10,000-\$40,000 (2)
- \$40,000-\$60,000 (3)
- \$60,000-\$80,000 (4)
- \$80,000-\$100,000 (5)
- \$100,000-\$150,000 (6)
- \$150,000+ (7)
- Decline to Respond (8)

Q19 How many hours per week do you work for employment?

- 0-10 Hours (1)
- 11-20 Hours (2)
- 21-30 Hours (3)
- 31-40 Hours (4)
- 40+ Hours (5)

Q20 Do you have children under the age of 18?

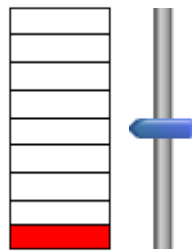
- Yes (1)
- No (2)
- Decline to Respond (3)

Q21 Do you consider yourself a single parent?

- Yes (1)
- No (2)
- Unsure (3)
- Decline to Respond (4)

Q22 How long have you been involved with your city government? (Either as an employee or as an elected official) Please answer in years.

Q23 On a 9-point scale, please describe your personal political beliefs (1 = Strongly Liberal; 9 = Strongly Conservative; 5 = Absolute Moderate)



- 1 (1)
- 2 (2)
- 3 (3)
- 4 (4)
- 5 (5)
- 6 (6)
- 7 (7)
- 8 (8)
- 9 (9)

Q24 Do you have any additional comments about this survey?

Appendix C: Responses by Elected Officials

Please describe your involvement with your city						
	#	%	#	%	#	%
Quintile	Elected Official		Staff		Volunteer	
1st Quintile	11	100.0%	0	0.0%	0	0.0%
2nd Quintile	20	100.0%	0	0.0%	0	0.0%
3rd Quintile	12	100.0%	0	0.0%	0	0.0%
4th Quintile	23	100.0%	0	0.0%	0	0.0%
5th Quintile	38	100.0%	0	0.0%	0	0.0%
TOTAL	104	100.0%	0	0.0%	0	0.0%
Region	Elected Official		Staff		Volunteer	
N. Coast	7	100.0%	0	0.0%	0	0.0%
Metro	18	100.0%	0	0.0%	0	0.0%
N. Willamette	25	100.0%	0	0.0%	0	0.0%
S. Willamette	5	100.0%	0	0.0%	0	0.0%
C. Coast	6	100.0%	0	0.0%	0	0.0%
S. Coast	2	100.0%	0	0.0%	0	0.0%
S. Oregon	8	100.0%	0	0.0%	0	0.0%
Gorge	2	100.0%	0	0.0%	0	0.0%
C. Oregon	4	100.0%	0	0.0%	0	0.0%
SC Oregon	3	100.0%	0	0.0%	0	0.0%
NE Oregon	22	100.0%	0	0.0%	0	0.0%
E. Oregon	2	100.0%	0	0.0%	0	0.0%
TOTAL	104	100.0%	0	0.0%	0	0.0%

Are you the first person in your family to serve as an elected official?							
	#	%	#	%	#	%	
Quintile	Yes		No		Unsure		
1st Quintile	9	90.0%	1	10.0%	0	0	0.0%
2nd Quintile	17	85.0%	2	10.0%	1	1	5.0%
3rd Quintile	9	75.0%	1	8.3%	2	2	16.7%
4th Quintile	15	68.2%	5	22.7%	2	2	9.1%
5th Quintile	22	57.9%	15	39.5%	1	1	2.6%
TOTAL	72	70.6%	24	23.5%	6	6	5.9%
Region	Yes		No		Unsure		
N. Coast	5	71.4%	2	28.6%	0	0	0.0%
Metro	14	77.8%	4	22.2%	0	0	0.0%
N. Willamett	16	66.7%	6	25.0%	2	2	8.3%
S. Willamette	4	80.0%	1	20.0%	0	0	0.0%
C. Coast	4	66.7%	1	16.7%	1	1	16.7%
S. Coast	2	100.0%	0	0.0%	0	0	0.0%
S. Oregon	5	62.5%	3	37.5%	0	0	0.0%
Gorge	2	100.0%	0	0.0%	0	0	0.0%
C. Oregon	2	66.7%	1	33.3%	0	0	0.0%
SC Oregon	2	66.7%	1	33.3%	0	0	0.0%
NE Oregon	15	68.2%	4	18.2%	3	3	13.6%
E. Oregon	1	50.0%	1	50.0%	0	0	0.0%
TOTAL	72	70.6%	24	23.5%	6	6	5.9%

Age																		
Quintile	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	Decline to Respond	
	18-20		21-30		31-40		41-50		51-60		61-70		70+				Decline to Respond	
1st Quintile	0	0.0%	0	0.0%	1	10.0%	0	0.0%	0	0.0%	7	70.0%	2	20.0%	0	0.0%	0	0.0%
2nd Quintile	0	0.0%	0	0.0%	0	0.0%	6	30.0%	2	10.0%	8	40.0%	4	20.0%	0	0.0%	0	0.0%
3rd Quintile	0	0.0%	0	0.0%	1	8.3%	2	16.7%	4	33.3%	1	8.3%	3	25.0%	1	8.3%	1	8.3%
4th Quintile	0	0.0%	1	4.5%	2	9.1%	3	13.6%	2	9.1%	8	36.4%	6	27.3%	0	0.0%	0	0.0%
5th Quintile	0	0.0%	3	7.9%	2	5.3%	4	10.5%	7	18.4%	14	36.8%	8	21.1%	0	0.0%	0	0.0%
TOTAL	0	0.0%	4	3.9%	6	5.9%	15	14.7%	15	14.7%	38	37.3%	23	22.5%	1	1.0%		
Region	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	Decline to Respond	
	18-20		21-30		31-40		41-50		51-60		61-70		70+				Decline to Respond	
N. Coast	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	14.3%	4	57.1%	2	28.6%	0	0.0%	0	0.0%
Metro	0	0.0%	1	5.6%	2	11.1%	4	22.2%	2	11.1%	5	27.8%	4	22.2%	0	0.0%	0	0.0%
N. Willamette	0	0.0%	1	4.2%	2	8.3%	3	12.5%	5	20.8%	9	37.5%	4	16.7%	0	0.0%	0	0.0%
S. Willamette	0	0.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%	3	60.0%	1	20.0%	0	0.0%	0	0.0%
C. Coast	0	0.0%	1	16.7%	0	0.0%	0	0.0%	1	16.7%	0	0.0%	3	50.0%	1	16.7%	1	16.7%
S. Coast	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%
S. Oregon	0	0.0%	0	0.0%	1	12.5%	1	12.5%	2	25.0%	3	37.5%	1	12.5%	0	0.0%	0	0.0%
Gorge	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%
C. Oregon	0	0.0%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	1	33.3%	1	33.3%	0	0.0%	0	0.0%
SC Oregon	0	0.0%	0	0.0%	0	0.0%	1	33.3%	1	33.3%	1	33.3%	0	0.0%	0	0.0%	0	0.0%
NE Oregon	0	0.0%	1	4.5%	0	0.0%	4	18.2%	3	13.6%	9	40.9%	5	22.7%	0	0.0%	0	0.0%
E. Oregon	0	0.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	0	0.0%	4	3.9%	6	5.9%	15	14.7%	15	14.7%	38	37.3%	23	22.5%	1	1.0%		

Please identify your gender							
	#	%	#	%	#	%	
Quintile	Male		Female		Other		
1st Quintile	3	30.0%	7	70.0%	0	0.0%	
2nd Quintile	13	65.0%	7	35.0%	0	0.0%	
3rd Quintile	7	58.3%	5	41.7%	0	0.0%	
4th Quintile	14	63.6%	8	36.4%	0	0.0%	
5th Quintile	21	56.8%	16	43.2%	0	0.0%	
TOTAL	58	57.4%	43	42.6%	0	0.0%	
Region	Male		Female		Other		
N. Coast	6	85.7%	1	14.3%	0	0.0%	
Metro	12	66.7%	6	33.3%	0	0.0%	
N. Willamett	16	66.7%	8	33.3%	0	0.0%	
S. Willamette	3	60.0%	2	40.0%	0	0.0%	
C. Coast	2	33.3%	4	66.7%	0	0.0%	
S. Coast	1	50.0%	1	50.0%	0	0.0%	
S. Oregon	3	37.5%	5	62.5%	0	0.0%	
Gorge	0	0.0%	2	100.0%	0	0.0%	
C. Oregon	1	33.3%	2	66.7%	0	0.0%	
SC Oregon	1	33.3%	2	66.7%	0	0.0%	
NE Oregon	12	57.1%	9	42.9%	0	0.0%	
E. Oregon	1	50.0%	1	50.0%	0	0.0%	
TOTAL	58	57.4%	43	42.6%	0	0.0%	

Please identify your preferred pronouns?

She/Hers	mr
She/her/hers	Mayor
she/her	Mayor
She/her	Male pronouns
She/her	His, Him, He
She/her	her/she etc
She/Her	Her/She
she, her, hers	her she
She, her, hers	Her
She, her	he/his
She, her	he/him/his
She	He/him/his
she	he/him
She	He/him
Sally	He/Him
Rick	He/Him
None	He/him
Ms.	He,him
Ms.	He, that guy
Ms.	He, she, her
Ms	He, His
Ms	He, Him, you
MRS., MS., COUNCILOR	He, him, his, Dude
Mrs.	He, Him, His
Mrs.	he, him
Mrs.	He, him
mrs	he his him
Mr.	He him
Mr.	He Him
Mr.	He
Mr.	He
Mr.	he
mr.	he
Mr.	English
mr	

Do you identify as a member of the LGBTQIA+ community?									
	#	%	#	%	#	%	#	%	
Quintile	Yes		No		Unsure		Decline to Respond		
1st Quintile	0	0.0%	10	100.0%	0	0.0%	0	0.0%	
2nd Quintile	0	0.0%	19	95.0%	1	5.0%	0	0.0%	
3rd Quintile	1	8.3%	11	91.7%	0	0.0%	0	0.0%	
4th Quintile	0	0.0%	21	95.5%	1	4.5%	0	0.0%	
5th Quintile	0	0.0%	37	97.4%	0	0.0%	1	2.6%	
TOTAL	1	1.0%	98	96.1%	2	2.0%	1	1.0%	
Region	Yes		No		Unsure		Decline to Respond		
N. Coast	0	0.0%	7	100.0%	0	0.0%	0	0.0%	
Metro	0	0.0%	18	100.0%	0	0.0%	0	0.0%	
N. Willamette	1	4.2%	23	95.8%	0	0.0%	0	0.0%	
S. Willamette	0	0.0%	5	100.0%	0	0.0%	0	0.0%	
C. Coast	0	0.0%	6	100.0%	0	0.0%	0	0.0%	
S. Coast	0	0.0%	2	100.0%	0	0.0%	0	0.0%	
S. Oregon	0	0.0%	7	87.5%	0	0.0%	1	12.5%	
Gorge	0	0.0%	2	100.0%	0	0.0%	0	0.0%	
C. Oregon	0	0.0%	3	100.0%	0	0.0%	0	0.0%	
SC Oregon	0	0.0%	3	100.0%	0	0.0%	0	0.0%	
NE Oregon	0	0.0%	20	90.9%	2	9.1%	0	0.0%	
E. Oregon	0	0.0%	2	100.0%	0	0.0%	0	0.0%	
TOTAL	1	1.0%	98	96.1%	2	2.0%	1	1.0%	

Race/Ethnicity																
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Quintile	White/Caucasian		Latino		African American		Asian/ Pac. Islander		Native American		Multiracial/Multiple Answers		Other		Decline to Respond	
1st Quintile	9	90.0%	1	10.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
2nd Quintile	17	85.0%	1	5.0%	0	0.0%	1	5.0%	1	5.0%	0	0.0%	0	0.0%	0	0.0%
3rd Quintile	10	83.3%	0	0.0%	0	0.0%	0	0.0%	1	8.3%	1	8.3%	0	0.0%	0	0.0%
4th Quintile	20	90.9%	0	0.0%	1	4.5%	0	0.0%	0	0.0%	1	4.5%	0	0.0%	0	0.0%
5th Quintile	33	89.2%	0	0.0%	1	2.7%	0	0.0%	0	0.0%	1	2.7%	2	5.4%	0	0.0%
TOTAL	89	88.1%	2	2.0%	2	2.0%	1	1.0%	2	2.0%	3	3.0%	2	2.0%	0	0.0%
Region	White/Caucasian		Latino		African American		Asian/ Pac. Islander		Native American		Multiracial/Multiple Answers		Other		Decline to Respond	
N. Coast	6	85.7%	0	0.0%	0	0.0%	0	0.0%	1	14.3%	0	0.0%	0	0.0%	0	0.0%
Metro	15	88.2%	0	0.0%	2	11.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
N. Willamette	19	79.2%	0	0.0%	0	0.0%	0	0.0%	1	4.2%	3	12.5%	1	4.2%	0	0.0%
S. Willamette	5	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
C. Coast	6	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
S. Coast	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
S. Oregon	6	75.0%	1	12.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	12.5%	0	0.0%
Gorge	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
C. Oregon	2	66.7%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
SC Oregon	2	66.7%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
NE Oregon	22	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
E. Oregon	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	89	88.1%	2	2.0%	2	2.0%	1	1.0%	2	2.0%	3	3.0%	2	2.0%	0	0.0%

Do you speak any language other than English proficiently?									
	#	%	#	%	#	%	#	%	
Quintile	Yes		No		Unsure		Decline to Respond		
1st Quintile	1	10.0%	9	90.0%	0	0.0%	0	0.0%	
2nd Quintile	3	15.0%	17	85.0%	0	0.0%	0	0.0%	
3rd Quintile	1	8.3%	11	91.7%	0	0.0%	0	0.0%	
4th Quintile	1	4.5%	21	95.5%	0	0.0%	0	0.0%	
5th Quintile	4	10.5%	33	86.8%	1	2.6%	0	0.0%	
TOTAL	10	9.8%	91	89.2%	1	1.0%	0	0.0%	
Region	Yes		No		Unsure		Decline to Respond		
N. Coast	0	0.0%	7	100.0%	0	0.0%	0	0.0%	
Metro	5	27.8%	13	72.2%	0	0.0%	0	0.0%	
N. Willamett	2	8.3%	21	87.5%	1	4.2%	0	0.0%	
S. Willamette	0	0.0%	5	100.0%	0	0.0%	0	0.0%	
C. Coast	0	0.0%	6	100.0%	0	0.0%	0	0.0%	
S. Coast	0	0.0%	2	100.0%	0	0.0%	0	0.0%	
S. Oregon	1	12.5%	7	87.5%	0	0.0%	0	0.0%	
Gorge	0	0.0%	2	100.0%	0	0.0%	0	0.0%	
C. Oregon	1	33.3%	2	66.7%	0	0.0%	0	0.0%	
SC Oregon	1	33.3%	2	66.7%	0	0.0%	0	0.0%	
NE Oregon	0	0.0%	22	100.0%	0	0.0%	0	0.0%	
E. Oregon	0	0.0%	2	100.0%	0	0.0%	0	0.0%	
TOTAL	10	9.8%	91	89.2%	1	1.0%	0	0.0%	

What language or languages do you speak?

- Spanish
- Spanish
- Spanish
- Spanish
- Spanish
- Sign language, limited Hebrew
- Portuguese
- German
- French
- Filipino, English

Do you identify as a person with disabilities?								
	#	%	#	%	#	%	#	%
Quintile	Yes		No		Unsure		Decline to Respond	
1st Quintile	2	20.0%	8	80.0%	0	0.0%	0	0.0%
2nd Quintile	2	10.0%	18	90.0%	0	0.0%	0	0.0%
3rd Quintile	0	0.0%	10	83.3%	2	16.7%	0	0.0%
4th Quintile	2	9.1%	20	90.9%	0	0.0%	0	0.0%
5th Quintile	4	10.5%	34	89.5%	0	0.0%	0	0.0%
TOTAL	10	9.8%	90	88.2%	2	2.0%	0	0.0%
Region	Yes		No		Unsure		Decline to Respond	
N. Coast	0	0.0%	7	100.0%	0	0.0%	0	0.0%
Metro	3	16.7%	14	77.8%	1	5.6%	0	0.0%
N. Willamett	0	0.0%	24	100.0%	0	0.0%	0	0.0%
S. Willamette	1	20.0%	4	80.0%	0	0.0%	0	0.0%
C. Coast	0	0.0%	6	100.0%	0	0.0%	0	0.0%
S. Coast	0	0.0%	2	100.0%	0	0.0%	0	0.0%
S. Oregon	1	12.5%	6	75.0%	1	12.5%	0	0.0%
Gorge	0	0.0%	2	100.0%	0	0.0%	0	0.0%
C. Oregon	1	33.3%	2	66.7%	0	0.0%	0	0.0%
SC Oregon	0	0.0%	3	100.0%	0	0.0%	0	0.0%
NE Oregon	3	13.6%	19	86.4%	0	0.0%	0	0.0%
E. Oregon	1	50.0%	1	50.0%	0	0.0%	0	0.0%
TOTAL	10	9.8%	90	88.2%	2	2.0%	0	0.0%

Please select your highest level of education - Selected Choice																		
Quintile	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
	<HS Degree		HS Degree		Some College		AA, AS		BA, BS		MA, MS		MD, JD, etc.		PhD		Other	
1st Quintile	0	0.0%	2	20.0%	5	50.0%	0	0.0%	1	10.0%	1	10.0%	0	0.0%	0	0.0%	1	10.0%
2nd Quintile	0	0.0%	0	0.0%	4	20.0%	4	20.0%	5	25.0%	5	25.0%	0	0.0%	1	5.0%	1	5.0%
3rd Quintile	0	0.0%	0	0.0%	2	16.7%	1	8.3%	4	33.3%	4	33.3%	1	8.3%	0	0.0%	0	0.0%
4th Quintile	0	0.0%	0	0.0%	6	27.3%	3	13.6%	6	27.3%	3	13.6%	2	9.1%	1	4.5%	1	4.5%
5th Quintile	0	0.0%	0	0.0%	8	21.1%	2	5.3%	12	31.6%	14	36.8%	1	2.6%	1	2.6%	0	0.0%
TOTAL	0	0.0%	2	2.0%	25	24.5%	10	9.8%	28	27.5%	27	26.5%	4	3.9%	3	2.9%	3	2.9%
Region	<HS Degree		HS Degree		Some College		AA, AS		BA, BS		MA, MS		MD, JD, etc.		PhD		Other	
N. Coast	0	0.0%	0	0.0%	1	14.3%	1	14.3%	2	28.6%	2	28.6%	0	0.0%	1	14.3%	0	0.0%
Metro	0	0.0%	0	0.0%	1	5.6%	1	5.6%	7	38.9%	6	33.3%	2	11.1%	0	0.0%	1	5.6%
N. Willamette	0	0.0%	0	0.0%	6	25.0%	1	4.2%	9	37.5%	7	29.2%	1	4.2%	0	0.0%	0	0.0%
S. Willamette	0	0.0%	0	0.0%	3	60.0%	1	20.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%
C. Coast	0	0.0%	0	0.0%	1	16.7%	1	16.7%	1	16.7%	2	33.3%	0	0.0%	0	0.0%	1	16.7%
S. Coast	0	0.0%	0	0.0%	0	0.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
S. Oregon	0	0.0%	0	0.0%	4	50.0%	0	0.0%	1	12.5%	2	25.0%	0	0.0%	0	0.0%	1	12.5%
Gorge	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%
C. Oregon	0	0.0%	0	0.0%	1	33.3%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	1	33.3%	0	0.0%
SC Oregon	0	0.0%	0	0.0%	0	0.0%	1	33.3%	1	33.3%	0	0.0%	1	33.3%	0	0.0%	0	0.0%
NE Oregon	0	0.0%	1	4.5%	7	31.8%	3	13.6%	4	18.2%	6	27.3%	0	0.0%	1	4.5%	0	0.0%
E. Oregon	0	0.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	0	0.0%	2	2.0%	25	24.5%	10	9.8%	28	27.5%	27	26.5%	4	3.9%	3	2.9%	3	2.9%

Are you going to college/professional development training to prepare yourself for a new career?						
	#	%	#	%	#	%
Quintile	Yes		No		Decline to Repond	
1st Quintile	0	0.0%	10	100.0%	0	0.0%
2nd Quintile	1	5.0%	19	95.0%	0	0.0%
3rd Quintile	0	0.0%	12	100.0%	0	0.0%
4th Quintile	0	0.0%	22	100.0%	0	0.0%
5th Quintile	1	2.6%	37	97.4%	0	0.0%
TOTAL	2	2.0%	100	98.0%	0	0.0%
Region	Yes		No		Decline to Repond	
N. Coast	0	0.0%	7	100.0%	0	0.0%
Metro	0	0.0%	18	100.0%	0	0.0%
N. Willamett	0	0.0%	24	100.0%	0	0.0%
S. Willamette	0	0.0%	5	100.0%	0	0.0%
C. Coast	0	0.0%	6	100.0%	0	0.0%
S. Coast	0	0.0%	2	100.0%	0	0.0%
S. Oregon	0	0.0%	8	100.0%	0	0.0%
Gorge	0	0.0%	2	100.0%	0	0.0%
C. Oregon	0	0.0%	3	100.0%	0	0.0%
SC Oregon	0	0.0%	3	100.0%	0	0.0%
NE Oregon	2	9.1%	20	90.9%	0	0.0%
E. Oregon	0	0.0%	2	100.0%	0	0.0%
TOTAL	2	2.0%	100	98.0%	0	0.0%

Are you a first generation American?						
	#	%	#	%	#	%
Quintile	Yes		No		Decline to Repond	
1st Quintile	1	10.0%	9	90.0%	0	0.0%
2nd Quintile	2	10.0%	18	90.0%	0	0.0%
3rd Quintile	2	16.7%	10	83.3%	0	0.0%
4th Quintile	0	0.0%	22	100.0%	0	0.0%
5th Quintile	2	5.3%	36	94.7%	0	0.0%
TOTAL	7	6.9%	95	93.1%	0	0.0%
Region	Yes		No		Decline to Repond	
N. Coast	0	0.0%	7	100.0%	0	0.0%
Metro	2	11.1%	16	88.9%	0	0.0%
N. Willamett	1	4.2%	23	95.8%	0	0.0%
S. Willamette	0	0.0%	5	100.0%	0	0.0%
C. Coast	0	0.0%	6	100.0%	0	0.0%
S. Coast	0	0.0%	2	100.0%	0	0.0%
S. Oregon	0	0.0%	8	100.0%	0	0.0%
Gorge	0	0.0%	2	100.0%	0	0.0%
C. Oregon	1	33.3%	2	66.7%	0	0.0%
SC Oregon	0	0.0%	3	100.0%	0	0.0%
NE Oregon	3	13.6%	19	86.4%	0	0.0%
E. Oregon	0	0.0%	2	100.0%	0	0.0%
TOTAL	7	6.9%	95	93.1%	0	0.0%

Household Income																
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Quintile	<10K		10-40K		40-60K		60-80K		80-100K		100-150K		150K+		Decline to Respond	
1st Quintile	1	10.0%	4	40.0%	3	30.0%	1	10.0%	0	0.0%	0	0.0%	0	0.0%	1	10.0%
2nd Quintile	0	0.0%	4	20.0%	1	5.0%	3	15.0%	2	10.0%	2	10.0%	3	15.0%	5	25.0%
3rd Quintile	0	0.0%	0	0.0%	2	16.7%	1	8.3%	1	8.3%	2	16.7%	3	25.0%	3	25.0%
4th Quintile	0	0.0%	0	0.0%	2	9.1%	5	22.7%	7	31.8%	5	22.7%	2	9.1%	1	4.5%
5th Quintile	0	0.0%	3	7.9%	2	5.3%	9	23.7%	4	10.5%	9	23.7%	8	21.1%	3	7.9%
TOTAL	1	1.0%	11	10.8%	10	9.8%	19	18.6%	14	13.7%	18	17.6%	16	15.7%	13	12.7%
Region	<10K		10-40K		40-60K		60-80K		80-100K		100-150K		150K+		Decline to Respond	
N. Coast	0	0.0%	0	0.0%	1	14.3%	2	28.6%	1	14.3%	1	14.3%	1	14.3%	1	14.3%
Metro	0	0.0%	0	0.0%	1	5.6%	3	16.7%	3	16.7%	3	16.7%	6	33.3%	2	11.1%
N. Willamette	0	0.0%	2	8.3%	3	12.5%	4	16.7%	3	12.5%	6	25.0%	3	12.5%	3	12.5%
S. Willamette	0	0.0%	1	20.0%	1	20.0%	0	0.0%	1	20.0%	1	20.0%	1	20.0%	0	0.0%
C. Coast	0	0.0%	0	0.0%	0	0.0%	1	16.7%	2	33.3%	2	33.3%	0	0.0%	1	16.7%
S. Coast	0	0.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
S. Oregon	1	12.5%	0	0.0%	0	0.0%	1	12.5%	3	37.5%	1	12.5%	0	0.0%	2	25.0%
Gorge	0	0.0%	0	0.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
C. Oregon	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	1	33.3%	0	0.0%
SC Oregon	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	66.7%	0	0.0%	1	33.3%
NE Oregon	0	0.0%	4	18.2%	2	9.1%	7	31.8%	1	4.5%	1	4.5%	4	18.2%	3	13.6%
E. Oregon	0	0.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	1	1.0%	11	10.8%	10	9.8%	19	18.6%	14	13.7%	18	17.6%	16	15.7%	13	12.7%

How many hours per week do you work for employment?											
	#	%	#	%	#	%	#	%	#	%	
Quintile	0-10		11-20		21-30		31-40		40+		
1st Quintile	7	77.8%	1	11.1%	0	0.0%	0	0.0%	1	11.1%	
2nd Quintile	7	36.8%	2	10.5%	1	5.3%	1	5.3%	8	42.1%	
3rd Quintile	6	50.0%	1	8.3%	0	0.0%	1	8.3%	4	33.3%	
4th Quintile	12	54.5%	2	9.1%	0	0.0%	3	13.6%	5	22.7%	
5th Quintile	14	38.9%	1	2.8%	2	5.6%	4	11.1%	15	41.7%	
TOTAL	46	46.9%	7	7.1%	3	3.1%	9	9.2%	33	33.7%	
Region	0-10		11-20		21-30		31-40		40+		
N. Coast	5	71.4%	2	28.6%	0	0.0%	0	0.0%	0	0.0%	
Metro	6	35.3%	1	5.9%	0	0.0%	1	5.9%	9	52.9%	
N. Willametti	7	29.2%	2	8.3%	2	8.3%	2	8.3%	11	45.8%	
S. Willamette	4	80.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	
C. Coast	5	83.3%	0	0.0%	0	0.0%	1	16.7%	0	0.0%	
S. Coast	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	
S. Oregon	5	62.5%	0	0.0%	0	0.0%	0	0.0%	3	37.5%	
Gorge	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
C. Oregon	2	66.7%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	
SC Oregon	1	33.3%	0	0.0%	0	0.0%	0	0.0%	2	66.7%	
NE Oregon	9	45.0%	1	5.0%	1	5.0%	4	20.0%	5	25.0%	
E. Oregon	0	0.0%	1	50.0%	0	0.0%	0	0.0%	1	50.0%	
TOTAL	46	46.9%	7	7.1%	3	3.1%	9	9.2%	33	33.7%	

Do you have children under the age of 18?						
	#	%	#	%	#	%
Quintile	Yes		No		Decline to Repond	
1st Quintile	1	10.0%	9	90.0%	0	0.0%
2nd Quintile	3	15.0%	17	85.0%	0	0.0%
3rd Quintile	2	16.7%	10	83.3%	0	0.0%
4th Quintile	5	22.7%	17	77.3%	0	0.0%
5th Quintile	5	13.5%	32	86.5%	0	0.0%
TOTAL	16	15.8%	85	84.2%	0	0.0%
Region	Yes		No		Decline to Repond	
N. Coast	0	0.0%	7	100.0%	0	0.0%
Metro	7	41.2%	10	58.8%	0	0.0%
N. Willametti	2	8.3%	22	91.7%	0	0.0%
S. Willamette	1	20.0%	4	80.0%	0	0.0%
C. Coast	1	16.7%	5	83.3%	0	0.0%
S. Coast	0	0.0%	2	100.0%	0	0.0%
S. Oregon	2	25.0%	6	75.0%	0	0.0%
Gorge	0	0.0%	2	100.0%	0	0.0%
C. Oregon	1	33.3%	2	66.7%	0	0.0%
SC Oregon	1	33.3%	2	66.7%	0	0.0%
NE Oregon	0	0.0%	22	100.0%	0	0.0%
E. Oregon	1	50.0%	1	50.0%	0	0.0%
TOTAL	16	15.8%	85	84.2%	0	0.0%

Do you consider yourself a single parent?						
	#	%	#	%	#	%
Quintile	Yes		No		Decline to Repond	
1st Quintile	1	10.0%	9	90.0%	0	0.0%
2nd Quintile	3	15.0%	17	85.0%	0	0.0%
3rd Quintile	0	0.0%	12	100.0%	0	0.0%
4th Quintile	0	0.0%	22	100.0%	0	0.0%
5th Quintile	3	7.9%	35	92.1%	0	0.0%
TOTAL	7	6.9%	95	93.1%	0	0.0%
Region	Yes		No		Decline to Repond	
N. Coast	0	0.0%	7	100.0%	0	0.0%
Metro	0	0.0%	18	100.0%	0	0.0%
N. Willamett	1	4.2%	23	95.8%	0	0.0%
S. Willamette	1	20.0%	4	80.0%	0	0.0%
C. Coast	0	0.0%	6	100.0%	0	0.0%
S. Coast	0	0.0%	2	100.0%	0	0.0%
S. Oregon	2	25.0%	6	75.0%	0	0.0%
Gorge	1	50.0%	1	50.0%	0	0.0%
C. Oregon	0	0.0%	3	100.0%	0	0.0%
SC Oregon	0	0.0%	3	100.0%	0	0.0%
NE Oregon	2	9.1%	20	90.9%	0	0.0%
E. Oregon	0	0.0%	2	100.0%	0	0.0%
TOTAL	7	6.9%	95	93.1%	0	0.0%

How long have you been involved with your city government? (Years)		
	#	%
Quintile		
1st Quintile	5.9	0.6
2nd Quintile	6.7	0.7
3rd Quintile	11.6	1.3
4th Quintile	5.8	0.6
5th Quintile	12.5	1.4
TOTAL	9.1	1.0
Region		
N. Coast	7.6	0.8
Metro	13.4	1.5
N. Willamette	8.2	0.9
S. Willamette	6.1	0.7
C. Coast	5.3	0.6
S. Coast	5.5	0.6
S. Oregon	10.1	1.1
Gorge	9.5	1.0
C. Oregon	13.0	1.4
SC Oregon	7.0	0.8
NE Oregon	9.3	1.0
E. Oregon	1.5	0.2
TOTAL	9.1	1.0

On a 9-point scale, please describe your personal political beliefs (1 = Strongly Liberal; 9 = Strongly Conservative; 5 = Absolute Moderate)

Quintile	1	%	2	%	3	%	4	%	5	%	6	%	7	%	8	%	9	%
1st Quintile	0	0.0%	0	0.0%	3	30.0%	0	0.0%	1	10.0%	2	20.0%	1	10.0%	1	10.0%	2	20.0%
2nd Quintile	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	20.0%	2	13.3%	3	20.0%	3	20.0%	4	26.7%
3rd Quintile	0	0.0%	1	10.0%	0	0.0%	0	0.0%	1	10.0%	2	20.0%	5	50.0%	1	10.0%	0	0.0%
4th Quintile	0	0.0%	2	12.5%	4	25.0%	3	18.8%	2	12.5%	1	6.3%	2	12.5%	2	12.5%	0	0.0%
5th Quintile	3	9.1%	4	12.1%	7	21.2%	2	6.1%	6	18.2%	1	3.0%	4	12.1%	2	6.1%	4	12.1%
TOTAL	3	3.6%	7	8.3%	14	16.7%	5	6.0%	13	15.5%	8	9.5%	15	17.9%	9	10.7%	10	11.9%
Region	1	%	2	%	3	%	4	%	5	%	6	%	7	%	8	%	9	%
N. Coast	0	0.0%	0	0.0%	0	0.0%	1	20.0%	3	60.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%
Metro	0	0.0%	3	21.4%	3	21.4%	1	7.1%	2	14.3%	0	0.0%	3	21.4%	1	7.1%	1	7.1%
N. Willamette	2	9.5%	0	0.0%	5	23.8%	1	4.8%	3	14.3%	3	14.3%	4	19.0%	2	9.5%	1	4.8%
S. Willamette	0	0.0%	1	25.0%	0	0.0%	0	0.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%	2	50.0%
C. Coast	0	0.0%	2	40.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	1	20.0%	1	20.0%	0	0.0%
S. Coast	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%
S. Oregon	0	0.0%	1	12.5%	2	25.0%	1	12.5%	0	0.0%	1	12.5%	1	12.5%	0	0.0%	2	25.0%
Gorge	0	0.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%
C. Oregon	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	2	66.7%	0	0.0%	0	0.0%
SC Oregon	1	50.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
NE Oregon	0	0.0%	0	0.0%	2	11.8%	0	0.0%	3	17.6%	2	11.8%	2	11.8%	4	23.5%	4	23.5%
E. Oregon	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%
TOTAL	3	3.6%	7	8.3%	14	16.7%	5	6.0%	13	15.5%	8	9.5%	15	17.9%	9	10.7%	10	11.9%

Do you have any additional comments about this survey?

Yeah, the last question did not have an opt out/NA which I find very troubling. I reject the notion that this is even a continuum. It is a far more complicated three-dimensional matrix. I have never been part of a political party since I registered to vote at 18 years-old and frankly think the country would be far better off if others did the same. I also object to having "5" characterized as moderate when you have no opt out or objection to the assumptions made by this question.

What do you hope to gain from this survey?

Thanks for undertaking this work. Should be most informative for LOC

Thank you.

Stupidest survey

Questionnaire is too limited. I am fiscally conservative and socially moderate. Your scale doesn't provide for differentiation.

previously on Tigard council

no hope it helps

Like to see our little City government sending less money. Our present Staff have no regards on how to save money. The CA thinks there is a open check book. Plus a couple Counselors think the same.

Is this legal?

In addition to being a City Councilor I also work for a City, but am not taking this survey twice.

I answered survey on employment about my "day" job, not by elected position.

I am retired however my council position requires more than a "half-time" job

Great topic - we've been working on this in Silverton for a while. Diverse representation is a must, but not through quotas. Finding ways to be inclusive and define public service as a safe place are vital, as is changing the way that our citizens of color, ethnicity, and gender diversity are treated.

Combining this information with how much a City pays it's elected officials would show the level of work is not commensurate with pay, which is likely a barrier to folks.

Born in Midwest to peasant poor parents. First in family to graduate college. No aunts or uncles went to college. Public school educated. Two engineering degrees at Oregon State. Worked 60-70 hours per week until selling my business and scaling back last year. The above items seem more important to me than your survey questions.

Appendix D: Responses by Staff/Volunteer

Please describe your involvement with your city						
	#	%	#	%	#	%
Quintile	Elected Official		Staff		Volunteer	
1st Quintile	0	0.0%	20	95.2%	1	4.8%
2nd Quintile	0	0.0%	32	94.1%	2	5.9%
3rd Quintile	0	0.0%	37	97.4%	1	2.6%
4th Quintile	0	0.0%	74	100.0%	0	0.0%
5th Quintile	0	0.0%	189	100.0%	0	0.0%
TOTAL	0	0.0%	352	98.9%	4	1.1%
Region	Elected Official		Staff		Volunteer	
N. Coast	0	0.0%	17	89.5%	2	10.5%
Metro	0	0.0%	29	100.0%	0	0.0%
N. Willamette	0	0.0%	160	100.0%	0	0.0%
S. Willamette	0	0.0%	19	95.0%	1	5.0%
C. Coast	0	0.0%	12	92.3%	1	7.7%
S. Coast	0	0.0%	3	100.0%	0	0.0%
S. Oregon	0	0.0%	40	100.0%	0	0.0%
Gorge	0	0.0%	5	100.0%	0	0.0%
C. Oregon	0	0.0%	3	100.0%	0	0.0%
SC Oregon	0	0.0%	8	100.0%	0	0.0%
NE Oregon	0	0.0%	47	100.0%	0	0.0%
E. Oregon	0	0.0%	9	100.0%	0	0.0%
TOTAL	0	0.0%	352	98.9%	4	1.1%

Age																
Quintile	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
	18-20		21-30		31-40		41-50		51-60		61-70		70+		Decline to Respond	
1st Quintile	0	0.0%	2	9.5%	2	9.5%	5	23.8%	7	33.3%	2	9.5%	3	14.3%	0	0.0%
2nd Quintile	0	0.0%	0	0.0%	6	17.6%	9	26.5%	10	29.4%	9	26.5%	0	0.0%	0	0.0%
3rd Quintile	0	0.0%	4	10.5%	4	10.5%	9	23.7%	10	26.3%	9	23.7%	1	2.6%	1	2.6%
4th Quintile	0	0.0%	4	5.6%	11	15.3%	25	34.7%	15	20.8%	14	19.4%	3	4.2%	0	0.0%
5th Quintile	0	0.0%	18	9.6%	39	20.9%	59	31.6%	45	24.1%	18	9.6%	6	3.2%	2	1.1%
TOTAL	0	0.0%	28	8.0%	62	17.6%	107	30.4%	87	24.7%	52	14.8%	13	3.7%	3	0.9%
Region	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
	18-20		21-30		31-40		41-50		51-60		61-70		70+		Decline to Respond	
N. Coast	0	0.0%	0	0.0%	1	5.9%	5	29.4%	6	35.3%	4	23.5%	1	5.9%	0	0.0%
Metro	0	0.0%	3	10.3%	6	20.7%	5	17.2%	9	31.0%	4	13.8%	1	3.4%	1	3.4%
N. Willamette	0	0.0%	13	8.2%	32	20.1%	51	32.1%	36	22.6%	20	12.6%	6	3.8%	1	0.6%
S. Willamette	0	0.0%	1	5.0%	0	0.0%	7	35.0%	7	35.0%	4	20.0%	1	5.0%	0	0.0%
C. Coast	0	0.0%	1	7.7%	1	7.7%	3	23.1%	1	7.7%	5	38.5%	1	7.7%	1	7.7%
S. Coast	0	0.0%	0	0.0%	1	33.3%	1	33.3%	1	33.3%	0	0.0%	0	0.0%	0	0.0%
S. Oregon	0	0.0%	4	10.3%	7	17.9%	14	35.9%	7	17.9%	6	15.4%	1	2.6%	0	0.0%
Gorge	0	0.0%	0	0.0%	1	20.0%	0	0.0%	1	20.0%	3	60.0%	0	0.0%	0	0.0%
C. Oregon	0	0.0%	0	0.0%	1	33.3%	0	0.0%	2	66.7%	0	0.0%	0	0.0%	0	0.0%
SC Oregon	0	0.0%	1	12.5%	1	12.5%	2	25.0%	2	25.0%	2	25.0%	0	0.0%	0	0.0%
NE Oregon	0	0.0%	4	8.5%	11	23.4%	15	31.9%	14	29.8%	2	4.3%	1	2.1%	0	0.0%
E. Oregon	0	0.0%	1	11.1%	0	0.0%	4	44.4%	1	11.1%	2	22.2%	1	11.1%	0	0.0%
TOTAL	0	0.0%	28	8.0%	62	17.6%	107	30.4%	87	24.7%	52	14.8%	13	3.7%	3	0.9%

Please identify your gender						
	#	%	#	%	#	%
Quintile	Male		Female		Other	
1st Quintile	1	4.8%	20	95.2%	0	0.0%
2nd Quintile	10	29.4%	24	70.6%	0	0.0%
3rd Quintile	19	50.0%	19	50.0%	0	0.0%
4th Quintile	40	55.6%	32	44.4%	0	0.0%
5th Quintile	90	49.2%	93	50.8%	0	0.0%
TOTAL	160	46.0%	188	54.0%	0	0.0%
Region	Male		Female		Other	
N. Coast	10	58.8%	7	41.2%	0	0.0%
Metro	12	42.9%	16	57.1%	0	0.0%
N. Willamett	71	45.2%	86	54.8%	0	0.0%
S. Willamette	12	60.0%	8	40.0%	0	0.0%
C. Coast	2	15.4%	11	84.6%	0	0.0%
S. Coast	1	33.3%	2	66.7%	0	0.0%
S. Oregon	21	53.8%	18	46.2%	0	0.0%
Gorge	1	20.0%	4	80.0%	0	0.0%
C. Oregon	0	0.0%	3	100.0%	0	0.0%
SC Oregon	3	37.5%	5	62.5%	0	0.0%
NE Oregon	23	50.0%	23	50.0%	0	0.0%
E. Oregon	4	44.4%	5	55.6%	0	0.0%
TOTAL	160	46.0%	188	54.0%	0	0.0%

Please identify your preferred pronouns?

Whatever has been used for the past 2000+ years to address a male	She/Her	N/A	Him?	he, him
The traditional ones.	She/her	n/a	Him, He, His	He, Him
Sir, Mr.	she/her	N/A	Him, He	he, him
Sir	She/Her	N/A	Him	He, him
She/hers	She/ her	Ms.	him	he, him
she/her/hers	She, Hers	Ms.	him	He me sir mr I don't really understand the question
She/her/hers	She, hers	Ms.	Her/she	he his him
She/Her/Hers	she, her, hers and herself	Ms.	Her/She	he him his
she/her/hers	she, her, hers	Ms.	her, she, herself,	he him
she/her/hers	she, her, hers	Ms.	Her, She, Hers	he

Please identify your preferred pronouns?

She/Her/Hers	She, Her, Hers	ms.	Her, she	he
she/her/hers	she, her, hers	Ms.	her, she	He
she/her/hers	she, her, hers	Ms.	Her	He
She/Her/Hers	she, her, hers	Ms	her	He
She/her/hers	She, her, hers	ms	Her	He
she/her/hers	she, her	Mrs.	Her	He
she/her/hers	she, her	MRS.	Her	he
she/her/hers	she, her	Mrs.	he/she/it	have no idea what you're talking about
she/her/hers	she, her	MRS.	he/his/him	good great
she/her/hers	she, her	Mrs.	he/him/his	Female
She/Her/Hers	she, her	Mrs.	He/Him/His	female
she/her/hers	She, her	Mrs.	he/him/his	FEMALE
she/her, they/them	She, her	Mrs - She - Her	He/Him/His	English
She/her	she, her	Mrs	He/Him	don't use this
she/her	SHE, HER	Mrs	He/Him	Don't care
She/Her	she, her	Mr., Him, He, That Guy	he/him	all male references
she/her	She, Her	Mr.	He/Him	all female
she/her	She, Her	Mr.	he/him	?
she/her	She, Her	Mr.	he/him	"she, her, hers" (I had to look up what you were asking)
she/her	She, Her	Mr.	he/him	she/her/hers
She/Her	She, Her	Mr.	He/Him	
she/her	She, Her	Mr.	he/him	
she/her	She, her	Mr.	He/him	
She/Her	She Her	Mr.	He/Him	
she/her	She her	Mr.	He/Him	
She/Her	she	Mr.	HE/ HIM	
She/her	She	Mr.	he, his, him	
she/her	She	Mr.	He, him, Mr.	
she/her	She	Mr.	He, him, his, they, them, we, us,our	
She/her	she	Mr	he, him, his and sir	
She/her	She	mr	He, Him, His	
she/her	she	Mr	he, him, his	

Please identify your preferred pronouns?

She/Her	she	Miss or MS	he, him, his
She/her	She	Michael	He, him, his
SHE/HER	She	masculine	He, Him, His
she/her	Regular	Male pronouns	he, him
she/her	Officer	Male	He, Him
She/Her	None	it	He, him
she/her	None	huh?	he, him
She/Her	no preference	his majesty	He, him

Do you identify as a member of the LGBTQIA+ community?									
	#	%	#	%	#	%	#	%	
Quintile	Yes		No		Unsure		Decline to Respond		
1st Quintile	1	5.0%	18	90.0%	0	0.0%	1	5.0%	
2nd Quintile	3	9.1%	29	87.9%	0	0.0%	1	3.0%	
3rd Quintile	0	0.0%	36	94.7%	1	2.6%	1	2.6%	
4th Quintile	3	4.2%	62	87.3%	1	1.4%	5	7.0%	
5th Quintile	12	6.5%	166	89.7%	0	0.0%	7	3.8%	
TOTAL	19	5.5%	311	89.6%	2	0.6%	15	4.3%	
Region	Yes		No		Unsure		Decline to Respond		
N. Coast	1	5.9%	14	82.4%	0	0.0%	2	11.8%	
Metro	5	17.9%	21	75.0%	0	0.0%	2	7.1%	
N. Willamett	7	4.4%	145	91.8%	0	0.0%	6	3.8%	
S. Willamette	2	10.0%	15	75.0%	1	5.0%	2	10.0%	
C. Coast	1	7.7%	11	84.6%	0	0.0%	1	7.7%	
S. Coast	0	0.0%	3	100.0%	0	0.0%	0	0.0%	
S. Oregon	2	5.1%	36	92.3%	1	2.6%	0	0.0%	
Gorge	0	0.0%	5	100.0%	0	0.0%	0	0.0%	
C. Oregon	0	0.0%	3	100.0%	0	0.0%	0	0.0%	
SC Oregon	0	0.0%	7	100.0%	0	0.0%	0	0.0%	
NE Oregon	1	2.2%	43	93.5%	0	0.0%	2	4.3%	
E. Oregon	0	0.0%	8	100.0%	0	0.0%	0	0.0%	
TOTAL	19	5.5%	311	89.6%	2	0.6%	15	4.3%	

Race/Ethnicity																
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Quintile	White/Caucasian		Latino		African American		Asian/ Pac. Islander		Native American		Multiracial/Multiple Answers		Other		Decline to Respond	
1st Quintile	19	90.5%	1	4.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	4.8%
2nd Quintile	25	75.8%	1	3.0%	0	0.0%	0	0.0%	1	3.0%	4	12.1%	1	3.0%	1	3.0%
3rd Quintile	35	92.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	5.3%	0	0.0%	1	2.6%
4th Quintile	61	84.7%	2	2.8%	0	0.0%	0	0.0%	0	0.0%	8	11.1%	0	0.0%	1	1.4%
5th Quintile	162	88.0%	6	3.3%	0	0.0%	1	0.5%	3	1.6%	5	2.7%	1	0.5%	6	3.3%
TOTAL	302	86.8%	10	2.9%	0	0.0%	1	0.3%	4	1.1%	19	5.5%	2	0.6%	10	2.9%
Region	White/Caucasian		Latino		African American		Asian/ Pac. Islander		Native American		Multiracial/Multiple Answers		Other		Decline to Respond	
N. Coast	13	76.5%	1	5.9%	0	0.0%	0	0.0%	0	0.0%	1	5.9%	0	0.0%	2	11.8%
Metro	25	86.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	6.9%	0	0.0%	2	6.9%
N. Willamette	139	88.5%	3	1.9%	0	0.0%	1	0.6%	0	0.0%	8	5.1%	2	1.3%	4	2.5%
S. Willamette	15	75.0%	1	5.0%	0	0.0%	0	0.0%	0	0.0%	4	20.0%	0	0.0%	0	0.0%
C. Coast	9	69.2%	0	0.0%	0	0.0%	0	0.0%	2	15.4%	1	7.7%	0	0.0%	1	7.7%
S. Coast	2	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%
S. Oregon	36	92.3%	1	2.6%	0	0.0%	0	0.0%	2	5.1%	0	0.0%	0	0.0%	0	0.0%
Gorge	5	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
C. Oregon	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
SC Oregon	5	71.4%	2	28.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
NE Oregon	41	89.1%	2	4.3%	0	0.0%	0	0.0%	0	0.0%	2	4.3%	0	0.0%	1	2.2%
E. Oregon	9	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL	302	86.8%	10	2.9%	0	0.0%	1	0.3%	4	1.1%	19	5.5%	2	0.6%	10	2.9%

Do you speak any language other than English proficiently?									
	#	%	#	%	#	%	#	%	
Quintile	Yes		No		Unsure		Decline to Respond		
1st Quintile	2	9.5%	19	90.5%	0	0.0%	0	0.0%	
2nd Quintile	2	6.1%	31	93.9%	0	0.0%	0	0.0%	
3rd Quintile	4	10.5%	34	89.5%	0	0.0%	0	0.0%	
4th Quintile	7	9.7%	63	87.5%	0	0.0%	2	2.8%	
5th Quintile	25	13.4%	157	84.4%	2	1.1%	2	1.1%	
TOTAL	40	11.4%	304	86.9%	2	0.6%	4	1.1%	
Region	Yes		No		Unsure		Decline to Respond		
N. Coast	3	17.6%	14	82.4%	0	0.0%	0	0.0%	
Metro	6	20.7%	20	69.0%	1	3.4%	2	6.9%	
N. Willamett	19	11.9%	138	86.8%	1	0.6%	1	0.6%	
S. Willamette	1	5.0%	19	95.0%	0	0.0%	0	0.0%	
C. Coast	1	7.7%	12	92.3%	0	0.0%	0	0.0%	
S. Coast	0	0.0%	3	100.0%	0	0.0%	0	0.0%	
S. Oregon	0	0.0%	39	100.0%	0	0.0%	0	0.0%	
Gorge	1	20.0%	4	80.0%	0	0.0%	0	0.0%	
C. Oregon	0	0.0%	3	100.0%	0	0.0%	0	0.0%	
SC Oregon	1	14.3%	6	85.7%	0	0.0%	0	0.0%	
NE Oregon	7	15.2%	38	82.6%	0	0.0%	1	2.2%	
E. Oregon	1	11.1%	8	88.9%	0	0.0%	0	0.0%	
TOTAL	40	11.4%	304	86.9%	2	0.6%	4	1.1%	

What language or languages do you speak?

Spanish, Swedish	Spanish
Spanish, some sign language and English	Spanish
Spanish, Portuguese	Russian
Spanish, French	Korean
Spanish, English	Icelandic
Spanish, English	German and French
Spanish and conversational Russian	German
Spanish	German
Spanish	German
Spanish	FRENCH
Spanish	French
Spanish	French
Spanish	French
Spanish	French
Spanish	English/Spanish
Spanish	English, Spanish
Spanish	English, and Spanish
Spanish	English and Spanish fluently, and a little Bulgarian
Spanish	Cambodian (Khmer)

Do you identify as a person with disabilities?									
	#	%	#	%	#	%	#	%	
Quintile	Yes		No		Unsure		Decline to Respond		
1st Quintile	1	4.8%	19	90.5%	1	4.8%	0	0.0%	
2nd Quintile	1	3.0%	30	90.9%	1	3.0%	1	3.0%	
3rd Quintile	2	5.3%	35	92.1%	0	0.0%	1	2.6%	
4th Quintile	4	5.6%	65	90.3%	0	0.0%	3	4.2%	
5th Quintile	6	3.2%	171	91.9%	2	1.1%	7	3.8%	
TOTAL	14	4.0%	320	91.4%	4	1.1%	12	3.4%	
Region	Yes		No		Unsure		Decline to Respond		
N. Coast	0	0.0%	17	100.0%	0	0.0%	0	0.0%	
Metro	1	3.4%	26	89.7%	0	0.0%	2	6.9%	
N. Willamett	8	5.0%	146	91.8%	1	0.6%	4	2.5%	
S. Willamette	1	5.0%	17	85.0%	0	0.0%	2	10.0%	
C. Coast	1	7.7%	11	84.6%	0	0.0%	1	7.7%	
S. Coast	0	0.0%	3	100.0%	0	0.0%	0	0.0%	
S. Oregon	2	5.1%	34	87.2%	1	2.6%	2	5.1%	
Gorge	0	0.0%	5	100.0%	0	0.0%	0	0.0%	
C. Oregon	0	0.0%	3	100.0%	0	0.0%	0	0.0%	
SC Oregon	0	0.0%	7	100.0%	0	0.0%	0	0.0%	
NE Oregon	1	2.2%	43	93.5%	1	2.2%	1	2.2%	
E. Oregon	0	0.0%	8	88.9%	1	11.1%	0	0.0%	
TOTAL	14	4.0%	320	91.4%	4	1.1%	12	3.4%	

Please select your highest level of education - Selected Choice																		
Quintile	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
	<HS Degree		HS Degree		Some College		AA, AS		BA, BS		MA, MS		MD, JD, etc.		PhD		Other	
1st Quintile	0	0.0%	3	15.0%	4	20.0%	3	15.0%	8	40.0%	1	5.0%	0	0.0%	0	0.0%	1	5.0%
2nd Quintile	0	0.0%	4	12.5%	12	37.5%	5	15.6%	2	6.3%	5	15.6%	2	6.3%	0	0.0%	2	6.3%
3rd Quintile	0	0.0%	1	2.8%	13	36.1%	3	8.3%	10	27.8%	8	22.2%	1	2.8%	0	0.0%	0	0.0%
4th Quintile	0	0.0%	6	8.5%	12	16.9%	8	11.3%	27	38.0%	16	22.5%	0	0.0%	0	0.0%	2	2.8%
5th Quintile	1	0.6%	8	4.4%	31	17.1%	27	14.9%	66	36.5%	38	21.0%	4	2.2%	0	0.0%	6	3.3%
TOTAL	1	0.3%	22	6.5%	72	21.2%	46	13.5%	113	33.2%	68	20.0%	7	2.1%	0	0.0%	11	3.2%
Region	<HS Degree		HS Degree		Some College		AA, AS		BA, BS		MA, MS		MD, JD, etc.		PhD		Other	
N. Coast	0	0.0%	1	6.3%	2	12.5%	1	6.3%	8	50.0%	4	25.0%	0	0.0%	0	0.0%	0	0.0%
Metro	0	0.0%	0	0.0%	1	3.6%	2	7.1%	9	32.1%	9	32.1%	4	14.3%	0	0.0%	3	10.7%
N. Willamette	1	0.6%	6	3.9%	42	27.1%	20	12.9%	55	35.5%	27	17.4%	2	1.3%	0	0.0%	2	1.3%
S. Willamette	0	0.0%	5	25.0%	7	35.0%	0	0.0%	2	10.0%	5	25.0%	0	0.0%	0	0.0%	1	5.0%
C. Coast	0	0.0%	1	8.3%	5	41.7%	0	0.0%	2	16.7%	3	25.0%	1	8.3%	0	0.0%	0	0.0%
S. Coast	0	0.0%	0	0.0%	2	66.7%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
S. Oregon	0	0.0%	3	8.1%	5	13.5%	10	27.0%	10	27.0%	7	18.9%	0	0.0%	0	0.0%	2	5.4%
Gorge	0	0.0%	2	40.0%	1	20.0%	1	20.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%
C. Oregon	0	0.0%	0	0.0%	2	66.7%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
SC Oregon	0	0.0%	2	28.6%	3	42.9%	0	0.0%	0	0.0%	1	14.3%	0	0.0%	0	0.0%	1	14.3%
NE Oregon	0	0.0%	2	4.4%	1	2.2%	11	24.4%	20	44.4%	9	20.0%	0	0.0%	0	0.0%	2	4.4%
E. Oregon	0	0.0%	0	0.0%	1	11.1%	1	11.1%	5	55.6%	2	22.2%	0	0.0%	0	0.0%	0	0.0%
TOTAL	1	0.3%	22	6.5%	72	21.2%	46	13.5%	113	33.2%	68	20.0%	7	2.1%	0	0.0%	11	3.2%

Are you going to college/professional development training to prepare yourself for a new career?						
	#	%	#	%	#	%
Quintile	Yes		No		Decline to Repond	
1st Quintile	2	10.0%	17	85.0%	1	5.0%
2nd Quintile	3	9.1%	30	90.9%	0	0.0%
3rd Quintile	0	0.0%	34	91.9%	3	8.1%
4th Quintile	6	8.5%	64	90.1%	1	1.4%
5th Quintile	12	6.6%	163	90.1%	6	3.3%
TOTAL	23	6.7%	308	90.1%	11	3.2%
Region	Yes		No		Decline to Repond	
N. Coast	1	5.9%	16	94.1%	0	0.0%
Metro	3	10.3%	24	82.8%	2	6.9%
N. Willametti	16	10.3%	132	85.2%	7	4.5%
S. Willamette	2	10.0%	18	90.0%	0	0.0%
C. Coast	0	0.0%	12	92.3%	1	7.7%
S. Coast	0	0.0%	3	100.0%	0	0.0%
S. Oregon	0	0.0%	37	100.0%	0	0.0%
Gorge	0	0.0%	5	100.0%	0	0.0%
C. Oregon	0	0.0%	3	100.0%	0	0.0%
SC Oregon	0	0.0%	7	100.0%	0	0.0%
NE Oregon	1	2.3%	43	97.7%	0	0.0%
E. Oregon	0	0.0%	8	88.9%	1	11.1%
TOTAL	23	6.7%	308	90.1%	11	3.2%

Are you a first generation American?						
	#	%	#	%	#	%
Quintile	Yes		No		Decline to Respond	
1st Quintile	3	15.8%	15	78.9%	1	5.3%
2nd Quintile	3	9.1%	30	90.9%	0	0.0%
3rd Quintile	2	5.4%	35	94.6%	0	0.0%
4th Quintile	5	7.1%	62	88.6%	3	4.3%
5th Quintile	18	10.0%	160	88.9%	2	1.1%
TOTAL	31	9.1%	302	89.1%	6	1.8%
Region	Yes		No		Decline to Respond	
N. Coast	4	23.5%	13	76.5%	0	0.0%
Metro	2	6.9%	24	82.8%	3	10.3%
N. Willamett	11	7.2%	140	91.5%	2	1.3%
S. Willamette	2	10.0%	17	85.0%	1	5.0%
C. Coast	1	7.7%	12	92.3%	0	0.0%
S. Coast	0	0.0%	3	100.0%	0	0.0%
S. Oregon	4	10.8%	33	89.2%	0	0.0%
Gorge	0	0.0%	5	100.0%	0	0.0%
C. Oregon	0	0.0%	3	100.0%	0	0.0%
SC Oregon	1	14.3%	6	85.7%	0	0.0%
NE Oregon	6	13.6%	38	86.4%	0	0.0%
E. Oregon	0	0.0%	8	100.0%	0	0.0%
TOTAL	31	9.1%	302	89.1%	6	1.8%

Income																
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Quintile	<10K		10-40K		40-60K		60-80K		80-100K		100-150K		150K+		Decline to Respond	
1st Quintile	1	5.0%	4	20.0%	5	25.0%	1	5.0%	3	15.0%	1	5.0%	0	0.0%	5	25.0%
2nd Quintile	0	0.0%	5	15.2%	3	9.1%	9	27.3%	5	15.2%	5	15.2%	1	3.0%	5	15.2%
3rd Quintile	0	0.0%	3	8.1%	7	18.9%	6	16.2%	6	16.2%	6	16.2%	4	10.8%	5	13.5%
4th Quintile	0	0.0%	0	0.0%	9	12.9%	13	18.6%	13	18.6%	24	34.3%	7	10.0%	4	5.7%
5th Quintile	0	0.0%	6	3.4%	19	10.7%	28	15.8%	25	14.1%	54	30.5%	35	19.8%	10	5.6%
TOTAL	1	0.3%	18	5.3%	43	12.8%	57	16.9%	52	15.4%	90	26.7%	47	13.9%	29	8.6%
Region	<10K		10-40K		40-60K		60-80K		80-100K		100-150K		150K+		Decline to Respond	
N. Coast	0	0.0%	1	5.9%	2	11.8%	0	0.0%	2	11.8%	5	29.4%	2	11.8%	5	29.4%
Metro	0	0.0%	1	3.4%	1	3.4%	3	10.3%	6	20.7%	7	24.1%	9	31.0%	2	6.9%
N. Willamette	0	0.0%	7	4.6%	20	13.2%	30	19.7%	21	13.8%	45	29.6%	18	11.8%	11	7.2%
S. Willamette	0	0.0%	0	0.0%	4	21.1%	5	26.3%	3	15.8%	5	26.3%	2	10.5%	0	0.0%
C. Coast	0	0.0%	3	23.1%	1	7.7%	1	7.7%	3	23.1%	2	15.4%	1	7.7%	2	15.4%
S. Coast	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	66.7%	0	0.0%	0	0.0%	1	33.3%
S. Oregon	0	0.0%	2	5.6%	3	8.3%	2	5.6%	3	8.3%	12	33.3%	8	22.2%	6	16.7%
Gorge	0	0.0%	1	20.0%	2	40.0%	1	20.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%
C. Oregon	0	0.0%	0	0.0%	2	66.7%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
SC Oregon	1	14.3%	1	14.3%	0	0.0%	2	28.6%	0	0.0%	1	14.3%	1	14.3%	1	14.3%
NE Oregon	0	0.0%	0	0.0%	7	15.9%	11	25.0%	10	22.7%	9	20.5%	6	13.6%	1	2.3%
E. Oregon	0	0.0%	2	22.2%	1	11.1%	1	11.1%	1	11.1%	4	44.4%	0	0.0%	0	0.0%
TOTAL	1	0.3%	18	5.3%	43	12.8%	57	16.9%	52	15.4%	90	26.7%	47	13.9%	29	8.6%

How many hours per week do you work for employment?											
	#	%	#	%	#	%	#	%	#	%	
Quintile	0-10		11-20		21-30		31-40		40+		
1st Quintile	1	5.0%	4	20.0%	7	35.0%	4	20.0%	4	20.0%	
2nd Quintile	1	3.0%	2	6.1%	2	6.1%	10	30.3%	18	54.5%	
3rd Quintile	1	2.7%	0	0.0%	2	5.4%	9	24.3%	25	67.6%	
4th Quintile	0	0.0%	1	1.4%	4	5.7%	11	15.7%	54	77.1%	
5th Quintile	2	1.1%	9	5.0%	7	3.9%	41	22.7%	122	67.4%	
TOTAL	5	1.5%	16	4.7%	22	6.5%	75	22.0%	223	65.4%	
Region	0-10		11-20		21-30		31-40		40+		
N. Coast	1	5.9%	0	0.0%	1	5.9%	1	5.9%	14	82.4%	
Metro	0	0.0%	2	7.4%	1	3.7%	5	18.5%	19	70.4%	
N. Willametti	1	0.6%	9	5.8%	11	7.1%	37	23.9%	97	62.6%	
S. Willamette	0	0.0%	0	0.0%	2	10.0%	2	10.0%	16	80.0%	
C. Coast	1	7.7%	0	0.0%	1	7.7%	2	15.4%	9	69.2%	
S. Coast	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	100.0%	
S. Oregon	1	2.7%	2	5.4%	1	2.7%	10	27.0%	23	62.2%	
Gorge	0	0.0%	1	20.0%	1	20.0%	1	20.0%	2	40.0%	
C. Oregon	0	0.0%	0	0.0%	1	33.3%	0	0.0%	2	66.7%	
SC Oregon	1	14.3%	0	0.0%	0	0.0%	2	28.6%	4	57.1%	
NE Oregon	0	0.0%	0	0.0%	3	6.7%	13	28.9%	29	64.4%	
E. Oregon	0	0.0%	2	22.2%	0	0.0%	2	22.2%	5	55.6%	
TOTAL	5	1.5%	16	4.7%	22	6.5%	75	22.0%	223	65.4%	

Do you have children under the age of 18?						
	#	%	#	%	#	%
Quintile	Yes		No		Decline to Repond	
1st Quintile	5	25.0%	15	75.0%	0	0.0%
2nd Quintile	8	24.2%	25	75.8%	0	0.0%
3rd Quintile	13	35.1%	22	59.5%	2	5.4%
4th Quintile	35	50.0%	35	50.0%	0	0.0%
5th Quintile	81	45.0%	98	54.4%	1	0.6%
TOTAL	142	41.8%	195	57.4%	3	0.9%
Region	Yes		No		Decline to Repond	
N. Coast	5	29.4%	11	64.7%	1	5.9%
Metro	12	44.4%	15	55.6%	0	0.0%
N. Willametti	69	44.5%	86	55.5%	0	0.0%
S. Willamette	7	35.0%	13	65.0%	0	0.0%
C. Coast	3	23.1%	9	69.2%	1	7.7%
S. Coast	2	66.7%	1	33.3%	0	0.0%
S. Oregon	16	43.2%	21	56.8%	0	0.0%
Gorge	1	20.0%	4	80.0%	0	0.0%
C. Oregon	1	33.3%	2	66.7%	0	0.0%
SC Oregon	2	28.6%	5	71.4%	0	0.0%
NE Oregon	21	47.7%	22	50.0%	1	2.3%
E. Oregon	3	33.3%	6	66.7%	0	0.0%
TOTAL	142	41.8%	195	57.4%	3	0.9%

Do you consider yourself a single parent?						
	#	%	#	%	#	%
Quintile	Yes		No		Decline to Repond	
1st Quintile	2	10.0%	18	90.0%	0	0.0%
2nd Quintile	1	3.1%	31	96.9%	0	0.0%
3rd Quintile	1	2.9%	34	97.1%	0	0.0%
4th Quintile	8	11.4%	61	87.1%	1	1.4%
5th Quintile	13	7.3%	165	92.7%	0	0.0%
TOTAL	25	7.5%	309	92.2%	1	0.3%
Region	Yes		No		Decline to Repond	
N. Coast	0	0.0%	16	100.0%	0	0.0%
Metro	1	3.7%	26	96.3%	0	0.0%
N. Willamett	12	7.9%	140	92.1%	0	0.0%
S. Willamette	2	10.0%	18	90.0%	0	0.0%
C. Coast	1	8.3%	11	91.7%	0	0.0%
S. Coast	0	0.0%	3	100.0%	0	0.0%
S. Oregon	1	2.7%	36	97.3%	0	0.0%
Gorge	0	0.0%	5	100.0%	0	0.0%
C. Oregon	1	33.3%	2	66.7%	0	0.0%
SC Oregon	0	0.0%	7	100.0%	0	0.0%
NE Oregon	7	15.9%	36	81.8%	1	2.3%
E. Oregon	0	0.0%	9	100.0%	0	0.0%
TOTAL	25	7.5%	309	92.2%	1	0.3%

How long have you been involved with your city government? (Years)		
	#	%
Quintile		
1st Quintile	6.7	0.7
2nd Quintile	9.1	0.9
3rd Quintile	10.5	1.0
4th Quintile	9.8	1.0
5th Quintile	10.9	1.1
TOTAL	10.2	1.0
Region		
N. Coast	8.8	0.9
Metro	9.8	1.0
N. Willametti	11.2	1.1
S. Willamette	10.4	1.0
C. Coast	8.8	0.9
S. Coast	9.0	0.9
S. Oregon	10.1	1.0
Gorge	10.0	1.0
C. Oregon	6.3	0.6
SC Oregon	16.3	1.6
NE Oregon	8.7	0.8
E. Oregon	3.9	0.4
TOTAL	10.2	1.0

On a 9-point scale, please describe your personal political beliefs (1 = Strongly Liberal; 9 = Strongly Conservative; 5 = Absolute Moderate)

Quintile	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
1st Quintile	1	5.9%	2	11.8%	0	0.0%	0	0.0%	3	17.6%	1	5.9%	3	17.6%	4	23.5%	3	17.6%
2nd Quintile	0	0.0%	1	5.3%	3	15.8%	2	10.5%	4	21.1%	1	5.3%	3	15.8%	3	15.8%	2	10.5%
3rd Quintile	0	0.0%	3	12.0%	1	4.0%	3	12.0%	4	16.0%	3	12.0%	4	16.0%	6	24.0%	1	4.0%
4th Quintile	1	1.8%	5	8.9%	5	8.9%	6	10.7%	11	19.6%	11	19.6%	10	17.9%	2	3.6%	5	8.9%
5th Quintile	15	9.9%	15	9.9%	27	17.9%	6	4.0%	25	16.6%	7	4.6%	28	18.5%	14	9.3%	14	9.3%
TOTAL	17	6.3%	26	9.7%	36	13.4%	17	6.3%	47	17.5%	23	8.6%	48	17.9%	29	10.8%	25	9.3%
Region	1	%	2	%	3	%	4	%	5	%	6	%	7	%	8	%	9	%
N. Coast	1	8.3%	0	0.0%	0	0.0%	0	0.0%	3	25.0%	4	33.3%	2	16.7%	0	0.0%	2	16.7%
Metro	3	12.5%	4	16.7%	6	25.0%	2	8.3%	1	4.2%	2	8.3%	2	8.3%	3	12.5%	1	4.2%
N. Willamett	7	5.8%	13	10.8%	19	15.8%	13	10.8%	15	12.5%	6	5.0%	23	19.2%	12	10.0%	12	10.0%
S. Willamette	0	0.0%	2	11.8%	1	5.9%	0	0.0%	6	35.3%	2	11.8%	4	23.5%	0	0.0%	2	11.8%
C. Coast	0	0.0%	3	33.3%	0	0.0%	2	22.2%	2	22.2%	0	0.0%	0	0.0%	1	11.1%	1	11.1%
S. Coast	0	0.0%	1	50.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
S. Oregon	4	14.8%	1	3.7%	3	11.1%	0	0.0%	9	33.3%	1	3.7%	4	14.8%	4	14.8%	1	3.7%
Gorge	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	25.0%	0	0.0%	0	0.0%	2	50.0%	1	25.0%
C. Oregon	1	33.3%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%
SC Oregon	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	50.0%	0	0.0%	0	0.0%	2	50.0%	0	0.0%
NE Oregon	1	2.6%	0	0.0%	7	18.4%	0	0.0%	3	7.9%	6	15.8%	12	31.6%	4	10.5%	5	13.2%
E. Oregon	0	0.0%	1	12.5%	0	0.0%	0	0.0%	4	50.0%	1	12.5%	1	12.5%	1	12.5%	0	0.0%
TOTAL	17	6.3%	26	9.7%	36	13.4%	17	6.3%	47	17.5%	23	8.6%	48	17.9%	29	10.8%	25	9.3%

Do you have any additional comments about this survey?

- why?
- why are you interested in my political beliefs, on city time?
- what's it for
- What is the purpose of this survey?
- This survey is very intrusive. I was asked to take it by my employer, but I'm wondering why LOC even created it, as none of this should relate to my employment.
- This is ridiculous!!!
- This is none of LOC's Business
- This is an excellent survey. You need a decline to answer on the political beliefs question. I would have answered anyway, but sometimes city employees need to be careful about stating a political position.
- still not sure of the point
- Seems too personal
- PRONOUNS ARE DUMB
- Please disregard the above question about politics. I do not participate and am 100% neutral in politics.
- Our city organization does not celebrate inclusion or diversity
- Not good Questions
- Look forward to seeing the results!

Do you have any additional comments about this survey?

It would be nice if when trying to make everybody feel included/invited that the by product of that decision would not excluded/belittle another group simply because you did not like their beliefs, the exact item that we are trying to make all inclusive. It has been a very one sided issue. I feel as though I get along with almost everybody and don't pass judgments based on other peoples beliefs or preferences. However when those groups begin to get special treatment and more opportunities then I can get because I don't have the same opinion/views then you have discriminated against me which is happening.

It would be helpful to see the outcome of the survey.

It is sad that all the questions are formatted in a liberal non gender leftist sort of way.

Interesting questions.

I'm not sure about completing this survey with my name on it. It appears to be a form of cat

I'M A PERMANENT RESIDENT NOT AN AMERICAN, WHICH THIS SURVEY DOESN'T CAPTURE. I SAID ABOVE THAT I WAS "FIRST GENERATION AMERICAN" BECAUSE I DIDN'T THINK SAYING "NO" WAS APPROPRIATE SINCE IT MIGHT IMPLY I WAS AMERICAN?

I will be interested to see the results! Thank you for offering to collect this data in a confidential manner.

I think most will find their answers to this survey very personal; I don't think LOC shared enough about how the responses will be used to foster lots of responses. But I'd be interested to see how this response rate is!

I question why this type of survey is necessary!

I only completed the quiz because I researched Qualtrics' security measures first. Highly recommend including more detailed information regarding the security and data use information on the quiz landing page to ensure better participation.

I hope any results posted by location will include number of respondents as % of total employees for validity purposes.

I have only been with the City of McMinnville for close to 1 year but was with the City of Lafayette for over 18 yrs prior to switching jobs.

I guess I am puzzled on why the LOC is getting involved with a survey like this. This is all political and I don't really think is belongs with the LOC

I find that generally speaking "inclusiveness", "tolerance" and "equity" typically means for everyone but those who are conservative or people of faith. It would be nice to see an actual approach that unites people rather than divides people by their perceived victimhood.

I don't understand the relevance of the last question.

I don't see how any of these questions can be used to better understand potential barriers to participation and develop tools for the LOC to remove such barriers.

I do not identify as conservative or liberal.

How much is this costing the taxpayers?

...seems politically motivated.

Appendix E: Population and Region Breakdowns

Quintile Ranges	# Cities	% Cities
1st Quintile <470	48	19.8%
2nd Quintile 471-1300	49	20.2%
3rd Quintile 1301-3250	48	19.8%
4th Quintile 3251-10200	48	19.8%
5th Quintile >10200	48	19.8%
Small Cities <5000	166	68.6%
Top 5 % >40000	12	5.0%

	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Region 10	Region 11	Region 12	TOTALS
	N. Coast	Metro	N. Willamette	S. Willamette	C. Coast	S. Coast	S. Oregon	Gorge	C. Oregon	SC Oregon	NE Oregon	E. Oregon	
1st Quintile	3	1	6	1	0	0	2	8	2	2	9	14	48
2nd Quintile	2	4	9	4	2	2	6	4	2	3	8	3	49
3rd Quintile	8	2	11	0	3	4	5	1	3	1	6	4	48
4th Quintile	5	5	12	6	3	4	6	1	1	0	3	2	48
5th Quintile	1	19	9	3	1	1	5	1	3	1	3	1	48
TOTALS	19	31	47	14	9	11	24	15	11	7	29	24	241
	8%	13%	20%	6%	4%	5%	10%	6%	5%	3%	12%	10%	100%

Appendix F: Small Cities Regions



Member Cities
Small Cities
Regions 2018

