

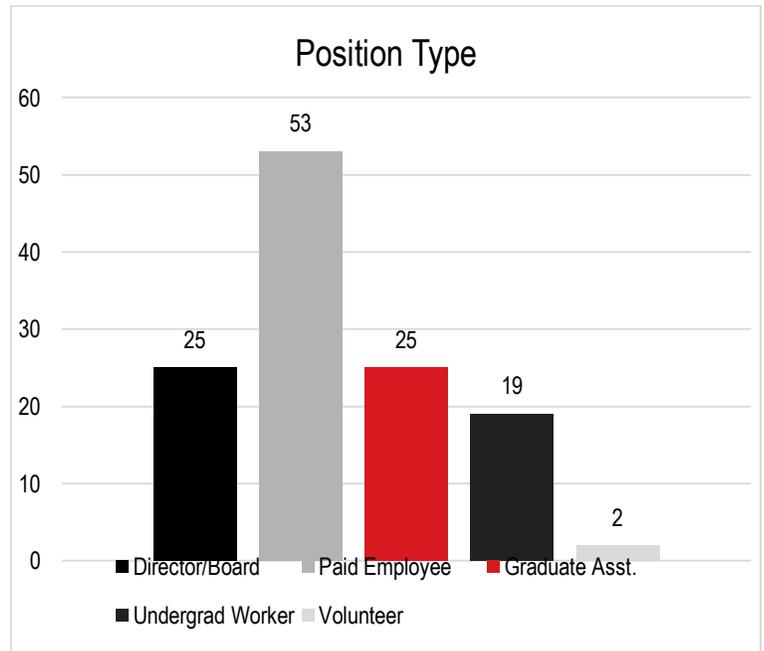
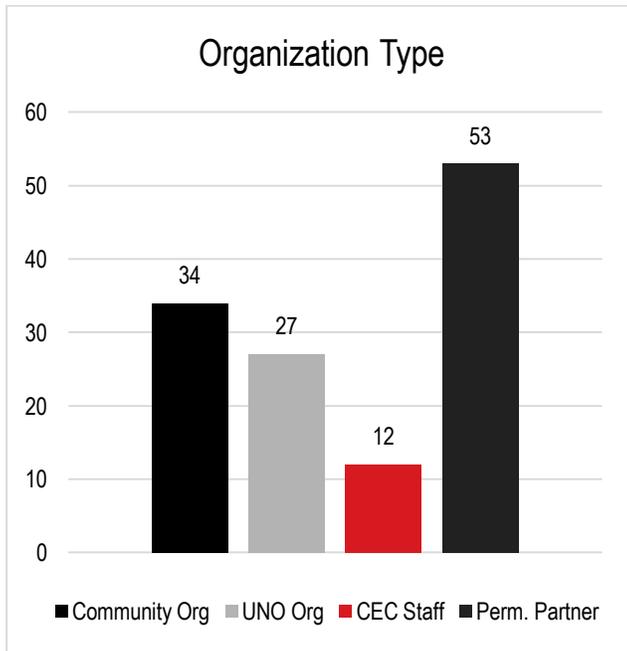
Barbara Weitz Community Engagement Center Values Baseline Report: 2016

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Executive Summary

Survey Demographics



Strengths

1. Majority of people know what the Weitz CEC Values are
2. The highest ranked value was Collaboration, which was also the value people are most familiar with
3. Most people think the values help them do their job rather than being a hindrance to their job
4. *"I am better equipped to serve the Omaha community as a result of working in the Weitz CEC."* **97% agree**
5. GREAT sample size gives us an accurate indication of what people in the Weitz CEC think, feel, and believe about the values

Growth Areas

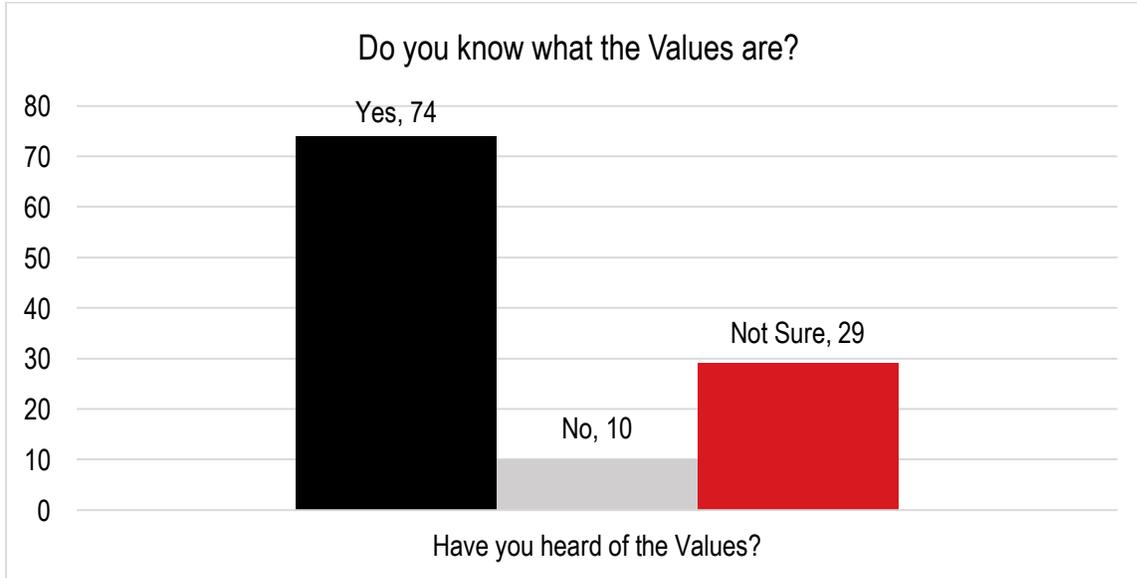
1. The lowest ranked value was Reciprocation
2. About one-third of individuals surveyed either don't know or are not sure what the Weitz CEC Values are
3. Most people report wanting to improve with respect to Diversity
4. Most people aren't sure if there are any barriers to their organization espousing the Weitz CEC Values
5. There are opportunities to improve across organization types and position types

Next Steps, Interventions

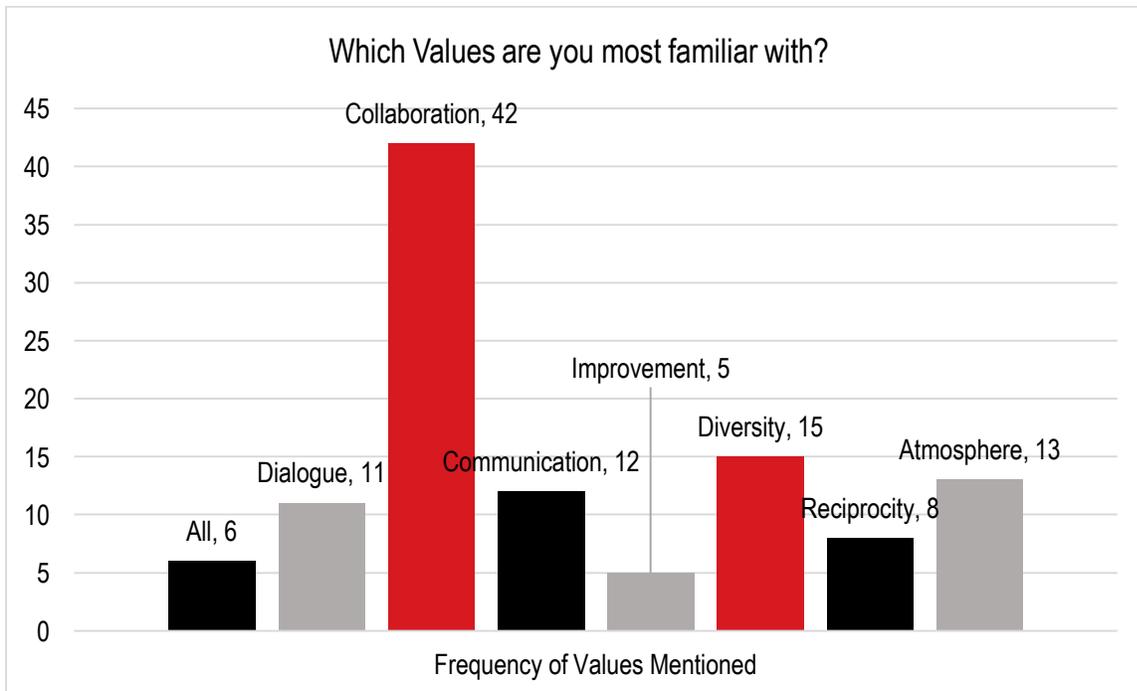
1. Address lack of familiarity with the values... Overall, describe why we have the values (e.g., orientation, all-hands)
2. Address perceptions of importance of some values... Define/explain the values (e.g., seminars)

Familiarity with the Weitz CEC Values

The majority of people know what they are, about a third either don't know or are not sure.



People are most familiar with Collaboration. All values were mentioned at least once!

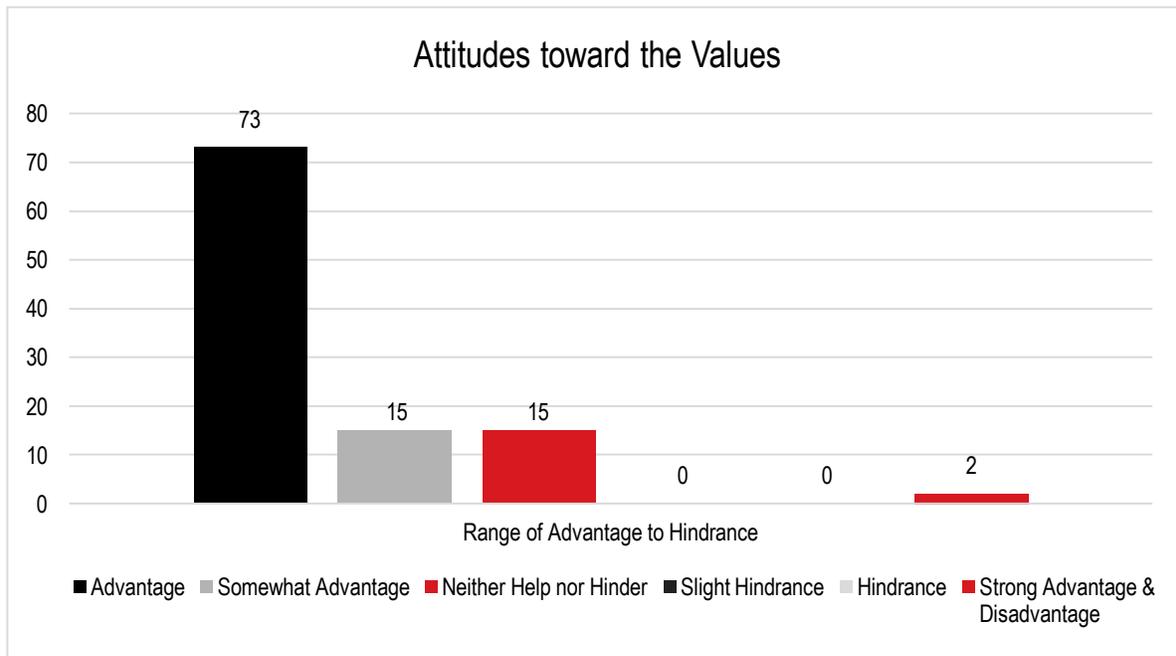


Weitz CEC Values Prioritization

Values Rankings



Collaboration	Most likely to be in top 3, 45% chose as #1
Communication	Most likely to be #2 or #3
Civil and open dialogue	Most likely to be in #4 or #5
Welcoming atmosphere	Most likely to be #2
Continuous improvement	Most likely to be #6 or #7
Diversity	Most likely to be #3 or #4
Reciprocity	Most likely to be #6 or #7, 33% chose as #7



Values Behavior Overall Results

Construct	Mean (corrected for reverse codes)	Scale
Diversity	2.15	-3 = Strongly Disagree -2 = Disagree -1 = Somewhat Disagree 0 = Neither Disagree nor Agree 1 = Somewhat Agree 2 = Agree 3 = Strongly Agree
Civil and Open Dialogue	1.74	
Collaboration	1.55	
Reciprocity	2.16	
Communication	2.00	
Welcoming Atmosphere	2.35	
Continuous Improvement	1.75	

Diversity	Strongly Agree %						N	Mean
	Agree %							
	Somewhat Agree %							
	Somewhat Disagree %							
	Disagree %							
	Strongly Disagree %							
My organization contributed to the diversity of the Weitz CEC.	1	3	4	15.2	43.4	33.3	99	1.89
In my work at the Weitz CEC, I collaborated with different types of organizations.	1	2.9	2	16.7	37.3	40.2	102	2.01
In my work at the Weitz CEC, I interacted with diverse populations.	0	3.8	1.9	22.6	33	38.7	106	1.95
My organization has come up with original and innovative ideas.	0	1	1	19.4	40.8	37.9	103	2.12
My organization needs to improve with respect to diversity.	8.5	14.9	19.1	7.4	30.9	19.1	94	-0.52

Civil and Open Dialogue	Strongly Agree %						N	Mean
	Agree %							
	Somewhat Agree %							
	Somewhat Disagree %							
	Disagree %							
	Strongly Disagree %							
In the Weitz CEC, I discussed controversial topics with others.	4.4	6.7	12.2	31.1	25.6	20	90	1.03
While at the Weitz CEC, I felt free to initiate dialogue around controversial topics.	2	3	3	22	46	24	100	1.71
In the Weitz CEC, I was sometimes afraid to share my opinion.	37.5	39.6	11.5	8.3	1	2.1	96	-1.86
My organization tolerated a range of opinions and views.	0	2	1	14	41	42	100	2.17
There are many organizations in the Weitz CEC with differing points of view.	1.1	2.1	3.2	24.5	45.7	23.4	94	1.76

Collaboration	Strongly Agree %						N	Mean
	Agree %							
	Somewhat Agree %							
	Somewhat Disagree %							
	Disagree %							
	Strongly Disagree %							
Through my organization's presence in the Weitz CEC, my organization developed collaborations that are innovative.	1	2	0	24	40	33	100	1.96
I met occasionally with representatives of other organizations to find common interests.	2.2	8.8	3.3	23.1	29.7	33	91	1.54
I attended networking events in order to identify potential collaborations.	2.1	7.3	5.2	27.1	37.5	20.8	96	1.39

Reciprocity	Strongly Agree %						N	Mean
	Agree %							
	Somewhat Agree %							
	Somewhat Disagree %							
	Disagree %							
	Strongly Disagree %							
In my organization's partnerships, all partners benefited equally.	0	1.1	5.6	23.3	52.2	17.8	90	1.73
In my organization's partnerships, some partners benefited more than others.	9.1	25.8	33.3	10.6	18.2	3	66	-.56
When planning collaborations, I always communicated my expectations clearly.	0	0	1.1	20.7	54.3	23.9	92	1.39
When completing collaborations, I followed up to ensure expectations were met.	0	0	3.2	23.2	44.2	29.5	95	1.97

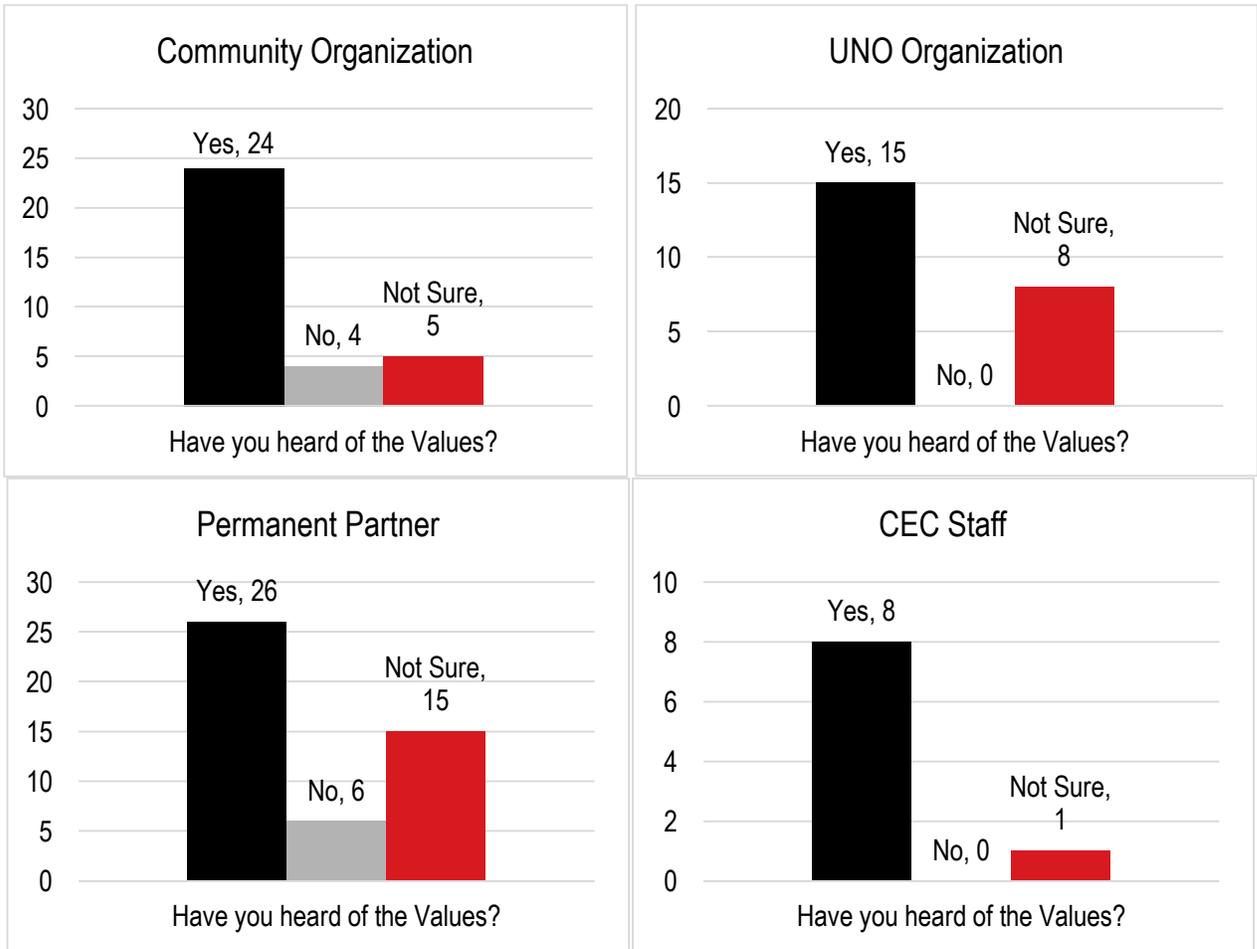
Communication	Strongly Agree %						N	Mean
	Agree %							
	Somewhat Agree %							
	Somewhat Disagree %							
	Disagree %							
	Strongly Disagree %							
I communicated transparently with people from my organization.	.9	.9	1.9	9.4	39.6	47.2	106	2.24
My organization readily communicated information to those who can benefit from our services.	0	1.8	.9	14.5	44.5	38.2	110	2.14
I used many modes of communication to suit the needs of my target population.	0	3.9	0	26.5	38.2	31.4	102	1.89
I sought to resolve issues with partners directly and respectfully.	0	0	0	16.5	35.4	48.1	79	2.32
I sometimes ignored uncomfortable issues with co-workers that should have been addressed.	18.8	47.9	15.6	14.6	1	2.1	96	-1.45
I communicated my organization's success to the Weitz CEC staff.	5.7	9.1	6.8	18.2	39.8	20.5	88	1.17

Welcoming Atmosphere	Strongly Agree %						N	Mean
	Agree %							
	Somewhat Agree %							
	Somewhat Disagree %							
	Disagree %							
	Strongly Disagree %							
If someone looked lost in the Weitz CEC, I asked them if they needed help.	0	1.9	.9	12.3	36.8	48.1	106	2.25
Sometimes my office space looks cluttered.	18.8	24.8	16.8	23.8	8.9	6.9	101	-0.60
When hosting an event in the Weitz CEC, I helped to clean-up afterward.	0	0	0	5.1	26.5	68.4	98	2.63
I strove to make new partners feel welcome in a variety of ways (e.g., inviting them to lunch).	1.2	4.7	4.7	35.3	29.4	24.7	85	1.51

Continuous Improvement	Strongly Agree %						N	Mean
	Agree %							
	Somewhat Agree %							
	Somewhat Disagree %							
	Disagree %							
	Strongly Disagree %							
I learned new skills since I started working in the Weitz CEC.	0	1.9	1.9	22.9	41.9	31.4	105	1.95
I am better equipped to serve the Omaha community as a result of working in the Weitz CEC.	1	1	1	15.7	38.2	43.1	102	2.16
My organization changed as a result of being in the Weitz CEC the past 6 months.	2.6	1.3	2.6	24.7	31.2	37.7	77	1.87
I systematically tracked my organization's progress in the last 6 months.	4.5	11.4	6.8	21.6	38.6	17	88	1.07
My organization grew in capacity in the last 6 months.	1.2	4.8	7.1	11.9	28.6	46.4	84	1.52

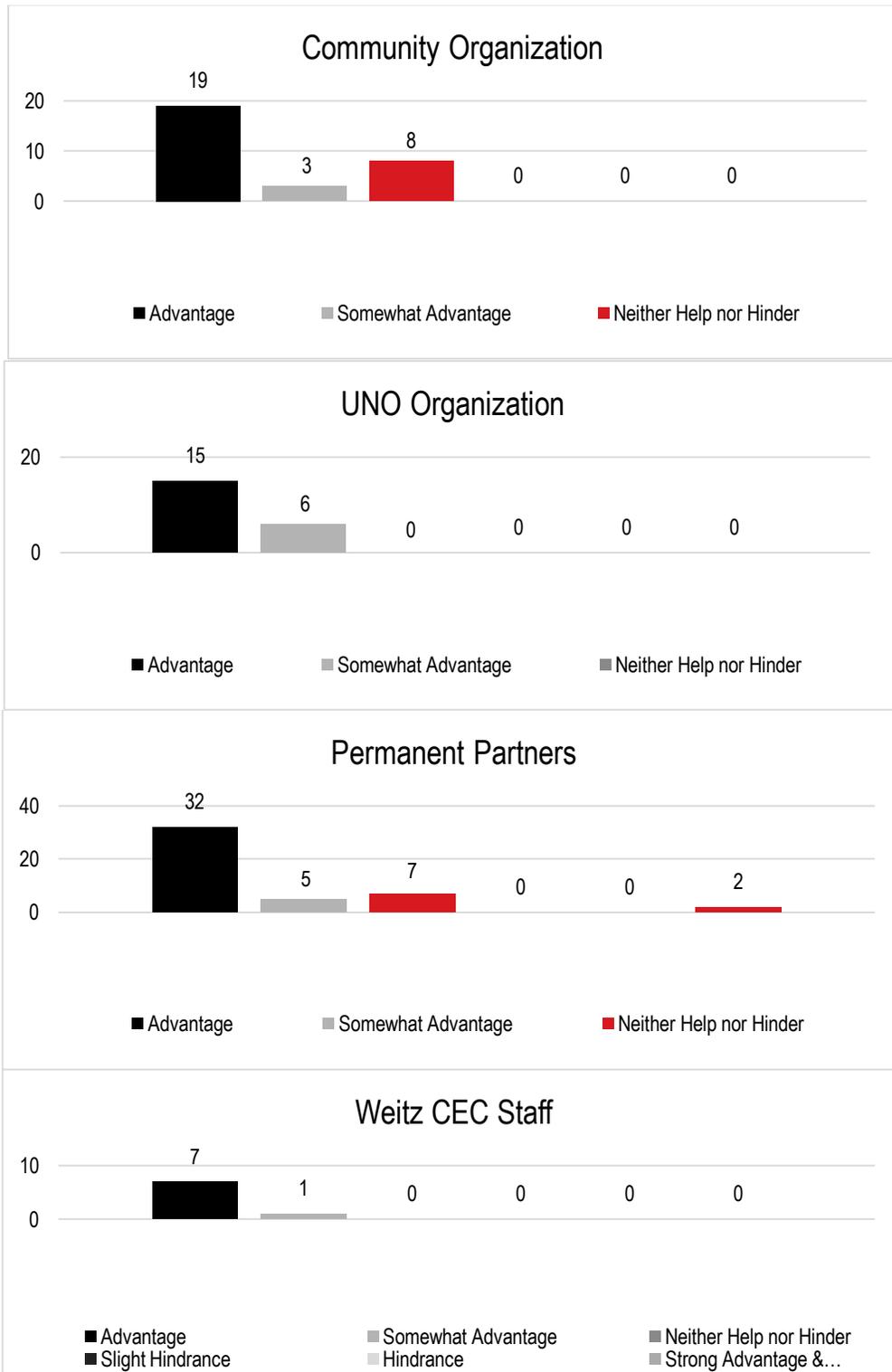
Results by Organization Type

Familiarity with the values



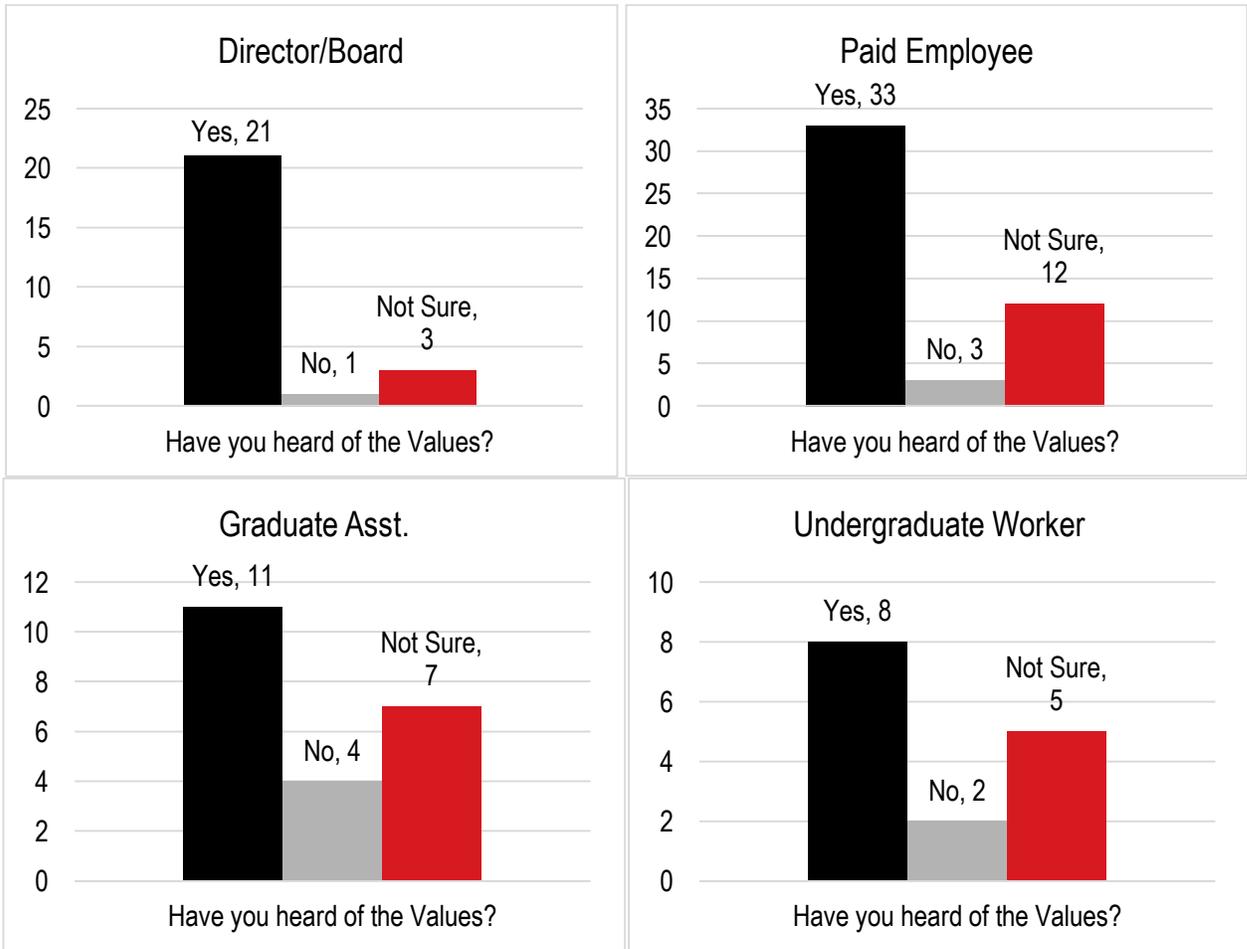
Community Org	UNO Org	Permanent Partner	Weitz CEC Staff
Collaboration	Collaboration	Collaboration	Communication
Communication	Communication	Communication	Collaboration
Welcoming Atmosphere	Welcoming Atmosphere	Diversity	Welcoming Atmosphere
Continuous Improvement	Diversity	Welcoming Atmosphere	Continuous Improvement
Civil and Open Dialogue			
Diversity	Continuous Improvement	Continuous Improvement	Diversity
Reciprocity	Reciprocity	Reciprocity	Reciprocity

Attitudes toward the Values



Results by Position Type

Familiarity with the Values



Director/Board	Paid Employee	Graduate Asst.	Undergrad Worker
Collaboration	Collaboration	Collaboration	Communication
Diversity	Communication	Communication	Diversity
Communication	Welcoming Atmosphere	Welcoming Atmosphere	Communication
Civil and Open Dialogue	Diversity	Diversity	Welcoming Atmosphere
Welcoming Atmosphere	Civil and Open Dialogue	Civil and Open Dialogue	Civil and Open Dialogue
Continuous Improvement	Continuous Improvement	Continuous Improvement	Continuous Improvement
Reciprocity	Reciprocity	Reciprocity	Reciprocity

Attitudes toward the Values

