

## Profile of Survey Respondents

Number of surveys sent to your organization: 821  
Number of respondents: 680  
Survey response rate: 83%

Demographic Category	Response Options	Number of Respondents	Percentage of Respondents
Gender n=652	Male	140	21%
	Female	379	58%
	Transgender	2	0%
	Gender Neutral	11	1%
	Decline to answer	120	18%
Age n=658	< 22	49	7%
	22-30	127	19%
	31-40	119	18%
	41-50	123	18%
	51-60	72	10%
	61+	27	4%
	Decline to answer	141	21%
Ethnicity n=550	Hispanic or Latino	8	1%
	Not Hispanic or Latino	428	77%
	Decline to answer	114	20%
Race n=653	American Indian or Alaska Native	0	0%
	Asian	8	1%
	Black or African American	40	6%
	Native Hawaiian or Other Pacific Islander	1	0%
	White	432	66%
	Decline to answer	177	27%
Status n=652	Full-time	411	63%
	Part-time	241	36%
Job Role n=626	Administrative Support	22	3%
	Librarian	131	20%
	Public Service	223	35%
	Regional/Operations Manager	6	0%
	Senior Leadership	7	1%
	Team Leader/Manager	57	9%
	Technical/Skilled Trade	25	3%
	Other	155	24%
Department n=615	Administration	6	0%
	Branch Staff	355	57%
	Facility Operations	15	2%
	Fiscal	7	1%
	Human Resources	1	0%
	Marketing	8	1%
	Service Operations, Non-Public	59	9%
	Service Operations, Public	84	13%
	Technology	11	1%
	Other	69	11%
Operational Hours n=579	Branch, 44 hours per week	66	11%
	Branch, 48-52 hours per week	150	25%
	Branch, 60 hours per week	128	22%
	Main, Administrative Offices, 40+ hours per week	32	5%
	Main, Non-Public/Support, 40-67 hours per week	109	18%
	Main, Public, 67+ hours per week	94	16%
Reasons for Leaving n=663	My Supervisor/Manager	59	8%
	Salary	283	42%
	Benefits	121	18%
	Career advancement	317	47%
	Colleagues/Co-workers	34	5%
	Personal reasons	219	33%
	Retirement	158	23%
	Workload	59	8%
	I would not consider leaving this organization	74	11%
	Other	106	15%

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