Add Us In: Draft Online Consortium Stakeholder Survey

Office of Disability Employment Policy  
U.S. Department of Labor

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# Introduction

We developed the following stakeholder survey instrument to be administered to all consortium participants. The survey is organized into several sections:

* Engagement
* Collaboration
* Leadership
* Attitudes and Experiences
* Cultural Competence

Below, each section is labeled. However, participants will not see the section headings when the survey is administered. Consortium membership will be pre-filled in items 8 and 9.

The survey will be administered through a Section 508 compliant online survey tool such as Survey Monkey. Respondents will receive an email containing a unique link for the survey. Occasional reminders will be sent to non-respondents with increasing frequency as the deadline for completing the survey approaches. To maximize response, we recommend an administration period of no less than three weeks.

As email addresses are compiled for respondents, the type of organizational affiliation and length of service will be collected from consortium leadership. Thus, it is not necessary to collect this data as part of the survey.

# Add Us In Consortium Stakeholder Survey

Thank you for taking the time to complete this survey of consortium members for the Add Us In (AUI) initiative. Your feedback is important and will help the Office of Disability Employment Policy better understand the Add Us In consortium collaborative process, leadership and experiences. The items in this survey were developed to capture information that covers the full range of organizations and activities involved in Add Us In. Consequently, some items may resonate more with your experiences than others. Please click on the responses that best represent your views and perspectives. Your responses will be held confidentially and we will not produce any report that identifies you individually. Aggregate responses will be used to help ODEP improve service delivery, products and communications.

## Engagement

1. How involved are you in the following Add Us In consortium activities?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Not at all  involved | A little involved | Somewhat  involved | Moderately involved | Very involved |
| Strategizing | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Recruiting businesses | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Preparing businesses to hire and employ individuals with disabilities | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Recruiting individuals with disabilities | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Preparing individuals with disabilities for employment | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Matching individuals with disabilities with employer needs | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Building relationships among businesses and community organizations | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Evaluating consortium activities | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Sustaining consortium activities | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Disseminating consortium practices | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

## Collaboration[[1]](#footnote-1)

2. Open communication is characteristic of the consortium.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

3. There is much I could learn from other consortium members.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

4. Information sharing in the consortium has increased my knowledge.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

5. Combining knowledge within the consortium has resulted in new ideas and solutions.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

6. We often share work experiences with each other in our consortium.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

7. We keep all members up to date about current consortium activities.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

8. Using the scale provided below, please rate the extent to which you currently interact with each of the following consortium members. Please skip your own row.  
  
1 - Awareness: Aware of each other, Little communication  
2 - Cooperation: Provide information to each other, Little to moderate communication  
3 - Coordination: Moderate communication, Some shared decision making  
4 - Coalition: Share ideas, Frequent communication, Work together in decision making  
5 - Collaboration: Have mutual trust, Reach consensus on all decisions, Share ideas, Very frequent communication

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 1 - Awareness | 2 - Cooperation | 3 - Coordination | 4 - Coalition | 5 - Collaboration |
| Member 1 | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Member 2 | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Member 3 | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Member 4 | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Member 5 | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

9. How likely are you to continue working with each of the following consortium members after the grant period? Please skip your own row.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Very Unlikely | Unlikely | Neutral | Likely | Very Likely |
| Member 1 | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Member 2 | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Member 3 | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Member 4 | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Member 5 | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

## Leadership

10. Consortium leadership has stature in their field or area of specialization.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

11. Consortium leadership creates and communicates a clear vision for the consortium.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

12. Consortium leadership facilitates development of an effective strategy to achieve the vision.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

13. Consortium leadership unites the consortium into an effective team.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

14. Consortium leadership builds effective alliances with other organizations.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

15. Consortium leadership defers to others when they have more expertise.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

16. Consortium leadership inspires members to achieve consortium goals.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

17. Consortium leadership recognizes the value of my time.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

18. Consortium leadership facilitates a network of relationships that help achieve consortium goals.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

## Attitudes and Experiences

19. The consortium is committed to continuous evaluation and results driven management.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

20. To what extent has participation in the consortium changed your attitudes about employment of individuals in the consortium's targeted groups?

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| No change in attitudes | Reinforced attitudes I already had | Changed a little | Changed a moderate amount | Changed a lot |
| ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

21. To what extent has participation in the consortium increased or expanded your \_\_\_\_\_\_\_\_?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | No increase | Reinforced current level | Increased a little | Increased a moderate amount | Increased a lot |
| Level of Community Involvement | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Access to Leadership Opportunities | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Network of Collaborative Relationships | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

22. How much has participation in the consortium has increased your organization's disability diversity experiences?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | No increase | Reinforced existing level | Slight increase | Moderate increase | Large increase |
| Disability recruitment | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Disability hiring practices | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Disability diversity training practices | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Accommodation practices | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Customer pool | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Level of community visibility | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Involvement with peer organizations around disability issues | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Policies inclusive of individuals with disabilities | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Marketing or outreach practices to include individuals with disabilities | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Communication with members or customers about disability diversity | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Programming for members or customers about disability diversity | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

## Cultural Competence

23. How much has *your* *understanding increased* about the *issues* *faced by individuals with disabilities* who are also \_\_\_\_\_\_\_\_ since you began participating in the consortium?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | No increase in understanding | Reinforced what I already understand | Increased understanding a little | Increased understanding a moderate amount | Increased understanding a large amount |
| LGBT | ⃝http://www.surveymonkey.com/i/t.gif | ⃝ | ⃝ | ⃝ | ⃝ |
| Veterans | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Women | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Racial or ethnic minorities | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Non-English speaking or English as a second language | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Former felons | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

24. The consortium appeals to a cross-section of audiences (disability status, ethnicity, age, religion, language, socio-economic standing, sexual orientation).

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

25. How much has your *understanding increased* of how different *types of disabilities can be accommodated* in the workplace since you began participating the consortium?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | No increase in understanding | Reinforced what I already understand | Increased understanding a little | Increased understanding a moderate amount | Increased understanding a large amount |
| Physical Disability | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Sensory Disability | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Learning Disability | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Intellectual Disability | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Mental Health Disability | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Other | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

26. Please rate your level of understanding of barriers to employment for individuals with disabilities targeted by your consortium.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | No understanding | Slight  understanding | Somewhat of an understanding | Moderate understanding | Large amount of understanding |
| Before the consortium was formed | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Currently | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

27. Please rate how much of a barrierto employment each of the following issues is for individuals served by your consortium.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Not a barrier | Slight barrier | Somewhat of a barrier | Moderate barrier | Large barrier | Don't know |
| Limited prior work experience | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Limited transportation | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Limited soft skills | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Limited education | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Limited self confidence | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Fear of loss of benefits due to earnings | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Lack of family support for employment | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Disability related employment restrictions | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Prior incarceration | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Prior homelessness | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Prior substance abuse issues | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Prior discrimination | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Language barriers | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

28. Please rate *your understanding* of *potential issues faced by* *businesses* targeted by your consortium when considering employing individuals with disabilities.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | No understanding of issues | Slight understanding of issues | Somewhat of an understanding of issues | Moderate understanding of issues | Large amount of understanding of issues |
| Before the consortium was formed | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Currently | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

29. Please rate how much of a perceived barrier to disability diversity each of the following issues is to the businesses served by your consortium.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Not a barrier | Slight barrier | Somewhat of a barrier | Moderate barrier | Large barrier | Don't know |
| General uncertainty | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Economic downturn | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Perceived to be time consuming | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Unfamiliarity about how to recruit or hire individuals with disabilities | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Perceived limited ability of individuals with disabilities to perform work | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Lack of qualified applicants | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Lack of knowledge or information about accommodating individuals with disabilities | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Fear of cost of accommodating of employees with disabilities | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Fear of cost of training of employees with disabilities | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Fear of cost of workers compensation | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Fear of cost of health insurance | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Fear of lower level of productivity of employees with disabilities | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Fear of absenteeism among employees with disabilities | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Fear of disciplinary action for employees with disabilities | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Fear of acceptance by other employees | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Fear of acceptance by customers | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Fear of potential legal issues | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Fear of increased government involvement or scrutiny | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

30. Please rate *your understanding* of *motives or incentives for businesses* to employ individuals your consortium is serving.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | No understanding of incentives | Slight understanding of incentives | Somewhat understanding of incentives | Moderate understanding of incentives | Large amount of understanding of incentives |
| Before the consortium was formed | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Currently | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

31. Please rate how much each of the following acts as an incentivefor disability employment to the businesses served by your consortium.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Not an incentive | Slight incentive | Somewhat of an incentive | Moderate incentive | Large incentive | Don’t know |
| Increased employee loyalty | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Increased customer loyalty | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Improved brand image with public | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Increased employee creativity | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Tax incentives | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Paid three-month employment trials | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Paid interns | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Altruism or sympathy | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Fairness or equal opportunity | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Reduced federal disability payments | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Increased business credibility | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Increased business stature | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Improved business efficiency or productivity | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |
| Expanded customer base | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ | ⃝ |

Thank you for completing the Add Us In survey!

# References

Domzal, C., Houtenville, A., and Sharma, R. (2008). *Survey of Employer Perspectives on the Employment of People with Disabilities: Technical Report.* (Prepared under contract to the Office of Disability and Employment Policy, U.S. Department of Labor). McLean, VA: CESSI.

Frey, B. B., Lohmeier, J. H., Lee, S. W., & Tollefson, N. (2006). *Measuring collaboration among grant partners.* American Journal of Evaluation, 27, 383-392.

Sveiby, K.E. and Simons, R. (2002), *Collaborative climate and effectiveness of knowledge work*, Journal of Knowledge Management, Vol. 6 No. 5, pp. 420-33.

1. Questions 2 – 8 are adapted from the Collaborative Climate instrument developed by Sveiby and Simmons, 2002. Questions 9 and 10 are based on the collaboration instrument from Frey, Lohmeier, and Tollefson, 2006. [↑](#footnote-ref-1)