LISS Partnership DEI/EJ Survey

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**Survey purpose:** To gain insights into current use of Diversity, Equity, and Inclusion (DEI) and Environmental Justice (EJ) principles and practices in the LISS Partnership – and what we need to achieve our DEI/EJ goals.

**How we will use results:** We will use results to shape recommendations for funding, training, and programming. Your honest, complete answers will help us do that effectively. Thank you for completing this survey!

**Estimated survey completion time:** 10-15 minutes.

\*Response required.

# About You

1. What is your role in the LISS Partnership?\* (Select all that apply)

* Not a member
* Inactive member
* Active member
* Member of a committee or work group
* Leader of a committee or work group
* Manager or administrator
* Other: Please specify

1. What kind of work do you do for the LISS Partnership?\* (Select all that apply)

* Strategic planning
* Project planning
* Project implementation
* Field science or data collection
* Data analysis and interpretation
* Data reporting and communication
* Community engagement and education
* Communication and awareness/advocacy
* Grantmaking
* Other: Please specify

1. How long have you been a member of the LISS Partnership?\*

* Not a member
* Less than 1 year
* 1-3 years
* 4-10 years
* 11+ years

# Current Use of DEI/EJ

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1. How would you rate your *knowledge* of:\* | **None**  **1** | **2** | **3** | **4** | **Expert**  **5** | **Not Applicable** |
| DEI concepts in general | O | O | O | O | O | O |
| EJ concepts in general | O | O | O | O | O | O |
| LISS’s EJ plan | O | O | O | O | O | O |
| Specific DEI/EJ concepts needed to achieve LISS’s EJ plan | O | O | O | O | O | O |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1. How would you rate your *skills* to integrate DEI/EJ into:\* | **None**  **1** | **2** | **3** | **4** | **Expert**  **5** | **Not Applicable** |
| Work culture | O | O | O | O | O | O |
| Strategic planning | O | O | O | O | O | O |
| Project planning | O | O | O | O | O | O |
| Project implementation | O | O | O | O | O | O |
| Outreach and engagement with diverse populations | O | O | O | O | O | O |
| Communications and education for diverse populations | O | O | O | O | O | O |
| Data collection (inclusive of diverse populations) | O | O | O | O | O | O |
| Data analysis and interpretation | O | O | O | O | O | O |
| Data reporting and communication | O | O | O | O | O | O |
| Identifying and measuring restoration benefits *valued* or *accrued* by diverse populations | O | O | O | O | O | O |
| Grantmaking | O | O | O | O | O | O |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1. How would you rate:\* | **None**  **1** | **2** | **3** | **4** | **Expert**  **5** | **Don’t Know** |
| Your organization’s knowledge of DEI/EJ concepts? | O | O | O | O | O | O |
| Your organization’s ability to integrate DEI/EJ into its work? | O | O | O | O | O | O |
| The LISS Partnership’s knowledge of DEI/EJ concepts? | O | O | O | O | O | O |
| The LISS Partnership’s ability to integrate DEI/EJ into its work? | O | O | O | O | O | O |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1. How would you rate your *use of DEI/EJ tools and resources* for:\* | **None**  **1** | **2** | **3** | **4** | **Expert**  **5** | **Not Applicable** |
| Identifying and understanding EJ communities | O | O | O | O | O | O |
| Engaging diverse populations | O | O | O | O | O | O |
| Identifying problems, implementing culturally sensitive solutions, and measuring outcomes | O | O | O | O | O | O |
| Communication and education for diverse populations | O | O | O | O | O | O |

1. What DEI/EJ tools/resources do you use in your LISS-related work?

[open response]

1. How would you summarize the DEI/EJ goals of the LISS Partnership?

[open response]

# Training and Capacity Building Needs

The LISS Partnership envisions a future where all members incorporate DEI/EJ principles and practices into their work routinely. Achieving that goal will take time, commitment, and training.

1. How much DEI/EJ training do you receive per year?\*

* None
* Some (1 to 3 trainings per year)
* Regular (4 to 6 trainings per year)
* Ongoing (6+ trainings per year)

1. Who offered the DEI/EJ trainings you received in the past year?\* (Select all that apply)

* LISS Partnership
* My organization
* Other groups (training I found on my own)
* Not applicable (have not received DEI/EJ training)

1. What instructional approaches help make training feel appealing and useful for you? (Select all that apply)\*

* Explains concepts and defines terms
* Identifies specific principles and practices to follow
* Provides examples to illustrate how to apply principles and practices
* Uses a case study approach to teach content
* Uses LISS-specific examples or case studies
* Uses plain language
* Uses images, video, animation, and other visual elements
* Is highly interactive
* Other: Please specify

1. What instructional formats help make training feel appealing and useful for you? (Select all that apply)\*

* Live: in person
* Live: virtual
* Live: hybrid
* Online (take training any time)
* Divided into short lessons
* Longer, immersive experience
* Highly interactive
* Offers collaborative or group learning experiences
* Offers live Q&A periods
* Offers knowledge checks, quizzes, or other learning assessments
* Other: Please specify

1. What DEI/EJ topics would you like LISS Partnership training to cover?

[open response]

1. What mechanisms for capacity building would you find useful? (Select all that apply)\*

* Mentoring
* Community of practice
* Weekly or monthly drop-in time to share successes, challenges, and ideas
* Structured inclusion of DEI/EJ topics in meetings
* Resource site with DEI/EJ tips, checklists, fact sheets, and tools
* Success stories that serve as models for applying DEI/EJ principles and practices
* Guest speakers
* Other: Please specify

# Other Comments

1. What else would help the LISS Partnership integrate DEI/EJ into its work (e.g., funding, staffing, training, supports, accommodations, other resources)?

[open response]