

City of Salem's Human Rights Commission
2022 Discrimination Survey Research Report

Students in the Master of Arts in Organizational Leadership Program

OL 607 Seminar: Data-Driven Decision Making

Western Oregon University

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Background

Salem's Human Rights Commission works at human rights issues both proactively and reactively. A group of community members appointed by the Mayor, they work proactively by advising the City Council on recommendations to strengthen human rights. They convene conversations, look to examine sources of tension and promote harmonious intergroup relations. They also work reactively, by being available to assist if a person reports a bias incident or crime. They denounce hate activity and provide options and support to people who have experienced discrimination. A Lieutenant with the Salem Police Department serves as liaison to the commission. Since 2020, HRC has partnered with students in Western Oregon University's Master of Arts in Organizational Leadership program to design, field, and analyze a survey to gather information about discrimination in Salem.

Research Objectives

The main objectives of this survey are to measure the following metrics:

- Experiences, types, and frequency of first-hand and second-hand discrimination
- Perceptions of discrimination level in Salem
- Awareness of HRC
- Comfort level for reporting a bias crime to the Salem Police Department (SPD)
- Experiences and perceptions among people who are experiencing homelessness

Methodology

Since 2020, HRC has partnered with students in Western Oregon University's Master of Arts in Organizational Leadership program to design the survey to gauge public perceptions of the discrimination level in Salem and to learn about residents' personal experiences with discrimination. The 2022 survey included 34 possible questions, covering issues related to discrimination, reporting a bias crime to the Salem Police Department (SPD), and HRC awareness. The 2022 survey was made available electronically via Qualtrics, as well as on paper in locations around the Salem area. The survey was available from May 2, 2022 to May 14, 2022. There were 1008 surveys started, however, a total of 840 residents submitted the survey. Of those 840, 824 respondents live or work in or within 20 miles of Salem.

Survey Questions

The 2022 survey included several types of questions, such as simple categorical questions, evaluative questions (rating on a Likert scale), and open-ended questions. The survey provided definitions of discrimination.

Sampling Method

The survey used the non-probability sampling method and offered two electronic self-administered questionnaire versions, English and Spanish. The default survey language was set to English, however, a direct link to the Spanish version was offered. The following survey distribution channels were used.

- City of Salem Facebook page, Instagram, website, or email (n=316)
- Friend or family member sent it to me (n=81)
- QR code on a paper poster or flier (n=2)
- Paper survey (n=208)
- Organizational emails or group posts (n=160)
- Other channels (n=57)

A QR code was implemented this year to enhance the survey distribution by posting fliers, as it was seen as a great way to receive more feedback with minimal resources and effort. The result of using the QR code showed no improvement in response rates. The majority of the respondents took the survey in English (n=822) and 2 respondents took the survey in Spanish.

Data Analysis

Definitions and Coding

- Respondents refers to those who submitted the survey live or work in or within 20 miles of Salem.
- Multiracial includes two or more races.
- GNC/Nbi stands for gender non-conforming/non-binary and includes gender fluid, gender non-conforming, non-binary, intersex, and questioning.
- The experienced homelessness responses are categorized into 2 status groups: (a) current homelessness (currently homeless) and (b) not current homelessness (see Appendix A).
- To calculate average of rating responses, the coding responses process was conducted for (a) the level of discrimination in Salem, using a 5-point scale (see Appendix B), and (b) for the comfort level of reporting a bias crime to SPD, using a 5-point scale (see Appendix C).

Analysis

- Compared the 2021 and 2022 responses that had the same or similar questions and answer choices.
- Analysis used distinct counting (or unduplicated count) unless otherwise indicated. Distinct count means that each respondent was counted once, using the ResponseID field, even if the respondent checked multiple answer choices for the question. When distinct counting was not used, the sum of percentages may be over 100%. Qualtrics assigned a unique ID called ResponseID to each respondent.
- Null and “Preferred Not to Say” were removed from the analyses unless otherwise indicated.

- Percentages in this report may not total 100% due to rounding.
- Cross-tabulation and intersectional analysis were used to analyze 5 main measures and results are displayed using either raw numbers or percentages in a graph or a standard table.
- Thematic analysis was used to analyze qualitative data and to identify patterns.
- Potential sources of error include (a) data processing (e.g. keying, coding, imputation, etc.), (b) measurement error (e.g. paper copy interviews, etc.), and (c) lack of definitions and data analysis coherence.

Executive Summary (Conclusions)

- 824 people completed the survey, and their input offers a variety of perspectives. As is to be expected with a non-probability sampling methodology and a voluntary response, the sample respondent demographics do not mirror the total Salem population. For example, respondents identifying as a woman are overrepresented in the data, and those who identify as Hispanic/Latinx are underrepresented.
- The majority of respondents have personally experienced discrimination in Salem. This experience is more common and more frequent among individuals currently experiencing homelessness.
 - 94% of the respondents that are experiencing homelessness have experienced discrimination in Salem, Oregon. 89% of them indicated the type of discrimination was based on them being homeless. *“Discrimination happens daily. Men are attacked often as they sleep. A woman I know was raped three times in two days. Another woman was raped by three men. None of the attackers were homeless.”*
 - 60% of the respondents that are not currently experiencing homelessness have experienced discrimination in Salem, Oregon. The main type of discrimination experienced was due to gender at 22%, next was race at 16%. One representative quote was, *“I am engaged to an individual of a different race whose skin is brown. Once, in one of the parks in Salem, we were taking a walk and a bald white middle-aged man whispered ‘race traitor’ as he passed me.”*
- Most respondents have witnessed or heard about discrimination in Salem.
 - 97% of the respondents that are experiencing homelessness have witnessed or heard about discrimination in Salem, Oregon. 90% indicated the type of discrimination was based on housing status.
 - 81% of the respondents that are not currently experiencing homelessness have witnessed or heard about discrimination in Salem, Oregon. 36% indicated the type of discrimination was race.
- When asked to “Rate the level of discrimination in Salem,” the majority of respondents chose either “average” or “poor.” The most frequently selected option among those experiencing homelessness was “poor” at 50%; among those not experiencing homelessness, the most frequently selected option was “average” at 31%.

- 40.4% of respondents who are not homeless indicated they were aware of the HRC. This is down somewhat since 2021. 11.2% of individuals experiencing homelessness indicated they were aware of the HRC.
- There were mixed responses about comfort level in reporting a bias crime to the Salem Police. Among respondents experiencing homelessness, 74.6% indicated they were either Very Uncomfortable or Somewhat Uncomfortable. On the other hand, this was a polarizing question for respondents not experiencing homelessness. The two largest response categories were Very Comfortable at 25.9% and Very Uncomfortable at 23.5%.
- Underserved groups, especially those with disabilities, GNC/NBi, Black, and Hawaiian or Other Pacific Islander, are experiencing homelessness at a higher rate than other respondents in this dataset.

Recommendations (Next Steps)

For HRC / City of Salem

Homelessness as Protected Group Continue efforts to be a leader in protecting those experiencing homelessness from bias crimes by making that population a protected group.

Anti-bias Education Campaign Consider developing city-wide education campaign to build awareness around bias, discrimination, reporting bias crimes, etc.

Salem Chief Diversity and Inclusion Officer Work with the City of Salem to create a “Chief Diversity and Inclusion Officer.” Someone who is tasked with coordinating anti-bias public education and promoting an inclusive and welcoming environment for everyone in Salem.

Community and Anti-bias Policing Work with the Salem Police Department and the HRC to improve community policing practices and relationships especially among those currently experiencing homelessness in Salem, Oregon.

Survey Report Distribution In addition to posting the survey results online, please post or distribute in locations where people experiencing homelessness will have access to the results, too. We suggest working with the Salem Reporter to write an article. Print published article and make them available in Arches, Safe Sleep, and other community service organizations for the people experiencing homelessness. One idea is to create a one-page infographic of survey report to distribute online, in print, and to the population of people experiencing homelessness.

Current Activities Transparency HRC could develop a system that shows the community what projects they are currently working on. This could be in the form of a website page (with promotion via social media and fliers) that shows their current agenda and projects centered around helping the

community. As a result of this transparency and communication, this could increase awareness of the HRC in addition to a greater appreciation and stronger relationship between the community and HRC.

For Future Studies

Survey planning. A revision of an existing survey should consider (a) the level of detail needed in data analysis, (b) prevent unnecessary data analysis duplication, and (c) ensure results are representative of the target population.

Survey distribution channel. Because samplings were not representative of the Marion County population, we recommend outreaching to more organizations spread around Salem. We experienced low responses from Hispanic and Spanish-speaking population although there were multiple Hispanic serving nonprofits listed on the distribution. This may suggest that outreaching to this population in particular is needed to gain a diverse perspective from the sample.

Additional research studies. To better provide qualitative data, consider using qualitative research methods such as focus groups and interviews. Participants could potentially be shelter staff, homeless, police officers, and Salem area residents. Additionally, user journey mappings are a great method to visualize users' experiences.

Data processing and analysis. To provide better data-informed and to conduct historical data analysis, the following best practices should be considered: (a) develop and use the same fundamental definitions (e.g. use the same terminology, etc.), (b) develop methods and best practices for data analysis (e.g. how to handle non-responses or null values, basic guide to thematic analysis to reduce subjectivity and avoid lack of coherence, etc.), and (c) use the same recoding methods (e.g. Likert data, etc.).

Key Findings

Demographics

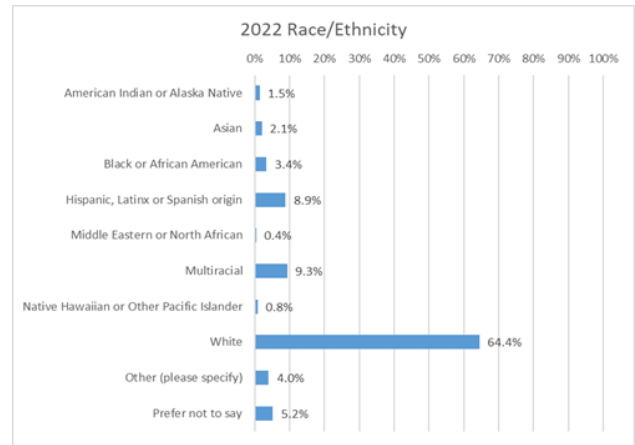
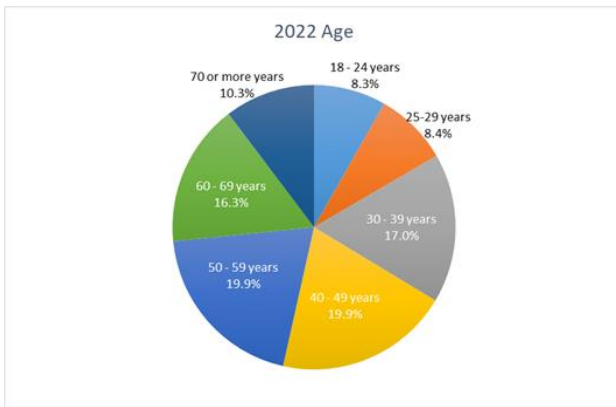
As expected with a non-probability sample and voluntary participation, the 2021 and 2022 survey samples did not match the Marion county population in terms of race/ethnicity or gender identity.

According to the U.S. Census Bureau (Census), 27.2% of the Marion County population is Hispanic or Latino, 2.5% are Asian, 2.6% are American Indian and Alaska Native, 3.7% are mixed race, and 1.6% are Black (see Appendix E). For 2021 and 2022, the Hispanic group was significantly under-represented and the Black and multiracial groups were slightly over-represented.

The majority of respondents in both 2021 and 2022 were women, followed by males with a decrease of 7.1 percentage points, in the man group. According to the Census, 50.2% of the Marion county population is female individuals. Female individuals were overrepresented, and male individuals were under-represented in both survey samplings. The survey results from both years were very similar. According to the Census, 5.7% of the Marion county population is veterans. Veteran individuals were over-represented in these surveys.

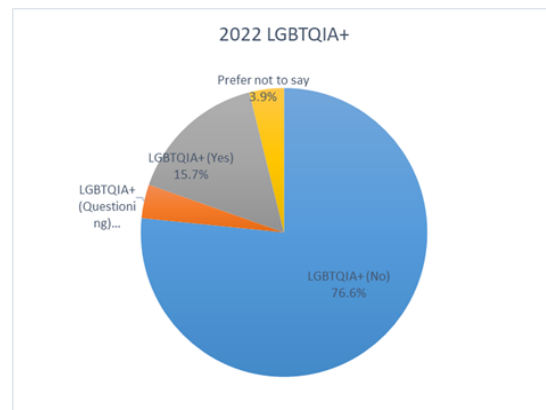
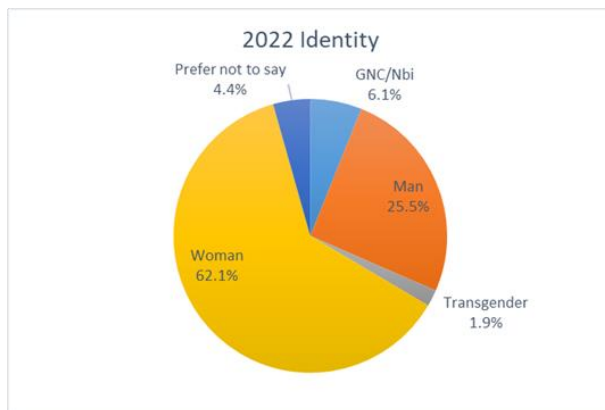
The respondents were spread across all age groups. 40% of respondents were between the ages of 40-59.

The majority of the survey respondents were white.

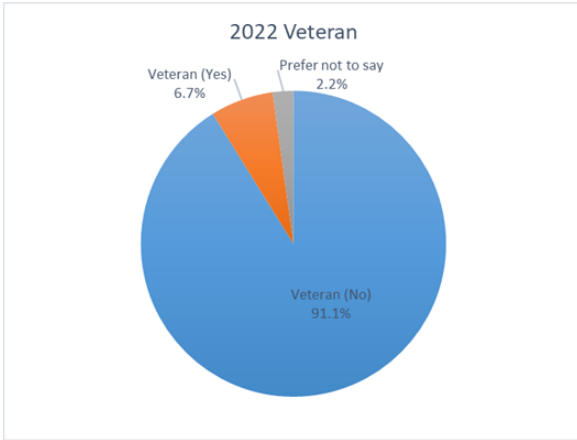


62.1% of respondents were women.

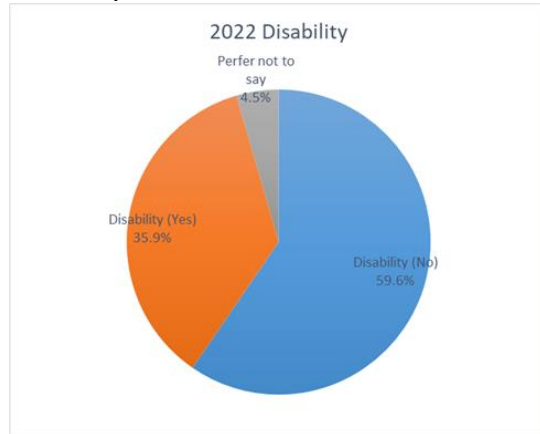
15.7% of respondents identified as a member of the LGBTQIA+ community.



6.7% of respondents were veterans.



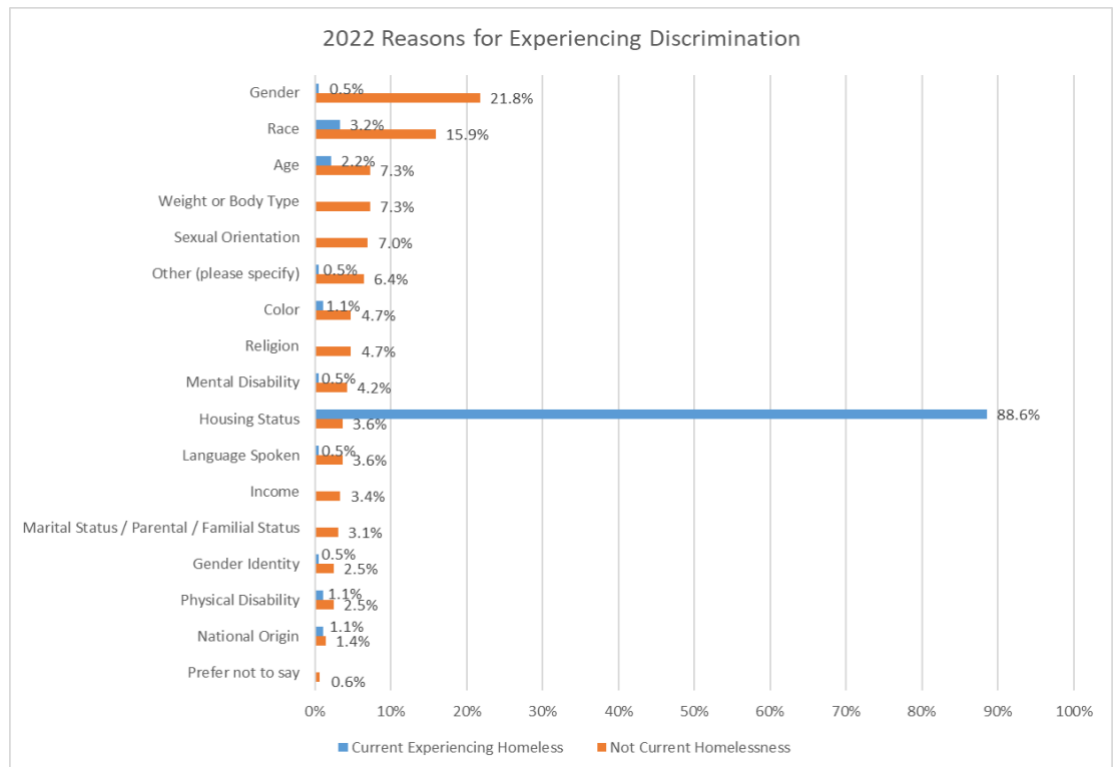
35.9% of respondents indicated having a disability.

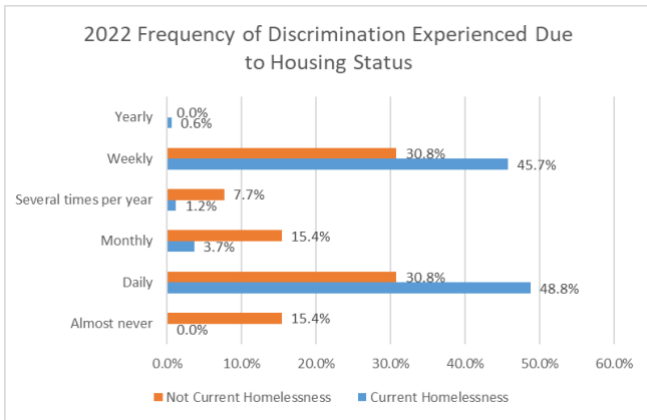


Experiences, Causes, and Frequency of Discrimination

First-Hand Discrimination

The three major outliers for people currently experiencing discrimination are housing status (88.6%), race/color (4.3%) and age (2.2%). A bit over 93% of respondents experiencing discrimination are linked to one of these three categories. On the other hand, the main types of discrimination experienced by respondents who were not currently experiencing homelessness were due to gender (21.8%), race/color (20.6%), and weight/body type or sexual orientation (7.3%).

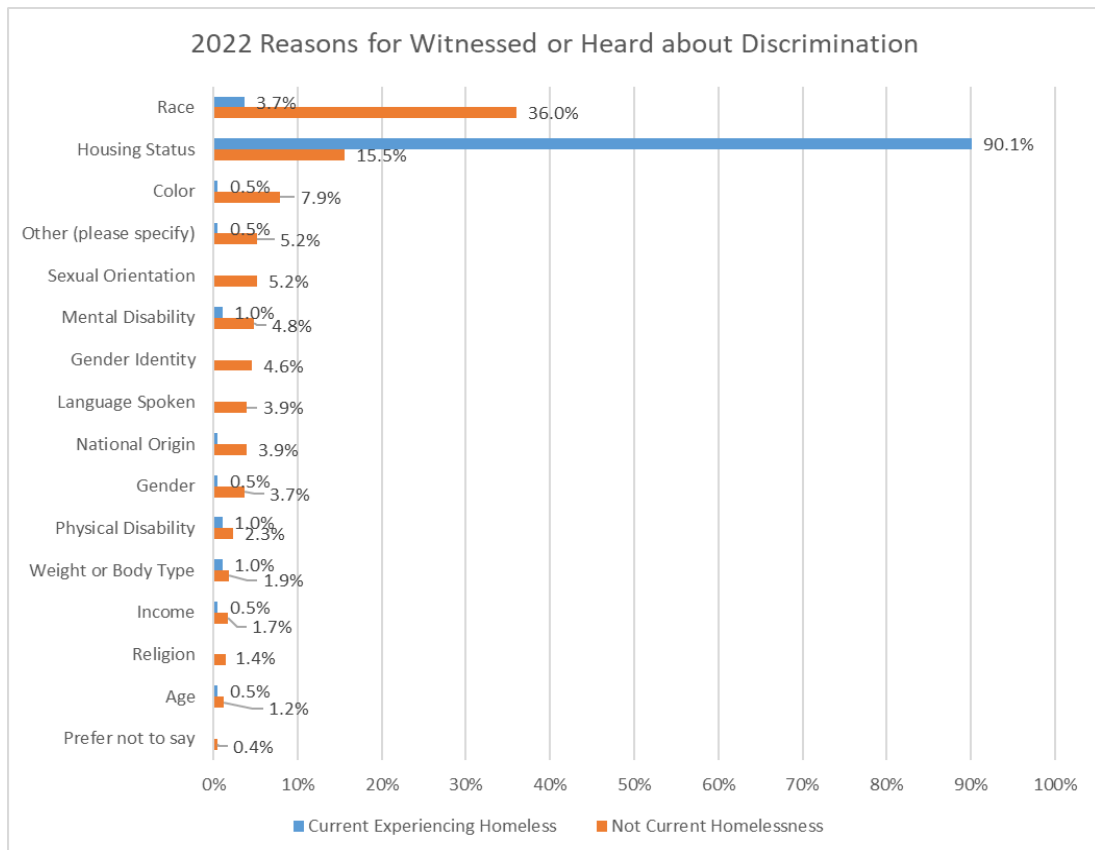


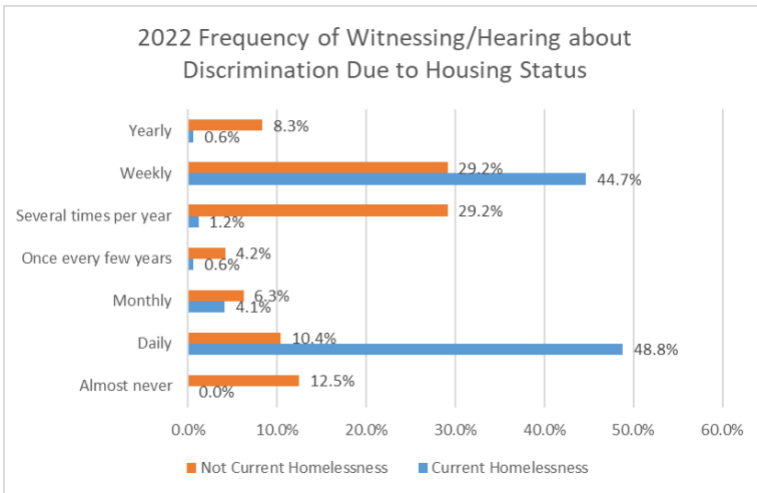


The left figure shows that 94.5% of currently homeless respondents experienced discrimination on a daily or weekly basis due to housing status. Moreover, 61.6 % of respondents who were not homeless experienced discrimination on a daily or weekly basis due to housing status. This demonstrates that those currently experiencing homelessness are being discriminated against on the basis of housing status far more often than those not experiencing homelessness.

Second-Hand Discrimination

The three major outliers for people witnessing and hearing about discrimination are housing status (90.1%), race (36.0%) and mental/physical disability and weight/body type (1%). A bit over 94% of respondents experiencing discrimination are linked to one of these three categories. In addition, the main types of discrimination witnessed or heard by respondents who were not currently experiencing homelessness were due to race/color (43.9%), housing status (15.5%), and sexual orientation (5.2%).

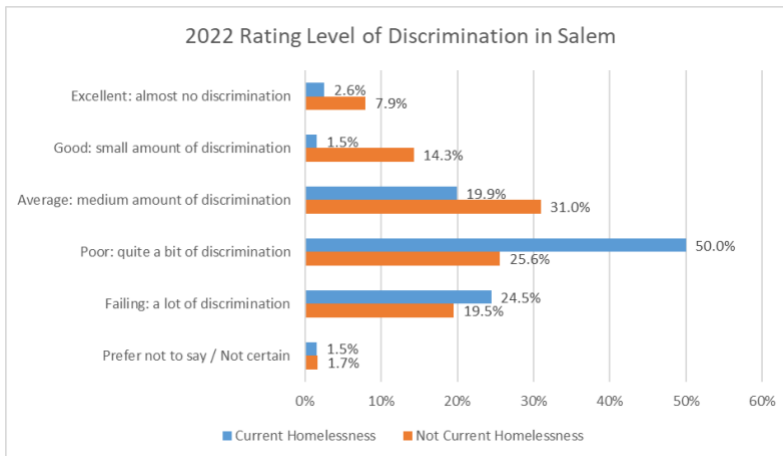




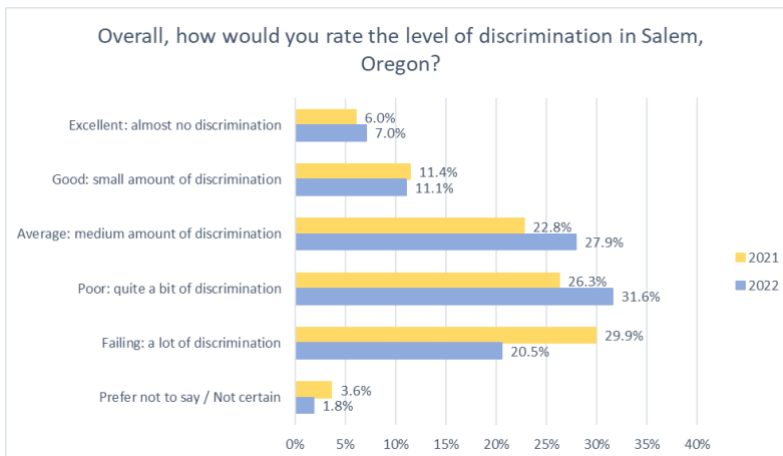
The left figure shows that 93.5% of currently homeless respondents witnessed or heard about discrimination on a daily or weekly basis due to housing status. In addition, 39.6 % of respondents who were not homeless witnessed or heard about discrimination on a daily or a weekly basis due to housing status.

Rating Level of Discrimination in Salem

The most common responses when asked to rate Salem for the level of discrimination were between



“Average” and “Poor.” The below figure, 74.5% of those experiencing homelessness and 45.1% of those not experiencing homelessness rated the level of discrimination in Salem, Oregon, as poor or failing. 18.6% of homeless respondents were likely to rate “poor” level of discrimination. From these 2 findings, discrimination could be a factor for homelessness (see Appendix I).



In both 2021 and 2022, over 50% of respondents rated “poor” or “failing” for the level of discrimination in Salem. In 2022, the average rating for all demographics was 2.40 which is the same as the 2021 average rating. (see Appendix F). The graph is slightly skewed since over half of the respondents rated “Failing” or “Poor”.

In coding the open-ended responses, there were many different themes in the almost 400 responses, and the major themes were 1. Racial Discrimination 2. Discrimination against Houseless people and 3. Discrimination against those with disabilities and or mental illness. Some of these experiences had multiple explanations and reasons as to why they rated accordingly, with mixtures of personal experiences and witnesses of others experiencing discrimination. One thing that was prominent was that racial discrimination seemed to be mainly against BIPOC and Latinx people, though there were other explanations of racism, some even talking about reverse racism (prejudice directed at members of dominant or privileged racial groups) being prominent in Salem. There were many stories and entries describing the prominence of racial hate groups within Salem and how uncomfortable their presence makes people feel, especially if in a marginalized group.

One quote that demonstrates the low ratings and presence of racial hate groups is as follows:

“Blatant racist discrimination occurs daily in Salem, and the local law enforcement and the powers that be encourage it. We have a member of the Three Percenter on our school board, and the Proud Boys are allowed to walk around public parks with open containers of alcohol and firearms. White supremacists are allowed to harass anyone they like with no consequences. This is the image of Salem we present to the world, and it is an accurate one.”

A demonstration of the discrimination against those experiencing homelessness is as follows:

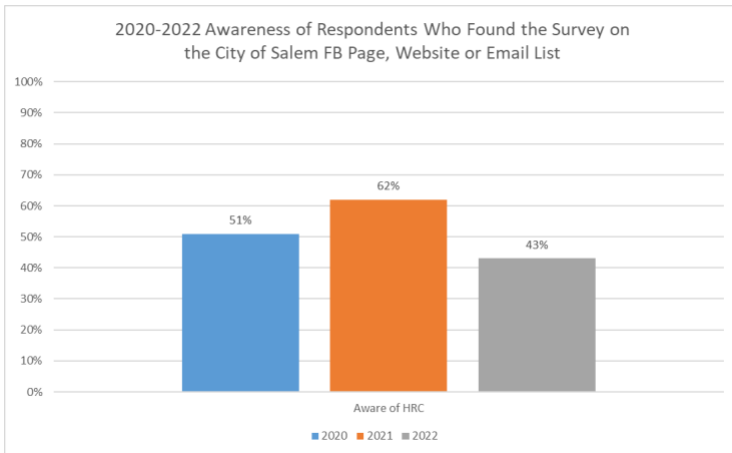
“We are targeted daily with insults, car noise, and sometimes actual violence. Discrimination seems mostly because of homelessness, yet I also have a brain injury, so when people are closer to me, maybe their cruelty is because I think slow? It's hard to know their reason, yet homelessness is the most visible reason I guess.”

Other respondents gave Salem a higher rating and made comments such as the following:

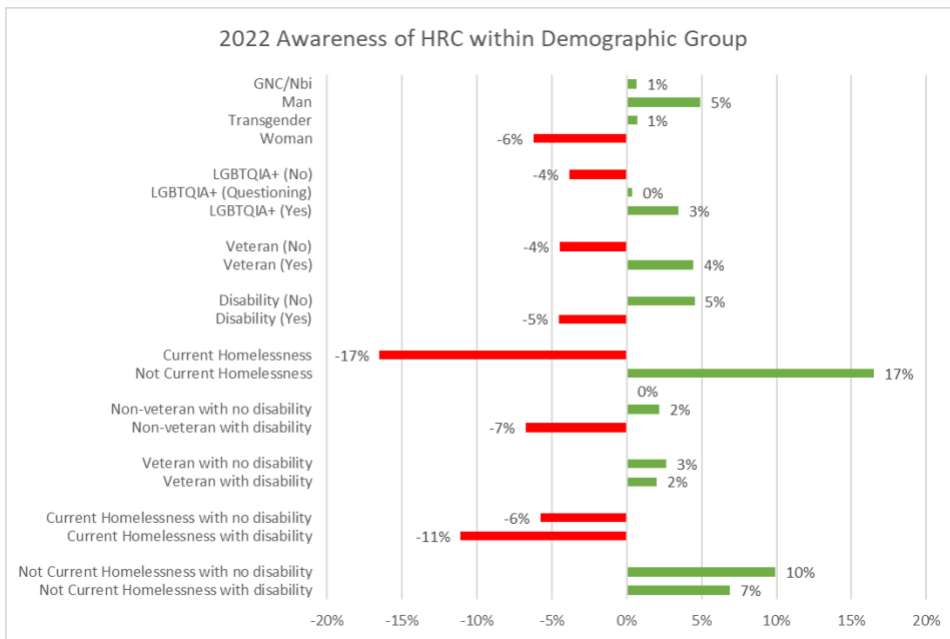
- *“Salem is a very peaceful city and as a rule people are very accepting of others who are different.”*
- *“I've lived in places that had a lot more discrimination.”*

Awareness of HRC

The overall percentage of HRC awareness is down from 2021. In 2021 and 2022, respondents were asked about their awareness of HRC and the 2022 results show a decline from 45.8% - 32.8% (see Appendix L, last figure). The average that each subgroup was aware of HRC was 30.8%, a decrease from 46.3%. The percentage of respondents between the ages of 18 – 29 is similar to the percentage in 2021, a 1 percentage point increase from 2021. The largest decrease was found among respondents aged 70 or older. Similarly, the percentages of respondents in 2022 are lower than percentages in 2021 for various demographic groups, such as gender, identity, veteran, and disability (see Appendix J). The respondents identified as homeless and those with disabilities were less likely to be aware of HRC (see Appendix K).

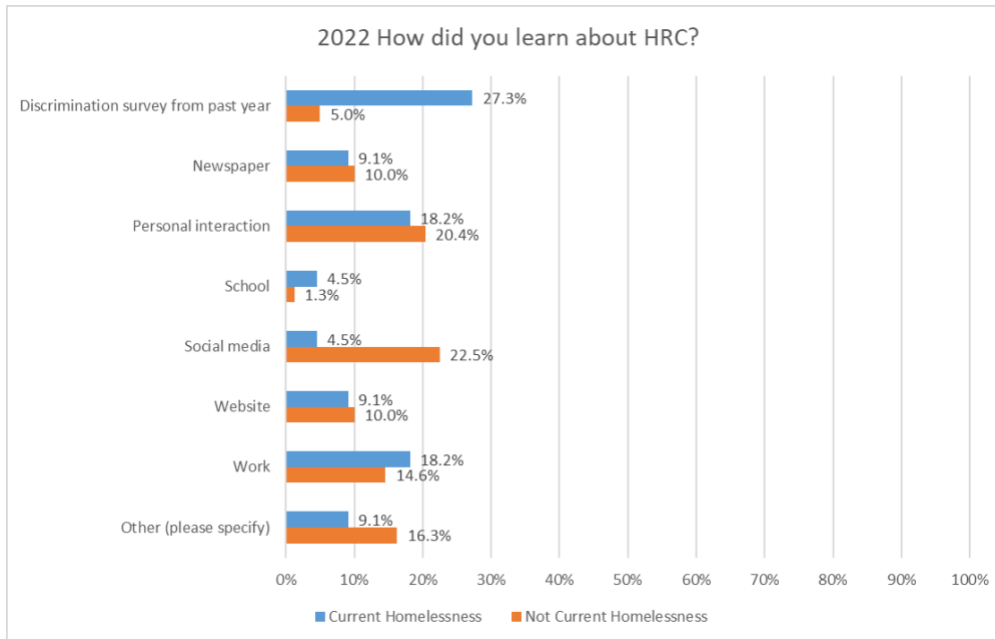


The left figure focuses on the City of Salem FB page, website, or email list distribution channel, the percentage of HRC awareness is down from 62% to 43%, a decline of 19 percentage points from 2021. It is important to note the awareness of HRC increased by 11% in 2021.



The left figure shows the awareness of HRC for each subgroup. Respondents who are currently homeless were least likely to be aware of HRC, followed by those with disability. Whites were more likely to be aware of HRC than respondents who were multiracial. Women were least aware of HRC among the demographic identity group (see Appendix K).

The most common ways people learn about HRC are social media (among not homeless) and past discrimination surveys (among homeless). Personal interaction is the second most common way in both groups:



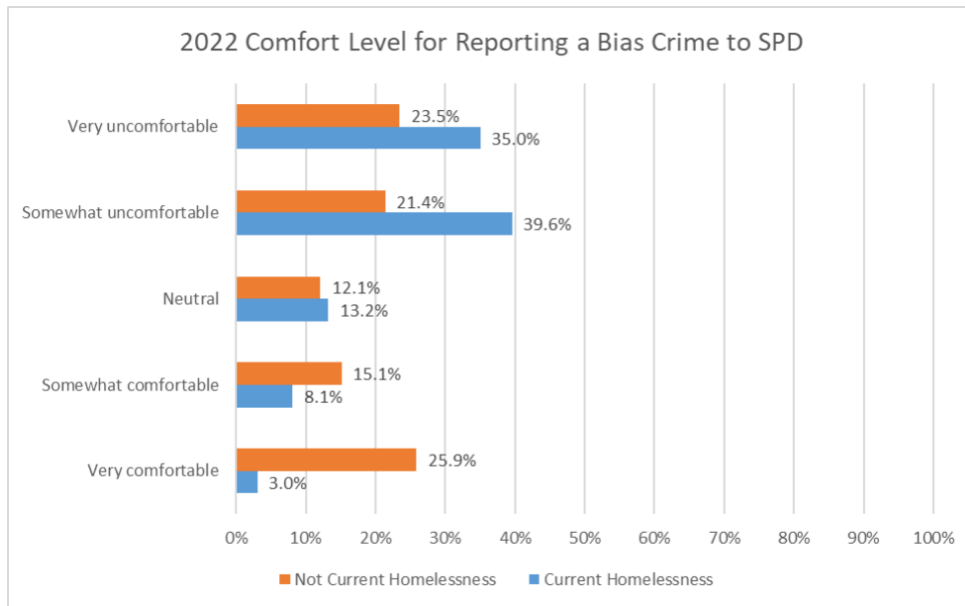
In an analysis of the responses written in as Other, most are specific examples of the offered response categories such as personal interactions, work, and social media outreach. Overall, it would seem that Social Media and Personal Interactions, conceptualized as “word of mouth” prove most effective in spreading awareness. This shows that human rights and related issues are on the minds and in the conversations of respondents. As HRC increases their presence on social media, that might lead others to share with friends, family members and neighbors; furthering HRC’s exposure.

Comfort Level for Reporting a Bias Crime to SPD

The majority of respondents, especially minority groups, did not feel comfortable. In 2022, respondents were also asked about their comfort level of reporting a bias crime to SPD, Most respondents were slightly worried about reporting a bias crime, with an average rating of 2.6 (see Appendix G). For instance, 74.% of homeless respondents feel somewhat or very uncomfortable reporting a bias crime to SPD, as shown in the figure below.

44.9% of respondents who were not experiencing homelessness felt “very” or “somewhat” uncomfortable reporting bias crimes to SPD. On the other hand, 41% of respondents who were not

experiencing homelessness felt “very” or “somewhat” comfortable reporting bias crimes to SPD. In 2022, respondents who identified as a member of the transgender community felt the least comfortable in reporting a bias crime to SPD (see Appendix G).



Respondents were invited to comment about their comfort level in reporting bias crimes to SPD.

From individuals who are Very or Somewhat **Uncomfortable** reporting a bias crime (230 comments):

Theme	% of Comments	Example Quote
Police are biased	17%	<i>"I have witnessed bias from Salem police countless times. Towards the lgbtqia community, leftist protests vs right wing protests, brutality towards mentally ill civilians, criminalizing homelessness, etc."</i>
Nothing would happen	15%	<i>"We are not believed, and nothing happens when we've made reports."</i>
Past bad experience with police	14%	<i>"Hell no! I would not report! When I went to the cops, they wanted to lock ME up!"</i>

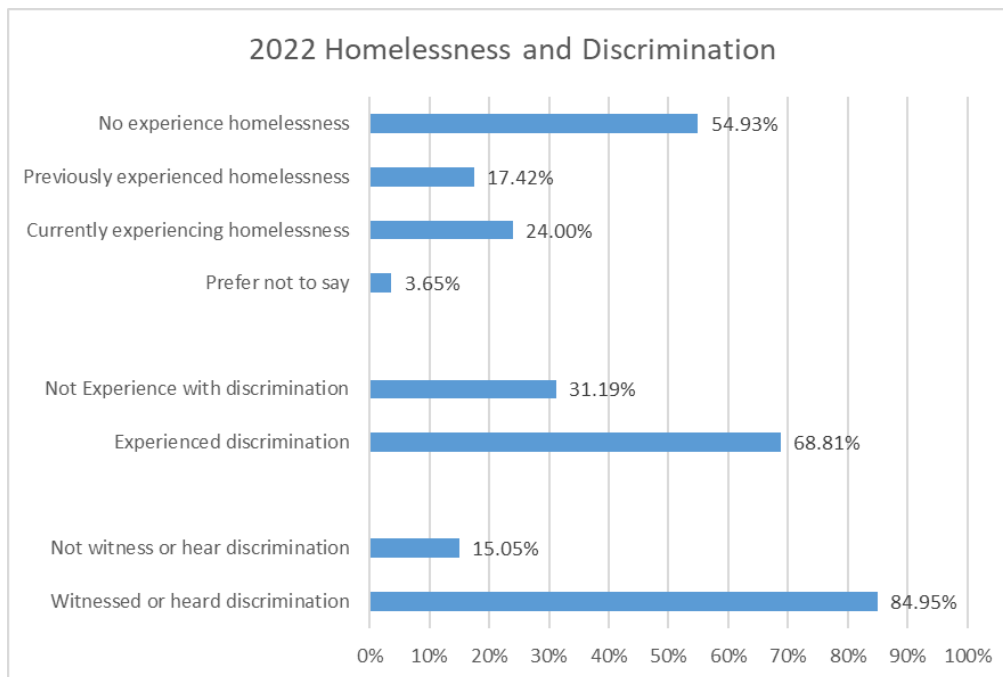
From individuals who are Very or Somewhat **Comfortable** reporting a bias crime (103 comments):

Theme	% of Comments	Example Quote
Trust the police	24%	<i>"I have a high level of trust in our police department and its leadership. I believe they want to do the right thing and have policies and processes in place."</i>
Here to serve and protect	21%	<i>"The police are skilled and extremely aware of how to handle any bias crime."</i>
I am white	18%	<i>"I am comfortable with the police perhaps because I'm a property owner and white."</i>

Homelessness

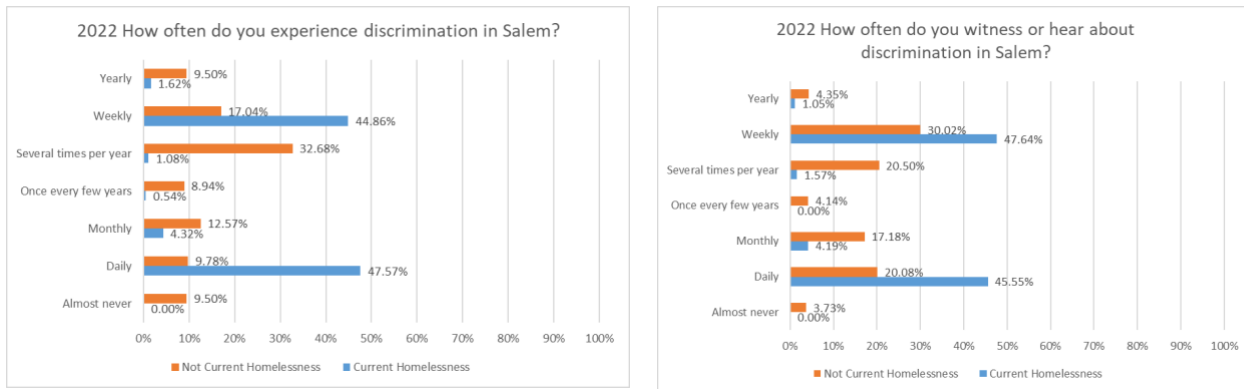
Discrimination

Respondents were asked about homelessness and discrimination experiences, 24% of respondents indicated currently experiencing homeless, 68.81% indicated experienced discrimination and 84.95% indicated witnessed or heard about discrimination.



The majority of respondents experienced discrimination daily, weekly, or several times per year. Additionally, the percentage of respondents who rated their experience frequency as "Weekly" is slightly higher than those who rated their experience frequency as "Weekly" or "Several times per

year”. The majority of respondents witnessed or heard about discrimination on a daily or weekly basis, 26.8%, and 35.2% respectively.



Note: There were changes to the survey answer choices in the 2022 survey. It is inappropriate to compare the 2021 and 2022 data sets.

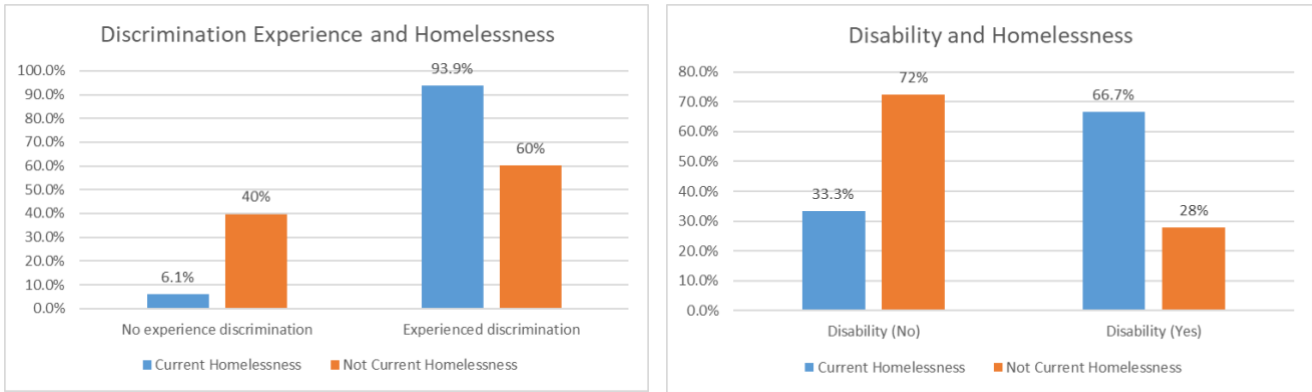
Many respondents chose to write in comments about their experiences with discrimination. Quite a few referred to frequency, including the following:

In my work and groups that I participate with, [discrimination] is seen widely and every day. My neighbors are also quite racist.

My first language was Spanish so when I speak you can tell English was my second language. Even though I am white passing I still feel discrimination especially when I speak ... All the discrimination I witnessed my family go through hurts my heart dearly. Every day my dad comes home from work, he has a new story about how someone yelled at him a racist slur when he walked into a convenience store...

Disability

One important finding was that 65.99% of those experiencing homelessness live with a disability vs 26.63% of those not experiencing homelessness. It could be an indication that individuals currently experiencing homelessness living with a disability do not have the proper support they need to find a place to live, or even a job that would help them secure stable housing.



Underserved groups, especially those with disabilities, were likely to experience homelessness. Most minority groups, especially GNC/Nbi, Black and Hawaiian or other Pacific Islander respondents, and respondents with disabilities were experiencing homelessness at a higher rate (see Appendix H).

Another interesting finding, is that when comparing those experiencing homelessness to those not experiencing homelessness by race, those who identified as white were the only group whose ratio was smaller in the homeless population compared to those with housing. This could be an indication that underserved populations are more prone to experience housing problems, due to discrimination against them.

Appendix A: Assigning homelessness status

Have you experienced homelessness?	
Response Option	Housing Status
Yes, I am currently experiencing homelessness	Current Homelessness
Yes, I have previously experienced homelessness but am not currently	Not Current Homelessness
No, I have not experienced homelessness	Not Current Homelessness

Appendix B: Assigning the level of discrimination in Salem

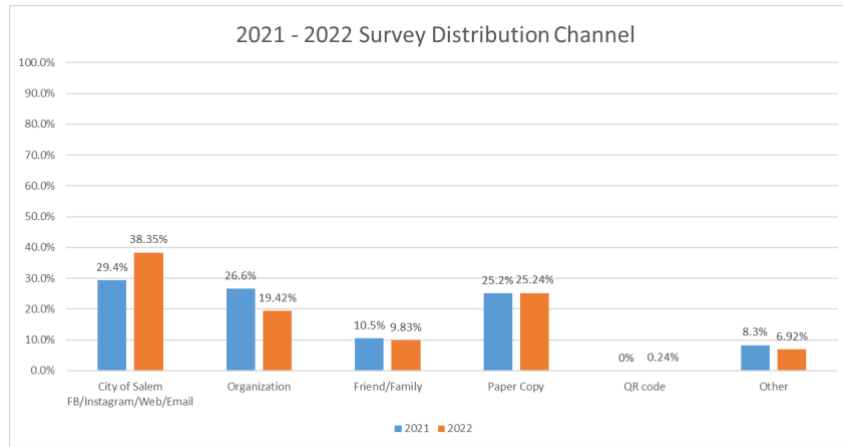
Overall, how would you rate the level of discrimination in Salem, Oregon?	
Response Option	Assigned Value
Excellent: almost no discrimination	5
Good: small amount of discrimination	4
Average: medium amount of discrimination	3
Poor: quite a bit of discrimination	2
Failing: a lot of discrimination	1

Appendix C: Recoding the comfort level of reporting a bias crime to SPD

If you were the target of a bias crime, how comfortable would you be in reporting it to the Salem Police Department?	
Response Option	Assigned Value
Very comfortable	5
Somewhat comfortable	4
Neutral	3
Somewhat uncomfortable	2
Very uncomfortable	1

Appendix D: Survey distribution channel

The main distribution channel was through the city of Salem for both 2021 and 2022.



Appendix E: The U.S. Census Bureau Marion County, Oregon: Population and demographic quick facts

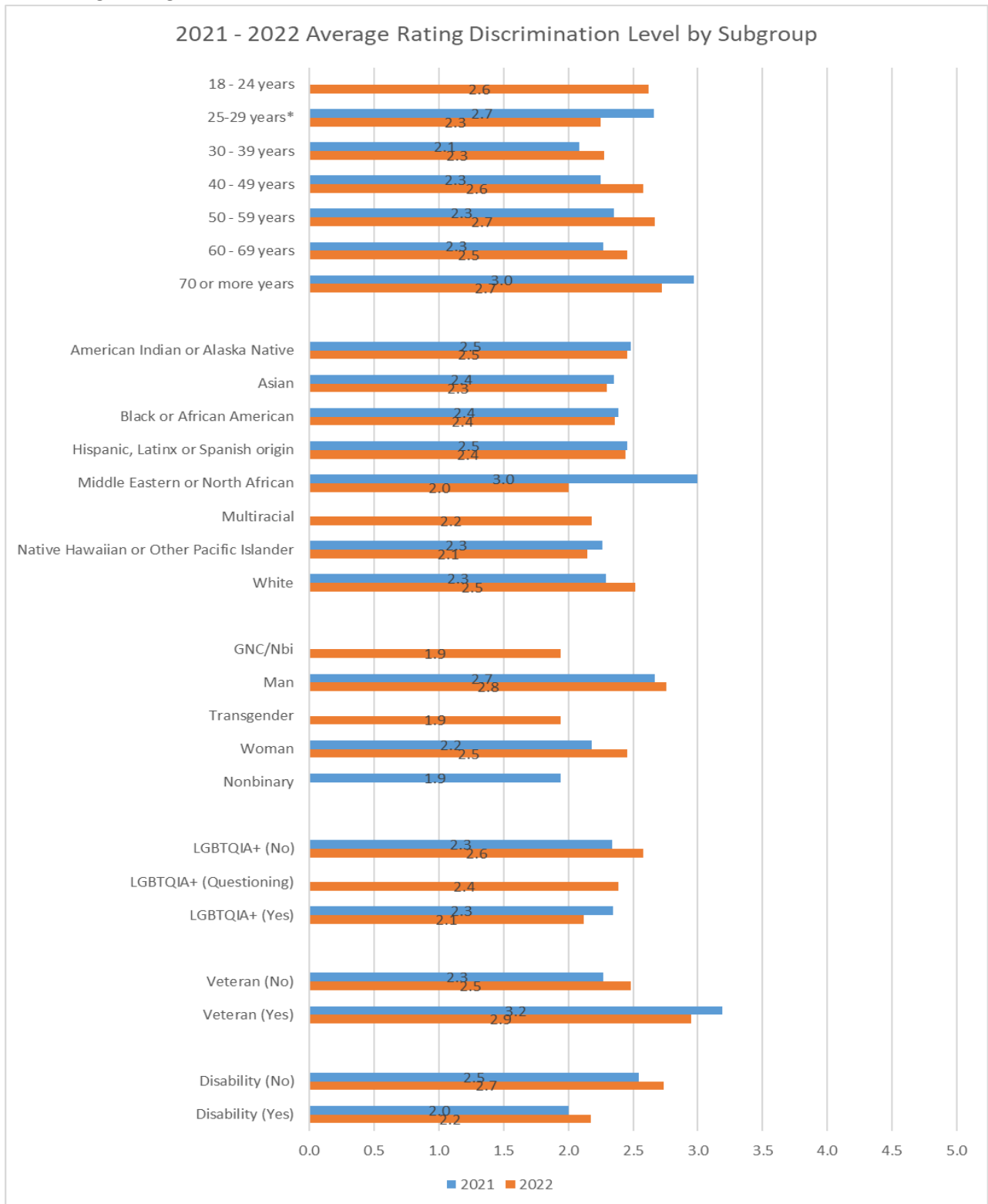
Retrieved May 22, 2022 from

<https://www.census.gov/quickfacts/fact/table/marioncountyoregon,US/PST045221#qf-headnote-b>

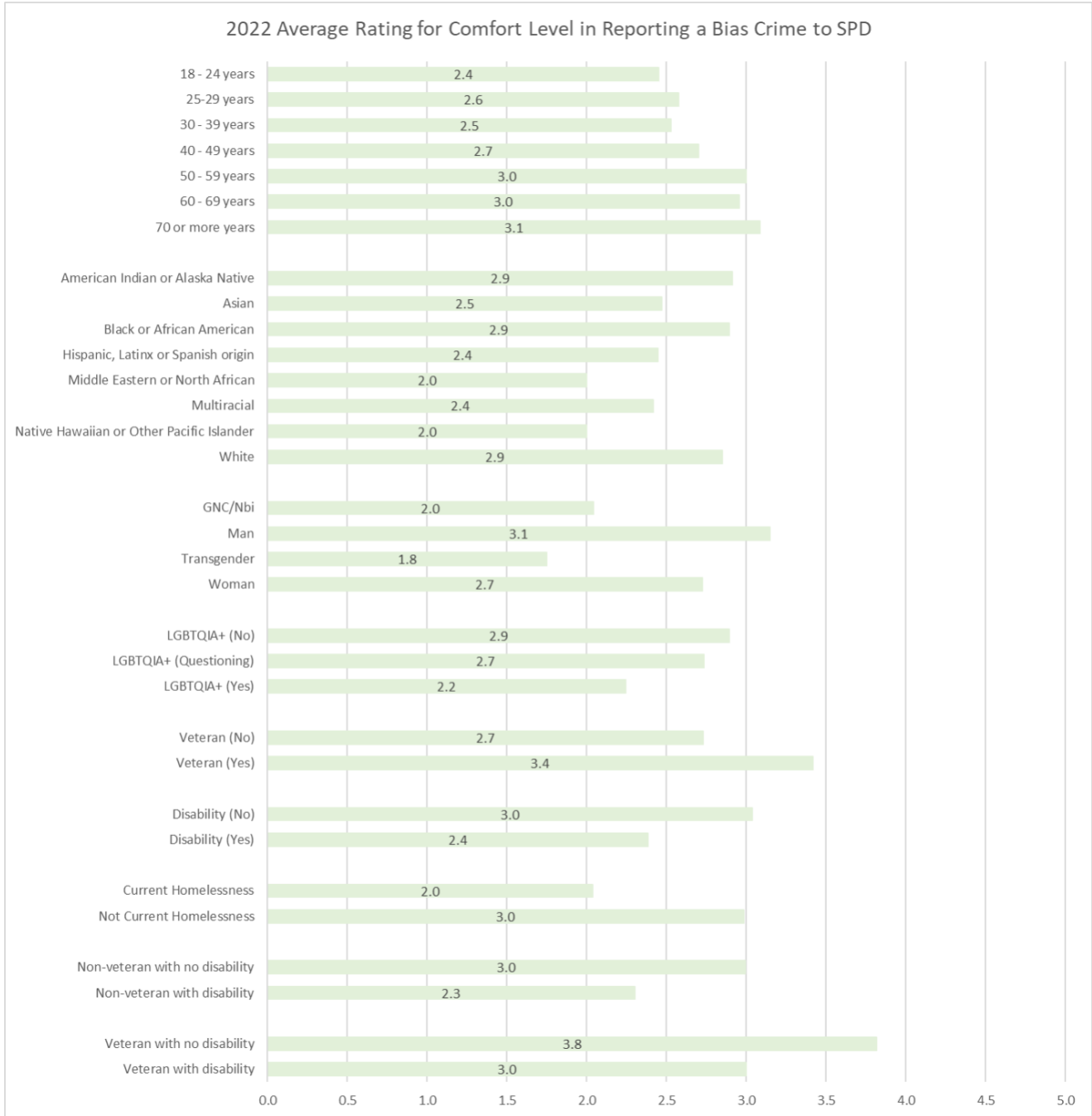
All Topics	Marion County, Oregon	United States
Population Estimates, July 1 2021, (V2021)	347,119	331,893,745
Asian alone, percent (a)	2.5%	5.9%
Native Hawaiian and Other Pacific Islander alone, percent (a)	1.0%	0.2%
Two or More Races, percent	3.7%	2.8%
Hispanic or Latino, percent (b)	27.2%	18.5%
White alone, not Hispanic or Latino, percent	64.7%	60.1%
Population Characteristics		
Veterans, 2016-2020	19,759	17,835,456
Foreign born persons, percent, 2016-2020	12.6%	13.5%
Housing		
Housing units, July 1, 2019, (V2019)	128,622	139,684,244
Owner-occupied housing unit rate, 2016-2020	60.8%	64.4%
Median value of owner-occupied housing units, 2016-2020	\$270,300	\$229,800
Median selected monthly owner costs -with a mortgage, 2016-2020	\$1,571	\$1,621
Median selected monthly owner costs -without a mortgage, 2016-2020	\$544	\$509
Median gross rent, 2016-2020	\$1,045	\$1,096
Building permits, 2021	1,838	1,736,982
Families & Living Arrangements		
Households, 2016-2020	120,474	122,354,219
Persons per household, 2016-2020	2.77	2.60
Living in same house 1 year ago, percent of persons age 1 year+, 2016-2020	85.8%	86.2%
Language other than English spoken at home, percent of persons age 5 years+, 2016-2020	25.2%	21.5%
Computer and Internet Use		
Households with a computer, percent, 2016-2020	94.1%	91.9%
Households with a broadband Internet subscription, percent, 2016-2020	87.5%	85.2%
Education		
High school graduate or higher, percent of persons age 25 years+, 2016-2020	85.2%	88.5%
Bachelor's degree or higher, percent of persons age 25 years+, 2016-2020	24.1%	32.9%
Health		
With a disability, under age 65 years, percent, 2016-2020	10.8%	8.7%
Persons without health insurance, under age 65 years, percent	10.4%	10.2%

Appendix F: 2021 – 2022 Average rating of Salem for level of discrimination

The average rating of Salem for level of discrimination was 2.4 for both 2021 and 2022.



Appendix G: 2022 Average rating for comfort level in reporting a bias crime to SPD

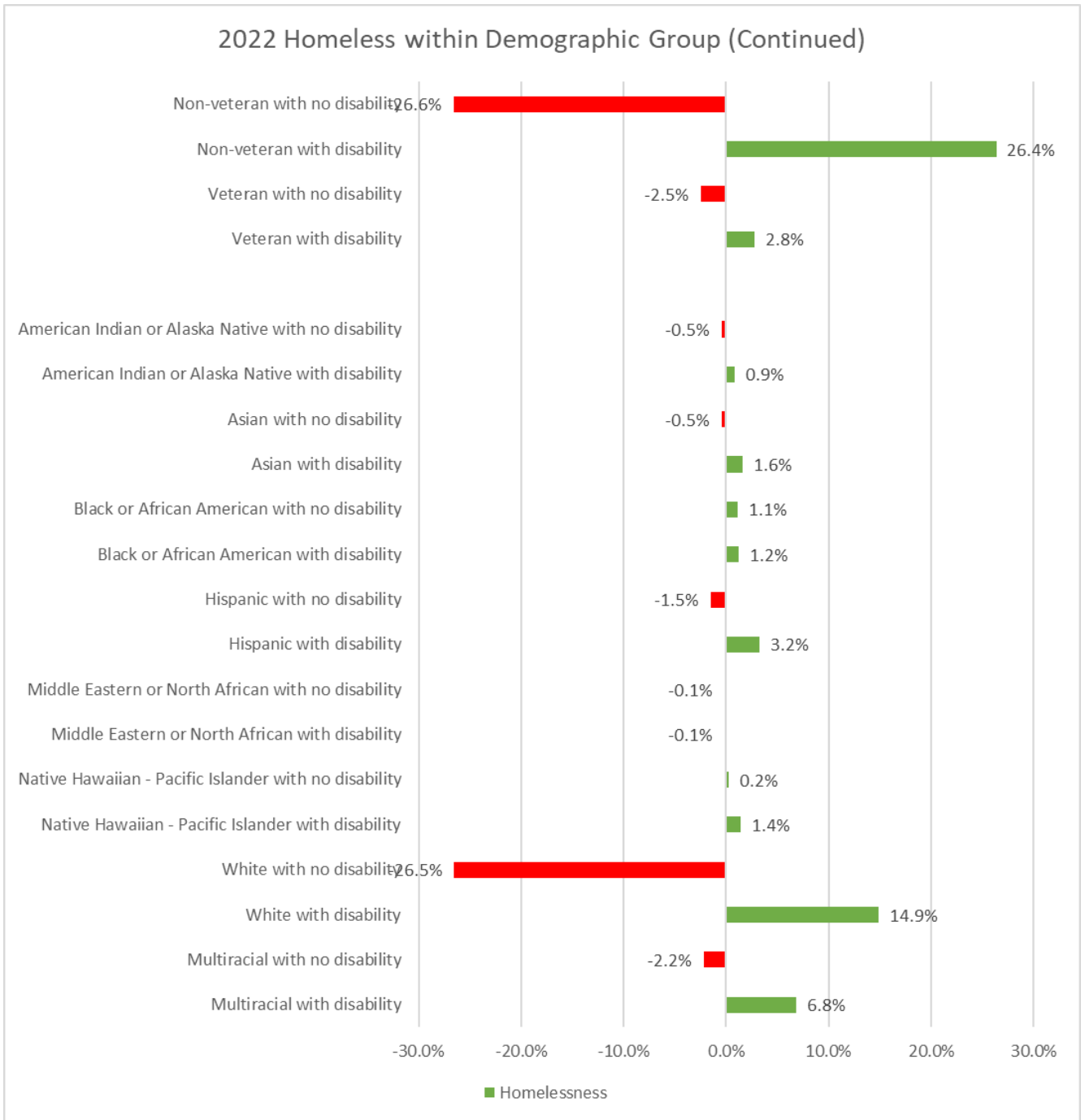


Appendix H: 2022 Homeless within a demographic group (likelihood to be homeless)

The figure below shows the likelihood of homeless within each demographic group. The sum of percentages for each demographic group equals 0. The positive percentages mean the respondents were likely to be experiencing homelessness. For instance, within the race, whites were less likely to be homeless and multiracial respondents were the most likely to face homelessness. When looking at intersectional data, whites with disabilities were more likely to be homeless than multiracial with disabilities.

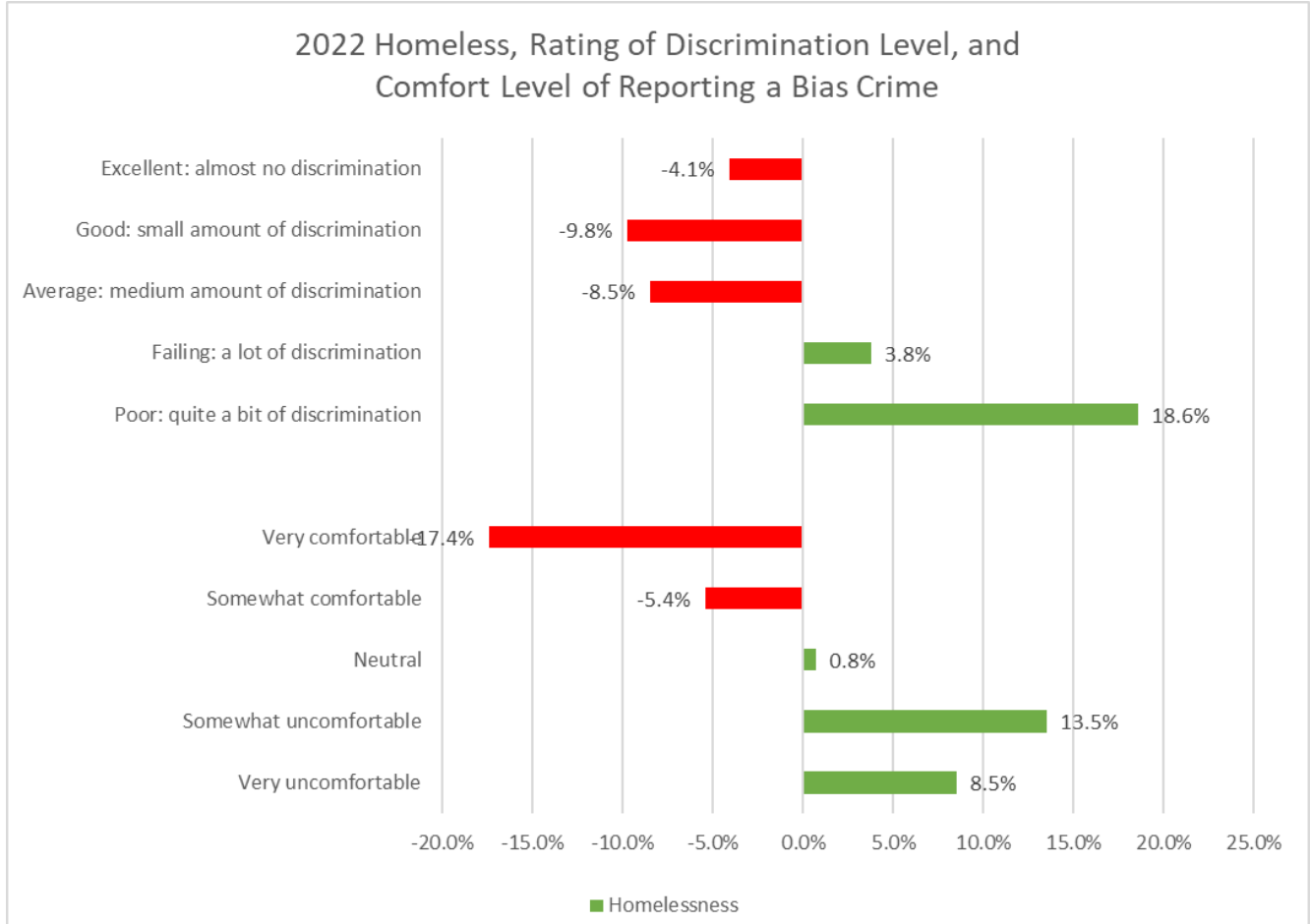


Appendix H (Continued)



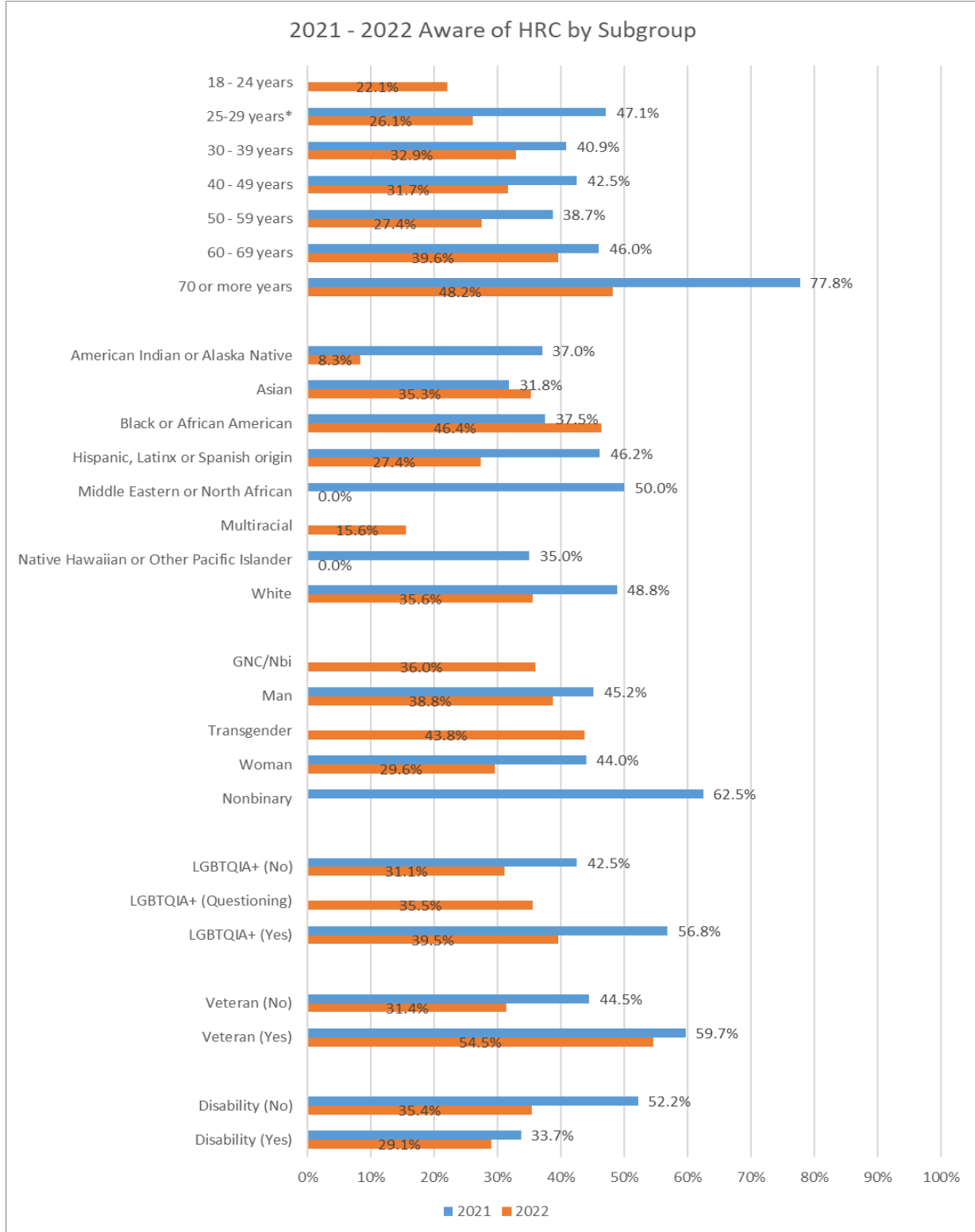
Appendix I: 2022 Homeless, rating of discrimination level, and comfort level of reporting a bias crime

The figure below shows the association between homeless and rating of discrimination level and homeless and comfort level of reporting a bias crime. The sum of percentages for each demographic group equals 0. For instance, homeless respondents were likely to rate “poor” for the level of discrimination and were also likely to rate “somewhat uncomfortable” for the comfort level in reporting a bias crime to SPD.



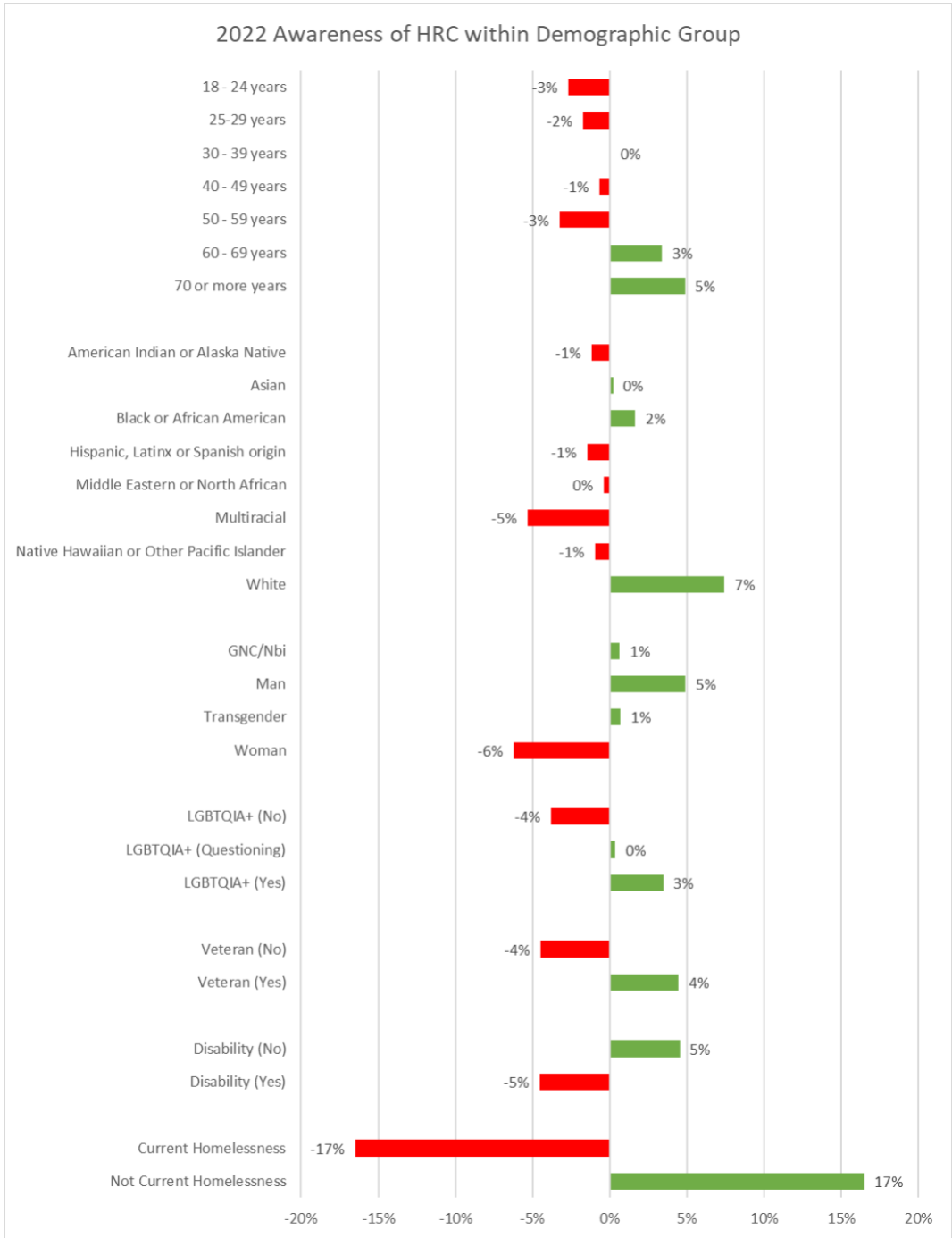
Appendix J: 2021 – 2022 Aware of HRC by subgroup

In 2022, the average that each subgroup was aware of HRC was 30.8%, a decrease from 46.3%.

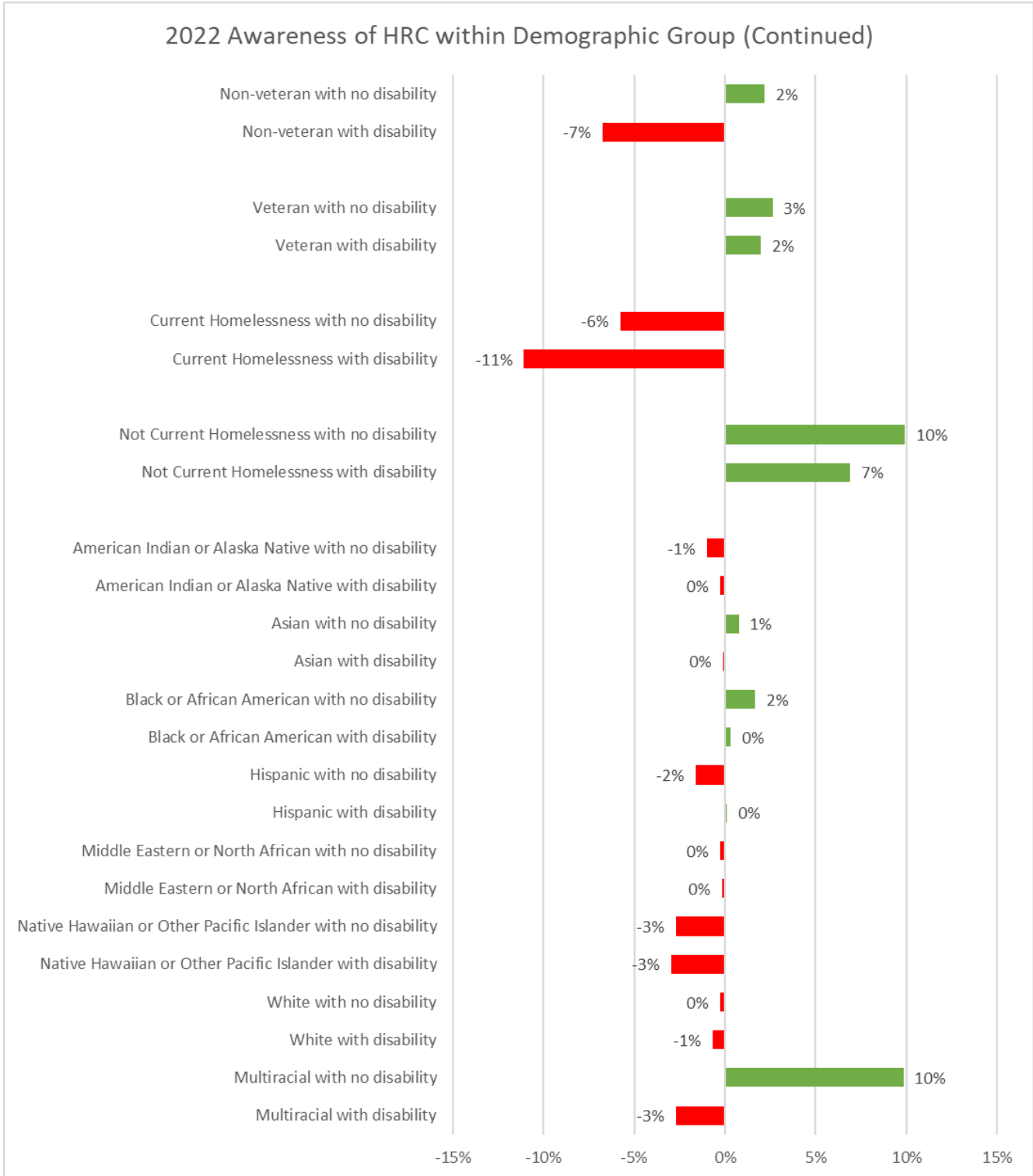


Appendix K: 2022 Awareness of HRC within a demographic group (likelihood to be aware of HRC)

The figure below shows the likelihood of HRC awareness within each demographic group. The sum of percentages for each demographic group equals 0. The positive percentages mean the respondents were likely to be aware of HRC. For instance, within the race, whites were more likely to be aware of HRC and multiracial respondents were less likely to be aware of HRC. When looking at intersectional data, the majority of respondents with disabilities were less likely to be aware of HRC.

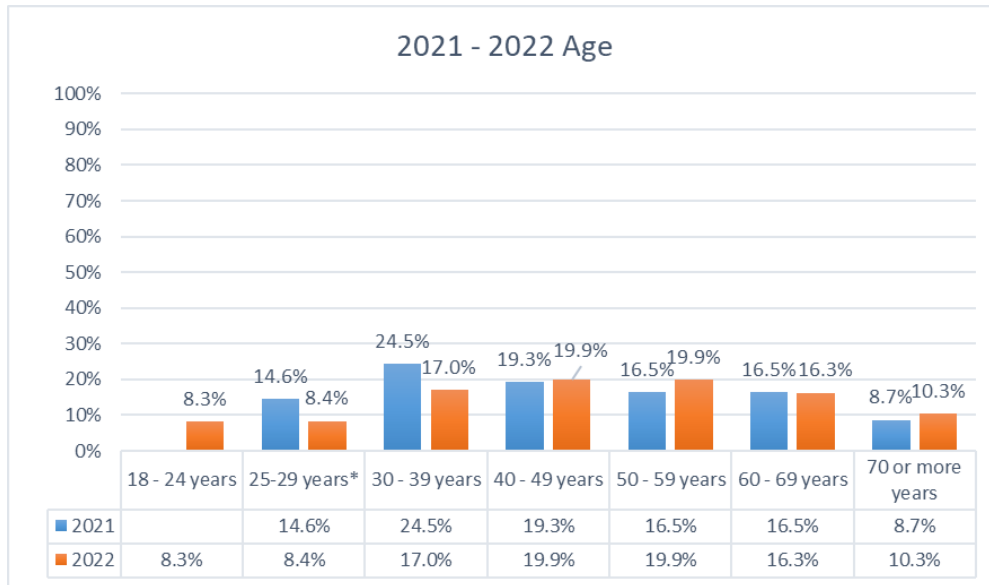


Appendix K: (Continued)

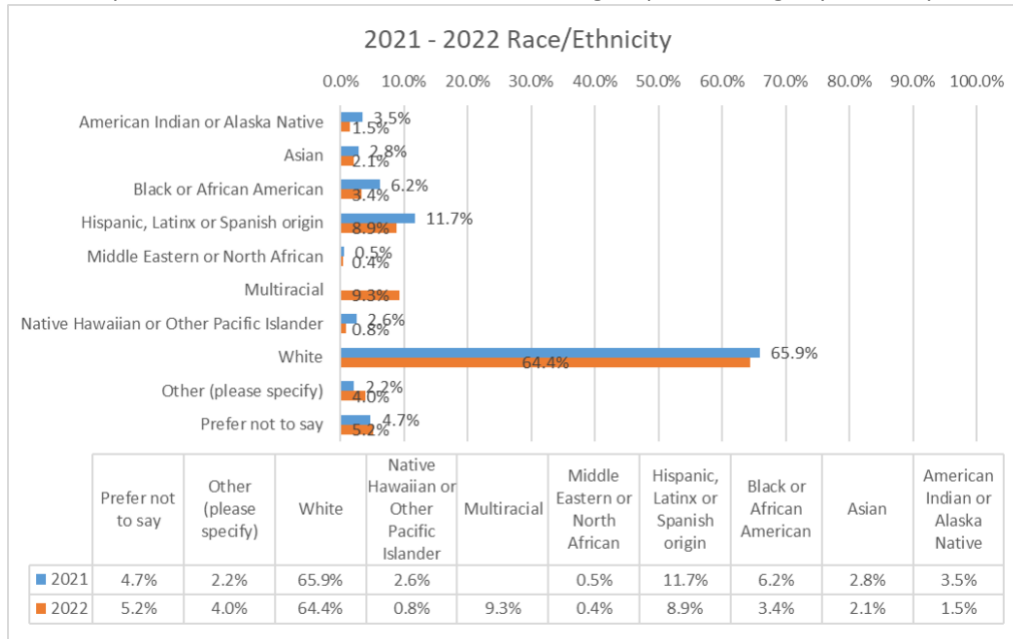


Appendix L: Survey Results by Question

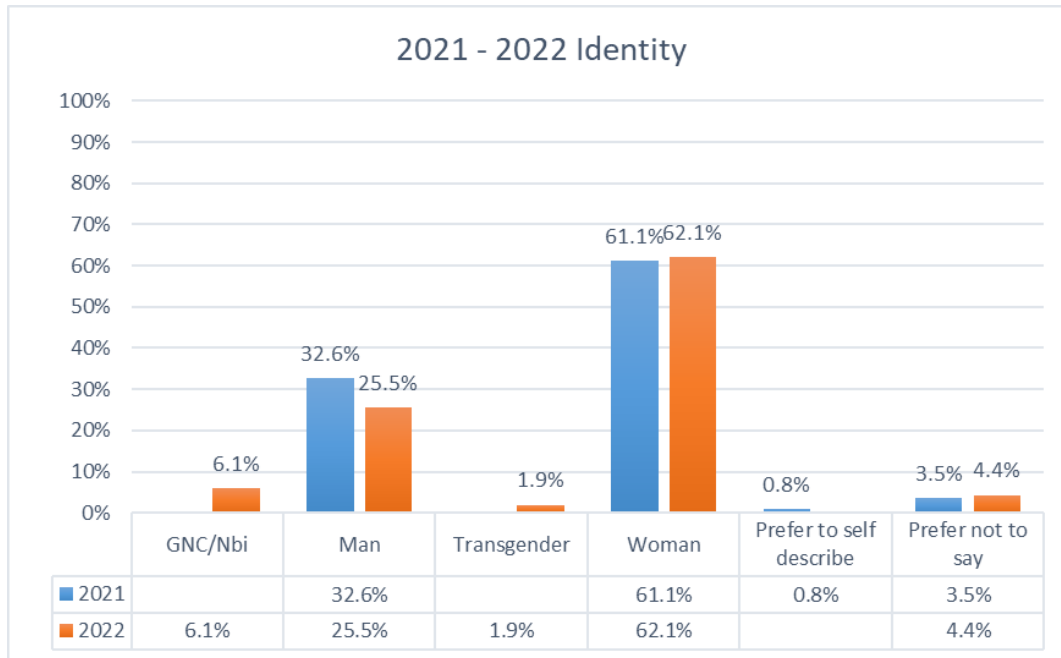
The 2021 and 2022 age distribution of survey respondents is shown in the below figure. Combining both the 2022 18-24 and 25-29 groups, respondents were fairly spread across all groups for both years, with a decrease of 7.5 percentage points between the ages of 30 and 39.



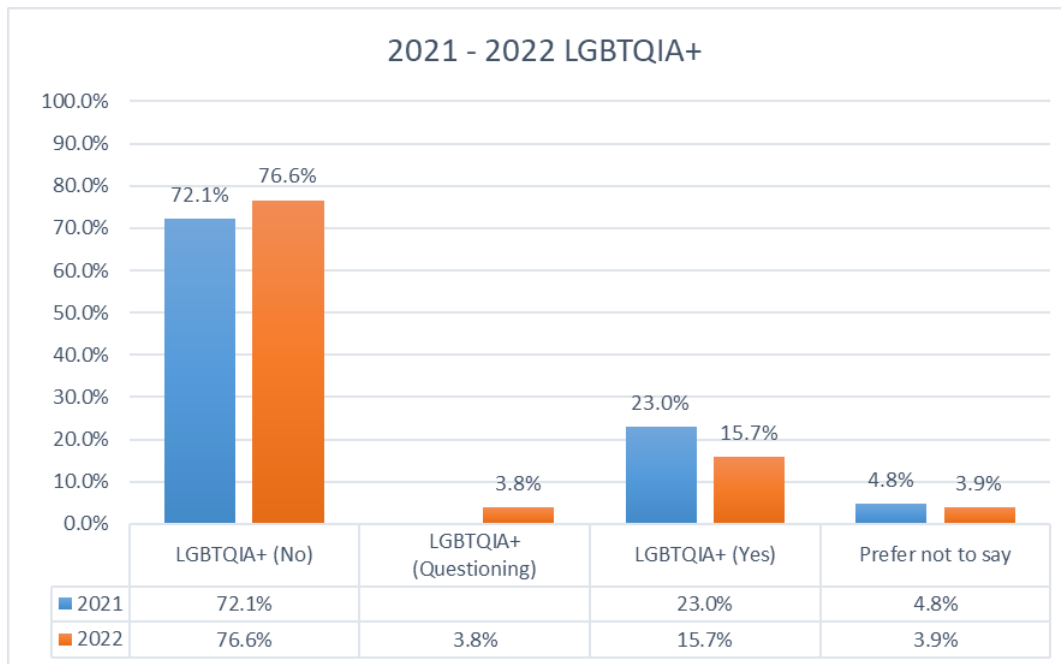
The 2021 and 2022 survey samples did not represent the Marion county population of ethnic groups. The majority of the survey respondents for both 2021 and 2022 were white with a decrease from 66% to 64%. The below figure shows declines among all race/ethnicity groups. According to Census, 27.2% of the Marion County population is Hispanic or Latino, 2.5% are Asian, 2.6% are American Indian and Alaska Native, 3.7% are mixed race, and 1.6% are Black (see Appendix E). For 2021 and 2022, the Hispanic group was significantly under-represented and the Black and multiracial groups were slightly over-represented.



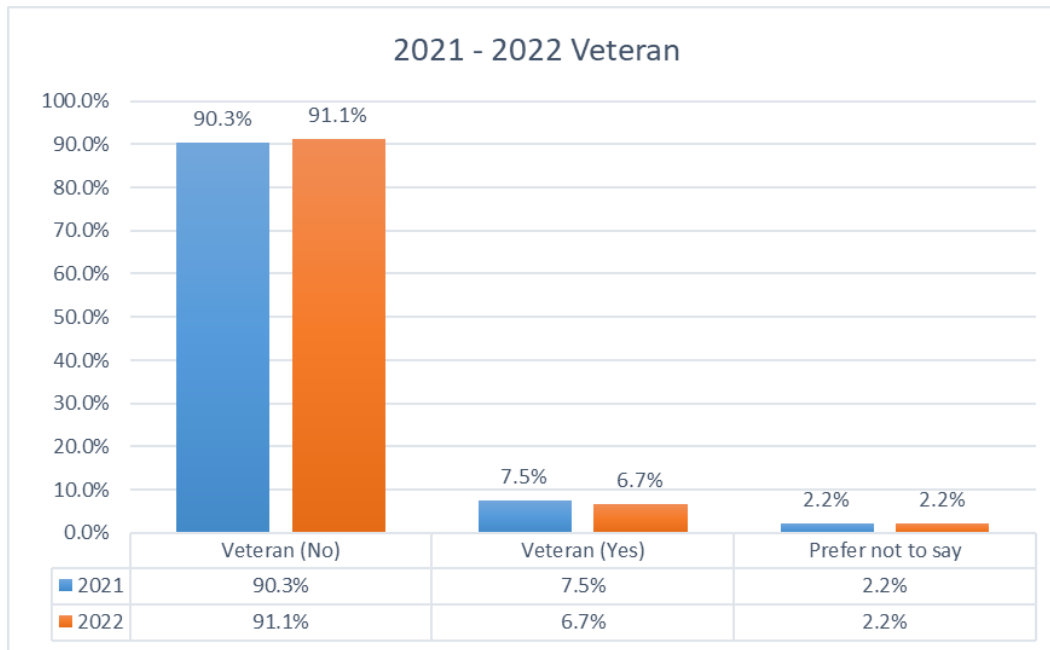
The majority of respondents in both 2021 and 2022 were women, followed by males. The figure below shows a decrease from 32.6% - 25.5% in the man group. According to the Census, 50.2% of the Marion county population is female. Female individuals were overrepresented and male individuals were under-represented in both survey samplings (see Appendix E).



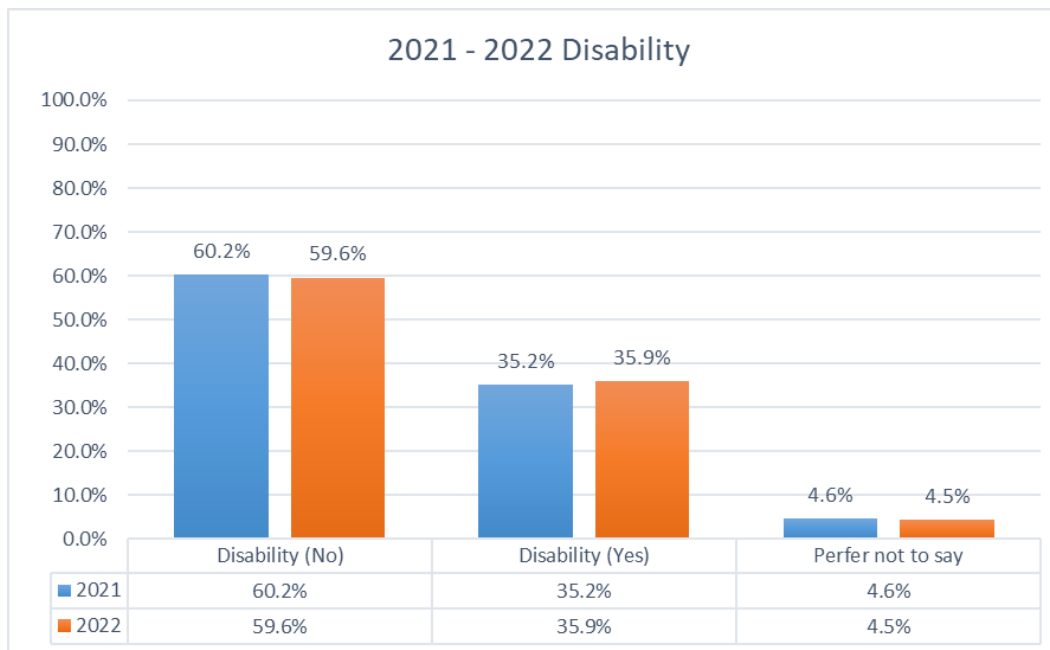
In 2022, 76.6% of the survey respondents were not members of the LGBTQIA+ community and 15.7% were members of the LGBTQIA+ community. Moreover, 3.9% indicated that they were questioning.



The survey results from both years were very similar. According to the Census, 5.7% of the Marion County population is veterans (see Appendix E). Veteran individuals were over-represented in these surveys.



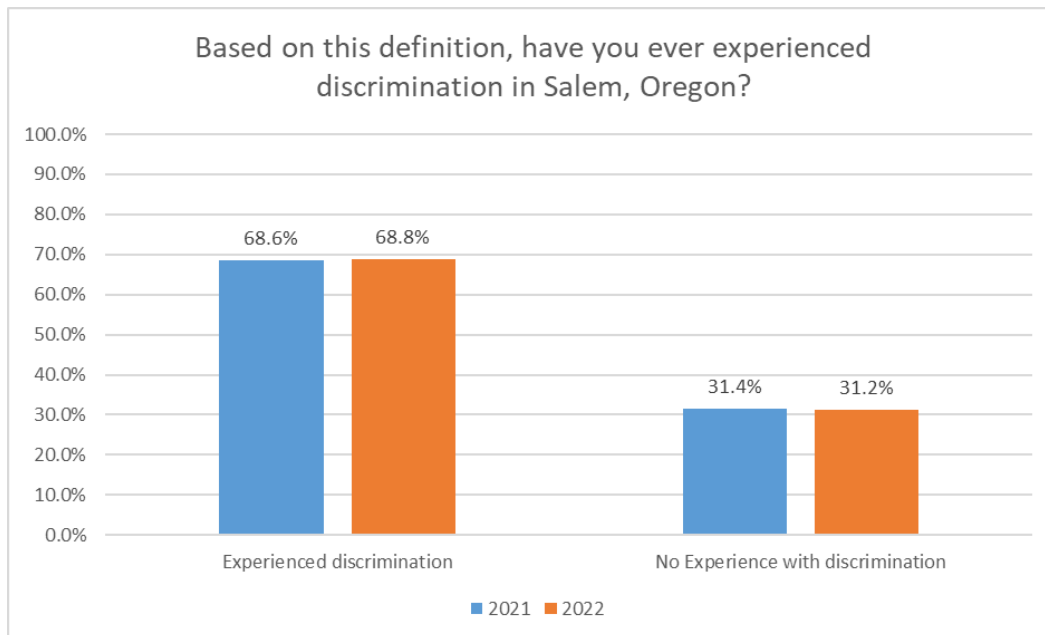
The survey results from both 2021 and 2022 were very similar. 60% of respondents indicated disability. According to the Census, 10.8% of the Marion county population under the age of 65 years were individuals with disabilities (see Appendix E). Respondents with disabilities were over-represented in these surveys.



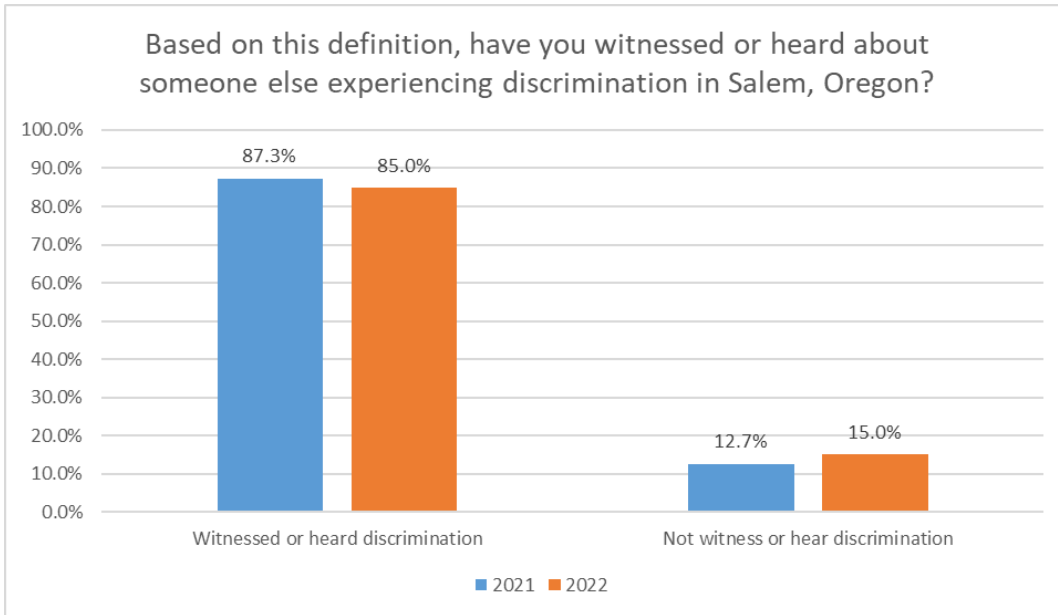
In 2021 and 2022, respondents were asked about their homelessness experience. The analysis for 2021 and 2022 shows similar results. There is a slight decline of respondents who are currently experiencing homelessness and previously experienced homelessness.



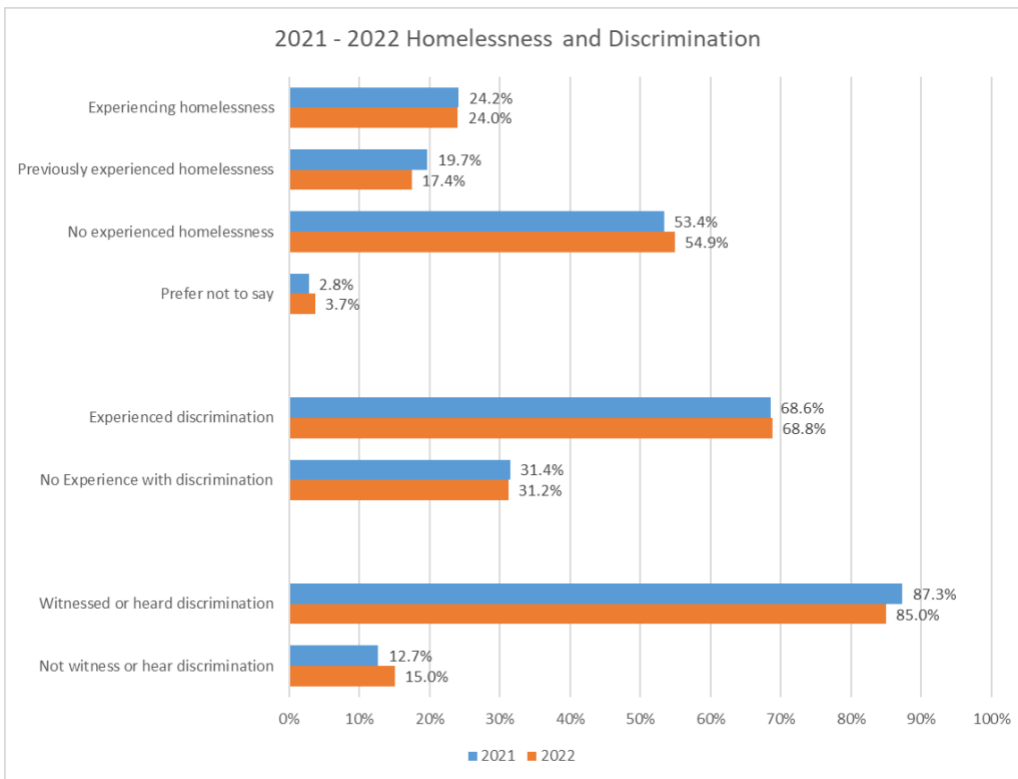
The results from both 2021 and 2022 were the same. The majority of respondents, 69%, had experienced discrimination in Salem, Oregon.



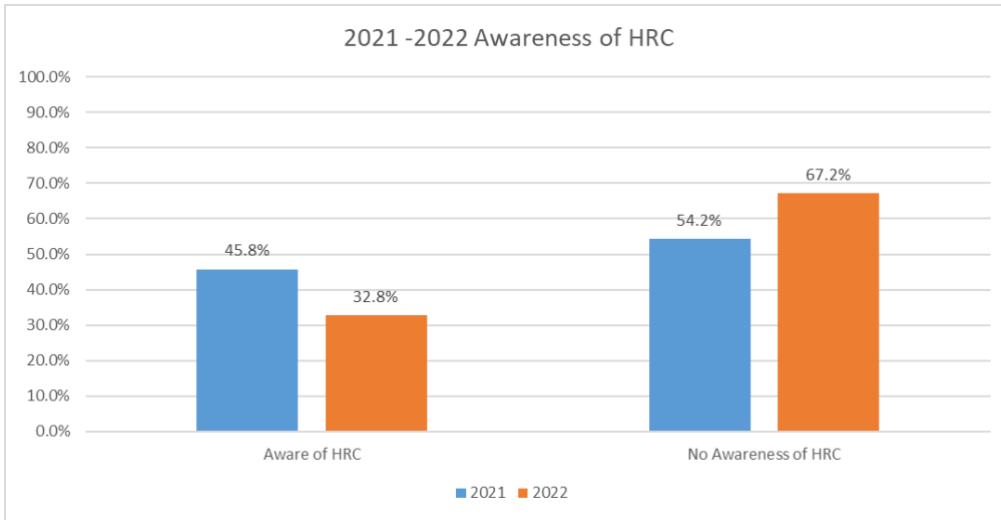
The results from both 2021 and 2022 were very similar. The majority of respondents, 85%, have witnessed or heard about discrimination in Salem, a decline of 2 percentage points from the previous year’s survey.



Both 2021 and 2022 respondents were asked about homelessness and discrimination experiences and both survey results were almost identical, with differences between 0.2 - 2.3 percentage points.



The respondents were less aware of HRC, with a decline of 13 percentage points from 2021.



Appendix M: Survey Data and Open-Ended Comment Analysis Links

Survey Data Link to PDF of Spreadsheet

[2022 Salem HRC Survey Simple Tabulation FINAL.5.21.22.xlsx - Tabulation - Final \(1\).pdf](#)

Open-ended Survey Results Analysis

[FINALOpen-Ended Survey Responses for Salem HRC.xlsx](#)