

City of Salem Human Rights Commission 2025 Community Belonging Survey And Executive Summary

Students in the Master of Arts in Organizational Leadership Program
OL 636: Data-Driven Decision Making
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Introduction

Background

Over the past few years, the City of Salem Human Rights Commission (HRC) has partnered with graduate students from the Organizational Leadership (OL) program at Western Oregon University to conduct and analyze research on issues related to discrimination and sense of belonging within Salem, Oregon. This collaboration is carried out through an annual survey of Salem residents.

The 2025 study was administered between April 24, 2025, and May 14, 2025. Upon the survey's conclusion, both qualitative and quantitative analyses were conducted by OL students under the supervision of Professor Marianne Bradshaw.

This Executive Summary highlights key facts, figures, and findings from the 2025 survey to support the HRC's ongoing efforts. Each key finding is followed by a corresponding chart, and recommendations are provided at the end of each section. For ease of reference, a complete list of all recommendations is included in a separate section.

Research Objectives

The 2025 Community Belonging Survey was designed to accomplish the following objectives among people who live in or regularly spend time in Salem, OR:

- To assess the sense of community.
- To quantify the types of discrimination, frequency of discrimination, and locations of discrimination witnessed or heard about.
- To quantify the types of discrimination, frequency of discrimination, and locations of discrimination personally experienced.
- To measure the likelihood of reporting a bias crime to the Salem Police Department or to the Human Rights Commission.
- To analyze survey responses by subgroups, including Pacific Islanders and People Experiencing Homelessness (PEH).

Methodology

A self-administered questionnaire (Appendix A) using Qualtrics was fielded from April 24 to May 15, 2025. The questionnaire was available in Chuukese, English, Marshallese, and Spanish. The invitation to complete the survey was posted by the City of Salem on their Facebook page and their Ciudad de Salem Facebook page. Also, HRC partners and other local organizations shared the invitation via social media posts, emails, and newsletters.

The Human Rights Commission identified the following priority populations: Pacific Islanders and People Experiencing Homelessness (PEH). Therefore, in addition to the main survey distribution, events were hosted targeting these populations where the survey was available in hard copy, and volunteers were able to offer assistance when requested. Micronesian Islander Community (MIC) hosted an event on May 8. And there were events at SafeSleep on May 7 as well as ARCHES and Church @ the Park on May 10.

The sampling design is a non-probability judgment sample with intentional oversampling among Pacific Islanders and People Experiencing Homelessness (PEH). After removing respondents who did not answer at least 3 questions, are under the age of 18, and do not live or regularly spend time in Salem, there are 552 respondents in the dataset. Of those, 491 completed the final closed-ended question.

The data has been reviewed for the following groups (Appendix B):

- Main (n=430): These respondents received the survey invitation through the main distribution. Respondents reached through hard copy surveys through targeted outreach to priority populations are not included. While this group is not representative of Salem, it is the most similar to the total Salem population and is the most useful for making general decisions.
- Pacific Islander (n=80): These respondents marked “Pacific Islander, Micronesian, Native Hawaiian, or Kānaka Maoli” for their race/ethnicity. Most of them completed the survey in hard copy at MIC’s event on May 8. Some of them received the survey invitation through the main distribution, and those respondents are included in both “Main” and “Pacific Islander.”
- People Experiencing Homelessness (PEH) (n=63): When asked, “Have you experienced homelessness?,” these respondents marked “Yes, I am currently experiencing homelessness.” Most of them completed the survey in hard copy at one of the outreach events on May 7 or May 10. A few of them received the survey invitation through the main distribution, and those respondents are included in both “Main” and “PEH.”

- Aggregate (n=552): This group includes everyone who completed the survey. This is not a meaningful group for decision-making because Pacific Islanders and people experiencing homelessness are significantly over-represented.

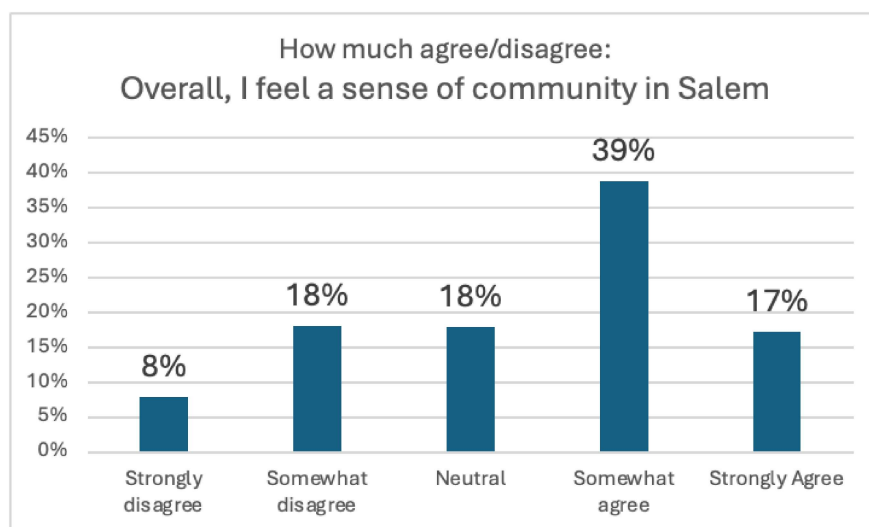
While responses were gathered from diverse people, the dataset can not be generalized to the whole population. When compared to available benchmarks, people experiencing homelessness, people living with disabilities, people identifying as LGBTQIA+, people identifying as Pacific Islander, Micronesian, Native Hawaiian, or Kānaka Maoli, are overrepresented, while the Latino/a/e population is underrepresented (see Appendix C, D, E, & F).

Of note, the 2025 survey saw a significant increase in responses from the Pacific Islander community in Salem, with 80 respondents identifying as Pacific Islander, Micronesian, Native Hawaiian, or Kānaka Maoli—a substantial increase from 19 respondents in 2024. This progress is largely attributed to the accessibility measures and the partnership with the Micronesian Islander Community (MIC) and their successful event on May 8. Efforts to make the survey more accessible have not only expanded participation among historically underrepresented groups but also represent meaningful progress toward greater inclusivity in Salem.

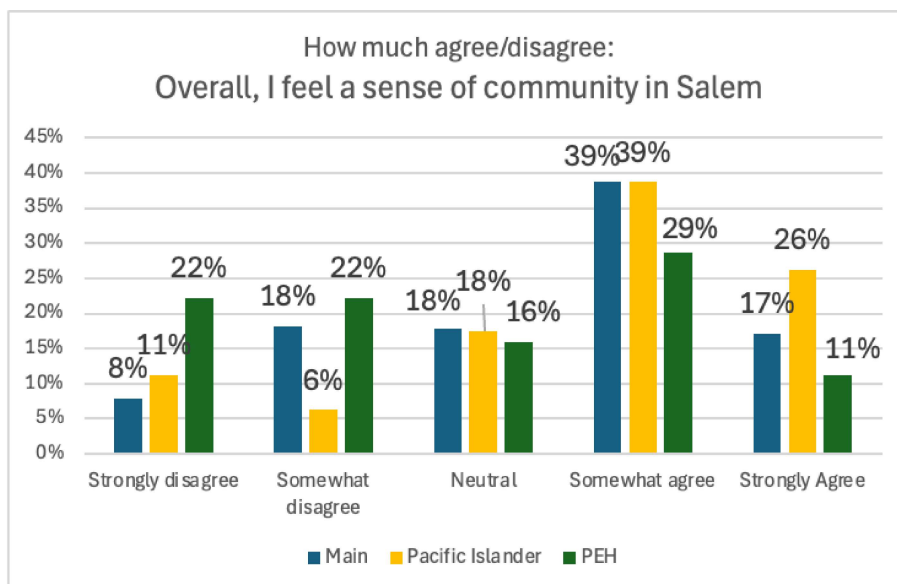
Key Findings

Sense of Community

Over half of the respondents (56% of the main group) either somewhat or strongly agree with the statement, “Overall, I feel a sense of community in Salem.”



Compared to the main group of respondents, a higher percentage (65%) of Pacific Islander respondents and a lower percentage (40%) of People Experiencing Homelessness (PEH) agree that they feel a sense of community in Salem. This indicates that people experiencing homelessness feel less community connection than other subgroups.



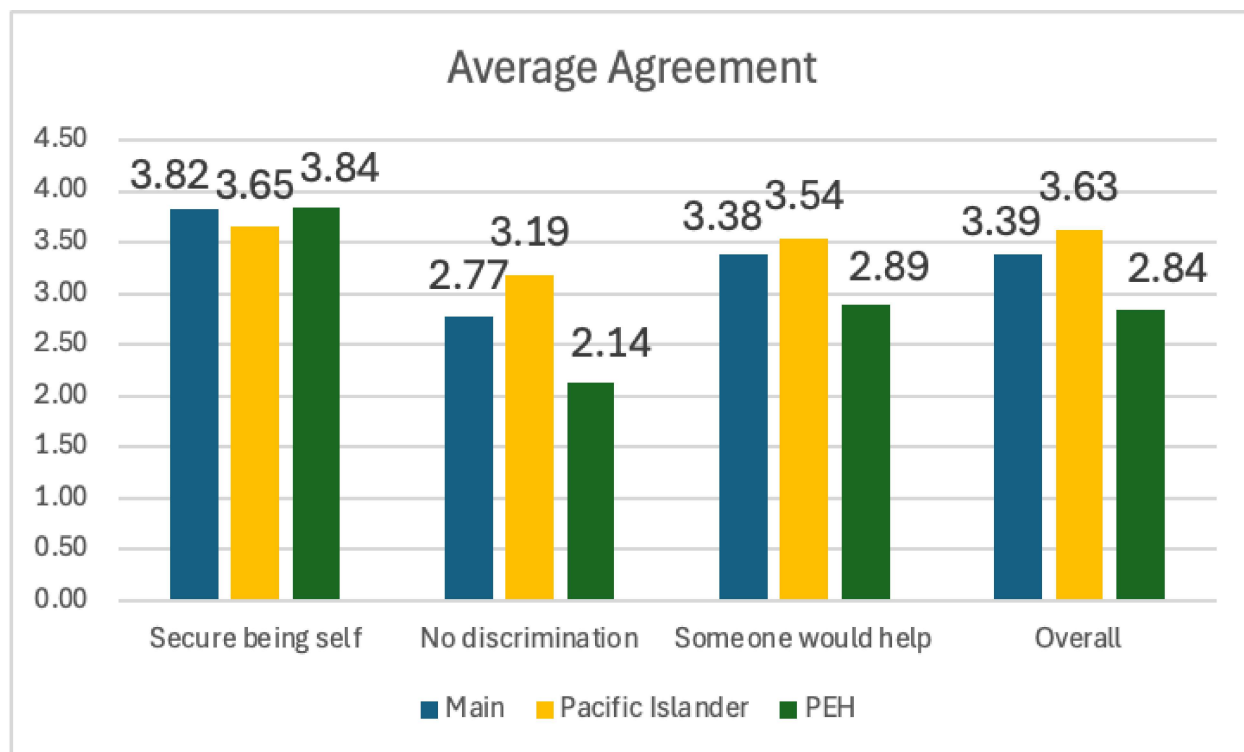
Of the elements of a “sense of community,” respondents across subgroups indicated more security being their authentic selves and more belief that people in the community will help each other but less expectation that all will be treated fairly and without discrimination.

Of note, PEH report a slightly higher security being their authentic selves and a significantly lower expectation of fair treatment than other groups. And while Pacific Islanders report higher agreement in general than the main respondent group, they have the lowest agreement of these groups on feeling secure being their authentic selves.

Respondents were asked how much they agreed or disagreed with each of the following statements:

- When I'm out and about in Salem, I feel secure being my authentic self.
- People of all identities are treated fairly and without discrimination in Salem.
- If I were in trouble in a public space in Salem, I think someone would help me.
- Overall, I feel a sense of community in Salem.

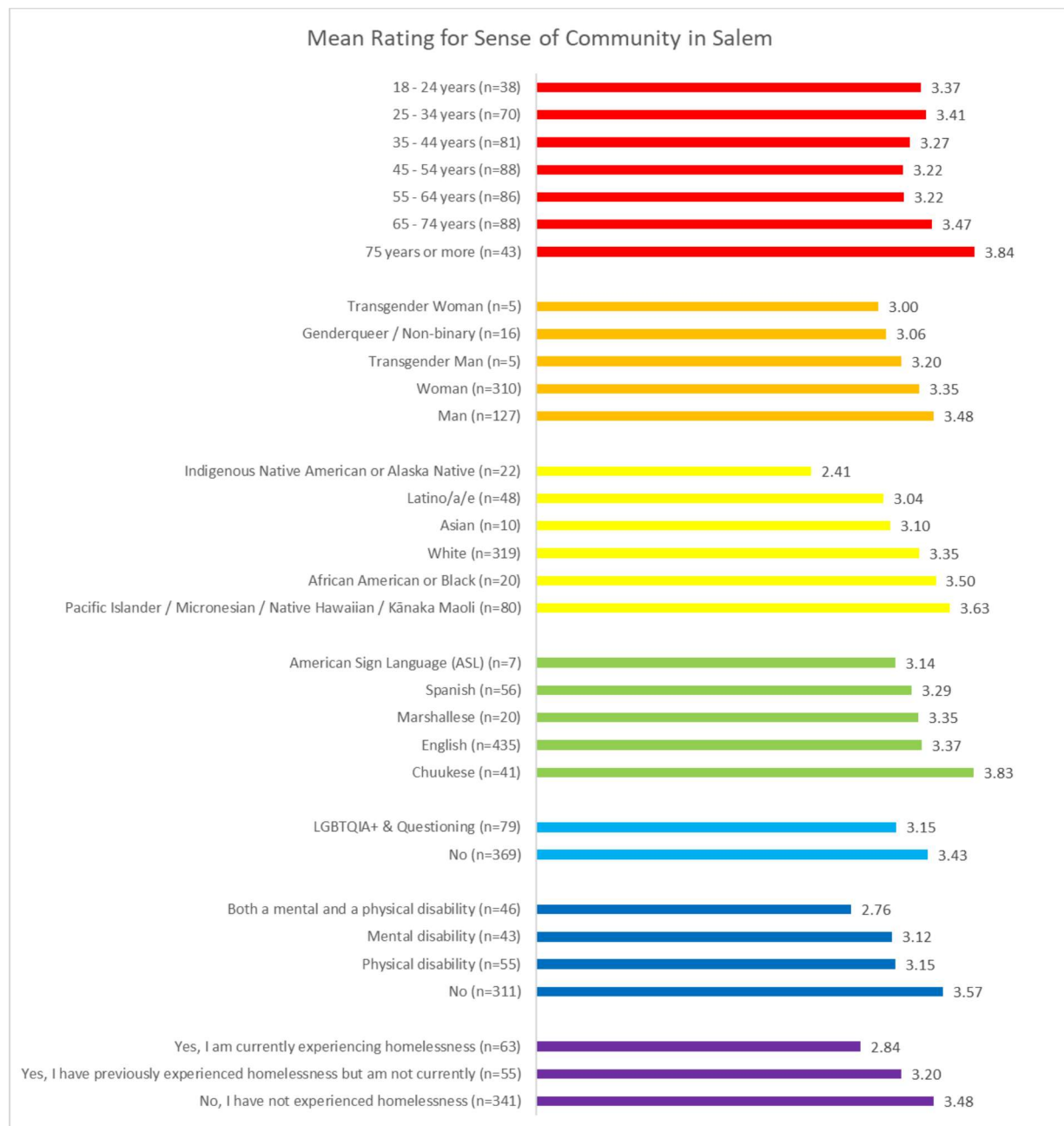
(Averages were calculated using 1=Strongly Disagree, 2=Somewhat Disagree, 3=Neutral, 4=Somewhat Agree, 5=Strongly Agree)



The mean agreement for feeling a sense of community in Salem is generally highest among subgroups that are historically privileged, such as those who indicate they are male, English speakers, do not have a disability, and are not experiencing homelessness. The sub-groups that had the lowest mean agreement for sense of community are:

- 2.41 Indigenous Native American or Alaska Native
- 2.76 Respondents with both a mental and a physical disability
- 2.84 Currently unhoused

Any subgroup with less than 5 respondents is not shown on the chart.



Increasing Sense of Community

The most prevalent theme in articulating what increases a sense of community was “Community Events and Public Gatherings.” 290 respondents chose to respond to an optional question and type in an open-ended comment explaining what increases their sense of community. 65% of them made a comment about “Community Events and Public Gatherings.” 31% made a comment about “Neighborliness/Kindness.”

Increasing Sense of Community	
Theme	Comments
Community Events/Public Gatherings (65%)	<p><i>There are a lot of positive activities that happen in Salem. World Beat, Mission Mill Christmas, the big art event at Bush Park. Neighborhood activities, etc. People trying to help the seniors, veterans, and attempts to help the homeless. I do think people care, for the most part. Salemites really showed their colors when out for the protests on May Day and in April!! THAT was awesome, we were down there in the thick of it. I appreciate our police officers, our firefighters, our city workers and everyone in the helping service.</i></p> <p><i>Getting to know other community members through events and volunteering. Seeing the good that people do for their community reaffirms my sense of belonging and feeling welcomed.</i></p>
Neighborliness/Kindness (31%)	<p><i>I think Salem does a good job of wrapping around people who have experienced hardships. Because Salem is a smaller city, news travels fast (can be good and bad), so I think that when someone experiences pain that many others feel it too.</i></p> <p><i>I do feel like people here care about others' well -being despite many of us who have our own internal struggles, especially with mental health.</i></p>

Connection/Volunteer Opportunities (21%)	<i>Strong friendships we've cultivated. Places to meet and have quality conversation and connection. The inclusivity of our YMCA.</i> <i>Knowing that as a community we support process both financially and through action to take care of each other</i>
Safe/Clean Public Spaces (20%)	<i>Clean, safe areas with no homeless population. The ability to use parks and public spaces the way they are intended. My tax dollars are being used to increase usability, maintenance and upkeep of public parks, trails, sidewalks, businesses and roads.</i>
Inclusion/Cultural Representation (17%)	<i>Multicultural events that are open to all community members. Opportunities to learn about other interest groups and cultures. Opportunities to voice my concerns and opinions in a public forum with no fear of reprisals.</i>
Other (12%)	<i>There's less judgment here than other places I've lived. Like less weight on social status and the importance of stuff to show social status</i>
Communication/Civic Engagement (6%)	<i>Having honest, transparent interaction with both staff and elected officials about community needs in Salem.</i>

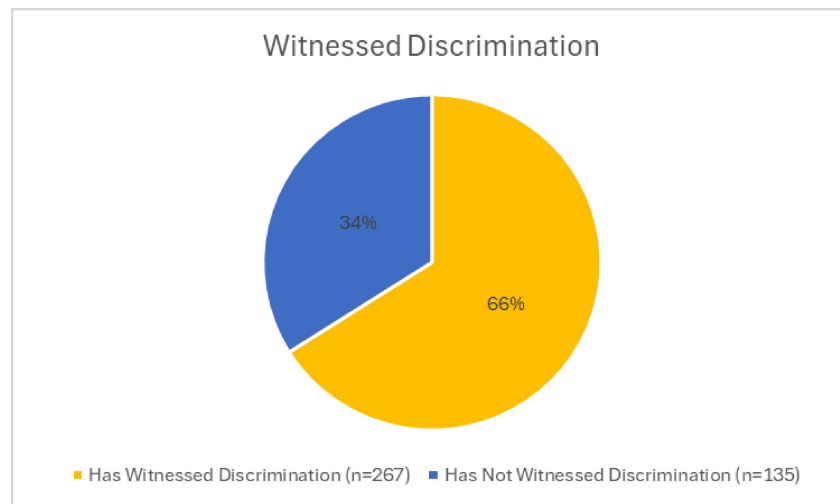
Decreasing Sense of Community

The most prevalent theme in articulating what decreases a sense of community was “Exclusion/Social Division” followed closely by “Crime/Lack of Safety.” 289 respondents chose to respond to an optional question and type in an open-ended comment explaining what decreases their sense of community. 31% of them made a comment about “Exclusion/Social Division.” 27% commented about “Crime/Lack of Safety.”

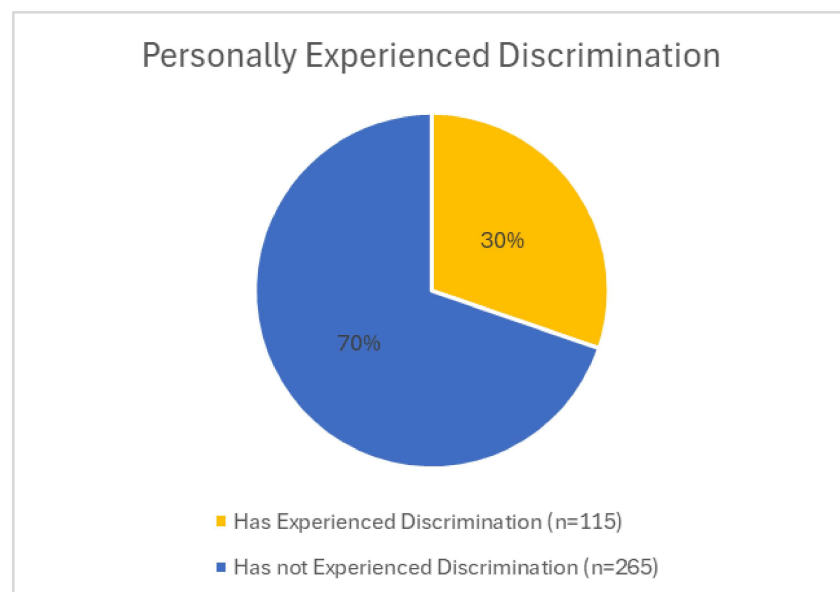
Decreasing Sense of Community	
Theme	Comments
Exclusion/Social Division (31%)	<p><i>Division politically. Hate speech. Losing programs that were put in place to help the greater good. Allowing businesses to move in makes supporting our local business community suffer. We want Salem to be an example of what works for the majority</i></p> <p><i>So many neighborhoods and areas feel separate from one another, it's hard to say there's a feeling of real community throughout the city.</i></p>
Crime/Lack of Safety (27%)	<p><i>Increased crime in more areas that were once safe (stealing, fighting, destruction of property) for most people. The downtown area is slowly dying. Parks are not really safe.</i></p>
Lack of Connection/Community (22%)	<p><i>Salem does not have an identity or known shared values. Volunteerism is low, community [activities] are aimed at one group (even though all are invited), and an overall "scuzzy" feel to our city.</i></p> <p><i>So many neighborhoods and areas feel separate from one another, it's hard to say there's a feeling of real community throughout the city.</i></p>
Homeless/Public Perception (19%)	<p><i>Crime, pervasive homelessness, a failure of our city to create a welcoming place.</i></p> <p><i>Seeing so many homeless people on the streets.</i></p>
Other (16%)	<p><i>I believe in Salem there are strong advocates and people interested in helping but there are also people so set on othering. Individuals accessing resources without advocates are treated poorly even by the workers.</i></p>
Police (5%)	<p><i>All the law breaking and the lack of police response.</i></p> <p><i>The crime and not being heard by our government or the police.</i></p>

Discrimination

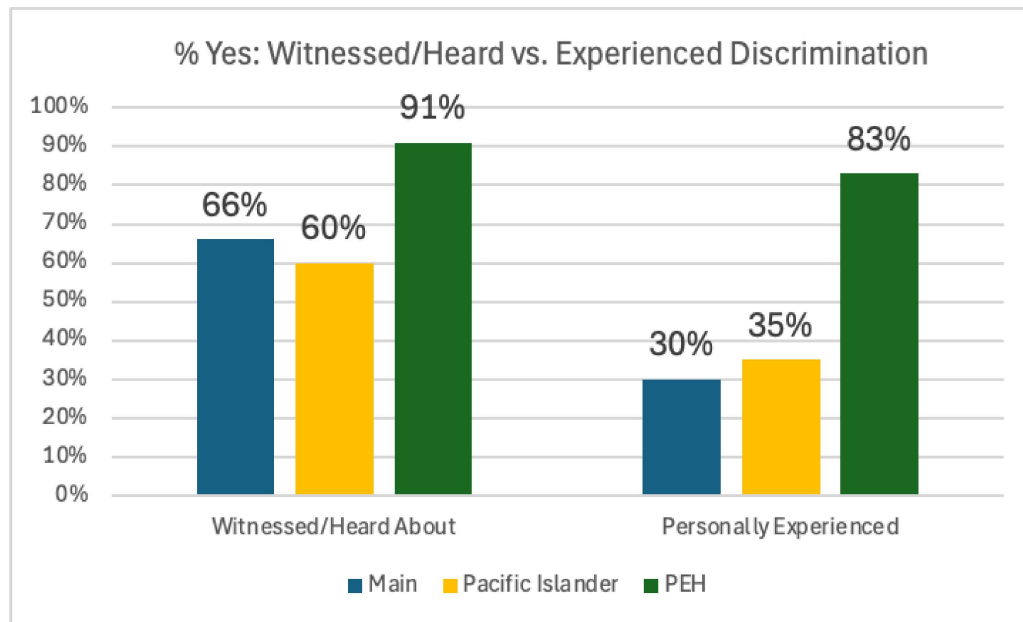
Two-thirds of respondents reported witnessing discrimination in the past year. A majority of respondents, 66%, from the main distribution indicated that they have witnessed or heard about discrimination occurring. As shown in the chart below, 267 of the respondents who answered this question expressed witnessing discrimination within the past 12 months.



Nearly one-third of respondents reported experiencing discrimination in the past year. Specifically, 30% of respondents from the main distribution indicated that they had personally encountered discrimination within the last twelve months. The chart below presents the breakdown of how the 380 respondents who answered this question reported.



When comparing the main distribution to Pacific Islanders and PEH, **people experiencing homelessness report witnessing/hearing about local discrimination as well as personally experiencing at higher rates than other groups.**

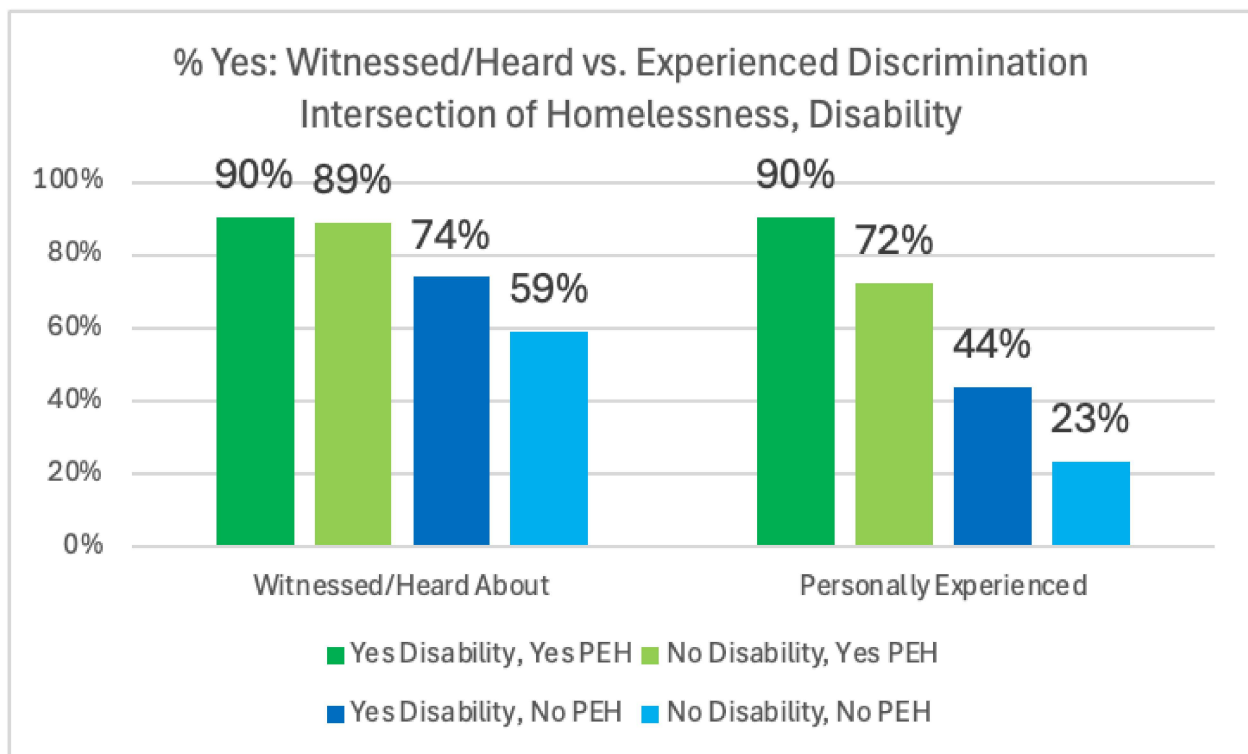


Across all subgroups in the dataset, **the groups reporting the highest rates of witnessing/hearing about and personally experiencing discrimination are those currently experiencing homelessness and those living with a disability (either mental, physical or both).** Recognizing the intersection between these two situations (66% of the respondents experiencing homelessness are also living with a disability), an analysis was conducted to compare experiences across these 4 groups:

1. Yes disability, Yes PEH (n=41)
2. No disability, Yes PEH (n=18)
3. Yes disability, No PEH (n=73)
4. No disability, No PEH (n=257)

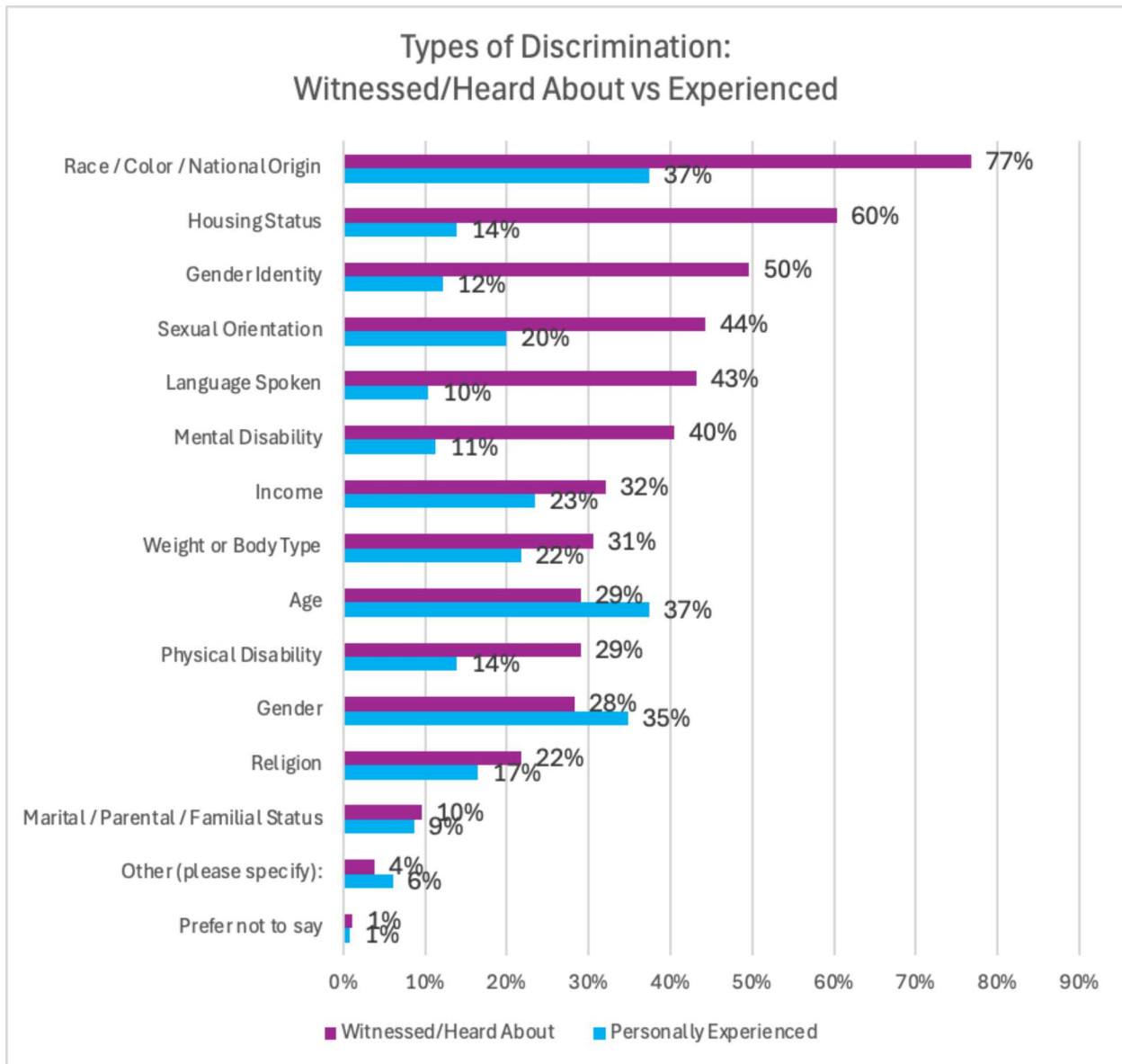
Where “Yes disability” indicates a respondent who marked they feel they have one of the following: mental disability, physical disability, both a mental and a physical disability; “Yes PEH” indicates a respondent who marked “Yes, I am currently experiencing homelessness”

90% of those who have both a disability and are experiencing homelessness have witnessed/heard about discrimination and also personally experienced discrimination in Salem in the past 12 months. These experiences are less common for respondents experiencing one or the other. Respondents with neither a disability nor current homelessness witness/hear about discrimination and personally experience it at below average rates.



Types of Discrimination

The most common types of discrimination witnessed/heard about are discrimination on the basis of Race/Color, Housing Status, and Gender Identity. The most common types of discrimination personally experienced are discrimination on the basis of Race/Color, Age, and Gender. Those who marked “yes” they have witnessed/heard about discrimination (n=262 in the main group) were asked what types of discrimination they have witnessed/heard about. Similarly, those who marked “yes” they have personally experienced discrimination (n=115 in the main group) were asked what types of discrimination they have experienced.

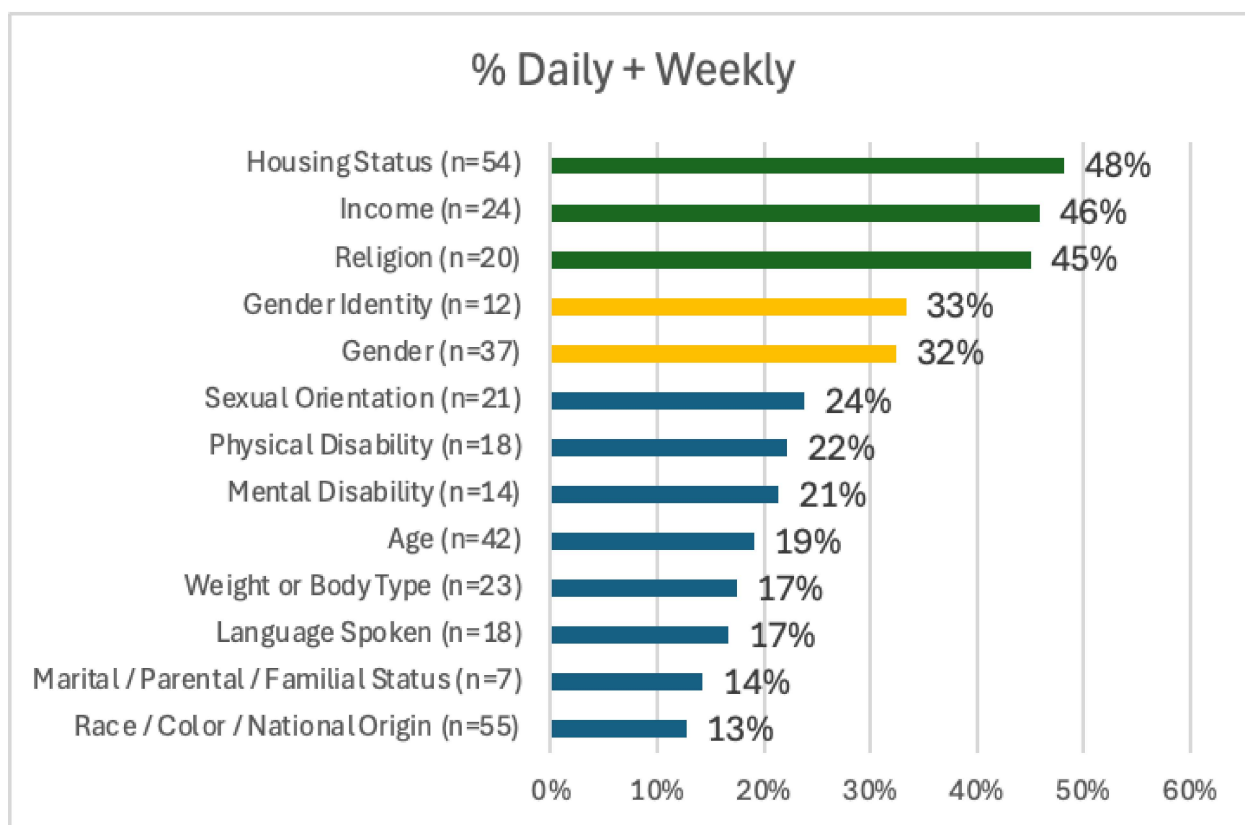


It is useful to note some differences in the types reported by sub-groups:

<i>Of those who marked yes:</i>	Main	Pacific Islander	PEH
Most Common Types Witnessed/Heard About	77% Race / Color 60% Housing Status 50% Gender Identity	54% Race / Color 35% Language Spoken 19% Housing Status	88% Housing Status 23% Race / Color 16% Mental Disability
Most Common Types Personally Experienced	37% Race / Color 37% Age 35% Gender	61% Race / Color 36% Language Spoken 14% Housing Status	94% Housing Status 10% Income 10% Race / Color

Frequency of Discrimination

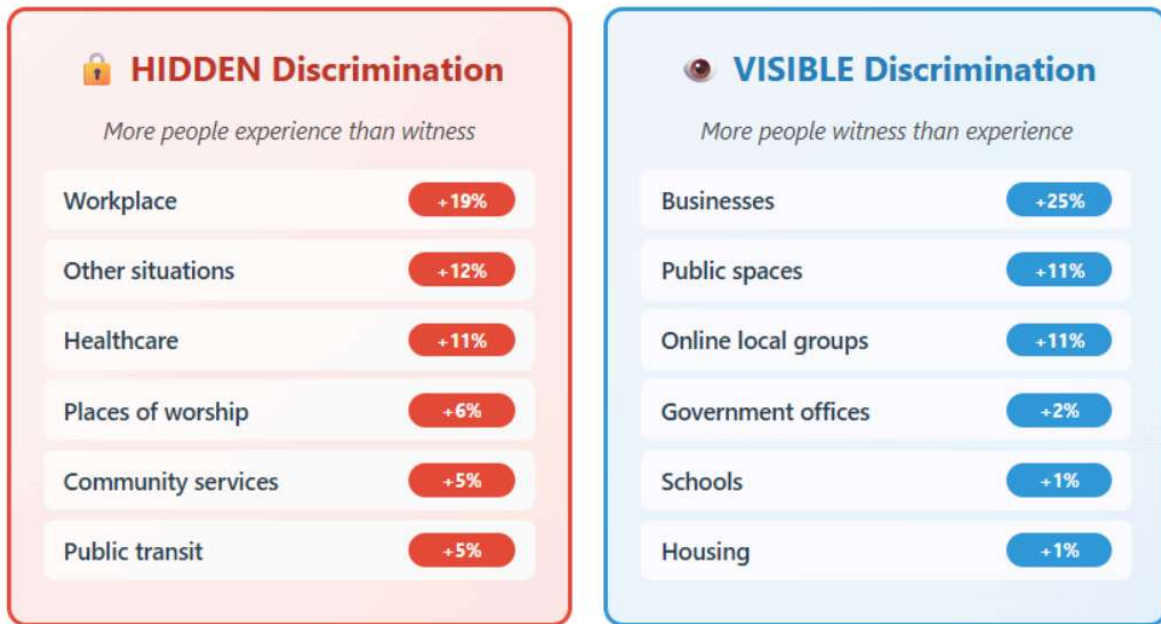
Respondents who have experienced discrimination in Salem in the past 12 months were asked how frequently they have experienced it by each type experienced. **Almost half of those who experience discrimination on the basis of housing status, income and religion indicate they experience that on a daily or weekly basis.**



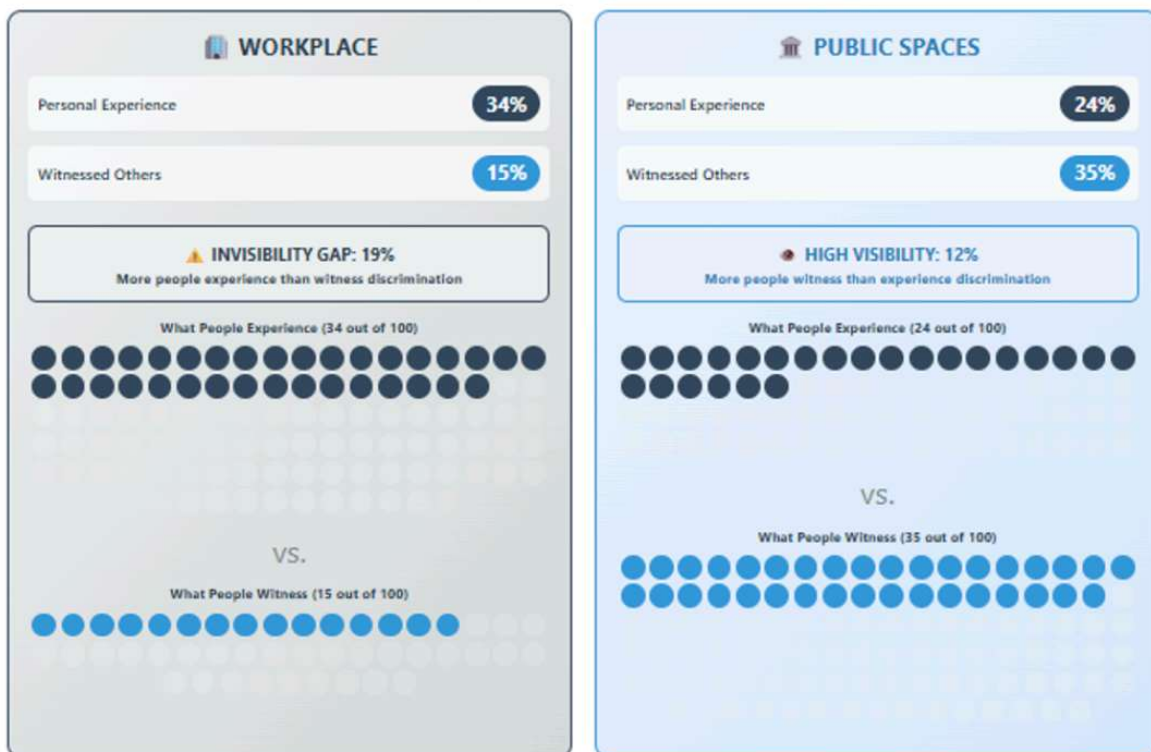
Settings/Locations of Discrimination

In comparing settings/locations of discrimination in Salem, at first glance there appears to be a near-perfect balance between the locations where discrimination is witnessed/heard about and those where discrimination is experienced. However, when we dig into the data to evaluate each setting/location, it is clear that there are two categories of settings:

- Hidden Discrimination: settings where a higher percentage of respondents experience than witness/hear about
- Visible Discrimination: settings where a higher percentage witness/hear about than experience

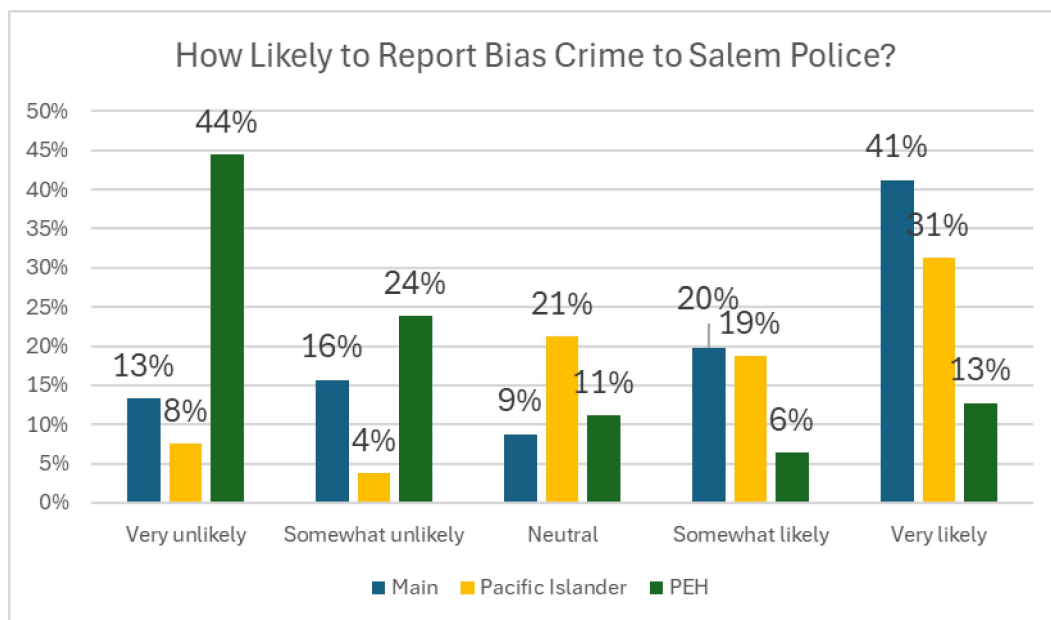


The workplace is an example of a setting with hidden discrimination. Many of these interactions may happen behind closed doors and do not get talked about much. On the other hand, public spaces are a setting with high visibility. When discrimination occurs in a public space, there may be spectators or bystanders and it is more likely to be talked about.

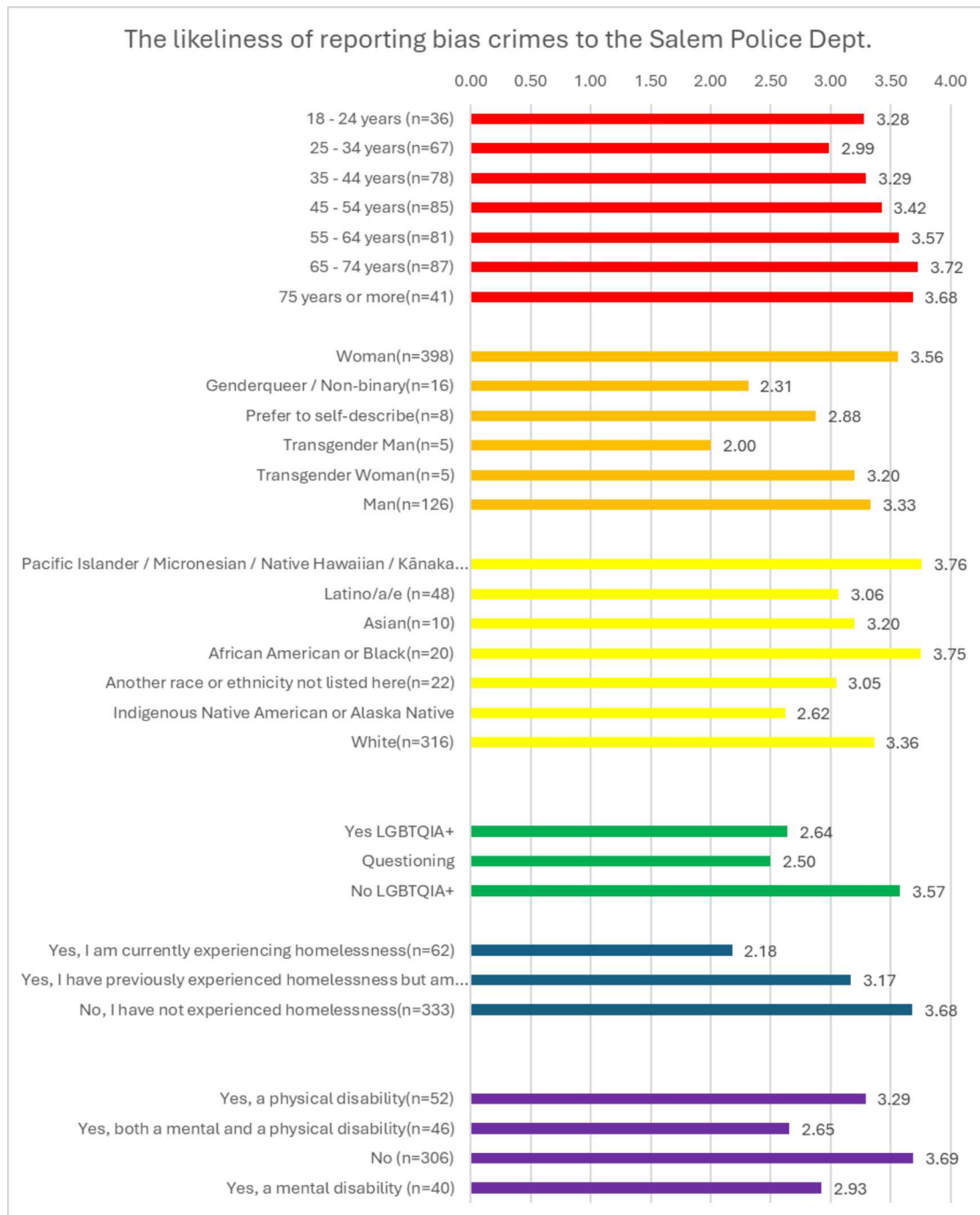


Reporting of Bias Crimes

People experiencing homelessness are the least likely to report biased crimes to the Salem Police Department (SPD), with 68% saying they were somewhat or very unlikely to report. In contrast, 50% of Pacific Islander, Micronesian, Native Hawaiian, or Kānaka Maoli respondents indicated they were somewhat or very likely to report to the SPD.



Individuals identifying as older adults, particularly those aged 65 and above, have the highest mean likelihood of reporting bias crimes to the Salem Police Department. In contrast, LGBTQIA+ individuals and those who have experienced homelessness report lower likelihoods of engaging law enforcement in response to bias crimes. Respondents who have **not experienced homelessness** and those who **identify as male** show a higher mean likelihood of reporting bias crimes to SPD, suggesting that perceived trust or confidence in law enforcement may vary significantly based on lived experience and gender identity.

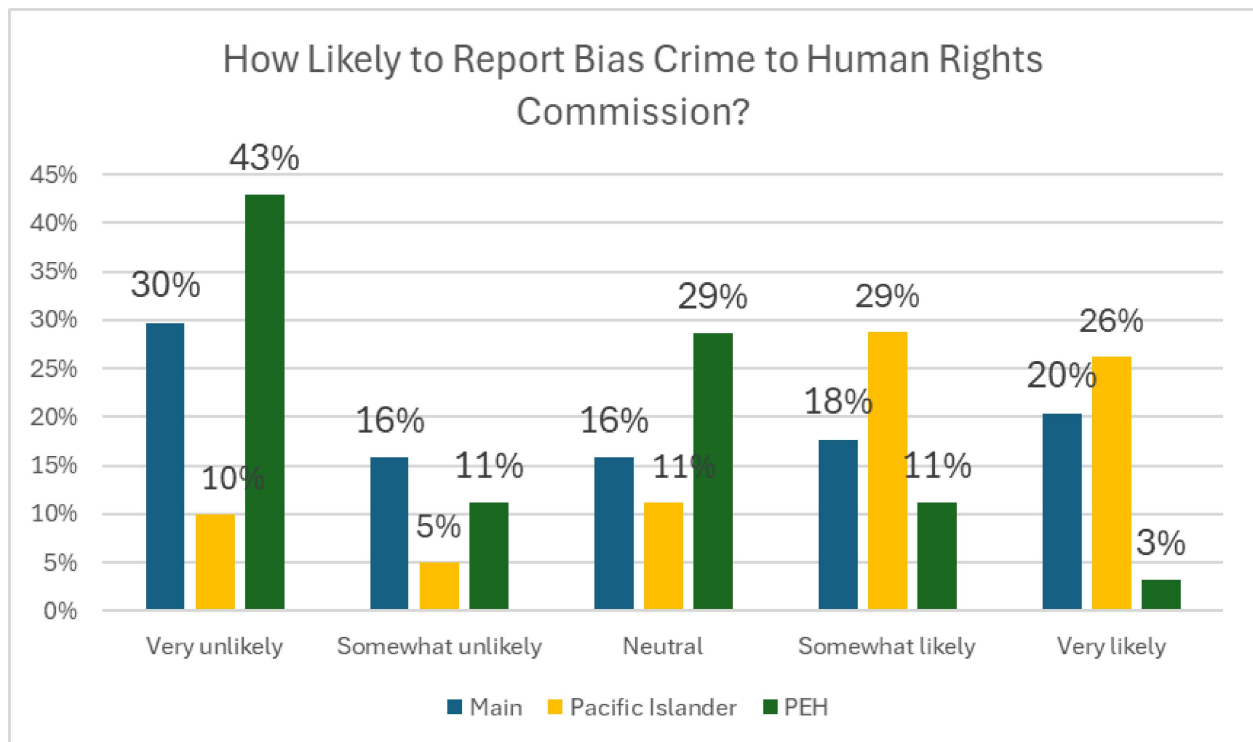


When asked why, the most common reasons given for being likely to report a bias crime to the SPD were “Trust in Police” and “Documentation Value/Civic Duty.” The most common reasons given for being unlikely were “Distrust in Police” and “Expect Ineffective Response.”

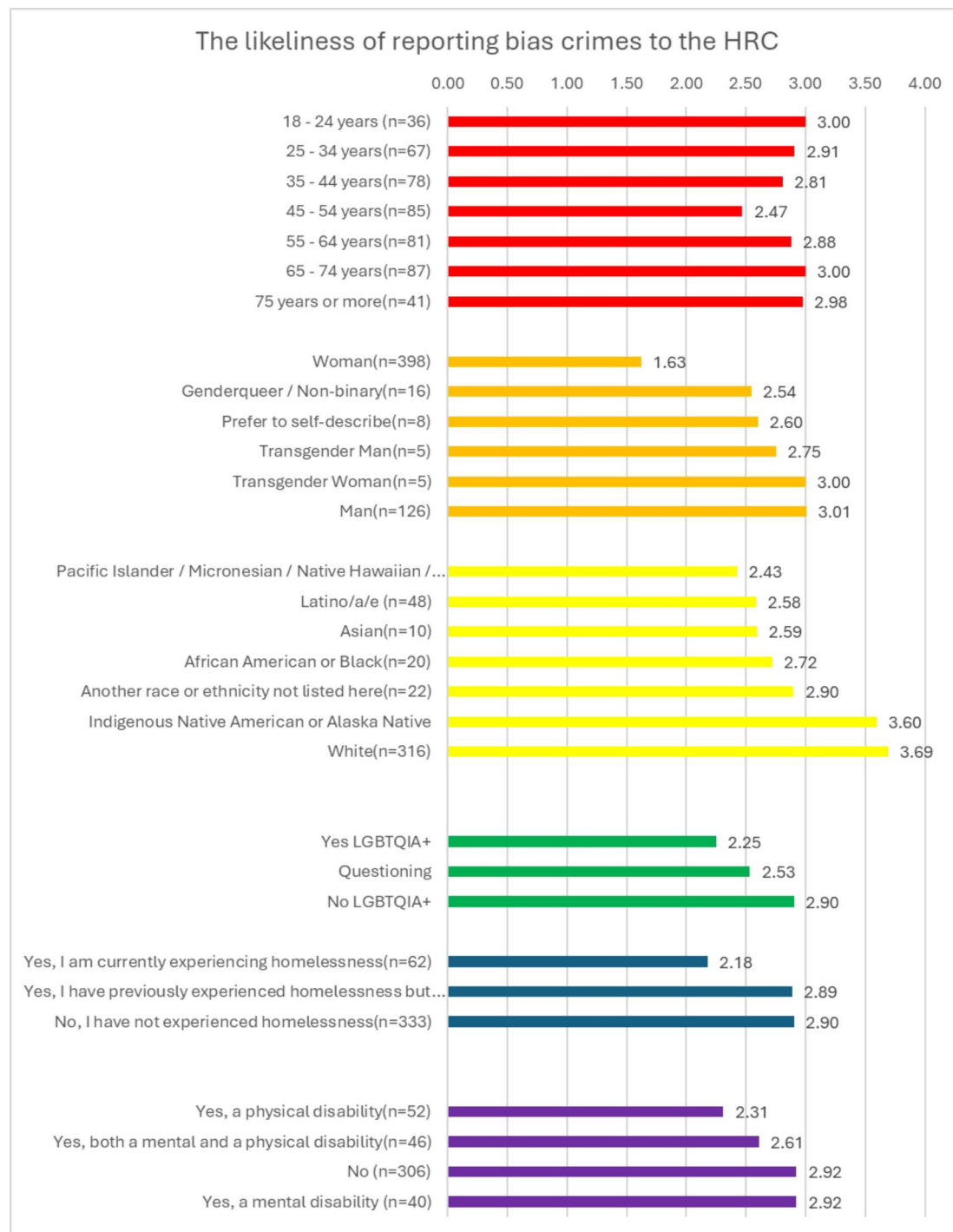
Please comment on why you would be likely or unlikely to report a bias crime to the Salem Police Department. (n=303)	
Key Theme (% of Responses)	Quotes
Trust in Police (22%)	<ul style="list-style-type: none"> • The police are great at helping people • I believe it is the goal of the SPD to ensure the safety of the people who live here. A police officer often attends our neighborhood association meetings with the intention of hearing concerns and following up on neighborhood issues. • I used to work closely with Salem PD as a private security officer, they were always wonderful/helpful. The non-emergency number is great. I know a lot of people complain about the police here, but I have had nothing but good experiences and fast response times. I would have no hesitation in calling them if I witnessed or was a victim of a bias crime
Documentation Value / Civic Duty (13%)	<ul style="list-style-type: none"> • Reporting crimes of this nature is something I consider a duty – speaking up is an essential step in ensuring it doesn’t happen to others. • I would be likely to do it in order to develop a paper trail as needed for insurance or civil claim purposes • . . . • As a citizen, it is my duty to report crime
Depends on Severity/Situation (13%)	<ul style="list-style-type: none"> • It depends on severity and if I think it can be resolved at a lower level, such as person to person, person to business, etc. • Depending on the nature of the incident and the perceived motivation, I would consider it.
Distrust in Police (12%)	<ul style="list-style-type: none"> • I have heard negative comments about local law enforcement and I’d think about it twice before reporting. • From friends/family experiences, comments that

	<p>Salem police are unsafe and unreliable, lacking training necessary in a diverse environment.</p> <ul style="list-style-type: none"> • I might hesitate or not report if I felt there would be pushback from either the police or from the original aggressor.
Expect Ineffective Response (12%)	<ul style="list-style-type: none"> • Because Salem PD doesn't respond to half the crimes in this town anyway and I don't want the stress of dealing with calling and paperwork and interviews, I'll just suck it up • The Salem police have made it clear that they are not interested in helping with minor crimes, so I wouldn't expect much help, but I do think it's still important to report such crimes.

People experiencing homelessness are the least likely to report biased crimes to the Salem HRC, with 54% saying they were somewhat or very unlikely to report. In contrast, 55% of Pacific Islander, Micronesian, Native Hawaiian, or Kānaka Maoli respondents indicated they would report to the HRC.



Marginalized groups—including transgender individuals, people with disabilities, and those identifying as LGBTQIA+—indicate a higher likelihood of reporting bias incidents to the Human Rights Commission.



When asked why they were likely or unlikely to report a bias crime to the HRC, just over half of the respondents who typed in a comment indicated they were not aware of the HRC. Some respondents mentioned they trust the HRC, while others commented on a distrust of HRC. While a lack of awareness is currently a significant barrier, there were comments indicating a willingness to report to HRC “now that I know about it.”

Please comment on why you would be likely or unlikely to report a bias crime to the City of Salem Human Rights Commission. (n=274)	
Key Theme (% of Responses)	Quotes
Lack of Awareness (51%)	<ul style="list-style-type: none"> • I didn't know the Salem Human Rights Commission existed until this survey. • I am not (until now) aware of this organization and am unfamiliar with what their role is in the community. If directed to speak with them by, say, a police officer I would not hesitate.
Trust in HRC / Safer (19%)	<ul style="list-style-type: none"> • Because it seems to me like people who are part of a Human Rights Commission are more likely to be people whose viewpoint is one of public service and humanism, so working with them would feel much safer. Also, my experience with city employees who aren't police are consistently helpful and very effective. • I would find the Human Rights Commission a safer body to report to in the case of a crime related to my actual sexuality. I probably wouldn't report if a crime was committed against me for being white, cis, a man, or straight(-passing).
Distrust in HRC / Skepticism (19%)	<ul style="list-style-type: none"> • Not "very likely" because of the low profile of the commission. • As one who leans conservative, I don't have a lot of confidence that I would be taken seriously by the Human Rights Commission
"Now I Know"	<ul style="list-style-type: none"> • To be honest, I didn't know there was a Human Rights Commission in Salem! That being said, if I

	<p>felt that they could do something about it, I would be speaking to them right away.</p> <ul style="list-style-type: none"> • I hadn't heard of this agency, but would likely report an incident now that I know about it. • I've never thought of this, but it sounds like a good idea.
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Concluding Comments from Respondents

At the conclusion of the survey, respondents were given the opportunity to type in a comment about a “sense of community.” While the comments covered a very wide range of topics including homelessness, police, discrimination, and the survey itself, **the themes of third spaces, community events, and seniors came through as vital to a “sense of community.”**

Is there anything else about a “sense of community” that you want to mention? Feel free to make a general comment or a specific suggestion. (n=143)	
Key Theme (% of Responses)	Quotes
Third Spaces (8%)	<ul style="list-style-type: none"> • If you want a strong community, do not close third spaces like parks, libraries, or the senior center. This will harm Salem in the short and long term. • I only hope a majority votes for the Livability Levy to maintain and restore our library and parks... • Public events, concerts in the parks, the public libraries and the Center 50+ senior center, the convention center and the Capitol Mall all are sites where a "sense of community" is engendered.
Community Events (5%)	<ul style="list-style-type: none"> • I would like to see more community events • We as a community have to stop with all this us/them nonsense. This goes for political ideologies as well as all other biases. We really need to do better at communicating, respecting differences, and celebrating our humanity. Events where

	<p>everyone comes together and enjoys themselves are very helpful.</p> <ul style="list-style-type: none"> • I think we should do more community activities, more bringing the world together not apart
Seniors (4%)	<ul style="list-style-type: none"> • We need to focus on what we have in common with people in our community. I would like to see more small intergenerational events, like maybe a “find a substitute grandparent” (with a better title) picnic where local young parents could meet older folks without grandchildren, etc. • We just recently moved here, so I am trying to find a sense of community here. I'm older and don't have a lot of energy over and above just caring for our new house and garden ...

Recommendations

Recommendations for HRC’s Work

To Promote Greater Awareness of HRC’s Role and Work

- **Continue the work of the Community Engagement Subcommittee** by seeking opportunities to table at community events.
- **Host or co-lead events** such as listening sessions or resource days that provide clear, accessible information about HRC and its role.
- **Share the results of this survey.** Share at City Council. Communicate findings to all the partners who helped distribute the invitation to complete the survey. Consider presenting a poster at Willamette Health Council’s spring conference.
- **Consider increasing HRC’s social media presence.** Launch inclusive social media campaigns in English, Spanish, and other locally spoken languages to connect with diverse audiences and explain how the HRC serves the community.

To Increase Sense of Community

- **Increase access to existing community events**, since community events were named most frequently in the comments as a way to increase sense of community. One idea to do this would be to approach organizers of existing community events such as World Beat and Salem Art Fair. Ask them to donate tickets that HRC can give away to community members who have never attended these particular events before.
- **Continue to advocate for third spaces** (Library, Center for 50+, parks). Respondents emphasized the importance of these spaces in increasing a sense of community.

To Decrease Discrimination

- Share information about the **prevalence of discrimination in healthcare settings** with local healthcare partners
- **Consider the framework of visible and hidden types of discrimination** and develop steps for addressing each.
- **Collaborate with local homelessness service providers** to build trust and awareness that over time may increase reporting and decrease discrimination.

To Support Reporting of Bias Crimes.

- Encourage the Salem PD to continue with their efforts to **build trust with community members**, particularly from minoritized groups.
- **Elevate the process to report a bias crime to HRC.** Share the reporting process and form on the website and the brochure at community meetings (consider the Homeless Alliance's Collaborative Committee, Salem PD's provider meeting, Salem Leadership CaN meeting, etc.)
- **Create messaging** that highlights the HRC as an alternative or complementary option to law enforcement, especially in cases of bias or discrimination.
- **Develop a process with Salem PD** where they offer to connect a person reporting a bias or hate crime to HRC.

To Meet Needs of Specific Priority Populations

- People Experiencing Homelessness (PEH): Get the word out to service providers and people experiencing homelessness that in the city of Salem it is prohibited to discriminate on the basis of housing status. While that change was made in the city code in 2022, many are unaware. A higher percentage of people experiencing homelessness are experiencing discrimination than any other subgroup measured. And they are experiencing it more frequently than any other subgroup measured.
- Pacific Islanders: Advocate for the translation of materials to Chuukese and Marshallese. Pacific Islanders. Address discrimination on the basis of housing status that is being both witnessed/heard about and experienced in this subgroup.
- People living with disabilities: Continue with the work of the newly formed subcommittee focused on supporting people living with disabilities. The data in this study shows this subgroup is experiencing higher levels of discrimination and lower levels of "sense of community" than the average.

Recommendations for Future Research

- **Reinstate the “awareness of HRC” question.** As this year's survey showed, many respondents were unaware of the HRC. Documenting the awareness of the HRC annually, especially in specific populations, will provide data on how different outreach activities by the commission increase the awareness of the HRC and may provide insight into how to expand the reach and effectiveness of the commission to specific priority populations.
- **Increase outreach to and response from Latino/a/e community.** US Census data indicates that 23.4% of Salem identify as Latino/a/e. In this year's survey, only 9% of the main group indicated they identify as Latino/a/e. This community was under-represented in this year's survey.
- **Improve the questionnaire for in-person completion.** The questionnaire was designed for use online using a survey program with skip patterns and piping/branching tools. The questions include long, complex answer options. This works for online respondents. However, when surveys are completed in hard copy and with the option of support from an interviewer, this is cumbersome.

Appendix

Appendix A

2025 Community Belonging Survey

2025 COMMUNITY BELONGING SURVEY

Salem aims to be a family-friendly, vibrant community that is welcoming to all. This survey will help us learn how well Salem meets this goal and how to support a sense of belonging here in Salem. It is being conducted by a class of Western Oregon University students and the City of Salem Human Rights Commission. Your responses will remain anonymous and confidential. The survey will take 5-10 minutes. Thank you! We value your voice!

Q1 What is your age?

- ☐ 17 years and under *[If marked, thank and dismiss]*
- ☐ 18 - 24 years
- ☐ 25 - 34 years
- ☐ 35 - 44 years
- ☐ 45 - 54 years
- ☐ 55 - 64 years
- ☐ 65 - 74 years
- ☐ 75 years or more

Q2 Do you currently live in or regularly spend time in Salem, Oregon?

- ☐ Yes, I live in or regularly spend time in Salem
- ☐ No, I do not live in or regularly spend time in Salem *[If marked, thank and dismiss]*

For this survey, we will use the following definition: *A sense of community is*

- * Feeling like you belong, and*
- * Expecting you will be treated fairly, and*
- * Believing that people in the community will help each other*

Q3 How much do you agree or disagree with each of the following statements?

	Strongly Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Strongly Agree
When I'm out and about in Salem, I feel secure being my authentic self					
People of all identities are treated fairly and without discrimination in Salem					
If I were in trouble in a public space in Salem, I think someone would help me					
Overall, I feel a sense of community in Salem					

Q4 What increases your sense of community in Salem? [Optional]

Q5 What decreases your sense of community in Salem? [Optional]

For this survey, we will use the following definition: *Discrimination occurs when someone is treated unfairly or differently because of their age, race, color, national origin, language spoken, gender, gender identity, sexual orientation, religion, marital/parental/familial status, mental or physical disability, weight or body type, income, or housing status.*

ALL ABOUT OTHERS!

Q6 In the past 12 months, have you witnessed or heard about SOMEONE ELSE experiencing discrimination in Salem, Oregon?

- ☐ Yes
- ☐ No *[If marked, skip to Q8]*

Q7 In the past 12 months, which types of discrimination have you witnessed or heard about SOMEONE ELSE experiencing discrimination in Salem, Oregon. [Check all that apply.]

- | | |
|--|---|
| <input type="radio"/> Age | <input type="radio"/> Physical Disability |
| <input type="radio"/> Race / Color / National Origin | <input type="radio"/> Weight or Body Type |
| <input type="radio"/> Language Spoken | <input type="radio"/> Marital Status / Parental / Familial Status |
| <input type="radio"/> Gender | <input type="radio"/> Income |
| <input type="radio"/> Gender Identity | <input type="radio"/> Housing Status |
| <input type="radio"/> Sexual Orientation | <input type="radio"/> Other (please specify): _____ |
| <input type="radio"/> Religion | _____ |
| <input type="radio"/> Mental Disability | <input type="radio"/> Prefer not to say |

Q8 In the past 12 months, about how often did you witness or hear about OTHERS experiencing discrimination in Salem, Oregon?

- | | |
|--|------------------------------|
| <input type="radio"/> Rarely (1-2 times in last year) | <input type="radio"/> Weekly |
| <input type="radio"/> Occasionally (3-10 times in last year) | <input type="radio"/> Daily |
| <input type="radio"/> Monthly | |

Q9 In the past 12 months, in what places or situations have you witnessed or heard about discrimination occurring in Salem, Oregon? [Check all that apply]

- | | |
|--|---|
| <input type="radio"/> Business (examples: bank, restaurant, shop) | <input type="radio"/> Online with a LOCAL group/neighbor |
| <input type="radio"/> Community based service provider (examples: housing supports, food pantries) | <input type="radio"/> Place of worship |
| <input type="radio"/> Government office or agency | <input type="radio"/> Public Transportation (example: buses) |
| <input type="radio"/> Healthcare setting (examples: doctor's office, hospital, pharmacy) | <input type="radio"/> Public outdoor spaces (examples: parks and streets) |
| <input type="radio"/> Housing (examples: finding housing, getting repairs) | <input type="radio"/> School |
| | <input type="radio"/> Work |
| | <input type="radio"/> Other (please specify): _____ |

ALL ABOUT YOU!

Q10 In the past 12 months, have YOU personally experienced discrimination in Salem, Oregon?

- | | |
|---------------------------|--|
| <input type="radio"/> Yes | <input type="radio"/> No <i>[If marked, skip to Q14]</i> |
|---------------------------|--|

Q11 In the past 12 months, which types of discrimination have YOU personally experienced in Salem, Oregon. [Check all that apply.]

- | | |
|--|---|
| <input type="radio"/> Age | <input type="radio"/> Physical Disability |
| <input type="radio"/> Race / Color / National Origin | <input type="radio"/> Weight or Body Type |
| <input type="radio"/> Language Spoken | <input type="radio"/> Marital Status / Parental / Familial Status |
| <input type="radio"/> Gender | <input type="radio"/> Income |
| <input type="radio"/> Gender Identity | <input type="radio"/> Housing Status |
| <input type="radio"/> Sexual Orientation | <input type="radio"/> Other (please specify): _____ |
| <input type="radio"/> Religion | _____ |
| <input type="radio"/> Mental Disability | <input type="radio"/> Prefer not to say |

Q12 In the past 12 months, how often have you experienced discrimination in Salem, Oregon based on *[Pipe in checked responses one at a time from Q11]*?

- | | |
|--|------------------------------|
| <input type="radio"/> Rarely (1-2 times in last year) | <input type="radio"/> Weekly |
| <input type="radio"/> Occasionally (3-10 times in last year) | <input type="radio"/> Daily |
| <input type="radio"/> Monthly | |

Q13 In the past 12 months, in what places or situations have you experienced discrimination in Salem, Oregon based on [\[Pipe in checked responses one at a time from Q11\]](#)? [Check all that apply]

- | | |
|--|---|
| <input type="radio"/> Business (examples: bank, restaurant, shop) | <input type="radio"/> Online with a LOCAL group/neighbor |
| <input type="radio"/> Community based service provider (examples: housing supports, food pantries) | <input type="radio"/> Place of worship |
| <input type="radio"/> Government office or agency | <input type="radio"/> Public Transportation (example: buses) |
| <input type="radio"/> Healthcare setting (examples: doctor's office, hospital, pharmacy) | <input type="radio"/> Public outdoor spaces (examples: parks and streets) |
| <input type="radio"/> Housing (examples: finding housing, getting repairs) | <input type="radio"/> School |
| | <input type="radio"/> Work |
| | <input type="radio"/> Other (please specify): _____ |

*A **bias crime** is a crime against a person or their property due to discrimination. These crimes can include damage to property, criminal threats, assaults, or harassment.*

Q14 If you were the target of a bias crime, how likely or unlikely would you be to report it to the [Salem Police Department](#)?

- | | |
|---|---|
| <input type="radio"/> Very unlikely | <input type="radio"/> Somewhat likely |
| <input type="radio"/> Somewhat unlikely | <input type="radio"/> Very likely |
| <input type="radio"/> Neutral | <input type="radio"/> Prefer not to say |

Q15 Please comment on why you would be likely or unlikely to report a bias crime to the [Salem Police Department](#). (optional)

Q16 If you were the target of a bias crime, how likely or unlikely would you be to report it to the [City of Salem Human Rights Commission](#)?

- | | |
|---|---|
| <input type="radio"/> Very unlikely | <input type="radio"/> Somewhat likely |
| <input type="radio"/> Somewhat unlikely | <input type="radio"/> Very likely |
| <input type="radio"/> Neutral | <input type="radio"/> Prefer not to say |

Q17 Please comment on why you would be likely or unlikely to report a bias crime to the [City of Salem Human Rights Commission](#). (optional)

About You

Q18 How do you currently describe your gender identity? Please select the *one* you most identify with.

- | | |
|--|---|
| <input type="radio"/> Genderqueer/Non-binary | <input type="radio"/> Woman |
| <input type="radio"/> Man | <input type="radio"/> Prefer to self-describe (please specify): _____ |
| <input type="radio"/> Transgender Man | |
| <input type="radio"/> Transgender Woman | <input type="radio"/> Prefer not to say |

Q19 How do you describe your race/ethnicity? [Check all that Apply].

- | | |
|---|---|
| <input type="radio"/> African American or Black | <input type="radio"/> Pacific Islander / Micronesian / Native Hawaiian / Kānaka Maoli |
| <input type="radio"/> Asian | <input type="radio"/> White |
| <input type="radio"/> Indigenous Native American or Alaska Native | <input type="radio"/> Another race or ethnicity not listed here (please specify): _____ |
| <input type="radio"/> Indigenous Latin American | <input type="radio"/> Prefer not to say |
| <input type="radio"/> Latino/a/e | |
| <input type="radio"/> Middle Eastern | |

Q20 What language(s) do you speak with your family? [Check all that apply]

- | | | |
|--|-----------------------------------|---|
| <input type="radio"/> American Sign Language (ASL) | <input type="radio"/> English | <input type="radio"/> Ukrainian |
| <input type="radio"/> Arabic | <input type="radio"/> Marshallese | <input type="radio"/> Other (please specify): _____ |
| <input type="radio"/> Chuukese | <input type="radio"/> Russian | <input type="radio"/> Prefer not to say |
| <input type="radio"/> Dari-Pashtu | <input type="radio"/> Spanish | |
| <input type="radio"/> | <input type="radio"/> Swahili | |

Q21 Do you identify as a member of the LGBTQIA+ community in regards to your sexual or romantic orientation?

- | | |
|-----------------------------------|---|
| <input type="radio"/> Yes | <input type="radio"/> No |
| <input type="radio"/> Questioning | <input type="radio"/> Prefer not to say |

Q22 Do you feel that you have a disability?

- | | |
|--|---|
| <input type="radio"/> Yes, a mental disability | <input type="radio"/> No |
| <input type="radio"/> Yes, a physical disability | <input type="radio"/> Prefer not to say |
| <input type="radio"/> Yes, both a mental and a physical disability | |

Q23 Have you experienced homelessness?

- ☐ Yes, I am currently experiencing homelessness
- ☐ Yes, I have previously experienced homelessness but am not currently
- ☐ No, I have not experienced homelessness
- ☐ Prefer not to say

Q24 How did you find this survey?

- | | |
|---|---|
| <input type="radio"/> City of Salem Facebook page, Instagram, website, or email | <input type="radio"/> Friend or family member sent it to me |
| <input type="radio"/> Organization or group posted or emailed about it | <input type="radio"/> I was given a paper survey |
| | <input type="radio"/> QR code on a flyer or handout |
| | <input type="radio"/> Other: _____ |

Q25 Is there anything else about a “sense of community” that you want to mention? Feel free to make a general comment or a specific suggestion.

Thank you for participating in this survey!

Appendix B

Full Simple Tabulation

https://docs.google.com/spreadsheets/d/1H-3YEBYPqx-mbqZ_t5EX8G8wUUnbLtjEeTfxgQRXiDY/edit?gid=1805461897#gid=1805461897

SIMPLE TABULATION			COUNTS				PERCENTAGES				
			PACIFIC				PACIFIC				
			MAIN	ISLANDER	PEH	AGGREGATE	MAIN	ISLANDER	PEH	AGGREGATE	
			Total	Total	Total	Total	Total	Total	Total	Total	
			430.0	80.0	63.0	552.0	430.0	80.0	63.0	552.0	
Q1: What is your age?	17 years and under		0.0	0.0	0.0	0.0	0%	0%	0%	0%	
	18 - 24 years		23.0	10.0	12.0	41.0	5%	13%	19%	7%	
	25 - 34 years		58.0	18.0	7.0	82.0	13%	23%	11%	15%	
	35 - 44 years		68.0	19.0	11.0	90.0	16%	24%	17%	16%	
	45 - 54 years		78.0	13.0	11.0	100.0	18%	16%	17%	18%	
	55 - 64 years		75.0	14.0	10.0	96.0	17%	18%	16%	17%	
	65 - 74 years		88.0	5.0	9.0	99.0	20%	6%	14%	18%	
	75 years or more		40.0	1.0	3.0	44.0	9%	1%	5%	8%	
Q3: How much do you agree or disagree with each of the following statements?			Scale	Total	Total	Total	Total				
				430.0	80.0	63.0	552.0				
	When I'm out and about in Salem, I feel secure being my authentic self.	Strongly disagree	1	21.0	8.0	5.0	36.0	4.9%	10.0%	7.9%	6.5%
		Somewhat disagree	2	48.0	4.0	3.0	54.0	11.2%	5.0%	4.8%	9.8%
		Neutral	3	63.0	20.0	10.0	82.0	14.7%	25.0%	15.9%	14.9%
		Somewhat agree	4	155.0	24.0	24.0	196.0	36.0%	30.0%	38.1%	35.5%
		Strongly Agree	5	143.0	24.0	21.0	184.0	33.3%	30.0%	33.3%	33.3%
	Averages			3.82	3.65	3.84	3.79				
	People of all identities are treated fairly and without discrimination in Salem.	Strongly disagree	1	64.0	8.0	26.0	97.0	14.9%	10.0%	41.3%	17.6%
		Somewhat disagree	2	149.0	14.0	17.0	175.0	34.7%	17.5%	27.0%	31.7%
		Neutral	3	78.0	29.0	6.0	104.0	18.1%	36.3%	9.5%	18.8%
		Somewhat agree	4	102.0	13.0	13.0	123.0	23.7%	16.3%	20.6%	22.3%
		Strongly Agree	5	37.0	16.0	1.0	53.0	8.6%	20.0%	1.6%	9.6%
	Averages			2.77	3.19	2.14	2.75				
	If I were in trouble in a public space in Salem, I think someone would help me.	Strongly disagree	1	38.0	6.0	14.0	58.0	8.8%	7.5%	22.2%	10.5%
		Somewhat disagree	2	84.0	8.0	12.0	101.0	19.5%	10.0%	19.0%	18.3%
		Neutral	3	62.0	21.0	16.0	91.0	14.4%	26.3%	25.4%	16.5%
		Somewhat agree	4	167.0	27.0	9.0	198.0	38.8%	33.8%	14.3%	35.9%
		Strongly Agree	5	79.0	18.0	12.0	104.0	18.4%	22.5%	19.0%	18.8%
	Averages			3.38	3.54	2.89	3.34				
	Overall, I feel a sense of community in Salem.	Strongly disagree	1	34.0	9.0	14.0	56.0	7.9%	11.3%	22.2%	10.1%
		Somewhat disagree	2	78.0	5.0	14.0	97.0	18.1%	6.3%	22.2%	17.6%
Neutral		3	77.0	14.0	10.0	95.0	17.9%	17.5%	15.9%	17.2%	
Somewhat agree		4	167.0	31.0	18.0	206.0	38.8%	38.8%	28.6%	37.3%	
Strongly Agree		5	74.0	21.0	7.0	98.0	17.2%	26.3%	11.1%	17.8%	
Averages			3.39	3.63	2.84	3.35					

Q4: In the past 12 months, have you witnessed or heard about SOMEONE ELSE experiencing discrimination in Salem, Oregon?		Total	Total	Total	Total
		402.0	80.0	63.0	524.0
	Yes	267.0	48.0	57.0	359.0
	No	135.0	32.0	6.0	165.0

Total	Total	Total	Total
402.0	80.0	63.0	524.0
66.4%	60.0%	90.5%	68.5%
33.6%	40.0%	9.5%	31.5%

Q5: In the past 12 months, which types of discrimination have you witnessed or heard about SOMEONE ELSE experiencing in Salem, Oregon? [Check all that apply] - Selected Choice		Total	Total	Total	Total
		262.0	48.0	57.0	354.0
	Age	76.0	5.0	7.0	87.0
	Race / Color / National Origin	201.0	26.0	13.0	232.0
	Language Spoken	113.0	17.0	5.0	130.0
	Gender	74.0	6.0	6.0	81.0
	Gender Identity	130.0	5.0	7.0	137.0
	Sexual Orientation	116.0	4.0	6.0	123.0
	Religion	57.0	4.0	5.0	64.0
	Mental Disability	106.0	8.0	9.0	116.0
	Physical Disability	76.0	7.0	7.0	84.0
	Weight or Body Type	80.0	7.0	5.0	87.0
	Marital / Parental / Familial Status	25.0	4.0	3.0	29.0
	Income	84.0	7.0	7.0	93.0
	Housing Status	158.0	9.0	50.0	209.0
	Other (please specify):	10.0	0.0	1.0	11.0
	Prefer not to say	3.0	8.0	2.0	11.0

Total	Total	Total	Total
262.0	48.0	57.0	354.0
29.0%	10.4%	12.3%	24.6%
76.7%	54.2%	22.8%	65.5%
43.1%	35.4%	8.8%	36.7%
28.2%	12.5%	10.5%	22.9%
49.6%	10.4%	12.3%	38.7%
44.3%	8.3%	10.5%	34.7%
21.8%	8.3%	8.8%	18.1%
40.5%	16.7%	15.8%	32.8%
29.0%	14.6%	12.3%	23.7%
30.5%	14.6%	8.8%	24.6%
9.5%	8.3%	5.3%	8.2%
32.1%	14.6%	12.3%	26.3%
60.3%	18.8%	87.7%	59.0%
3.8%	0.0%	1.8%	3.1%
1.1%	16.7%	3.5%	3.1%

Q6: In the past 12 months, about how often did you witness or hear about OTHERS experiencing discrimination in Salem, Oregon?		Total	Total	Total	Total
		232.0	45.0	49.0	313.0
	Rarely (1-2 times last year)	23.0	20.0	3.0	42.0
	Occasionally (3-10 times last year)	89.0	12.0	7.0	107.0
	How often witness/hear about? Monthly	59.0	8.0	6.0	68.0
	Weekly	45.0	3.0	20.0	66.0
	Daily	16.0	2.0	13.0	30.0

Total	Total	Total	Total
232.0	45.0	49.0	313.0
9.9%	44.4%	6.1%	13.4%
38.4%	26.7%	14.3%	34.2%
25.4%	17.8%	12.2%	21.7%
19.4%	6.7%	40.8%	21.1%
6.9%	4.4%	26.5%	9.6%

Q7: In the past 12 months, in what places or situations have you witnessed or heard about discrimination occurring in Salem? [Check all that apply] - Selected Choice		Total	Total	Total	Total
		246.0	43.0	52.0	329.0
	Business (examples: bank, restaurant, shop)	123.0	13.0	28.0	158.0
	Community based service provider (examples: housing supports, food pantries)	56.0	6.0	9.0	66.0
	Government office or agency	55.0	8.0	8.0	67.0
	Healthcare setting (example: doctor's office, hospital, pharmacy)	83.0	16.0	17.0	111.0
	Housing (examples: finding housing, getting repairs)	76.0	13.0	6.0	90.0
	Online with a LOCAL group/neighbor	93.0	6.0	2.0	99.0
	Place of worship	29.0	1.0	0.0	29.0
	Public Transportation (example: buses)	48.0	10.0	24.0	77.0
	Public outdoor spaces (example: parks and streets)	145.0	16.0	43.0	195.0
	School	73.0	16.0	2.0	88.0
	Work	66.0	15.0	3.0	81.0
	Other (please specify):	15.0	2.0	4.0	20.0

Total	Total	Total	Total
246.0	43.0	52.0	329.0
50.0%	30.2%	53.8%	48.0%
22.8%	14.0%	17.3%	20.1%
22.4%	18.6%	15.4%	20.4%
33.7%	37.2%	32.7%	33.7%
30.9%	30.2%	11.5%	27.4%
37.8%	14.0%	3.8%	30.1%
11.8%	2.3%	0.0%	8.8%
19.5%	23.3%	46.2%	23.4%
58.9%	37.2%	82.7%	59.3%
29.7%	37.2%	3.8%	26.7%
26.8%	34.9%	5.8%	24.6%
6.1%	4.7%	7.7%	6.1%

Q8: In the past 12 months, have YOU personally experienced discrimination in Salem, Oregon?		Total	Total	Total	Total
		380.0	80.0	63.0	502.0
	Yes	115.0	28.0	52.0	187.0
	No	265.0	52.0	11.0	315.0

Total	Total	Total	Total
380.0	80.0	63.0	502.0
30.3%	35.0%	82.5%	37.3%
69.7%	65.0%	17.5%	62.7%

Q9: In the past 12 months, which types of discrimination have YOU personally experienced in Salem, Oregon? [Check all that apply] - Selected Choice		Total	Total	Total	Total
		115.0	28.0	52.0	187.0
	Age	43.0	4.0	4.0	47.0
	Race / Color / National Origin	43.0	17.0	5.0	59.0
	Language Spoken	12.0	10.0	1.0	19.0
	Gender	40.0	3.0	3.0	41.0
	Gender Identity	14.0	1.0	2.0	15.0
	Sexual Orientation	23.0	2.0	1.0	24.0
	Religion	19.0	1.0	1.0	22.0
	Mental Disability	13.0	3.0	3.0	16.0
	Physical Disability	16.0	1.0	3.0	19.0
	Weight or Body Type	25.0	4.0	4.0	29.0
	Marital / Parental / Familial Status	10.0	3.0	0.0	11.0
	Income	27.0	3.0	5.0	29.0
	Housing Status	16.0	4.0	49.0	66.0
	Other (please specify):	7.0	0.0	4.0	12.0
	Prefer not to say	1.0	1.0	0.0	2.0

Total	Total	Total	Total
115.0	28.0	52.0	187.0
37.4%	14.3%	7.7%	25.1%
37.4%	60.7%	9.6%	31.6%
10.4%	35.7%	1.9%	10.2%
34.8%	10.7%	5.8%	21.9%
12.2%	3.6%	3.8%	8.0%
20.0%	7.1%	1.9%	12.8%
16.5%	3.6%	1.9%	11.8%
11.3%	10.7%	5.8%	8.6%
13.9%	3.6%	5.8%	10.2%
21.7%	14.3%	7.7%	15.5%
8.7%	10.7%	0.0%	5.9%
23.5%	10.7%	9.6%	15.5%
13.9%	14.3%	94.2%	35.3%
6.1%	0.0%	7.7%	6.4%
0.9%	3.6%	0.0%	1.1%

Q17: If you were the target of a bias crime in Salem, how likely or unlikely would you be to report it to the Salem Police Department?		Scale	Total	Total	Total	Total
			376.0	80.0	63.0	498.0
	Very unlikely	1	50.0	6.0	28.0	82.0
	Somewhat unlikely	2	59.0	3.0	15.0	76.0
	Neutral	3	33.0	17.0	7.0	49.0
	Somewhat likely	4	74.0	15.0	4.0	91.0
	Very likely	5	155.0	25.0	8.0	181.0
	Prefer not to say		5.0	14.0	1.0	19.0
Average			3.61	3.76	2.18	3.44

Total	Total	Total	Total
376.0	80.0	63.0	498.0
13.3%	7.5%	44.4%	16.5%
15.7%	3.8%	23.8%	15.3%
8.8%	21.3%	11.1%	9.8%
19.7%	18.8%	6.3%	18.3%
41.2%	31.3%	12.7%	36.3%
1.3%	17.5%	1.6%	3.8%

Q18: If you were the target of a bias crime in Salem, how likely or unlikely would you be to report it to the City of Salem Human Rights Commission?		Scale	Total	Total	Total	Total
			373.0	80.0	63.0	495.0
	Very unlikely	1	111.0	8.0	27.0	141.0
	Somewhat unlikely	2	59.0	4.0	7.0	69.0
	Neutral	3	59.0	9.0	18.0	82.0
	Somewhat likely	4	66.0	23.0	7.0	93.0
	Very likely	5	76.0	21.0	2.0	92.0
	Prefer not to say		2.0	15.0	2.0	18.0
Average			2.83	3.69	2.18	2.84

Total	Total	Total	Total
373.0	80.0	63.0	495.0
29.8%	10.0%	42.9%	28.5%
15.8%	5.0%	11.1%	13.9%
15.8%	11.3%	28.6%	16.6%
17.7%	28.8%	11.1%	18.8%
20.4%	26.3%	3.2%	18.6%
0.5%	18.8%	3.2%	3.6%

Q19: How do you currently describe your gender identity? Please select the one that you most identify with. - Selected Choice		Total	Total	Total	Total
		372.0	80.0	62.0	493.0
	Genderqueer / Non-binary	14.0	1.0	3.0	16.0
	Man	82.0	18.0	30.0	127.0
	Transgender Man	4.0	0.0	1.0	5.0
	Transgender Woman	3.0	0.0	2.0	5.0
	Woman	249.0	51.0	25.0	310.0
	Prefer to self-describe (please specify):	8.0	1.0	0.0	8.0
	Prefer not to say	12.0	9.0	1.0	22.0

Total	Total	Total	Total
372.0	80.0	62.0	493.0
3.8%	1.3%	4.8%	3.2%
22.0%	22.5%	48.4%	25.8%
1.1%	0.0%	1.6%	1.0%
0.8%	0.0%	3.2%	1.0%
66.9%	63.8%	40.3%	62.9%
2.2%	1.3%	0.0%	1.6%
3.2%	11.3%	1.6%	4.5%

	Total	Total	Total	Total
	367.0	80.0	62.0	488.0
African American or Black	16.0	3.0	4.0	20.0
Asian	10.0	3.0	0.0	10.0
Latino/a/e	34.0	1.0	12.0	48.0
Indigenous Native American or Alaska Native	14.0	2.0	7.0	22.0
Indigenous Latin American	4.0	1.0	0.0	4.0
Middle Eastern	1.0	1.0	0.0	1.0
Pacific Islander / Micronesian / Native Hawaiian / Kānaka Maoli	19.0	80.0	5.0	80.0
White	271.0	4.0	47.0	319.0
Another race or ethnicity not listed here (please specify):	16.0	3.0	3.0	22.0
Prefer not to say	20.0	0.0	1.0	22.0

Total	Total	Total	Total
367.0	80.0	62.0	488.0
4.4%	3.8%	6.5%	4.1%
2.7%	3.8%	0.0%	2.0%
9.3%	1.3%	19.4%	9.8%
3.8%	2.5%	11.3%	4.5%
1.1%	1.3%	0.0%	0.8%
0.3%	1.3%	0.0%	0.2%
5.2%	100.0%	8.1%	16.4%
73.8%	5.0%	75.8%	65.4%
4.4%	3.8%	4.8%	4.5%
5.4%	0.0%	1.6%	4.5%

	Total	Total	Total	Total
	363.0	80.0	63.0	485.0
American Sign Language (ASL)	5.0	0.0	1.0	7.0
Arabic	0.0	0.0	0.0	0.0
Chuukese	8.0	40.0	2.0	41.0
Dari-Pashtu	0.0	0.0	0.0	0.0
English	338.0	51.0	62.0	435.0
Marshallese	2.0	20.0	1.0	20.0
Russian	0.0	0.0	2.0	2.0
Spanish	47.0	0.0	6.0	56.0
Swahili	0.0	0.0	0.0	0.0
Ukrainian	1.0	0.0	0.0	1.0
Other (please specify):	16.0	6.0	3.0	23.0
Prefer not to say	10.0	1.0	0.0	10.0

Total	Total	Total	Total
363.0	80.0	63.0	485.0
1.4%	0.0%	1.6%	1.4%
0.0%	0.0%	0.0%	0.0%
2.2%	50.0%	3.2%	8.5%
0.0%	0.0%	0.0%	0.0%
93.1%	63.8%	98.4%	89.7%
0.6%	25.0%	1.6%	4.1%
0.0%	0.0%	3.2%	0.4%
12.9%	0.0%	9.5%	11.5%
0.0%	0.0%	0.0%	0.0%
0.3%	0.0%	0.0%	0.2%
4.4%	7.5%	4.8%	4.7%
2.8%	1.3%	0.0%	2.1%

	Total	Total	Total	Total
	365.0	80.0	62.0	485.0
Yes	65.0	3.0	12.0	75.0
Questioning	4.0	0.0	0.0	4.0
No	277.0	61.0	47.0	369.0
Prefer not to say	19.0	16.0	3.0	37.0

Total	Total	Total	Total
365.0	80.0	62.0	485.0
17.8%	3.8%	19.4%	15.5%
1.1%	0.0%	0.0%	0.8%
75.9%	76.3%	75.8%	76.1%
5.2%	20.0%	4.8%	7.6%

	Total	Total	Total	Total
Total Count	369.0	80.0	62.0	490.0
Yes, a mental disability	25.0	3.0	15.0	43.0
Yes, a physical disability	39.0	9.0	12.0	55.0
Yes, both a mental and a physical disability	32.0	1.0	14.0	46.0
No	256.0	51.0	18.0	311.0
Prefer not to say	17.0	16.0	3.0	35.0

Total	Total	Total	Total
369.0	80.0	62.0	490.0
6.8%	3.8%	24.2%	8.8%
10.6%	11.3%	19.4%	11.2%
8.7%	1.3%	22.6%	9.4%
69.4%	63.8%	29.0%	63.5%
4.6%	20.0%	4.8%	7.1%

	Total	Total	Total	Total
	367.0	79.0	63.0	489.0
Yes, I am currently experiencing homelessness	5.0	5.0	63.0	63.0
Yes, I have previously experienced homelessness but am not currently	47.0	8.0	0.0	55.0
No, I have not experienced homelessness	299.0	50.0	0.0	341.0
Prefer not to say	16.0	16.0	0.0	30.0

Total	Total	Total	Total
367.0	79.0	63.0	489.0
1.4%	6.3%	100.0%	12.9%
12.8%	10.1%	0.0%	11.2%
81.5%	63.3%	0.0%	69.7%
4.4%	20.3%	0.0%	6.1%

Q70: How did you find this survey? - Selected Choice		Total	Total	Total	Total
		369.0	80.0	63.0	491.0
	City of Salem communication (their Facebook page, Instagram, website or email)	189.0	7.0	2.0	189.0
	Organization or group posted or emailed about it	99.0	4.0	1.0	99.0
	Friend or family member sent it to me	48.0	3.0	2.0	48.0
	I was given a paper survey	0.0	61.0	58.0	122.0
	QR code on a flyer or handout	6.0	4.0	0.0	6.0
	Other:	27.0	1.0	0.0	27.0

Total	Total	Total	Total
369.0	80.0	63.0	491.0
51.2%	8.8%	3.2%	38.5%
26.8%	5.0%	1.6%	20.2%
13.0%	3.8%	3.2%	9.8%
0.0%	76.3%	92.1%	24.8%
1.6%	5.0%	0.0%	1.2%
7.3%	1.3%	0.0%	5.5%

Appendix C

Have you experienced homelessness?, as a Percentage of Question Respondents (2025 Community Belonging Survey)

	Main	Aggregate
Yes, I am currently experiencing homelessness	1.4%	13%
Yes, I have previously experienced homelessness but am not currently	13%	11%
No, I have not experienced homelessness	82%	70%

Unsheltered in Salem, as a Percentage of Total Salem Population (City of Salem website)

Unsheltered in Salem	<1%
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Appendix D

Do you feel you have a disability?, as a Percentage of Question Respondents (2025 Community Belonging Survey)

	Main	Aggregate
Yes, a mental disability	7%	9%
Yes, a physical disability	11%	11%
Yes, both a mental and a physical disability	9%	9%
No	69%	63%

Disability Population, as a Percentage of Total Salem Population (U.S. Census Bureau, 2019 - 2023)

Living with a disability	11.5%
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Appendix E

How do you describe your race / ethnicity?, as a *Percentage of Question Respondents* (2025 Community Belonging Survey)

	Main	Aggregate
African American or Black	4%	4%
Asian	3%	2%
Latino/a/e	9%	10%
Indigenous Native American or Alaska Native	4%	4.5%
Indigenous Latin American	1%	1%
Middle Eastern	.3%	.2%
Pacific Islander / Micronesian / Native Hawaiian / Kānaka Maoli	5%	16.4%
White	74%	65.4%
Another race or ethnicity not listed here (please specify)	4%	4.5%
Prefer not to say	5%	4.5%

Salem Population Ethnicity (United States Census, July 1, 2024)

Native Hawaiian and Other Pacific Islander alone	1.6%
Latino/a/e	23.4%

Appendix F

Do you identify as a member of the LGBTQIA+ community in regards to your sexual or romantic orientation?, as a *Percentage of Question Respondents* (2025 Community Belonging Survey)

	Main	Aggregate
Yes & Questioning	19%	16%
No	76%	76%

Oregon LGBT Population, as a *Percentage of Total Oregon Population* (Gallup/Williams, 2019)

LGBT in Oregon	5.6%
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