| 3A-b. The Common Limitations and Your District |
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| To what extent do you agree that your HR unit operates in these ways? | Strongly Disagree | Disagree | AgreeSomewhat | Agree | Strongly Agree | Rationale |
| Limited generation and use of the right data to ensure “fit” | [ ]  | [ ]  | [ ]  | [ ]  | [ ]  |  |
| Long processes and timelines | [ ]  | [ ]  | [ ]  | [ ]  | [ ]  |  |
| Race-based discrimination, including microaggressions | [ ]  | [ ]  | [ ]  | [ ]  | [ ]  |  |