**Employee Survey: Diversity Equity and Inclusion**

Please take a few minutes to complete this survey. To ensure your anonymity, [Company Name] has retained an independent consultant to receive the completed questionnaires and interpret the findings.

**Using a scale of 1-5, with 5 being strongly agree and 1 being strongly disagree, please select one response for each statement.**

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| --- |
| **Using a scale of 1-5, with 5 being strongly agree and 1 being strongly disagree, please select one response for each statement.** |
| **Overall Diversity, Equity and Inclusion Culture** | **5** | **4** | **3** | **2** | **1** |
| The leadership at this company encourages diversity. | ° | ° | ° | ° | ° |
| Management shows that diversity is important through its actions. | ° | ° | ° | ° | ° |
| This company is committed to improving the diversity of employees. | ° | ° | ° | ° | ° |
| This company fosters a workplace that allows employees to be themselves at work without fear. | ° | ° | ° | ° | ° |
| This company respects individuals and values their differences. | ° | ° | ° | ° | ° |
| The leadership at this company treats all employees fairly. | ° | ° | ° | ° | ° |
| At this company, employees appreciate others whose backgrounds, beliefs and experiences are different from their own. | ° | ° | ° | ° | ° |
| Comments or suggestions for improvement: |
| **Using a scale of 1-5, with 5 being strongly agree and 1 being strongly disagree, please select one response for each statement.** |
| **Hiring and Recruitment** | **5** | **4** | **3** | **2** | **1** |
| This company takes active measures to seek a diverse candidate pool when hiring. | ° | ° | ° | ° | ° |
| There is diversity among the people a job candidate will meet/see on his/her first visit to the company. | ° | ° | ° | ° | ° |
| Comments or suggestions for improvement:   |
| **Using a scale of 1-5, with 5 being strongly agree and 1 being strongly disagree, please select one response for each statement.** |
| **Career Development** | **5** | **4** | **3** | **2** | **1** |
| Employees of different backgrounds are encouraged to apply for higher positions. | ° | ° | ° | ° | ° |
| Employees of different backgrounds are treated fairly in the internal promotion process. | ° | ° | ° | ° | ° |
| There is a career development path for all employees at this company. | ° | ° | ° | ° | ° |
|  |  |  |  |  |  |
| Comments or suggestions for improvement: |
| **Using a scale of 1-5, with 5 being strongly agree and 1 being strongly disagree, please select one response for each statement.** |
| **Personal Experiences** | **5** | **4** | **3** | **2** | **1** |
| My experiences at this company have led me to become more understanding of differences among my coworkers. | ° | ° | ° | ° | ° |
| Getting to know people with backgrounds different from my own has been easy at this company. | ° | ° | ° | ° | ° |
| Comments or suggestions for improvement:  |
| **Using a scale of 1-5, with 5 being strongly agree and 1 being strongly disagree, please select one response for each statement.** |
| **Policies and Procedures** | **5** | **4** | **3** | **2** | **1** |
| The company's policies or procedures encourage diversity, equity and inclusion. | ° | ° | ° | ° | ° |
| I am aware of and understand the procedures for reporting incidents of discrimination and/or bias in the workplace. | ° | ° | ° | ° | ° |
| I believe the company will take appropriate action in response to incidents of discrimination and/or bias. | ° | ° | ° | ° | ° |
|  |  |  |  |  |  |
| Comments or suggestions for improvement: |
| **Using a scale of 1-5, with 5 being strongly agree and 1 being strongly disagree, please select one response for each statement.** |
| **Inclusion** | **5** | **4** | **3** | **2** | **1** |
| Employees of different backgrounds interact well in this company. | ° | ° | ° | ° | ° |
| Management of this company demonstrates a commitment to meeting the needs of employees with disabilities. | ° | ° | ° | ° | ° |
| Employees of different ages are valued equally by this organization. | ° | ° | ° | ° | ° |
| Racial, ethnic, sexual and gender-based jokes or slurs are not tolerated at this organization. | ° | ° | ° | ° | ° |
| This company provides an environment for the free and open expression of ideas, opinions and beliefs.  | ° | ° | ° | ° | ° |
|  |  |  |  |  |  |
| Comments or suggestions for improvement:  |
| **Using a scale of 1-5, with 5 being strongly agree and 1 being strongly disagree, please select one response for each statement.** |
| **Your Immediate Supervisor** | **5** | **4** | **3** | **2** | **1** |
| My supervisor is committed to, and supports, diversity, equity and inclusion. | ° | ° | ° | ° | ° |
| My supervisor handles matters related to diversity, equity and inclusion matters satisfactorily. | ° | ° | ° | ° | ° |
| Comments or suggestions for improvement: |
| **Using a scale of 1-5, with 5 being strongly agree and 1 being strongly disagree, please select one response for each statement.** |
| **Diversity Training** | **5** | **4** | **3** | **2** | **1** |
| This company has done a good job providing educational programs that promote diversity, equity and inclusion in our workplace. | ° | ° | ° | ° | ° |
|  |  |  |  |  |  |
| Comments or suggestions for improvement: |

**What improvements, if any, can be made to improve the diversity, equity and inclusion efforts at [Company Name]?**

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**The following questions are voluntary and will be used for analytical purposes only. They will not be used to try to identify any individual.**

**How long have you worked for [Company Name]?**

Less than one year

One year to less than two years

Two years to less than five years

Five years to less than ten years

Ten years or more

**What is your age?**

Under 21

21 to 34

35 to 44

45 to 54

55 or older

**What is your gender?**

**Which of the following best describes your role in the organization?**

First-level supervisor

Manager/supervisor higher than first level (including senior management positions)

Not a manager or supervisor

**Once you have completed your questionnaire, please return it using the enclosed envelope.**