

Sample DEI360 Assessment

This brief survey collects responses from your perspective, as the survey-taker, to obtain anonymous, quantitative insights into the way you feel and experience Diversity, Equity, and Inclusion (DEI) in your organization. This assessment is confidential and should take less than 15 minutes to complete. Your answers will not be linked to you in any way. Please do not share your name or other identifying information in the comment boxes or anywhere else in the survey. Please complete this assessment from your own perspective, based on your organizational experiences. If you have no information about a particular question, offer your best guess based on what you do know, or select “Unsure / No Opinion.” Thank you for participating in this important survey; the aggregate results will be shared with you on or before.

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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management shows that diversity is important through its actions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This company is committed to improving the diversity of employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This company fosters a workplace that allows employees to be themselves at work without fear.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This company respects individuals and values their differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The leadership at this company treats all employees fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

At this company, employees appreciate others whose backgrounds, beliefs and experiences are different from their own.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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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
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This company takes active measures to seek a diverse candidate pool when hiring.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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There is diversity among the people a job candidate will meet/see on his/her first visit to the company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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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
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Employees of different backgrounds are encouraged to apply for higher positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Employees of different backgrounds are treated fairly in the internal promotion process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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There is a career development path for all employees at this company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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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
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My experiences at this company have led me to become more understanding of differences among my coworkers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Getting to know people with backgrounds different from my own has been easy at this company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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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
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The company's policies or procedures encourage diversity, equity and inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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I am aware of and understand the procedures for reporting incidents of discrimination and/or bias in the workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management of this company demonstrates a commitment to meeting the needs of employees with disabilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees of different ages are valued equally by this organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial, ethnic, sexual and gender-based jokes or slurs are not tolerated at this organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This company provides an environment for the free and open expression of ideas, opinions and beliefs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor handles matters related to diversity, equity and inclusion matters satisfactorily.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments or suggestions for improvement:

What improvements, if any, can be made to improve the diversity, equity, and inclusion efforts at EMPIRE JUSTICE CENTER?

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 EMPIRE JUSTICE CENTER?

- 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?

- Male
- Female
- Nonbinary

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

- First-level supervisor
- Manager/supervisor higher than the first level (including senior management positions)
- Not a manager or supervisor

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