

## Sample Questions for DEI Culture Survey

### Instructions

Below are sample questions that you can use for your DEI Culture Survey. In choosing which questions to use, think about how you are prepared to act on the feedback. For example, if you get overwhelming negative feedback regarding your organization's current culture, you may have a situation in which you cannot come up with responses that are timely enough for the survey participants. Therefore, start off with 5-10 questions, and once you are well underway completing the action items associated with the first survey, you can launch additional questions with the second survey. This process can then be repeated with each subsequent survey.

- **Demographic Information:** In order to accurately analyze the survey feedback, you will need to ask specific questions of each participant such as age, sex, education, nationality, ethnicity, and religion. Avoid asking these questions in a way that will compromise their anonymity. For example, if you ask the respondent to identify their department and it is a small department of three people, it would be relatively easy to figure out who each of the survey respondents is based on their individual demographic responses.
- **Subsequent Surveys:** Make sure to repeat prior questions in subsequent surveys because you will want to measure if the participant responses are changing as a result of your efforts and adjust your strategy accordingly.
- **Likert Scale:** The Likert Scale is recommended because it makes it easier to measure and analyze survey results. It is also a good idea to include at least one open ended question for employees' to add their comments.
- **Anonymity:** It is highly recommended that you allow employees to take the DEI Culture Survey anonymously. This can be done in one of two ways. A paper survey with a drop box or an online survey can be used. It is also recommended that employees be allowed time away from their work functions to complete the survey such as scheduling groups of employees to come into a conference room or training room. Survey Monkey is an affordable online survey tool.

### Sample Questions (mark correct answer with an X)

Top 5 Questions	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
I feel like I belong at [Company Name]					
I can voice a contrary opinion without fear of negative consequences					
Perspectives like mine are included in decision making					
My company believes that people can greatly improve their talents and abilities					
Administrative tasks that don't have a specific owner are fairly divided					

Additional Questions	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
I have witnessed or experienced bias or discrimination based on diversity within our organization					
I feel diverse perspectives are actively sought and valued in decision-making					
I believe our organization promotes diversity in recruitment and hiring practices					
Our organization effectively promotes a culture of inclusion and belonging					
There are opportunities for growth and advancement distributed fairly among all employees					
The promotion and evaluation process of our organization is unbiased and equitable					
I have felt that my voice or contributions were not valued or considered due to factors such as gender, race, or other identities					
I believe that professional development opportunities are available for all employees without regard to their background or identity					
I believe the organization effectively monitors and addresses disparities in compensation, benefits, and rewards based on diversity factors					
I have felt that certain employees receive preferential treatment or advantages based on factors unrelated to merit or performance					
I have observed or experienced instances where certain individuals or groups were excluded or marginalized					
I have experienced instances where I was excluded and/or marginalized based on my religion					

Additional Questions	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
I have experienced instances where I was excluded and/or marginalized based on my sexual orientation and/or gender identity					
I have experienced instances where I was excluded and/or marginalized based on my race					
I believe that it is important to treat others with respect					
I try to form friendships with people who have different identities than me					
I am apprehensive about new people who join the organization until I have a chance to get to know them					
I feel an instant connection to people who are like me					
I have hesitated to express my authentic self at work					
I would recommend our company as an equitable place to work					
Additional Comments	Respondent's Comments				
Please share additional feedback here regarding our organization's diversity, equity, and inclusion practices					