

D&I Survey

Example questions

This is an example of a D&I survey covering several key areas in an organization. Use the statements below when creating a D&I survey in your organization.

COMPLIANCE

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
It is clear who is responsible for overseeing legal compliance with diversity laws and regulations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are processes in place to ensure we adhere to these laws.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are audits to ensure the processes are working as they should.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have processes for ensuring we stay up to date on current and potential legislation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

ATTITUDES OF MANAGEMENT TOWARDS D&I

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Management at this company encourages diversity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Management shows that diversity is important through its actions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Management demonstrates a commitment to meeting the needs of employees with disabilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employees of different ages are valued equally by this organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
This company respects individuals and values their differences.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The leadership at this company treats all employees fairly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
At this company, employees appreciate others whose backgrounds, beliefs, and experiences are different from their own.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HIRING AND RECRUITMENT

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
This company is committed to improving the diversity of employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There is cultural diversity among the people a job candidate will meet/see on their first visit to the firm.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Within the firm, everyone has access to equal employment opportunities regardless of their difference.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We eliminate non-job-related information (e.g., gender) from applications so that these factors don't affect the screening process.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
This company uses objective assessment tests in addition to interview wherever possible.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The recruiters of this company use structured interviews.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Managers are trained on how to do effective bias-free interviews.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

BARRIER DETECTION AND REMOVAL

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Our HR team spends time each year to see if there are barriers that may impede certain groups (e.g., lack of access to mentoring).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We implement programs to help employees who are facing barriers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

BELONGING

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
This company provides an environment for the free and open expression of ideas, opinions, and beliefs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I can voice a contrary opinion without fear of negative consequences.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When I speak up at work, my opinion is valued.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I often worry I do not have things in common with others at my company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel like my colleagues understand who I really am.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Perspectives like mine are included in decision-making.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
This company takes action in departments where feelings of inclusion are low.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

EVALUATION AND PROMOTION

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
There is a career development path for all employees at this firm.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My job performance is evaluated fairly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel that my compensation is fair, relative to similar roles at my company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employees of different backgrounds are encouraged to apply for higher positions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

DISCRIMINATION AND HARASSMENT

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The company's policies or procedures encourage diversity, equity, and inclusion.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The firm's policies and procedures discourage discrimination.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am aware of and understand the procedures for reporting incidents of discrimination and/or bias in the workplace.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I believe the company will take appropriate action in response to incidents of discrimination and/or bias.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The company has a good process for conducting investigations into potential cases of employee misconduct (including D&I related issues such as harassment).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

DIVERSITY TRAINING

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
This company has done a good job providing educational programs that promote diversity, equity, and inclusion in our workplace.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The company has done a good job providing training programs that promote understanding and mitigation of unconscious bias.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
This company has done a good job providing training programs that address difficult conversations and conflict resolution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

LEADERSHIP SELF-ASSESSMENT

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
I make a point of learning about the culture and background of each team member so that I better understand their style and behavior.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I systematically seek out a range of opinions about my team members before I make talent decisions (e.g., decisions about reward, promotion, training).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Each year, I review the data on my talent decisions (especially reward) to check for unconscious bias.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I always intervene if anyone on my team behaves in a way that is non-inclusive (rude, insensitive, bullying etc.).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When someone behaves in a way that I find odd or unpleasant, I always ask myself if this might be the result of some cultural difference rather than a flaw in their personality.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>