

Sample diversity and inclusion questions for employee surveys

Retaining and advancing
diverse talent

Attitudes toward diversity and inclusion and corporate culture

01 I see strong leadership support of the firm's value of diversity and inclusion.

Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree

02 Employees who are different from most others are treated fairly within our firm.

Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree

03 Our firm is committed to diversity and inclusion.

Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree

04 People of all cultures and backgrounds are respected and valued here.

Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree

05 I feel included and respected within the firm.

Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree

06 I am comfortable talking about my background and cultural experiences with my colleagues.

Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree

07 Employees of different backgrounds interact well within our firm.

Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree

08 Management demonstrates a commitment to meeting the needs of employees with disabilities.

Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree

09 Racial, ethnic, and gender-based jokes are not tolerated at this firm.

Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree

10 This firm provides an environment for the free and open expression of ideas, opinions and beliefs.

Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree

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Discrimination and harassment

- 01** If I had a concern about harassment or discrimination, I know where and how to report that concern.
- Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree
- 02** The firm's policies and procedures discourage discrimination.
- Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree
- 03** I believe this firm will take appropriate action in response to incidents of discrimination.
- Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree

Hiring and recruitment

- 01** There is cultural diversity among the people a job candidate will meet/see on his/her first visit to the firm.
- Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree
- 02** Within the firm, everyone has access to equal employment opportunities regardless of their difference.
- Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree

Your immediate supervisor

- 01** My supervisor demonstrates commitment to and support of diversity.
- Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree
- 02** My supervisor handles diversity matters appropriately.
- Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree

Diversity training program

- 01** This firm has done a good job providing training programs that promote diversity and inclusion.
- Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree
- 02** The firm has done a good job providing training programs that promote understanding and mitigation of unconscious bias.
- Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree

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Belonging

Belonging is a sense of fitting in or feeling like you are an important member of a group.

01 In my organization, I can be successful as my authentic self.

Strongly Agree Agree Neither Agree or Disagree
Disagree Strongly Disagree

02 In my organization, I feel like I belong because I am:

Recognized for my accomplishments
Feeling that my contributions in team meetings are valued
Feeling comfortable with being myself at work
Transparent communication about important company developments
All of the above
None of the above

03 I can voice a contrary opinion without fear of negative consequences.

Strongly Agree Agree Neither Agree or Disagree
Disagree Strongly Disagree

04 When I speak up at work, my opinion is valued.

Strongly Agree Agree Neither Agree or Disagree
Disagree Strongly Disagree

05 I rarely feel like I am “the only one.”

Strongly Agree Agree Neither Agree or Disagree
Disagree Strongly Disagree

06 I often worry I do not have things in common with others at my company.

Strongly Agree Agree Neither Agree or Disagree
Disagree Strongly Disagree

07 I feel like my colleagues understand who I really am.

Strongly Agree Agree Neither Agree or Disagree
Disagree Strongly Disagree

08 My company enables me to balance my work and personal life.

Strongly Agree Agree Neither Agree or Disagree
Disagree Strongly Disagree

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Evaluation and Promotion

01 Employees of different backgrounds are encouraged to apply for higher positions.

Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree

02 There is a career development path for all employees at this firm.

Strongly Disagree Disagree Neither Agree or Disagree
Agree Strongly Agree

03 Promotion decisions are fair at my company.

Strongly Agree Agree Neither Agree or Disagree
Disagree Strongly Disagree

04 My job performance is evaluated fairly.

Strongly Agree Agree Neither Agree or Disagree
Disagree Strongly Disagree

05 I feel that my compensation is fair, relative to similar roles at my company.

Strongly Agree Agree Neither Agree or Disagree
Disagree Strongly Disagree

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Demographic Questions

01 What is your gender identity?

- Woman
- Man
- Genderqueer or non-binary
- Agender
- None of the above, please specify _____

02 What is your racial or ethnic identity?

- African American or Black
- American Indian or Alaska Native
- Asian Indian
- Chinese
- Filipino
- Other Asian
- Vietnamese
- Korean
- Japanese
- Native Hawaiian
- Samoan
- Chamorro
- Other Pacific Islander
- White
- None of the above, please specify _____

03 Choose the position/level that most closely aligns with your role in the organization.

- Owner/partner
- C-Suite level
- Vice president
- Diversity officer

- Director
- Professional staff
- Manager/supervisor
- Paraprofessional
- Administrative support
- Human resources representative
- Other _____

04 Choose the industry sector that best describes your organization.

- Business and industry
- Consulting
- Education
- Government
- Member organization
- Not for profit
- Public practice
- State society
- Other _____

04 How long have worked at your organization?

- Less than one year
- 1–2 years
- 2–4 years
- 4–6 years
- More than 6 years