

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

Career development

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

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