Sample diversity and inclusion questions for employee surveys

<table>
<thead>
<tr>
<th></th>
<th>Question</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>I see strong leadership support of the firm’s value of diversity and inclusion.</td>
<td>Strongly Disagree  Disagree  Neither Agree or Disagree Agree  Strongly Agree</td>
</tr>
<tr>
<td>02</td>
<td>Employees who are different from most others are treated fairly within our firm.</td>
<td>Strongly Disagree  Disagree  Neither Agree or Disagree Agree  Strongly Agree</td>
</tr>
<tr>
<td>03</td>
<td>Our firm is committed to diversity and inclusion.</td>
<td>Strongly Disagree  Disagree  Neither Agree or Disagree Agree  Strongly Agree</td>
</tr>
<tr>
<td>04</td>
<td>People of all cultures and backgrounds are respected and valued here.</td>
<td>Strongly Disagree  Disagree  Neither Agree or Disagree Agree  Strongly Agree</td>
</tr>
<tr>
<td>05</td>
<td>I feel included and respected within the firm.</td>
<td>Strongly Disagree  Disagree  Neither Agree or Disagree Agree  Strongly Agree</td>
</tr>
<tr>
<td>06</td>
<td>I am comfortable talking about my background and cultural experiences with my colleagues.</td>
<td>Strongly Disagree  Disagree  Neither Agree or Disagree Agree  Strongly Agree</td>
</tr>
<tr>
<td>07</td>
<td>Employees of different backgrounds interact well within our firm.</td>
<td>Strongly Disagree  Disagree  Neither Agree or Disagree Agree  Strongly Agree</td>
</tr>
<tr>
<td>08</td>
<td>Management demonstrates a commitment to meeting the needs of employees with disabilities.</td>
<td>Strongly Disagree  Disagree  Neither Agree or Disagree Agree  Strongly Agree</td>
</tr>
<tr>
<td>09</td>
<td>Racial, ethnic, and gender based jokes are not tolerated at this firm.</td>
<td>Strongly Disagree  Disagree  Neither Agree or Disagree Agree  Strongly Agree</td>
</tr>
<tr>
<td>10</td>
<td>This firm provides an environment for the free and open expression of ideas, opinions and beliefs.</td>
<td>Strongly Disagree  Disagree  Neither Agree or Disagree Agree  Strongly Agree</td>
</tr>
</tbody>
</table>
Retaining and advancing diverse talent

Sample diversity and inclusion questions for employee surveys

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