DIVERSITY & INCLUSION

How to use it:

A pulse survey about diversity, equity, and inclusion helps you understand how employees feel about those topics, and whether or not they think their manager or employer supports them. This template asks employees for their point of view and ensures you are engaging everyone.

When to use it:

Use a diversity and inclusion pulse survey as a follow up to your company-wide engagement or diversity and inclusion survey. This survey might also be critical as you roll out new D&I learning and development or recruitment initiatives.

Questions:

1. Our organization values diverse opinions and ideas.
    (6-point agreement scale)

2. My opinions seem to count at work.
    (6-point agreement scale)

3. People of all different backgrounds, characteristics, and beliefs are welcome here.
    (6-point agreement scale)

4. I feel like I belong here.
    (6-point agreement scale)

5. There are leaders here that I can relate to.
    (6-point agreement scale)

6. I can bring my whole self to work.
    (6-point agreement scale)

7. The people I work with treat each other with respect.
    (6-point agreement scale)

8. All people have an opportunity to succeed in this organization.
    (6-point agreement scale)

9. I am included in decisions that affect my work.
    (6-point agreement scale)

10. People here are managed as if they can always improve their talents and abilities.
    (6-point agreement scale)

11. If I saw something wrong at work, I would feel comfortable reporting it.
    (6-point agreement scale)

12. I trust this organization to be fair to all employees.
    (6-point agreement scale)

13. If I raised a concern about discrimination, I am confident my employer would do what is right.
    (6-point agreement scale)

14. Workforce diversity is valued at our organization.
    (6-point agreement scale)

15. Senior leadership is prepared to effectively manage a culturally diverse workforce.
    (6-point agreement scale)

16. What could we do to improve diversity and inclusion in our organization?
    (Open-ended)

17. What additional feedback do you have on our organization's diversity and inclusion?
    (Open-ended)