



Diversity, Equity, and Inclusion (DEI) Employee Assessment Survey 2.0

Instructions

Thank you for taking the time to complete this survey. Please set aside at least 10-15 minutes. To ensure your anonymity, The Monitoring Association (TMA) will receive the completed questionnaires and interpret the findings that will be shared in aggregate with your company management team.

Please rate your level of agreement with each statement. You will have the opportunity to provide comments or suggestions within each category.

Use the N/A (Not Applicable) rating if the statement does not apply to your company and you are unable to rate a level of agreement.



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Definitions

The term leadership refers to top level, C-Suite executive-level managers within the company. Common c-suite executives include chief executive officer (CEO), chief financial officer (CFO), chief operating officer (COO), and chief information officer (CIO). These executives are responsible for making the key strategic decisions that affect the business as a whole.

The term management refers to mid-level and low-level managers who are responsible for overseeing all operations, executing plans and policies, direct tasks, and deliverables. Management can include your supervisor.

2. Comments or suggestions for improvement in company culture regarding diversity and inclusion:



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Hiring and Recruitment

* 3. Please rate your level of agreement with each statement.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
This company takes active measures to seek a diverse candidate pool when hiring inclusive of different genders, race, disabilities, military, ethnicity, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management shows that diversity is important through its actions in hiring, promoting, training, and retaining employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is diversity among the people a job candidate will meet/see on his/her/their first visit to the company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Comments or suggestions for improvement in hiring and recruitment to improve diversity and inclusion:



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Career Development

* 5. Please rate your level of agreement with each statement.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
Employees of different backgrounds are encouraged to apply for higher positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees of different backgrounds are treated fairly in the internal promotion process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a career development path for eligible employees at this company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Comments or suggestions for improvement in career development focused on improving diversity and inclusion:



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Personal Experiences

* 7. Please rate your level of agreement with each statement.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
My experiences at this company have led me to become more understanding of differences among my coworkers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My experiences at this company have led me to become more understanding of differences among the customers we serve.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am happy in my current role.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel empowered to do my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Managers support me when customer conflicts or harassment arise regarding race, gender, or other bias.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting to know people with backgrounds different from my own has been easy at this company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Comments or suggestions for improvement in diversity inclusion based on your experience at your company:



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Policies and Procedures

* 9. Please rate your level of agreement with each statement.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
The company's policies or procedures encourage diversity, equity, and inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to report incidents of discrimination, harassment, and/or bias in the workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe the company will take appropriate action in response to incidents of discrimination, harassment, and/or bias.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. Comments or suggestions for improvement in policies and procedures that will improve diversity and inclusion at your company:



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Inclusion

* 11. Please rate your level of agreement with each statement.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
Employees of different backgrounds interact well in this company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management of this company demonstrates a commitment to meeting the needs of employees with disabilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees of different ages are valued equally by this organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial, ethnic, sexual and gender-based jokes or slurs are not tolerated at this organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This company provides an environment for the free and open expression of ideas, opinions, and beliefs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This company invites employees of all backgrounds to company events and social functions to encourage relationship building.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. Comments or suggestions for improvement of inclusion at your company:



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Your Immediate Supervisor

* 13. Please rate your level of agreement with each statement.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
My supervisor is committed to, and supports, diversity, equity, and inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor handles harassment/discrimination matters satisfactorily.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. Comments or suggestions for improvement regarding your immediate supervisor regarding diversity and inclusion:



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Diversity Training

* 15. Please rate your level of agreement with each statement.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
This company has done a good job providing educational programs that promote diversity, equity, and inclusion in our workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. Comments or suggestions for improvement in diversity and inclusion training:



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Suggestions for Improvement

17. Overall, what improvements, if any, can be made to improve the diversity, equity, and inclusion efforts at your company?



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Voluntary Information About You

The following questions are voluntary and will be used for analytical purposes only. They will not be used to try to identify any individual. Only aggregated results will be shared with your company.

18. How long have you worked for your company?

- ☐ Less than one year
- ☐ One year to less than two years
- ☐ Two years to less than five years
- ☐ Five years to less than ten years
- ☐ Ten years or more

19. What is your age?

- ☐ Under 21
- ☐ 21 to 34
- ☐ 35 to 44
- ☐ 45 to 54
- ☐ 55 or older

20. How do you identify yourself?

☐ Prefer not to disclose

☐ Female

☐ Male

☐ Other gender identity:

21. Are you of Hispanic, Latino, or Spanish origin?

☐ Yes

☐ No

22. How would you describe yourself?

☐ American Indian or Alaska Native

☐ Asian

☐ Black or African American

☐ Native Hawaiian or Other Pacific Islander

☐ White

☐ Two or more

☐ Other (please specify)

23. Which of the following best describes your role in the organization?

☐ Not a manager or supervisor

☐ First-level supervisor

☐ Manager/supervisor higher than first level (including senior management positions)



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Thank You

Thank you for taking the time to complete this survey. Your feedback and comments are important. The Monitoring Association (TMA) will collect the completed questionnaires and interpret the findings that will be shared in aggregate with your company management team.

Please select DONE below to submit your answers.