



Survey: The State of Diversity & Emotional Wellbeing

Recent events have prompted us to revisit how our company can complement the DE&I efforts of our employees, uplift them in the process, and address any lingering areas of concern.

To that end, we're looking to benchmark your knowledge and feelings so that we can better determine where to grow, where to change, and where to direct our efforts. The more honest and transparent your responses, the more we'll be able to act on the results of this survey. Of course, all responses will remain anonymous and will be parsed by a third-party, objective analyst.

To get started, please fill in some basic biographical information.

1. What is your gender?

- a. Female
- b. Male
- c. Non-Binary/Third Gender
- d. Transgender
- e. Prefer not to say
- f. Prefer to self-describe: (open text box)

2. What is your ethnicity? You can select multiple choices.

- a. White/Caucasian
- b. East Asian
- c. Middle Eastern
- d. Pacific Islander
- e. Southeast Asian
- f. American Indian/Alaskan Native
- g. Hispanic/ Latinx
- h. Black/ African American
- i. None of the above, please specify: (open text box)

3. Have you registered to vote?

- a. Yes
- b. No

4. What is your highest degree of education and/or training?

- a. Some high school, no diploma
- b. High school graduate, diploma or the equivalent (for example: GED)
- c. Some college credit, no degree
- d. Trade/technical/vocational training
- e. Associate degree
- f. Bachelor's degree
- g. Master's degree
- h. Professional degree
- i. Doctorate degree

- 5. How long have you been with the company?**
- a. Less than one year
 - b. 1-2 years
 - c. 2-4 years
 - d. 4-6 years
 - e. More than 6 years
- 6. What is your current role?**
- a. Individual Contributor
 - b. Leader with people management responsibilities
 - c. Corporate
- 7. How did you apply to the company?**
- a. Referral
 - b. Job Board/ Corporate Website
 - c. Career Fair
 - d. Other, please specify

Thank you for providing that background information. Following you'll find a series of statements – please respond as honestly as possible.

- 8. Even before this DE&I initiative, leadership had been successful in addressing and taking action against discrimination**
- a. Strongly Agree – The company meets the gold standard for DE&I in the workplace
 - b. Agree – The company has a mostly inclusive environment, minor areas in need of improvement
 - c. Disagree – The company has a semi-inclusive environment, significant areas still in need of improvement
 - d. Strongly Disagree – The company allows for blatant inaction to racism and/or racist company culture, policies, or procedures
- 9. I am familiar with the term “implicit bias”**
- a. Yes – I can easily explain it
 - b. Somewhat – I have heard of it, but couldn't easily offer a definition or example
 - c. No – I am not
- 10. I am familiar with the term “microaggression”**
- a. Yes – I can easily explain it
 - b. Somewhat – I have heard of it, but couldn't easily offer a definition or example
 - c. No – I am not familiar with it
- 11. I am familiar with the laws/categories that protect against workplace discrimination**
- a. Yes – I can easily explain them
 - b. Somewhat – I have a general/vague understanding
 - c. No – I am not familiar with them

Great. Next, we have some questions about the company's vendor partnerships.

12. I believe our leadership team takes into consideration DE&I when selecting vendors

- a. Yes
- b. Somewhat
- c. No
- d. Not sure

13. If provided with a resource list of DE&I vendors (i.e. places to eat for client visits, internal food/supply ordering options, etc.), I would consider those options vs. the current options I have been using

- a. Yes - I'd definitely order from/visit the places from that list
- b. Somewhat -A DE&I vendor list *might* impact my decisions
- c. No- my behavior would likely remain the same

14. What changes would you like to see in terms of our business partnerships? In what ways can we improve DE&I visibility through strategic partnerships?

- a. Open text box

Now let's focus on internal and external practices, shall we? Please respond to the following statements.

15. It is part of our mission to help educate and guide clients who may not align with our D&I objectives

- a. Agree
- b. Depends on the situation
- c. Disagree

16. My manager promotes diversity and inclusion within my team

- a. Agree
- b. Somewhat
- c. Disagree

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

- a. Agree
- b. Somewhat
- c. Disagree

18. Our hiring process is totally neutral; it neither discriminates nor benefits candidates based on any protected class

- a. Agree
- b. Depends on the case
- c. Disagree

19. If you answered disagree to the above question, please elaborate

- a. Open text box

Thank you – we're almost done now! Let's take a moment to explore *belonging* in the workplace.

20. At work, I am empowered to speak up for myself when faced with an inappropriate interaction

- a. Agree
- b. Depends on the situation
- c. Disagree

21. I have personally heard/witnessed wrongdoing, microaggressions, or inappropriate interactions at work

- a. Agree
- b. Disagree

22. I always feel comfortable *speaking up* at work when I witness wrongdoing, microaggressions, or any inappropriate interaction

- a. Agree – I'm always comfortable speaking up
- b. Depends on the situation
- c. Disagree – I keep my opinions to myself

23. I believe my voice and opinions on sensitive issues will be taken into account by peers, managers, and leaders

- a. Agree
- b. Depends on the situation
- c. Disagree

24. I feel confident in my ability to confront an inappropriate interaction and I know what words to say to rectify the situation

- a. Agree
- b. Depends on the situation
- c. Disagree

25. At work, I feel like I belong because I (check all that apply):

- a. Am recognized for my accomplishments and contributions
- b. Rarely feel like I am "the only one"
- c. Feel comfortable with being my authentic self at work
- d. Receive transparent communication about important company developments
- e. None of the above

Finally, we want to take this opportunity to check in with you. Let us know how you're feeling, what's going well, and what could use improvement.

26. The environment at work allows me to advance my personal and professional skills

- a. Agree
- b. Disagree
- c. Open text box

27. Rules, policies, and consequences are taken equally seriously at every level of management and are applied consistently from person to person

- a. Agree
- b. Disagree
- c. Open text box

28. My manager allows and supports me to prioritize things outside of work

- a. Agree
- b. Disagree
- c. Open text box

29. My manager respects my boundaries to prioritize things outside of work

- a. Agree
- b. Disagree
- c. Open text box

30. My mental health suffers when my boundaries are not respected

- a. Agree
- b. Disagree
- c. Open text box

31. My manager provides constructive criticism when appropriate and wants me to succeed

- a. Agree
- b. Disagree
- c. Open text box

32. What changes would you like to see to our company?

- a. Open text box

Before you go – please take a moment to add any comments or concerns below. This is your chance to zoom in on a particular experience or bring attention to a trend you’ve noticed. The more specific you can be, the better we’ll be able to align our future practices, trainings, and communications around your needs.

(Open text box)

Again, thank you for taking the time to share your feelings and feedback. This information will be critical in organizing and supporting our DE&I initiatives.