

DE&I EXAMPLE SURVEY EMPLOYEE ENGAGEMENT



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The purpose of this Employee Engagement Sample Survey is to assist you and your team in aligning your DE&I goals and visions with that of your organization, in addition to the organization’s Human Resource Team.

The options and questions provided below are for your reference and use, if you find them applicable. Additionally, This survey offers two parts that ERGs, BRGs, Councils and Sub-committees should include in their survey questions to track the success of their goals and when identifying any gaps they may have between their DE&I work and their organizational culture gaps.

Part 1 of the survey focuses on questions related to the employees’ demographics and the people your organization serves. These must be continually updated and reviewed for relevancy and verbiage being used as identifications of individual groups continue to evolve over time.

Part 2 of the survey focuses on questions related to the organization and the work they do within the DE&I space. This section must also be continually updated and reviewed for relevancy and alignment with the organization’s culture and goals.

PART 1: THIS PART OF THE SURVEY SHOULD BE RELATED TO YOUR MEMBERS OR THE PEOPLE THAT YOU SERVE.

1. What organization or industry are you a part of? Drop down or checked boxes provide examples to select from such as:

- Sales
- Marketing
- People
- Customer Success
- Product
- Service
- Engineering
- Finance
- Culinary
- Other

2. What gender do you identify with? Provide examples to select from such as:

- Female
- Male
- Non-binary (a gender which cannot be defined)
- Gender non-conforming (one whose appearance or behavior does not conform to societal culture)
- Prefer not to answer
- Other

3. What is your age? Provide examples to select from such as:

- The age ranges are set so that your organization can get as specific as possible, it is not meant to single individuals out or discriminate against anyone based on age.
- <18
 - 18 - 22
 - 23 – 27
 - 28 – 32
 - 33 – 37
 - 37 - 45
 - 45 - 50
 - 50 - 55
 - >60
 - Prefer not to answer

4. What is your sexual orientation? Provide examples to select from such as:

- Straight
- Transgender
- Homosexual
- Heterosexual
- Asexual
- Bi-Sexual
- Prefer not to answer

5. Which race/ethnicity best describes you? Provide examples to select from such as:

- American Indian
- Alaskan Native
- Asian/Pacific Islander
- Black or African American
- White / Caucasian
- Hispanic
- Multiple ethnicity/Other (please specify):
- Prefer not to answer

6. Are you a Veteran? Provide examples to select from such as:

- Yes
- No
- Prefer not to answer

7. Do you live with a learning disability? Provide examples to select from such as:

- Yes
- No
- Prefer not to answer

8. What is the highest level of education you have completed? Provide examples to select from such as:

- High school diploma
- 1-3 years of college, no degree obtained
- Bachelor's degree
- Some graduate school
- Graduate degree
- Some doctorate
- PhD
- Prefer not to answer

9. Are you a parent? Provide examples to select from such as:

- Yes
- No
- Prefer not to answer

10. What was your socio-economic status growing up? Your socioeconomic status growing up as you may have perceived it to be, no specific salary ranges associated with it. Provide examples to select from such as:

- Below Lower class
- Lower class
- Lower-middle class
- Middle class
- Upper-middle class
- Upper class
- Prefer not to answer

PART 2: THIS SECTION IS RELATED TO YOUR ORGANIZATION

11. I believe that my company is spending the appropriate amount of time investing in DE&I. Provide examples to select from such as:

- Too Much
- Just Enough
- Too Little

12. On the DE&I front I wish we would spend more time on. (Leave this as an open-ended question)

13. I believe the executive team at my company values Diversity & Inclusion. Provide examples to select from such as:

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

14. My manager encourages our team to think about how we can make our environment more inclusive and open to all individuals. Provide examples to select from such as:

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

15. I believe my individual values and ideals are respected at my company. Provide examples to select from such as:

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

16. I believe that I was hired to work at my company because of my skills and not because of my race/ethnicity, sexual orientation, age or tenure. Provide examples to select from such as:

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- If disagreed, please elaborate: Comment box should be placed beneath this space:

17. I believe that my company is a safe and inclusive place to work for myself. Provide examples to select from such as:

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- If Disagree, feel free to elaborate further: Comment box should be placed beneath this space:

18. I believe that my manager is receptive to feedback, and I feel comfortable approaching them when I have issue (s). Provide examples to select from such as:

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- If Disagree, feel free to elaborate further:

19. I believe that my company values are demonstrated, in regard to hiring for both demonstrated skill and potential skills. Provide examples to select from such as:

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- If Disagree, feel free to elaborate further:

20. I intend to be at my company for: (Add in your own values if you choose to ensure alignment with you DE&I goals). Provide examples to select from such as:

- <1 year
- 1-3 years
- 3-5 years
- 5+ years
- Prefer not to answer

21. I understand my career path at my organization and believe that my manager is invested in my personal growth. Provide examples to select from such as:

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- If Disagree, feel free to elaborate further:

22. I believe that my organization's HR team is in place to support me and is receptive to my feedback and concerns. Provide examples to select from such as:

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- If Disagree, feel free to elaborate further:

End of Survey