
Sample DEI360 Assessment

This brief survey collects responses from your perspective, as the survey-taker, to obtain anonymous, quantitative insights into the way you feel and experience Diversity, Equity, and Inclusion (DEI) in your organization.

This assessment is confidential and should take less than 15 minutes to complete. Your answers will not be linked to you in any way. Please do not share your name or other identifying information in the comment boxes or anywhere else in the survey.

Please complete this assessment from your own perspective, based on your organizational experiences. If you have no information about a particular question, offer your best guess based on what you do know, or select “Unsure / No Opinion.”

Thank you for participating in this important survey; the aggregate results will be shared with you on or before .../.../....

Equity:

I believe that in my organization:

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Unsure/ No Opinion
Everyone has appropriate access to Professional Development (coaching, mentoring, networking, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Everyone is safe from workplace harassment, bullying, and discrimination of any sort.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Inclusion and Belonging:

I believe that in my organization:

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Unsure/ No Opinion
People can be their authentic selves without fear of negative consequences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encouragement is given to healthy disagreements and debates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Efforts are made to build connections and community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People are made to feel like they belong.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Employee Net Promoter:

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Unsure/ No Opinion
I would recommend my organization to my friends as a diverse, equitable, and inclusive workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

DEI Maturity

I believe that in my organization:

	Strongly Disagree	Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Agree	Strongly Agree	Unsure/ No Opinion
DEI is embedded across the processes and structures (e.g., critical talent decisions are always considered through the lens of DEI).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Executives are assessed and held accountable for DEI actions (e.g., promotions, rewards, building a diverse talent pipeline, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Executives believe that DEI leads to better business outcomes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
DEI data are collected, measured, analyzed, and evaluated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>