



Diversity and Inclusion Questions for Employee Surveys

26 May 2023 / Enid Matty

Complete

Score	92.86%	Flagged items	2	Actions	0
Site conducted					Unanswered
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Flagged items

2 flagged

Audit / Diversity training program

This firm has done a good job providing training programs that promote diversity and inclusion.

Disagree

Audit / Diversity training program

The firm has done a good job providing training programs that promote understanding and mitigation of unconscious bias.

Disagree

Audit

2 flagged, 92.86%

Attitudes toward diversity and inclusion and corporate culture

100%

I see strong leadership support of the firm's value of diversity and inclusion.

Agree

Employees who are different from most others are treated fairly within our firm.

Agree

Our firm is committed to diversity and inclusion.

Agree

People of all cultures and backgrounds are respected and valued here.

Agree

I feel included and respected within the firm.

Agree

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

Neither Agree nor Disagree

Employees of different backgrounds interact well within our firm.

Agree

Management demonstrates a commitment to meeting the needs of employees with disabilities.

Agree

Racial, ethnic, and gender-based jokes are not tolerated at this firm.

Agree

This firm provides an environment for the free and open expression of ideas, opinions and beliefs.

Agree

Discrimination and harassment

100%

If I had a concern about harassment or discrimination, I know where and how to report that concern.

Agree

The firm's policies and procedures discourage discrimination.

Agree

I believe this firm will take appropriate action in response to incidents of discrimination.

Agree

Hiring and recruitment

100%

There is cultural diversity among the people a job candidate will meet/see on his/her first visit to the firm.

Agree

Within the firm, everyone has access to equal employment

Agree

opportunities regardless of their difference.

Your immediate supervisor

100%

My supervisor demonstrates commitment to and support of diversity

Agree

My supervisor handles diversity matters appropriately

Agree

Diversity training program

2 flagged, 0%

This firm has done a good job providing training programs that promote diversity and inclusion.

Disagree

The firm has done a good job providing training programs that promote understanding and mitigation of unconscious bias.

Disagree

Belonging

100%

Belonging is a sense of fitting in or feeling like you are an important member of a group.

In my organization, I can be successful as my authentic self.

Agree

In my organization, I feel like I belong because I am:

All of the above

I can voice a contrary opinion without fear of negative consequences.

Neither Agree nor Disagree

When I speak up at work, my opinion is valued.

Agree

I rarely feel like I am "the only one."

Agree

I rarely worry about not have things in common with others at my company.

Agree

I feel like my colleagues understand who I really am.

Neither Agree nor Disagree

My company enables me to balance my work and personal life.

Agree

Evaluation and Promotion

100%

Employees of different backgrounds are encouraged to apply for higher positions.

Agree

There is a career development path for all employees at this firm.

Agree

Promotion decisions are fair at my company	Agree
My job performance is evaluated fairly.	Agree
I feel that my compensation is fair, relative to similar roles at my company.	Agree

Demographic Questions

What is your gender identity?	Woman
What is your racial or ethnic identity?	Japanese
Choose the position/level that most closely aligns with your role in the organization.	Administrative support
Choose the industry sector that best describes your organization.	Consulting
How long have worked at your organization?	1-2 years