



DEIB Employee Experience Survey

DIVERSITY, EQUITY, INCLUSION, & BELONGING



DEIB is a journey.

Where is your organization?

The following pages contain sample questions that may be used to gather feedback from your team. We recommend distributing confidentially so employees feel comfortable being candid and honest.

Employee **DEIB** Survey



To improve your experience in the workplace community, we would love your thoughts and feedback on how our organization is doing surrounding issues of Diversity, Equity, Inclusion, and Belonging.

1 How long have you been with the organization?

- Less than a year
- Over 1 year
- Prefer not to answer

2 Which generation do you identify with?

- Generation Z
- Millennials
- Generation X
- Baby Boomers
- Silent Generation
- Prefer not to answer

3 Would you recommend our organization as a great place to work?

- Yes
- No

Why or why not?

CONTINUE →

DIVERSITY

Includes all the ways in which people differ, encompassing the unique characteristics that make an individual or group different from another. Those unique identities include but are not limited to race, religion, gender, sexual orientation, age, and disability.



1 Getting to know people with different backgrounds from mine has been easy.

Strongly Disagree Strongly Agree
1 2 3 4 5

2 I feel free and open to express ideas, opinions, and beliefs.

Strongly Disagree Strongly Agree
1 2 3 4 5

3 In what way(s) do you think differences are celebrated?

4 In what way(s) can leadership strengthen diversity?

EQUITY

The guarantee of fair treatment, access, opportunity, and advancement for all while striving to identify and eliminate barriers that have prevented the full participation of some groups.



1 Leadership treats all employees fairly.

Strongly Disagree Strongly Agree
1 2 3 4 5

2 Our organization allows equal access to opportunities for professional growth.

Strongly Disagree Strongly Agree
1 2 3 4 5

3 Our organization has equitable policies, procedures, and processes.

Strongly Disagree Strongly Agree
1 2 3 4 5

4 Based on being equitable, how would you rate our systems, policies, and processes?

Strongly Disagree Strongly Agree
1 2 3 4 5

5 What steps can leadership take to strengthen Equity within the organization?

INCLUSION

Creating environments, processes, and ways of working that ensures all individuals are represented. The practice of opening doors, respecting, supporting, and valuing all people.



1 I feel valued.

Strongly Disagree Strongly Agree
1 2 3 4 5

2 My perspectives are included in decision making.

Strongly Disagree Strongly Agree
1 2 3 4 5

3 Communication styles at our organization are inclusive.

Strongly Disagree Strongly Agree
1 2 3 4 5

4 Team members value and respect each others' contributions.

Strongly Disagree Strongly Agree
1 2 3 4 5

5 I feel supported by the team.

Strongly Disagree Strongly Agree
1 2 3 4 5

6 I believe appropriate will be taken in response to incidents of discrimination and/or bias.

Strongly Disagree Strongly Agree
1 2 3 4 5

7 What can our leadership do to better support you?

e.g. resources, tools, etc.

8 What are further practical steps leadership can take to make the workspace more inclusive?

BELONGING

Going beyond inviting people to the table to intentionally creating an environment where individuals and groups want to stay at the table and feel empowered to bring their whole self.



1 I feel like I belong.

Strongly Disagree Strongly Agree
1 2 3 4 5

Why or why not?

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

Strongly Disagree Strongly Agree
1 2 3 4 5

CONTINUE →

3 I feel comfortable talking openly about mistakes and ways to prevent and learn from them.

Strongly Disagree Strongly Agree
1 2 3 4 5

4 What is one practical step leadership can take as a team to cultivate a feeling of belonging?



Dig Deeper into DEIB

At Conscient Strategies, we believe that DEIB is a matter of leadership; wherever you are on your journey, we can help you move forward.

Our role is to thoroughly understand your organization's context and challenges to recommend appropriate solutions that will meet your goals and objectives. We believe change necessitates acknowledging and working with, not against, human behavior.

Our experienced consultants help bring diverse perspectives, lived experience, and professional expertise to each engagement. We also collaborate with a vast network of DEIB practitioners to meet specific client needs.

Evaluate & Analyze Gaps

We leverage a comprehensive agile method and our proprietary framework to develop a rich context and nuanced understanding of an organization's current state and vision for the future.

Set Goals & Develop Strategy

We challenge and shift current thinking and practices through facilitated sessions using open, curious, simple, and reflective questions to develop clear goals and effective strategies for a desired future state.

Design a Roadmap for Success

We co-create an action plan to ensure an agile implementation of DEIB goals and strategy for continuous adaptation, even after the project ends.

Drive Inclusive Leadership

We work with leaders to shift their own behavior to a coaching-based and team-first approach to become culture drivers for the organization.

Operationalize Your DEIB Commitment

We provide support related to governance, culture across distributed teams, program design, recruitment design, and other targeted support in specific DEIB areas.

Align Values & Culture

We use an iterative feedback loop to build DEIB goals and action plans customized to your unique mission, culture, and values. We review, revisit, and solidify organizational values.

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