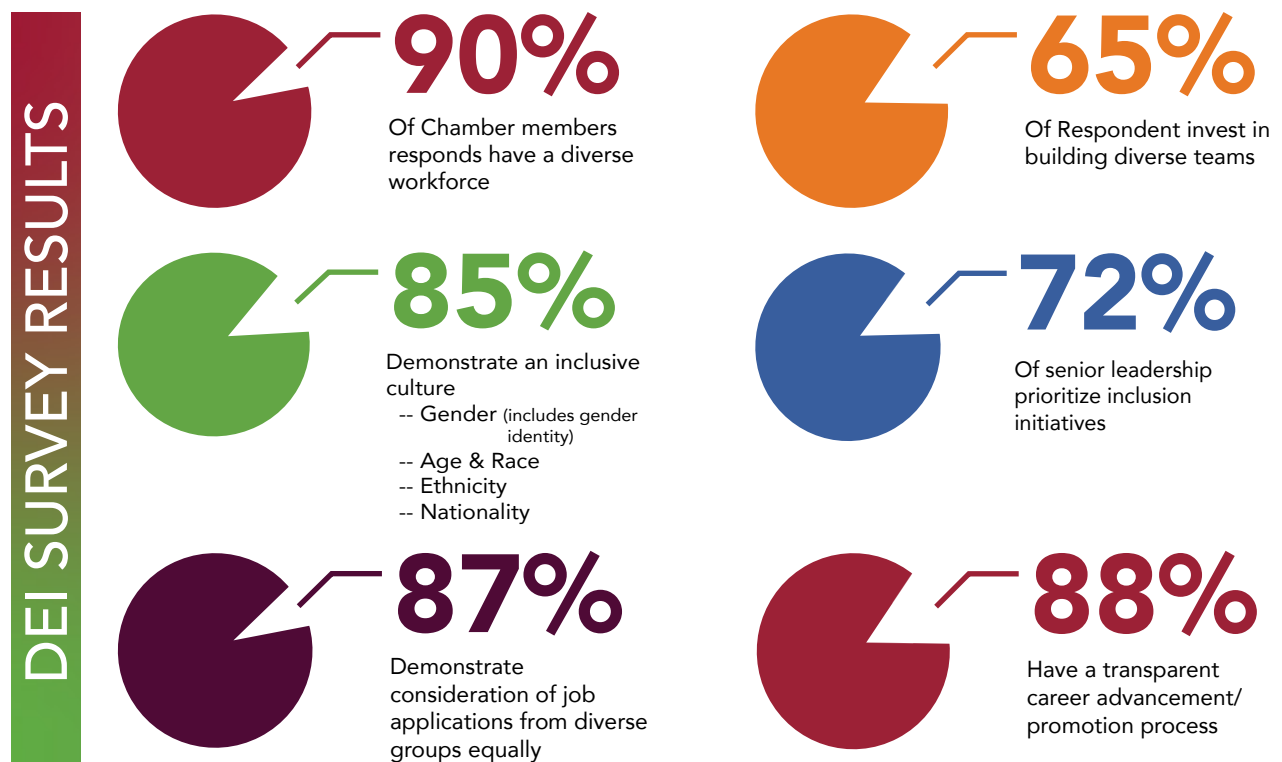


Dear Chamber Members,

The northeastern Pennsylvania workforce is evolving and diversity, equity, and inclusion (DEI), programs are emerging as a high priority for business leaders, managers, and human resource professionals.

Many moving parts must work in tandem to create a successful organizational DEI program. The Chamber's strategic plan identifies DEI as cross-cutting issues, to be embedded throughout our organizational workplan. In December, we surveyed our membership to gain a better understanding of their interest and connection to this issue, to guide us in providing resources for the business community.



How will you ensure that the DEI initiatives you implemented make a meaningful impact on your organization? How will you measure results?

The answer may lie in posing diversity, equity, and inclusion questions directly to your employees.

Below is a customizable survey template for you to use within your organization. This tool is one of many DEI resources the Chamber will be offering to our members in the coming months.

DEI EMPLOYEE SURVEY

upload logo above

What is Diversity, Equity & Inclusion?

Diversity, equity, and inclusion (DEI), as a discipline, is any policy or practice designed to make people of various backgrounds feel welcome and ensure they have support to perform to the fullest of their abilities in the workplace. Diversity refers to the distinctions within a given setting, which in the workplace may mean differences in race, ethnicity, gender, gender identity, sexual orientation, age, and socioeconomic background. Equity is the act of ensuring that processes and programs are impartial, fair and provide equal possible outcomes for every individual. Inclusion is the practice of making people feel a sense of belonging at work.

Diversity Questions

1. Do you think your top management team is diverse? If yes, in what ways?

Yes

No

If you selected Yes to the question above, please explain.

2. Does the company's appraisal and promotion policy support diversity?

Yes

No

If you selected Yes to the question above, please explain.

3. Does the organization hire individuals from all backgrounds and communities?

Yes

No

If you selected Yes to the question above, please explain.

4. On a scale of 0–10, how will you rate the implementation of diversity in your organization's culture?

0 1 2 3 4 5 6 7 8 9 10

5. Do you think HR and management support the needs of disabled people in your company?

Yes

No

If you selected Yes to the question above, please explain.

6. How comfortable are you discussing your social and cultural background with your teammates?

7. How do you think the company can improve to become more diverse in the future?

Inclusion Questions

1. What do you think about inclusivity in your organization?

2. On a scale of 0-10, how do you rate executive team efforts to promote inclusivity?

0 1 2 3 4 5 6 7 8 9 10

3. Do you think the induction and training program includes inclusivity?

Yes

No

If you selected Yes to the question above, please explain.

4. How comfortably do you share your concerns with your managers or supervisors?

5. Have you ever faced discrimination in the workplace because of your cultural background?

Yes

No

If you selected Yes to the question above, please explain.

6. Which inclusivity initiative taken by the company did you like and why?

7. What steps can be taken to promote inclusivity in the company?

Equity Questions

1. On a scale of 0–10, how will you rate the implementation of equity in the company?

0 1 2 3 4 5 6 7 8 9 10

2. Have you ever been treated unfairly in your company?

Yes

No

If you selected Yes to the question above, please explain.

3. Which equity initiative by the company did you like the most? Can you explain the reason behind this?

4. Do you think the career advancement policies of the company are fair for all, regardless of your background?

Yes

No

If you selected Yes to the question above, please explain.

5. Do you think the management team handles matters related to equity issues satisfactorily?

Yes

No

If you selected Yes to the question above, please explain.

6. Do you think promotion is awarded fairly among employees?

Yes

No

If you selected Yes to the question above, please explain.

7. What more can be done to promote equity in the company?

Source: <https://builtin.com/diversity-inclusion/what-does-dei-mean-in-the-workplace>

Source: <https://www.proprofssurvey.com/blog/diversity-equity-and-inclusion-survey-questions/>