# DEI Pulse Survey

*Note to user: This is a pulse survey, not an extensive survey, that can be used 1-2 times per year to get a pulse on the way employees feel about the culture related to DEI. Recommended to use SurveyMonkey or another program that allows you to present results in a dashboard.*

## Survey Introduction

*Note to user: You may use this verbiage or something similar to explain what the survey is about and any key terms your users need to know to answer the questions.*

The <Department> Diversity, Equity, and Inclusion (DEI) Committee invites you to participate in the annual DEI Culture Pulse Survey, which was created to gauge the degree to which DEI is embedded into <department’s> culture. The survey asks twelve questions related to the employee’s experience with the **department**, **leadership**, and their **team**, as well as their **individual experience**.

<*USE IF APPLICABLE:* As this is the first survey, your responses will serve as baseline data.> Your participation, though highly encouraged, is voluntary and not required. Survey responses will be anonymous and will not be used for individual employment purposes.

For your reference the terms diversity, equity, and inclusion are defined below <*If your department uses different definitions, use those instead; define any other applicable terms*>:

**Diversity** is the variation in personal, physical, and social characteristics.

**Equity** is the practice of ensuring impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems.

**Inclusion** is the procedures that organizations implement to integrate everyone in the workplace, allowing their differences to coexist in a mutually beneficial way.

## Survey Questions

Rate the degree to which you agree or disagree with the following statements related to diversity, equity, and inclusion (DEI) at <Department>.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **DEI Pulse Survey Questions** | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** | **N/A** |
| **Employee’s Experience with Department** |  |  |  |  |  |  |
| <Department> is fair and equitable to all employees. |  |  |  |  |  |  |
| <Department> has a culture of diversity, equity, and inclusion. |  |  |  |  |  |  |
| People of all backgrounds, identities, and beliefs are welcome at <department>. |  |  |  |  |  |  |
| **Employee’s Experience with Leadership** |  |  |  |  |  |  |
| My supervisor values diverse opinions and ideas. |  |  |  |  |  |  |
| My manager leads meaningful discussions on topics related to diversity, equity, inclusion, and belonging. |  |  |  |  |  |  |
| Leaders at <department> are culturally competent. |  |  |  |  |  |  |
| **Employee’s Experience with their Team** |  |  |  |  |  |  |
| The people I work with treat each other with respect. |  |  |  |  |  |  |
| My team values diverse opinions and ideas. |  |  |  |  |  |  |
| **Employee’s Individual Experience** |  |  |  |  |  |  |
| If I raise an EEO concern, I am confident <department> will take action. |  |  |  |  |  |  |
| I am included in decisions that affect my work. |  |  |  |  |  |  |
| I can bring my whole self to work. |  |  |  |  |  |  |
| I feel like I belong here. |  |  |  |  |  |  |