



AOF Equity Committee DEI Survey Question Bank & Resources

To assist with building an internal survey to measure staff perceptions and experiences related to diversity, equity and inclusion at your organization, AOF has compiled this resource to serve as a question bank to pull from, with a short list of external resources that may be helpful to your organization.

This list is intended as a starting point to assist organizations in beginning to assess and evaluate their organizational culture, policies and practices. It is in no way an exhaustive list of inquiries intended to gauge the full character of a workplace.

These questions can also be adapted to be applicable for a Board of Directors DEI assessment.

Perception, Experiences and Culture at Your Organization

I believe (name of your organization) is a safe and supportive workplace for:

Options: Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree, Not Sure

- LGBTQ individuals
- BIPOC individuals
- People of all gender identities
- Those who have a disability
- People of all religions
- People of all ages
- Comments?

I feel I can bring my whole self to work including all parts of my background (e.g., gender, race, religion, disability, Indigenous identity, sexual orientation)

Answers: More often than not, A lot, A moderate amount, A little, None at all

When you are at work, do you ever feel that you have to change/adjust any of the following in order to feel a sense of belonging, be seen positively, or to make your colleagues feel more comfortable? *Outside of what is generally appropriate for the workplace.

Options: More often than not, A lot, A moderate amount, A little, None at all

- Style of speech
- Appearance (e.g. hairstyles, makeup, clothing choices, etc.)
- Humor
- Food brought to work
- Topics you talk about with colleagues
- Expression of personality, views or thoughts
- Mannerisms

Have you experienced any unwelcome comment(s) or conduct that you felt was offensive, embarrassing or hurtful (e.g., inappropriate jokes, slurs, rumors, hurtful gossip, isolating behaviors)? If so, please describe the experience(s).

Answers: Yes, No. If yes, please describe your experience.

Do you feel you have been subject to discrimination (treated differently, negatively, or adversely) within the workplace based on one or more aspects of your background or identity (e.g. gender, age, ethnicity, sexual orientation, etc.)?

Answers: Yes, No. If yes, please describe your experience.

Do you feel you play a meaningful role in identifying and participating in professional and leadership development opportunities?

Answers: Yes, No, Somewhat. Comments?

How much do you agree with the following statements...

Rank: Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree

- I feel comfortable talking about race
- I am comfortable when others talk about race
- I am actively involved in advancing racial equity in my projects and teams
- I know where to find resources to learn more about issues of racism
- I have a basic understanding of concepts related to diversity, equity and inclusion
- I can articulate (name of your organization)'s goals related to equity
- I am open to others sharing feedback on how I can be more committed to diversity, equity and inclusion
- Additional comments?

Please rate the regularity of the following statements...

Answers: Often, Sometimes, Seldom, Never

- I have taken the time to read, attend workshops, watch films and educate myself about how I can advance diversity, equity (including racial equity) and inclusion in my current position
- I have pushed my institution to collect data on racial demographics of the leadership of our clients, consultants and/or vendors
- I have set aside my own discomfort and my own fear of saying the wrong thing when talking about race at work
- I have spoken up about diversity in hiring practices
- I feel like there are still some risks in bringing up race/ racial equity (this can be anything from talking about race to interrupting microaggressions/violence) at (name of your organization)
- I often avoid talking about race at (name of your organization) for fear of risking my reputation and/or position, or offending someone
- Additional comments?

Check all that apply: In order to be more active in advancing racial equity, I need...

- More information
- More training
- More time
- A more supportive environment

- Senior leadership buy-in
- Acknowledgement on the work I currently do to advance these principles
- Other (specify supports you need that are not listed)

Check all that apply: What are your preferred methods for advancing your understanding of racial equity?

- Independent LinkedIn Learning courses
- Workshop/training from an outside consultant
- Staff discussions
- Independent books/materials
- Conferences/professional development events
- Webinars
- Other (specify preferred methods that may not be listed)

Check all that apply: In the last year, I have used my professional development and/or my own time to build the following racial equity competencies and skills:

- Commitment to DEI
- Command of history of racism, core constructs
- Engaging in crucial conversations about race
- Applying DEI to work projects
- Understanding of impacts of personal bias and social identity on interactions with others
- Allyship to others
- Bystander training
- Understanding the newer concept of “anti-racism”
- None of the above
- Other (please specify)

Do you feel that (name of your organization) offers resources to help you gain a better understanding of the importance of diversity, equity and inclusion?

Answers: Yes, No, Somewhat. Additional Comments?

Perception of Leadership, Policies and Practices

In your opinion...

Rank: Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree

- (name of your organization) shows an overall commitment to racial equity
- (name of your organization) leadership participates in and supports conversations about racial equity internally
- (name of your organization) leadership communicates publicly the importance of addressing racial inequities and achieving racial equity
- (name of your organization) has taken steps to reduce racial inequities internally
- (name of your organization) has taken steps to reduce racial inequities externally through the work we do
- (name of your organization) is equipped to participate in internal and external conversations around race

- (name of your organization) prioritizes racial equity when creating its strategic plan
- (name of your organization) prioritizes racial equity in its priorities and budget
- (name of your organization) prioritizes racial equity in its hiring practices
- (name of your organization) prioritizes racial equity when it comes to sponsoring events
- (name of your organization) prioritizes racial equity when it comes to choosing consultants and other partners in its work
- (name of your organization) creates an environment where everyone has equal opportunities to advance
- Additional comments?

[Community-Facing] Does (name of your organization), in your opinion...

Answers: Yes completely, Yes but we still need to work on it, Starting to make progress, No and we need to work on it, No it is not a priority

- Have a deliberate plan to develop and promote the leadership of staff of marginalized groups?
- Engage in targeted retention and employee promotion efforts to build and maintain workforce diversity at all levels including offering diverse individuals internal promotions and other opportunities for upward mobility before seeking external candidates?
- Address hiring inequities by promoting outreach, recruitment and retention of marginalized communities?
- Other comments?

[Internal Culture] Does (name of your organization), in your opinion...

Answers: Yes completely, Yes but we still need to work on it, Starting to make progress, No and we need to work on it, No it is not a priority

- Create space for discussing issues of race, racism, diversity, equity and inclusion in ways that are relevant to the work?
- Create space to discuss and address concerns about internal racial, diversity, equity and inclusion dynamics?
- Analyze and address whether your staff demographics impact the organization's ability to adequately understand and fulfill your organization's mission?
- Have a clear grievance resolution process that you trust and believe is fair?
- Foster an environment (food, art, holiday activities, celebrations, etc.) that is multicultural and accessible?
- Explicitly invite all staff to create and contribute to organizational culture and norms?
- Explicitly acknowledge the patterns and impacts of majority supremacy in workplace culture with defined strategies to address it?
- Provide a living wage to all personnel that considers regional cost of living (i.e. housing, food transportation, child care, health care)?
- Have a shared language and understanding around the concept of equity?
- Other comments?

[External culture] Does (name of your organization), in your opinion...

Answers: Yes completely, Yes but we still need to work on it, Starting to make progress, No and we need to work on it, No it is not a priority

- Consider how factors like language access/interpretation, accommodations, child care, food and proximity to transportation can impact attendees when planning events, virtual or otherwise?
- Formally recognize diverse communities as key stakeholders in organizational decision making?
- Act responsively via public statement or otherwise to current and emerging issues in diverse communities?
- Additional comments?

Do you think (name of your organization) advocates for and/or supports equity/diversity in its work as it relates to...

Answers: Yes, Somewhat, No, I'm not sure

- Disabilities (e.g. physical, mental, cognitive)
- Race
- Religious and Spiritual Beliefs
- Geography
- Age
- Income
- Ethnicity
- Gender Identity
- Sexuality
- Educational Attainment
- Occupation
- Criminal Background
- Those with Limited English Proficiency
- If you answered "no" to any of the above, please elaborate

Open-ended

In your opinion, are there current policies, systems, or practices at (name of your organization) that might contribute to inequitable outcomes for marginalized staff personally or at work? If so, please describe any that you have observed or experienced.

Tell us what you would want to see in (name of your organization) as a reimagined organization. What could we do more/less of to prioritize diversity, equity (including racial equity) and inclusion internally and externally?

Do you have any further comments/questions/concerns/suggestions not already covered in the survey?

Optional Demographics

What race/ethnicity do you identify with? Choose all that apply.

Note: To avoid a data analyst having to sort respondents into categories that may not be the

categories respondents would choose for themselves, this question asks respondents to choose from set options instead of offering a text box for responses.

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic/Latinx
- Native Hawaiian or Other Pacific Islander
- White
- Other: please clarify

What is your age?

Text box or ranges to choose from

Additional Resources

- Brandeis Resource Guide: [Diversity, Equity, and Inclusion \(DEI\) Organizational Assessment Tools](#)
- Dr. Deborah Plummer: [Resources and trainings on racial equity and inclusion](#)
 - [Antiracist Style Indicator](#)
- [Harvard Implicit Association Tests](#)
- [Third Space Action Lab REI Workshops](#)
- [Ohio State and Local Health Equity Policy Checklist](#)
- Health Policy Institute of Ohio: [Connections between racism and health](#)