

Model Employee Diversity & Inclusion Questionnaire



The best way to figure out how employees perceive your organization's culture and commitment to racial equality and diversity in the workplace is to ask them directly in the form of a questionnaire survey. Employees should also be surveyed when they leave the organization as part of the exit interview. Best Practice: Doing a confidential rather than an anonymous survey generally produces the best results because it enables employees to answer candidly; being able to correlate responses to specific individuals also enables you to analyze the data by demographic, job role, department, etc.

Here's a Model Questionnaire that you can adapt. Caveat: Be aware that survey results suggesting that there are racial issues within your organization creates a legal duty to take action. If not, the survey becomes a smoking gun that can be used as evidence against you in a discrimination suit to prove that you were aware of a racial problem but didn't address it.