

1. To ensure that you receive the reports and incentives you are entitled to as a DVI participant, please fill out your name and email address. All results will be reported in aggregate to preserve anonymity.

Name:

Company:

Email Address:

## The Diversity and Inclusion Function

2. How is the diversity and inclusion function organized at your organization?

- Centralized
- Decentralized
- Mixed (cross-functional)

3. How many D&I staff are employed by your organization?

4. The diversity and inclusion function at my organization is:

- A standalone function
- A subset function within another department (i.e., talent management, learning and development, human resources)
- Outsourced to some extent
- Completely outsourced
- We do not have a D&I function.
- I don't know.
- Other (Please specify.)

5. What is the title of the head of the D&I function at your organization?

- Chief diversity officer/chief diversity executive
- Chief learning officer
- Executive (CEO, chief operating officer, chief financial officer, president, chairman)
- Vice president/officer/department head of HR or HR-related department or function
- Other senior HR executive
- We don't have anyone in this role,
- Other (Please specify.)

Other (Please specify.)

6. At my organization, the head of the D&I function reports to:

- The CEO
- The chief human resources officer
- The chief talent management officer
- The chief learning officer
- The chief operations officer
- Board of directors
- The head of marketing
- Supply chain/procurement
- We don't have anyone in this role at my organization.
- I'm not sure.
- Other (Please specify.)

Other (Please specify.)

7. What department does the head of D&I at your organization work in?

- Human resources
- Learning and development
- Talent/workforce management
- Operations
- Marketing
- Supply chain/procurement
- Other (Please specify.)

## Diversity and Inclusion Practices

8. Does your organization have any of the following? (Please select all that apply.)

- External partners (i.e. re-sellers, contractors)
- Franchisees
- Suppliers

9. Which of the following do your organization's D&I programs target? (Please select all that apply.)

- External partners (i.e. re-sellers, contractors)
- Franchisees
- Suppliers
- Local communities
- Leadership
- Mid-level management
- Entry-level employees
- None of the above
- Other (please specify)

10. What percentage of your organization's internal employees does the D&I function serve? (Please enter a whole number.)

## Supplier Diversity

11. Does your organization track supplier diversity?

- Yes
- To some extent
- No

12. Which of the following diverse suppliers does your organization target? (Check all that apply.)

- Disability-owned businesses
- Minority-owned businesses
- LGBT-owned businesses
- Veteran-owned businesses
- Women-owned businesses
- Other (Please specify.)

13. Does your organization set annual targets to increase supplier diversity?

- Yes
- No

14. Does your organization have specific strategies to improve supplier diversity?

- Yes
- No

## Supplier Diversity

15. What specific strategies is your organization using to improve supplier diversity?

## Employee Diversity

16. For which of the following does your organization gather measurements or metrics, or track?

	Yes	To some extent	No
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race/ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religious affiliation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Familial status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veteran status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender identity (i.e., transgender)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. How often are D&I metrics reviewed by the senior leadership team?

- Never
- Annually
- Quarterly
- Monthly
- Weekly

18. Does your organization create annual targets to increase any of the following employee segments?  
(select all that apply)

- Age
- Gender
- Race/ethnicity
- Religious affiliation
- National origin
- Familial status
- Disability status
- Veteran status
- Gender identity (i.e., transgender)
- Sexual orientation

19. Does your organization have specific D&I programs for any of the following employee segments?  
(select all that apply)

- Age
- Gender
- Race/ethnicity
- Religious affiliation
- National origin
- Familial status
- Disability status
- Veteran status
- Gender identity (i.e. transgender)
- Sexual orientation

20. Which of the following D&I strategies/programs are used by your organization?

- Employee resource groups (ERGs)
- Cultural competency training and/or sensitivity training
- Diversity council
- Partner with line of business peers
- External benchmarking for diversity & inclusion
- Executive education/coaching programs
- Community outreach
- Other (Please specify.)

21. Are your organization's management performance, pay, bonuses and/or promotions tied to diversity and inclusion indicators?

- Yes
- No

## Diversity and Inclusion Strategy

22. Please indicate your level of agreement with the following statements:

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
My organization's mission and values support/foster diversity and inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My organization's business strategy and diversity strategy are fully aligned.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My organization has made the business case for diversity and inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. What could the diversity and inclusion function do to become more of a strategic enabler for your business?

24. Give us an example of your organization's most pressing diversity and inclusion goal for the next 12 to 18 months?

25. How is leadership involved in diversity and inclusion efforts at your organization?

- Sets goals/targets
- Serve as faculty/mentors for diversity initiatives
- Supports D&I function budget
- Acts as champions for D&I initiatives
- Reviews diversity and inclusion data
- Collaborates with D&I function on strategy/initiatives
- Other (please specify)

26. What is the single most important way in which leadership at your organization supports diversity and inclusion?

27. What is the single most effective way the D&I function at your organization engages leadership in diversity efforts?

28. What technology does your organization use to support its D&I initiatives?

- HRMS
- Dedicated D&I social media presence
- Dedicated D&I web presence
- Video
- Wikis/blogs/online educational resources
- MOOCs/ViLTs/e-learning
- e-communications/newsletters
- Other (please specify)

29. What challenges or roadblocks is your organization experiencing with technology in relation to diversity and inclusion?

30. Does your organization benchmark its D&I function (i.e. strategy and practices)?

- Yes
- No

31. Does your organization benchmark its diversity makeup (i.e. the diversity mixture of its workforce)?

- Yes
- No

32. What metrics or measurements does your organization use to track the impact of the diversity and inclusion function?

- Employee engagement
- Employee retention
- Net Promoter Score
- ROI
- Employee satisfaction
- Diversity mixture
- Other (please specify)

33. What is the single most impressive outcome that your organization's D&I function has experienced over the last 12 months?

Organization Information

34. Which of the following most closely represents your job role?

- Executive (CEO, chief operating officer, chief financial officer, president, chairman)
- Chief diversity officer/executive
- Vice president/officer/department head of HR or HR-related department or function
- Other senior HR executive
- Director/assistant director of HR or HR-related department or function
- Other director
- Manager/assistant manager of HR or HR-related department or function
- Other manager
- Administrator/assistant administrator/supervisor
- Academic faculty
- Analyst/specialist
- Recruiter
- Trainer
- Legal/attorney
- Consultant
- Student
- Sales/marketing management
- Diversity or inclusion management
- Supplier of HR products or services
- Other (Please specify.)

Other (Please specify.)

35. How would you describe the global distribution of your organization's workforce?

- Mostly located in one country in one location
- Mostly located in one country with multiple locations
- Mostly located in one country with some global distribution
- Highly distributed with multiple locations across the globe

36. In what country or region is your organization headquartered?

- Australia or New Zealand
- Canada
- China
- India
- U.S.
- Africa
- Asia Pacific
- Western Europe
- Eastern Europe
- Central or Latin America
- Middle East

37. How would you describe your organization?

- Publicly traded
- Privately owned
- Nonprofit
- Academia
- Government

38. Which most closely matches your organization's industry?

39. Is your organization part of a larger parent organization or system?

- Yes
- No

40. Approximately how many people does your organization employ, including full-time, part-time and contract workers?

- Less than 1,000
- 1,000 to 2,499
- 2,500 to 4,999
- 5,000 to 9,999
- 10,000 or more

41. What is your organization's approximate annual revenue at all locations?

- Less than \$5 million
- \$5 million to less than \$25 million
- \$25 million to less than \$100 million
- \$100 million to less than \$500 million
- \$500 million to less than \$1 billion
- \$1 billion to less than \$5 billion
- \$5 billion or more
- Don't know/prefer not to say

42. What is your organization's approximate annual D&I budget at all locations?

- Less than \$100,000
- \$100,000 to \$249,999
- \$250,000 to \$499,999
- \$500,000 to \$999,999
- \$1 million to less than \$5 million
- \$5 million to less than \$10 million
- \$10 million to less than \$25 million
- \$25 million to less than \$50 million
- \$50 million to less than \$100 million
- \$100 million to less than \$250 million
- \$250 million or more
- Don't know/prefer not to say