



# INSIGHTeX DEI+

Glen Ellyn 41

Glen Ellyn 41 - Abraham Lincoln

September 2022

## Dimensions (N=47)

Dimension	Mean	Previous Mean	(+/-) Change
Quality	4.41	4.29	↑
Continuous Improvement	4.39	4.24	↑
Engage-Inspire	4.37	4.20	↑
Pride	4.27	4.06	↑
Communication	4.23	4.01	↑
Relationships	4.16	3.98	↑
Innovation	4.14	4.11	↑
Satisfaction	4.13	3.91	↑
Support-Equip	4.10	3.85	↑
Recognition	4.08	4.03	↑
Performance Planning	3.97	4.01	↓
Talent & Fit	3.95	3.78	↑
Career Development	3.87	3.54	↑
Mission Conscious	3.79	3.64	↑
Training & Development	3.67	3.65	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Quality</b>									
	4.41	4.29							
43. My teammates demonstrate a commitment to quality work and excellence.	4.53	4.57	4.26% n=2	0% n=0	4.26% n=2	21.28% n=10	70.21% n=33	0% n=0	↓
47. I am on a team that encourages each member to surpass expectations.	4.38	4.36	4.26% n=2	0% n=0	6.38% n=3	31.91% n=15	57.45% n=27	0% n=0	↑
57. Our organization is committed to quality work and excellence.	4.32	3.94	0% n=0	6.38% n=3	6.38% n=3	36.17% n=17	51.06% n=24	0% n=0	↑
<b>Continuous Improvement</b>									
	4.39	4.24							
52. Our team strives to pursue excellence.	4.55	4.38	4.26% n=2	0% n=0	0% n=0	27.66% n=13	68.09% n=32	0% n=0	↑
21. I strive to find a better way every day.	4.43	4.49	0% n=0	0% n=0	8.51% n=4	40.43% n=19	51.06% n=24	0% n=0	↓
55. I am part of an organization that continues to pursue excellence every day.	4.19	3.85	0% n=0	6.38% n=3	8.51% n=4	44.68% n=21	40.43% n=19	0% n=0	↑
<b>Engage-Inspire</b>									
	4.37	4.20							
2. I am fully engaged in the work that I do.	4.64	4.50	0% n=0	2.13% n=1	4.26% n=2	21.28% n=10	72.34% n=34	0% n=0	↑
53. I am committed to the success of our organization.	4.55	4.49	0% n=0	0% n=0	8.51% n=4	27.66% n=13	63.83% n=30	0% n=0	↑
8. I am driven to contribute to the success of our organization.	4.49	4.28	0% n=0	0% n=0	8.51% n=4	34.04% n=16	57.45% n=27	0% n=0	↑
12. I am highly committed to and energized by my work.	4.36	4.19	0% n=0	4.26% n=2	4.26% n=2	42.55% n=20	48.94% n=23	0% n=0	↑
62. I would recommend our organization to a friend as a great place to work.	3.83	3.53	2.13% n=1	8.51% n=4	23.4% n=11	36.17% n=17	29.79% n=14	0% n=0	↑
<b>Pride</b>									
	4.27	4.06							
4. I feel great pride in the work I do.	4.57	4.33	0% n=0	2.13% n=1	4.26% n=2	27.66% n=13	65.96% n=31	0% n=0	↑
45. I feel great pride in the team of which I am a part.	4.49	4.45	4.26% n=2	0% n=0	4.26% n=2	25.53% n=12	65.96% n=31	0% n=0	↑
14. I feel great pride in being a part of our organization.	4.04	3.79	2.13% n=1	8.51% n=4	19.15% n=9	23.4% n=11	46.81% n=22	0% n=0	↑
64. I speak of our organization with pride.	3.96	3.68	0% n=0	6.38% n=3	25.53% n=12	34.04% n=16	34.04% n=16	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Communication</b>									
	<b>4.23</b>	<b>4.01</b>							
36. I have the opportunity to communicate with my supervisor.	4.60	4.38	0% n=0	2.13% n=1	6.38% n=3	21.28% n=10	70.21% n=33	0% n=0	↑
27. My supervisor and I have effective two-way communication.	4.51	4.21	0% n=0	2.13% n=1	6.38% n=3	29.79% n=14	61.7% n=29	0% n=0	↑
24. My supervisor effectively communicates his/her expectations.	4.40	4.21	0% n=0	6.38% n=3	8.51% n=4	23.4% n=11	61.7% n=29	0% n=0	↑
44. Our team effectively communicates with each other.	4.30	4.40	4.26% n=2	2.13% n=1	6.38% n=3	34.04% n=16	53.19% n=25	0% n=0	↓
26. My supervisor gives me constructive feedback about my work performance.	4.21	3.94	0% n=0	4.26% n=2	14.89% n=7	36.17% n=17	44.68% n=21	0% n=0	↑
65. I feel "in on things" that are happening at our organization.	3.34	2.91	8.51% n=4	12.77% n=6	31.91% n=15	29.79% n=14	17.02% n=8	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Relationships</b>									
	<b>4.16</b>	<b>3.98</b>							
5. I have at least one close friend at work.	4.47	4.54	0% n=0	2.13% n=1	10.64% n=5	25.53% n=12	61.7% n=29	0% n=0	↓
25. My supervisor cares about me as a person.	4.45	4.26	0% n=0	4.26% n=2	6.38% n=3	29.79% n=14	59.57% n=28	0% n=0	↑
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.40	4.30	4.26% n=2	2.13% n=1	2.13% n=1	31.91% n=15	59.57% n=28	0% n=0	↑
51. Our team has open and trusting relationships.	4.34	4.21	4.26% n=2	2.13% n=1	4.26% n=2	34.04% n=16	55.32% n=26	0% n=0	↑
32. I have an open and trusting relationship with my supervisor.	4.28	4.04	4.26% n=2	2.13% n=1	14.89% n=7	19.15% n=9	59.57% n=28	0% n=0	↑
54. Quality relationships are valued across our organization.	4.21	3.89	0% n=0	6.38% n=3	10.64% n=5	38.3% n=18	44.68% n=21	0% n=0	↑
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	4.00	3.91	0% n=0	6.38% n=3	27.66% n=13	25.53% n=12	40.43% n=19	0% n=0	↑
61. Our organization has a genuine concern and interest about me as a person.	3.70	3.30	4.26% n=2	8.51% n=4	21.28% n=10	44.68% n=21	21.28% n=10	0% n=0	↑
31. I am provided personal coaching from my supervisor.	3.55	3.36	4.26% n=2	12.77% n=6	29.79% n=14	29.79% n=14	23.4% n=11	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Innovation</b>									
	<b>4.14</b>	<b>4.11</b>							
16. I am continuously seeking ways to improve my overall productivity.	4.64	4.74	0% n=0	0% n=0	4.26% n=2	27.66% n=13	68.09% n=32	0% n=0	↓
42. Our team encourages innovation.	4.15	4.28	2.13% n=1	2.13% n=1	12.77% n=6	44.68% n=21	38.3% n=18	0% n=0	↓
69. Our organization encourages innovation.	3.64	3.32	2.13% n=1	10.64% n=5	25.53% n=12	44.68% n=21	17.02% n=8	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Satisfaction</b>	<b>4.13</b>	<b>3.91</b>							
46. I am satisfied being a part of our team.	4.47	4.40	6.38% n=3	2.13% n=1	0% n=0	21.28% n=10	70.21% n=33	0% n=0	↑
73. Overall, I am very satisfied with our organization as a place to work.	4.04	3.66	0% n=0	10.64% n=5	14.89% n=7	34.04% n=16	40.43% n=19	0% n=0	↑
13. I am satisfied with my role/work.	4.02	3.85	2.13% n=1	6.38% n=3	10.64% n=5	48.94% n=23	31.91% n=15	0% n=0	↑
20. I look forward to coming to work every day.	4.00	3.74	2.13% n=1	2.13% n=1	17.02% n=8	51.06% n=24	27.66% n=13	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Support-Equip</b>	<b>4.10</b>	<b>3.85</b>							
33. My supervisor is available for me when needs arise.	4.53	4.43	0% n=0	6.38% n=3	2.13% n=1	23.4% n=11	68.09% n=32	0% n=0	↑
34. My supervisor is actively responsive to my needs.	4.49	4.40	0% n=0	6.38% n=3	6.38% n=3	19.15% n=9	68.09% n=32	0% n=0	↑
23. I have a supportive coaching relationship with my supervisor.	4.45	4.13	0% n=0	4.26% n=2	10.64% n=5	21.28% n=10	63.83% n=30	0% n=0	↑
28. I am provided the opportunity to spend quality time with my supervisor.	3.98	3.85	0% n=0	10.64% n=5	19.15% n=9	31.91% n=15	38.3% n=18	0% n=0	↑
3. I am provided the core needs necessary for me to excel in my role.	3.77	3.15	4.26% n=2	10.64% n=5	17.02% n=8	40.43% n=19	27.66% n=13	0% n=0	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.38	3.13	4.26% n=2	21.28% n=10	21.28% n=10	38.3% n=18	14.89% n=7	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Recognition</b>	<b>4.08</b>	<b>4.03</b>							
48. Our team recognizes each other's efforts and impact.	4.34	4.43	2.13% n=1	4.26% n=2	2.13% n=1	40.43% n=19	51.06% n=24	0% n=0	↓
29. My supervisor recognizes me for a job well done.	4.30	4.04	0% n=0	6.38% n=3	6.38% n=3	38.3% n=18	48.94% n=23	0% n=0	↑
18. I have provided meaningful recognition to others in the past 10 days.	4.26	4.30	0% n=0	2.13% n=1	10.64% n=5	46.81% n=22	40.43% n=19	0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	3.77	3.89	4.26% n=2	12.77% n=6	14.89% n=7	38.3% n=18	29.79% n=14	0% n=0	↓
66. Excellence is recognized in our organization.	3.72	3.51	2.13% n=1	12.77% n=6	19.15% n=9	42.55% n=20	23.4% n=11	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Performance Planning</b>	<b>3.97</b>	<b>4.01</b>							
17. I have set the right goals for myself to excel in my role/position.	4.19	4.43	0% n=0	4.26% n=2	12.77% n=6	42.55% n=20	40.43% n=19	0% n=0	↓
37. My supervisor motivates me to achieve my goals.	4.15	4.09	0% n=0	6.38% n=3	17.02% n=8	31.91% n=15	44.68% n=21	0% n=0	↑
49. Our team effectively sets goals to further enhance our performance.	4.06	4.13	2.13% n=1	4.26% n=2	10.64% n=5	51.06% n=24	31.91% n=15	0% n=0	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.77	3.96	4.26% n=2	10.64% n=5	12.77% n=6	48.94% n=23	23.4% n=11	0% n=0	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.67	3.44	2.13% n=1	17.02% n=8	21.28% n=10	25.53% n=12	29.79% n=14	4.26% n=2	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Talent &amp; Fit</b>	<b>3.95</b>	<b>3.78</b>							
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.45	4.24	0% n=0	2.13% n=1	8.51% n=4	31.91% n=15	57.45% n=27	0% n=0	↑
56. I feel our organization is a great fit for me.	4.28	3.96	0% n=0	6.38% n=3	8.51% n=4	36.17% n=17	48.94% n=23	0% n=0	↑
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.02	4.00	6.38% n=3	2.13% n=1	12.77% n=6	38.3% n=18	38.3% n=18	2.13% n=1	↑
11. I am in a role that allows me to maximize my talents and strengths.	3.91	3.94	6.38% n=3	8.51% n=4	8.51% n=4	40.43% n=19	36.17% n=17	0% n=0	↓
72. Our organization selects highly talented individuals when hiring.	3.77	3.60	6.38% n=3	4.26% n=2	19.15% n=9	46.81% n=22	23.4% n=11	0% n=0	↑
7. I have encouraged someone to apply at our organization.	3.70	3.33	0% n=0	14.89% n=7	19.15% n=9	38.3% n=18	21.28% n=10	6.38% n=3	↑
63. Our organization selects the right people for the right job.	3.55	3.40	6.38% n=3	8.51% n=4	27.66% n=13	38.3% n=18	19.15% n=9	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Career Development</b>	<b>3.87</b>	<b>3.54</b>							
70. I would like to work at our organization long term.	4.26	3.87	0% n=0	4.26% n=2	12.77% n=6	36.17% n=17	46.81% n=22	0% n=0	↑
59. I value the career opportunities that I have at our organization.	3.94	3.48	2.13% n=1	8.51% n=4	17.02% n=8	38.3% n=18	34.04% n=16	0% n=0	↑
58. Our organization provides the experience and development for me to further my career here.	3.91	3.36	4.26% n=2	10.64% n=5	8.51% n=4	40.43% n=19	34.04% n=16	2.13% n=1	↑
60. I have the opportunity to express my career interests at our organization.	3.63	3.33	6.38% n=3	8.51% n=4	25.53% n=12	31.91% n=15	25.53% n=12	2.13% n=1	↑
71. I am aware of the career opportunities that are available for me at our organization.	3.60	3.64	4.26% n=2	10.64% n=5	27.66% n=13	36.17% n=17	21.28% n=10	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Mission Conscious</b>	<b>3.79</b>	<b>3.64</b>							
22. I am aware and knowledgeable about our organization's mission.	4.21	4.28	0% n=0	2.13% n=1	12.77% n=6	46.81% n=22	38.3% n=18	0% n=0	↓
41. My supervisor effectively communicates our organizational mission to me.	3.94	3.96	2.13% n=1	8.51% n=4	12.77% n=6	46.81% n=22	29.79% n=14	0% n=0	↓
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.70	3.36	0% n=0	19.15% n=9	14.89% n=7	42.55% n=20	23.4% n=11	0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	3.32	2.96	8.51% n=4	14.89% n=7	27.66% n=13	34.04% n=16	14.89% n=7	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Training &amp; Development</b>	<b>3.67</b>	<b>3.65</b>							
35. My supervisor supports my personal and professional development.	4.26	4.23	0% n=0	10.64% n=5	6.38% n=3	29.79% n=14	53.19% n=25	0% n=0	↑
30. My supervisor encourages opportunities for my growth and development.	3.98	3.81	0% n=0	10.64% n=5	17.02% n=8	36.17% n=17	36.17% n=17	0% n=0	↑
15. I am properly trained to achieve excellence in my work.	3.51	3.70	6.38% n=3	17.02% n=8	21.28% n=10	29.79% n=14	25.53% n=12	0% n=0	↓
6. I am provided opportunities to further my growth and development.	3.49	3.59	4.26% n=2	14.89% n=7	27.66% n=13	34.04% n=16	19.15% n=9	0% n=0	↓
67. Our organization provides the "right" training for me to excel in my role.	3.13	2.91	8.51% n=4	19.15% n=9	34.04% n=16	27.66% n=13	10.64% n=5	0% n=0	↑

## Top Items (N=47)

Question	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
2. I am fully engaged in the work that I do.	4.64	4.50	0% n=0	2.13% n=1	4.26% n=2	21.28% n=10	72.34% n=34	0% n=0	↑
16. I am continuously seeking ways to improve my overall productivity.	4.64	4.74	0% n=0	0% n=0	4.26% n=2	27.66% n=13	68.09% n=32	0% n=0	↓
36. I have the opportunity to communicate with my supervisor.	4.60	4.38	0% n=0	2.13% n=1	6.38% n=3	21.28% n=10	70.21% n=33	0% n=0	↑
4. I feel great pride in the work I do.	4.57	4.33	0% n=0	2.13% n=1	4.26% n=2	27.66% n=13	65.96% n=31	0% n=0	↑
52. Our team strives to pursue excellence.	4.55	4.38	4.26% n=2	0% n=0	0% n=0	27.66% n=13	68.09% n=32	0% n=0	↑
53. I am committed to the success of our organization.	4.55	4.49	0% n=0	0% n=0	8.51% n=4	27.66% n=13	63.83% n=30	0% n=0	↑

## Bottom Items (N=47)

Question	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
67. Our organization provides the "right" training for me to excel in my role.	3.13	2.91	8.51% n=4	19.15% n=9	34.04% n=16	27.66% n=13	10.64% n=5	0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	3.32	2.96	8.51% n=4	14.89% n=7	27.66% n=13	34.04% n=16	14.89% n=7	0% n=0	↑
65. I feel "in on things" that are happening at our organization.	3.34	2.91	8.51% n=4	12.77% n=6	31.91% n=15	29.79% n=14	17.02% n=8	0% n=0	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.38	3.13	4.26% n=2	21.28% n=10	21.28% n=10	38.3% n=18	14.89% n=7	0% n=0	↑
6. I am provided opportunities to further my growth and development.	3.49	3.59	4.26% n=2	14.89% n=7	27.66% n=13	34.04% n=16	19.15% n=9	0% n=0	↓



## DEI+ (N=47)

Dimension	Mean	Previous Mean	(+/-) Change
Diversity	4.08	3.82	↑
Inclusion	4.26	3.98	↑
Equity	4.12	3.79	↑
Transformative Commitments	4.53	4.40	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Diversity</b>	<b>4.08</b>	<b>3.82</b>							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.79	4.77	0% n=0	0% n=0	0% n=0	21.28% n=10	78.72% n=37	0% n=0	↑
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.32	4.38	0% n=0	0% n=0	12.77% n=6	42.55% n=20	44.68% n=21	0% n=0	↓
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.98	3.64	0% n=0	8.51% n=4	10.64% n=5	55.32% n=26	25.53% n=12	0% n=0	↑
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.85	3.36	6.38% n=3	4.26% n=2	17.02% n=8	42.55% n=20	29.79% n=14	0% n=0	↑
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.85	3.28	4.26% n=2	6.38% n=3	17.02% n=8	44.68% n=21	27.66% n=13	0% n=0	↑
75. Our organization demonstrates quality efforts in building a culture of diversity.	3.70	3.49	6.38% n=3	6.38% n=3	23.4% n=11	38.3% n=18	25.53% n=12	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Inclusion</b>	<b>4.26</b>	<b>3.98</b>							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.79	4.77	0% n=0	0% n=0	0% n=0	21.28% n=10	78.72% n=37	0% n=0	↑
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.79	4.62	0% n=0	0% n=0	2.13% n=1	17.02% n=8	80.85% n=38	0% n=0	↑
82. I value the contributions of all team members.	4.66	4.68	0% n=0	0% n=0	2.13% n=1	29.79% n=14	68.09% n=32	0% n=0	↓
97. Our organization is a safe place for people of color to work and be successful.	4.54	4.38	0% n=0	0% n=0	6.38% n=3	31.91% n=15	59.57% n=28	2.13% n=1	↑
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.45	4.32	0% n=0	2.13% n=1	4.26% n=2	40.43% n=19	53.19% n=25	0% n=0	↑
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.38	4.06	0% n=0	6.38% n=3	8.51% n=4	25.53% n=12	59.57% n=28	0% n=0	↑
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.34	4.21	0% n=0	2.13% n=1	8.51% n=4	42.55% n=20	46.81% n=22	0% n=0	↑
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.34	4.00	0% n=0	2.13% n=1	14.89% n=7	29.79% n=14	53.19% n=25	0% n=0	↑
98. We have a workplace that promotes a professional and inclusive culture, where all are respected, treated with dignity, and supported for success and potential to be realized.	4.32	3.85	0% n=0	6.38% n=3	10.64% n=5	27.66% n=13	55.32% n=26	0% n=0	↑
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.32	4.38	0% n=0	0% n=0	12.77% n=6	42.55% n=20	44.68% n=21	0% n=0	↓
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.23	3.91	0% n=0	2.13% n=1	6.38% n=3	57.45% n=27	34.04% n=16	0% n=0	↑
87. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.09	3.81	0% n=0	4.26% n=2	12.77% n=6	53.19% n=25	29.79% n=14	0% n=0	↑
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.98	3.64	0% n=0	8.51% n=4	10.64% n=5	55.32% n=26	25.53% n=12	0% n=0	↑
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.94	3.62	0% n=0	12.77% n=6	12.77% n=6	42.55% n=20	31.91% n=15	0% n=0	↑
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.89	3.55	4.26% n=2	6.38% n=3	10.64% n=5	53.19% n=25	25.53% n=12	0% n=0	↑
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.85	3.36	6.38% n=3	4.26% n=2	17.02% n=8	42.55% n=20	29.79% n=14	0% n=0	↑
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.85	3.28	4.26% n=2	6.38% n=3	17.02% n=8	44.68% n=21	27.66% n=13	0% n=0	↑
81. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	3.83	3.15	4.26% n=2	6.38% n=3	12.77% n=6	55.32% n=26	21.28% n=10	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Equity</b>									
	<b>4.12</b>	<b>3.79</b>							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.79	4.77	0% n=0	0% n=0	0% n=0	21.28% n=10	78.72% n=37	0% n=0	↑
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.96	3.68	2.13% n=1	6.38% n=3	17.02% n=8	42.55% n=20	31.91% n=15	0% n=0	↑
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.89	3.55	4.26% n=2	6.38% n=3	10.64% n=5	53.19% n=25	25.53% n=12	0% n=0	↑
81. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	3.83	3.15	4.26% n=2	6.38% n=3	12.77% n=6	55.32% n=26	21.28% n=10	0% n=0	↑
	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Transformative Commitments</b>									
	<b>4.53</b>	<b>4.40</b>							
95. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.81	4.77	0% n=0	0% n=0	2.13% n=1	14.89% n=7	82.98% n=39	0% n=0	↑
91. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.72	4.70	0% n=0	0% n=0	2.13% n=1	23.4% n=11	74.47% n=35	0% n=0	↑
90. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.40	4.36	0% n=0	4.26% n=2	6.38% n=3	34.04% n=16	55.32% n=26	0% n=0	↑
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.17	3.77	0% n=0	6.38% n=3	14.89% n=7	34.04% n=16	44.68% n=21	0% n=0	↑

## DEI+ Questions Rank Ordered According to Mean (N=47)

Question	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
95. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.81	4.77	0% n=0	0% n=0	2.13% n=1	14.89% n=7	82.98% n=39	0% n=0	↑
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.79	4.77	0% n=0	0% n=0	0% n=0	21.28% n=10	78.72% n=37	0% n=0	↑
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.79	4.62	0% n=0	0% n=0	2.13% n=1	17.02% n=8	80.85% n=38	0% n=0	↑
91. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.72	4.70	0% n=0	0% n=0	2.13% n=1	23.4% n=11	74.47% n=35	0% n=0	↑
82. I value the contributions of all team members.	4.66	4.68	0% n=0	0% n=0	2.13% n=1	29.79% n=14	68.09% n=32	0% n=0	↓
97. Our organization is a safe place for people of color to work and be successful.	4.54	4.38	0% n=0	0% n=0	6.38% n=3	31.91% n=15	59.57% n=28	2.13% n=1	↑
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.45	4.32	0% n=0	2.13% n=1	4.26% n=2	40.43% n=19	53.19% n=25	0% n=0	↑
90. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.40	4.36	0% n=0	4.26% n=2	6.38% n=3	34.04% n=16	55.32% n=26	0% n=0	↑
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.38	4.06	0% n=0	6.38% n=3	8.51% n=4	25.53% n=12	59.57% n=28	0% n=0	↑
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.34	4.21	0% n=0	2.13% n=1	8.51% n=4	42.55% n=20	46.81% n=22	0% n=0	↑
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.34	4.00	0% n=0	2.13% n=1	14.89% n=7	29.79% n=14	53.19% n=25	0% n=0	↑
98. We have a workplace that promotes a professional and inclusive culture, where all are respected, treated with dignity, and supported for success and potential to be realized.	4.32	3.85	0% n=0	6.38% n=3	10.64% n=5	27.66% n=13	55.32% n=26	0% n=0	↑
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.32	4.38	0% n=0	0% n=0	12.77% n=6	42.55% n=20	44.68% n=21	0% n=0	↓
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.23	3.91	0% n=0	2.13% n=1	6.38% n=3	57.45% n=27	34.04% n=16	0% n=0	↑
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.17	3.77	0% n=0	6.38% n=3	14.89% n=7	34.04% n=16	44.68% n=21	0% n=0	↑
87. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.09	3.81	0% n=0	4.26% n=2	12.77% n=6	53.19% n=25	29.79% n=14	0% n=0	↑
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.98	3.64	0% n=0	8.51% n=4	10.64% n=5	55.32% n=26	25.53% n=12	0% n=0	↑
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.96	3.68	2.13% n=1	6.38% n=3	17.02% n=8	42.55% n=20	31.91% n=15	0% n=0	↑
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.94	3.62	0% n=0	12.77% n=6	12.77% n=6	42.55% n=20	31.91% n=15	0% n=0	↑
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.89	3.55	4.26% n=2	6.38% n=3	10.64% n=5	53.19% n=25	25.53% n=12	0% n=0	↑

76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.85	3.36	6.38% n=3	4.26% n=2	17.02% n=8	42.55% n=20	29.79% n=14	0% n=0	↑
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.85	3.28	4.26% n=2	6.38% n=3	17.02% n=8	44.68% n=21	27.66% n=13	0% n=0	↑
81. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	3.83	3.15	4.26% n=2	6.38% n=3	12.77% n=6	55.32% n=26	21.28% n=10	0% n=0	↑
75. Our organization demonstrates quality efforts in building a culture of diversity.	3.70	3.49	6.38% n=3	6.38% n=3	23.4% n=11	38.3% n=18	25.53% n=12	0% n=0	↑

## Rank Ordered Questions According to Mean (N=47)

Question	Mean	Previous Mean	(+/-) Change	Dimension
95. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	4.81	4.77	↑	DEI+
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.79	4.77	↑	DEI+
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.79	4.62	↑	DEI+
91. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.72	4.70	↑	DEI+
82. I value the contributions of all team members.	4.66	4.68	↓	DEI+
97. Our organization is a safe place for people of color to work and be successful.	4.54	4.38	↑	DEI+
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.45	4.32	↑	DEI+
90. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.40	4.36	↑	DEI+
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.38	4.06	↑	DEI+
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.34	4.21	↑	DEI+
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.34	4.00	↑	DEI+
98. We have a workplace that promotes a professional and inclusive culture, where all are respected, treated with dignity, and supported for success and potential to be realized.	4.32	3.85	↑	DEI+
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.32	4.38	↓	DEI+
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.23	3.91	↑	DEI+
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.17	3.77	↑	DEI+
87. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.09	3.81	↑	DEI+
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.98	3.64	↑	DEI+
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.96	3.68	↑	DEI+
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.94	3.62	↑	DEI+
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.89	3.55	↑	DEI+
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.85	3.36	↑	DEI+
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.85	3.28	↑	DEI+
81. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	3.83	3.15	↑	DEI+

75. Our organization demonstrates quality efforts in building a culture of diversity.

3.70

3.49



DEI+

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# Humanex Ventures Cultural Assessment Index Satisfaction/Engagement 3x3

