



INSIGHTeX DEI+

Glen Ellyn 41

Glen Ellyn 41 - Benjamin Franklin

September 2022

Dimensions (N=68)

Dimension	Mean	Previous Mean	(+/-) Change
Continuous Improvement	4.45	4.29	↑
Quality	4.39	4.36	↑
Engage-Inspire	4.35	4.25	↑
Pride	4.30	4.12	↑
Innovation	4.21	4.00	↑
Recognition	4.09	3.75	↑
Satisfaction	4.09	3.94	↑
Relationships	4.08	3.72	↑
Talent & Fit	4.06	3.77	↑
Career Development	3.99	3.65	↑
Performance Planning	3.97	3.67	↑
Communication	3.96	3.59	↑
Support-Equip	3.93	3.38	↑
Mission Conscious	3.90	3.53	↑
Training & Development	3.84	3.65	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Continuous Improvement	4.45	4.29							
52. Our team strives to pursue excellence.	4.63	4.47	0% n=0	0% n=0	4.41% n=3	27.94% n=19	66.18% n=45	1.47% n=1	↑
21. I strive to find a better way every day.	4.49	4.53	0% n=0	0% n=0	1.47% n=1	48.53% n=33	50% n=34	0% n=0	↓
55. I am part of an organization that continues to pursue excellence every day.	4.22	3.87	0% n=0	5.88% n=4	16.18% n=11	27.94% n=19	50% n=34	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Quality	4.39	4.36							
43. My teammates demonstrate a commitment to quality work and excellence.	4.59	4.64	0% n=0	1.47% n=1	2.94% n=2	29.41% n=20	63.24% n=43	2.94% n=2	↓
47. I am on a team that encourages each member to surpass expectations.	4.38	4.46	0% n=0	2.94% n=2	11.76% n=8	27.94% n=19	54.41% n=37	2.94% n=2	↓
57. Our organization is committed to quality work and excellence.	4.21	3.98	0% n=0	7.35% n=5	11.76% n=8	33.82% n=23	47.06% n=32	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Engage-Inspire	4.35	4.25							
8. I am driven to contribute to the success of our organization.	4.58	4.49	1.47% n=1	0% n=0	7.35% n=5	20.59% n=14	69.12% n=47	1.47% n=1	↑
2. I am fully engaged in the work that I do.	4.54	4.62	1.47% n=1	2.94% n=2	4.41% n=3	22.06% n=15	69.12% n=47	0% n=0	↓
53. I am committed to the success of our organization.	4.51	4.40	0% n=0	0% n=0	5.88% n=4	36.76% n=25	57.35% n=39	0% n=0	↑
12. I am highly committed to and energized by my work.	4.32	4.34	1.47% n=1	1.47% n=1	10.29% n=7	36.76% n=25	50% n=34	0% n=0	↓
62. I would recommend our organization to a friend as a great place to work.	3.81	3.38	4.41% n=3	10.29% n=7	23.53% n=16	23.53% n=16	38.24% n=26	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Pride	4.30	4.12							
4. I feel great pride in the work I do.	4.65	4.58	0% n=0	1.47% n=1	2.94% n=2	25% n=17	70.59% n=48	0% n=0	↑
45. I feel great pride in the team of which I am a part.	4.40	4.55	0% n=0	1.47% n=1	16.18% n=11	22.06% n=15	58.82% n=40	1.47% n=1	↓
14. I feel great pride in being a part of our organization.	4.15	3.81	2.94% n=2	5.88% n=4	11.76% n=8	29.41% n=20	47.06% n=32	2.94% n=2	↑
64. I speak of our organization with pride.	3.99	3.55	2.94% n=2	4.41% n=3	20.59% n=14	35.29% n=24	36.76% n=25	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Innovation									
	4.21	4.00							
16. I am continuously seeking ways to improve my overall productivity.	4.73	4.53	0% n=0	0% n=0	1.47% n=1	23.53% n=16	73.53% n=50	1.47% n=1	↑
42. Our team encourages innovation.	4.25	4.13	1.47% n=1	4.41% n=3	8.82% n=6	38.24% n=26	47.06% n=32	0% n=0	↑
69. Our organization encourages innovation.	3.66	3.34	4.41% n=3	8.82% n=6	25% n=17	39.71% n=27	22.06% n=15	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Recognition									
	4.09	3.75							
48. Our team recognizes each other's efforts and impact.	4.40	4.51	0% n=0	2.94% n=2	13.24% n=9	23.53% n=16	58.82% n=40	1.47% n=1	↓
18. I have provided meaningful recognition to others in the past 10 days.	4.40	4.23	1.47% n=1	1.47% n=1	5.88% n=4	38.24% n=26	52.94% n=36	0% n=0	↑
29. My supervisor recognizes me for a job well done.	3.99	3.45	2.94% n=2	10.29% n=7	13.24% n=9	30.88% n=21	41.18% n=28	1.47% n=1	↑
66. Excellence is recognized in our organization.	3.91	3.42	1.47% n=1	4.41% n=3	29.41% n=20	30.88% n=21	33.82% n=23	0% n=0	↑
9. I have received meaningful recognition in the past 10 days.	3.76	3.13	7.35% n=5	11.76% n=8	11.76% n=8	35.29% n=24	33.82% n=23	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Satisfaction									
	4.09	3.94							
46. I am satisfied being a part of our team.	4.33	4.51	0% n=0	7.35% n=5	10.29% n=7	23.53% n=16	57.35% n=39	1.47% n=1	↓
13. I am satisfied with my role/work.	4.13	3.87	1.47% n=1	7.35% n=5	10.29% n=7	36.76% n=25	42.65% n=29	1.47% n=1	↑
20. I look forward to coming to work every day.	3.99	3.75	2.94% n=2	7.35% n=5	17.65% n=12	32.35% n=22	39.71% n=27	0% n=0	↑
73. Overall, I am very satisfied with our organization as a place to work.	3.91	3.64	1.47% n=1	7.35% n=5	22.06% n=15	36.76% n=25	32.35% n=22	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Relationships									
	4.08	3.72							
5. I have at least one close friend at work.	4.61	4.42	0% n=0	2.94% n=2	4.41% n=3	20.59% n=14	70.59% n=48	1.47% n=1	↑
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.33	4.29	1.47% n=1	4.41% n=3	8.82% n=6	26.47% n=18	52.94% n=36	5.88% n=4	↑
54. Quality relationships are valued across our organization.	4.26	3.98	0% n=0	2.94% n=2	14.71% n=10	35.29% n=24	47.06% n=32	0% n=0	↑
51. Our team has open and trusting relationships.	4.22	4.25	1.47% n=1	5.88% n=4	16.18% n=11	20.59% n=14	54.41% n=37	1.47% n=1	↓
25. My supervisor cares about me as a person.	4.21	3.79	1.47% n=1	7.35% n=5	13.24% n=9	23.53% n=16	52.94% n=36	1.47% n=1	↑
32. I have an open and trusting relationship with my supervisor.	4.01	3.51	4.41% n=3	10.29% n=7	13.24% n=9	22.06% n=15	48.53% n=33	1.47% n=1	↑
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.82	3.21	2.94% n=2	14.71% n=10	17.65% n=12	23.53% n=16	38.24% n=26	2.94% n=2	↑
61. Our organization has a genuine concern and interest about me as a person.	3.63	3.13	2.94% n=2	20.59% n=14	17.65% n=12	27.94% n=19	30.88% n=21	0% n=0	↑
31. I am provided personal coaching from my supervisor.	3.60	2.92	7.35% n=5	14.71% n=10	17.65% n=12	25% n=17	30.88% n=21	4.41% n=3	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Talent & Fit									
	4.06	3.77							
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.53	4.45	1.47% n=1	2.94% n=2	2.94% n=2	26.47% n=18	66.18% n=45	0% n=0	↑
11. I am in a role that allows me to maximize my talents and strengths.	4.30	3.96	2.94% n=2	1.47% n=1	8.82% n=6	35.29% n=24	50% n=34	1.47% n=1	↑
56. I feel our organization is a great fit for me.	4.19	4.04	0% n=0	4.41% n=3	14.71% n=10	38.24% n=26	42.65% n=29	0% n=0	↑
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.94	3.67	2.94% n=2	8.82% n=6	17.65% n=12	29.41% n=20	38.24% n=26	2.94% n=2	↑
72. Our organization selects highly talented individuals when hiring.	3.87	3.49	1.47% n=1	7.35% n=5	22.06% n=15	41.18% n=28	27.94% n=19	0% n=0	↑
7. I have encouraged someone to apply at our organization.	3.85	3.42	4.41% n=3	10.29% n=7	14.71% n=10	25% n=17	35.29% n=24	10.29% n=7	↑
63. Our organization selects the right people for the right job.	3.75	3.38	4.41% n=3	4.41% n=3	32.35% n=22	27.94% n=19	29.41% n=20	1.47% n=1	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Career Development	3.99	3.65							
70. I would like to work at our organization long term.	4.10	3.94	1.47% n=1	5.88% n=4	14.71% n=10	35.29% n=24	41.18% n=28	1.47% n=1	↑
58. Our organization provides the experience and development for me to further my career here.	4.01	3.65	0% n=0	10.29% n=7	20.59% n=14	26.47% n=18	42.65% n=29	0% n=0	↑
59. I value the career opportunities that I have at our organization.	3.98	3.59	1.47% n=1	5.88% n=4	19.12% n=13	36.76% n=25	33.82% n=23	2.94% n=2	↑
71. I am aware of the career opportunities that are available for me at our organization.	3.94	3.51	1.47% n=1	7.35% n=5	17.65% n=12	38.24% n=26	30.88% n=21	4.41% n=3	↑
60. I have the opportunity to express my career interests at our organization.	3.94	3.58	1.47% n=1	7.35% n=5	19.12% n=13	32.35% n=22	32.35% n=22	7.35% n=5	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Performance Planning	3.97	3.67							
17. I have set the right goals for myself to excel in my role/position.	4.38	4.38	0% n=0	0% n=0	5.88% n=4	50% n=34	44.12% n=30	0% n=0	=
49. Our team effectively sets goals to further enhance our performance.	4.28	4.17	1.47% n=1	1.47% n=1	16.18% n=11	25% n=17	50% n=34	5.88% n=4	↑
37. My supervisor motivates me to achieve my goals.	3.88	3.40	5.88% n=4	8.82% n=6	14.71% n=10	29.41% n=20	38.24% n=26	2.94% n=2	↑
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.81	3.49	2.94% n=2	8.82% n=6	27.94% n=19	23.53% n=16	35.29% n=24	1.47% n=1	↑
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.52	2.92	4.41% n=3	20.59% n=14	22.06% n=15	7.35% n=5	33.82% n=23	11.76% n=8	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Communication	3.96	3.59							
44. Our team effectively communicates with each other.	4.34	4.43	0% n=0	7.35% n=5	10.29% n=7	22.06% n=15	58.82% n=40	1.47% n=1	↓
36. I have the opportunity to communicate with my supervisor.	4.12	3.74	1.47% n=1	7.35% n=5	14.71% n=10	29.41% n=20	45.59% n=31	1.47% n=1	↑
24. My supervisor effectively communicates his/her expectations.	3.99	3.49	7.35% n=5	4.41% n=3	11.76% n=8	33.82% n=23	41.18% n=28	1.47% n=1	↑
27. My supervisor and I have effective two-way communication.	3.97	3.53	7.35% n=5	7.35% n=5	11.76% n=8	26.47% n=18	45.59% n=31	1.47% n=1	↑
26. My supervisor gives me constructive feedback about my work performance.	3.79	3.34	2.94% n=2	16.18% n=11	16.18% n=11	26.47% n=18	36.76% n=25	1.47% n=1	↑
65. I feel "in on things" that are happening at our organization.	3.53	3.00	7.35% n=5	13.24% n=9	26.47% n=18	25% n=17	27.94% n=19	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Support-Equip	3.93	3.38							
33. My supervisor is available for me when needs arise.	4.12	3.64	4.41% n=3	5.88% n=4	8.82% n=6	33.82% n=23	45.59% n=31	1.47% n=1	↑
23. I have a supportive coaching relationship with my supervisor.	4.11	3.47	2.94% n=2	7.35% n=5	14.71% n=10	23.53% n=16	48.53% n=33	2.94% n=2	↑
34. My supervisor is actively responsive to my needs.	3.97	3.62	2.94% n=2	11.76% n=8	13.24% n=9	27.94% n=19	42.65% n=29	1.47% n=1	↑
28. I am provided the opportunity to spend quality time with my supervisor.	3.88	3.06	5.88% n=4	11.76% n=8	7.35% n=5	36.76% n=25	36.76% n=25	1.47% n=1	↑
3. I am provided the core needs necessary for me to excel in my role.	3.88	3.43	2.94% n=2	14.71% n=10	10.29% n=7	35.29% n=24	36.76% n=25	0% n=0	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.63	3.06	5.88% n=4	16.18% n=11	11.76% n=8	41.18% n=28	25% n=17	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Mission Conscious	3.90	3.53							
22. I am aware and knowledgeable about our organization's mission.	4.37	4.08	0% n=0	1.47% n=1	7.35% n=5	44.12% n=30	47.06% n=32	0% n=0	↑
41. My supervisor effectively communicates our organizational mission to me.	3.94	3.56	1.47% n=1	8.82% n=6	16.18% n=11	39.71% n=27	32.35% n=22	1.47% n=1	↑
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.82	3.53	1.47% n=1	10.29% n=7	22.06% n=15	36.76% n=25	29.41% n=20	0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	3.48	2.94	5.88% n=4	16.18% n=11	23.53% n=16	30.88% n=21	22.06% n=15	1.47% n=1	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Training & Development	3.84	3.65							
35. My supervisor supports my personal and professional development.	4.04	3.91	1.47% n=1	5.88% n=4	19.12% n=13	32.35% n=22	39.71% n=27	1.47% n=1	↑
15. I am properly trained to achieve excellence in my work.	3.99	3.74	1.47% n=1	14.71% n=10	8.82% n=6	33.82% n=23	41.18% n=28	0% n=0	↑
30. My supervisor encourages opportunities for my growth and development.	3.89	3.46	4.41% n=3	5.88% n=4	23.53% n=16	25% n=17	38.24% n=26	2.94% n=2	↑
6. I am provided opportunities to further my growth and development.	3.79	4.06	0% n=0	11.76% n=8	27.94% n=19	27.94% n=19	30.88% n=21	1.47% n=1	↓
67. Our organization provides the "right" training for me to excel in my role.	3.49	3.06	2.94% n=2	17.65% n=12	27.94% n=19	30.88% n=21	20.59% n=14	0% n=0	↑

Top Items (N=68)

Question	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
16. I am continuously seeking ways to improve my overall productivity.	4.73	4.53	0% n=0	0% n=0	1.47% n=1	23.53% n=16	73.53% n=50	1.47% n=1	↑
4. I feel great pride in the work I do.	4.65	4.58	0% n=0	1.47% n=1	2.94% n=2	25% n=17	70.59% n=48	0% n=0	↑
52. Our team strives to pursue excellence.	4.63	4.47	0% n=0	0% n=0	4.41% n=3	27.94% n=19	66.18% n=45	1.47% n=1	↑
5. I have at least one close friend at work.	4.61	4.42	0% n=0	2.94% n=2	4.41% n=3	20.59% n=14	70.59% n=48	1.47% n=1	↑
43. My teammates demonstrate a commitment to quality work and excellence.	4.59	4.64	0% n=0	1.47% n=1	2.94% n=2	29.41% n=20	63.24% n=43	2.94% n=2	↓

Bottom Items (N=68)

Question	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
68. Business decisions made are consistent with our mission and core values.	3.48	2.94	5.88% n=4	16.18% n=11	23.53% n=16	30.88% n=21	22.06% n=15	1.47% n=1	↑
67. Our organization provides the "right" training for me to excel in my role.	3.49	3.06	2.94% n=2	17.65% n=12	27.94% n=19	30.88% n=21	20.59% n=14	0% n=0	↑
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.52	2.92	4.41% n=3	20.59% n=14	22.06% n=15	7.35% n=5	33.82% n=23	11.76% n=8	↑
65. I feel "in on things" that are happening at our organization.	3.53	3.00	7.35% n=5	13.24% n=9	26.47% n=18	25% n=17	27.94% n=19	0% n=0	↑
31. I am provided personal coaching from my supervisor.	3.60	2.92	7.35% n=5	14.71% n=10	17.65% n=12	25% n=17	30.88% n=21	4.41% n=3	↑

DEI+ (N=68)

Dimension	Mean	Previous Mean	(+/-) Change
Diversity	4.05	3.86	↑
Inclusion	4.21	4.02	↑
Equity	4.09	3.82	↑
Transformative Commitments	4.48	4.45	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Diversity	4.05	3.86							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.65	4.66	0% n=0	0% n=0	0% n=0	35.29% n=24	64.71% n=44	0% n=0	↓
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.22	4.09	1.47% n=1	4.41% n=3	8.82% n=6	41.18% n=28	44.12% n=30	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.	4.07	3.81	1.47% n=1	4.41% n=3	14.71% n=10	44.12% n=30	35.29% n=24	0% n=0	↑
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.82	3.40	1.47% n=1	10.29% n=7	20.59% n=14	39.71% n=27	27.94% n=19	0% n=0	↑
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.81	3.74	4.41% n=3	8.82% n=6	20.59% n=14	33.82% n=23	32.35% n=22	0% n=0	↑
75. Our organization demonstrates quality efforts in building a culture of diversity.	3.74	3.45	0% n=0	14.71% n=10	25% n=17	32.35% n=22	27.94% n=19	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Inclusion	4.21	4.02							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.65	4.66	0% n=0	0% n=0	0% n=0	35.29% n=24	64.71% n=44	0% n=0	↓
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.60	4.68	0% n=0	0% n=0	5.88% n=4	27.94% n=19	66.18% n=45	0% n=0	↓
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.51	4.21	0% n=0	1.47% n=1	1.47% n=1	41.18% n=28	55.88% n=38	0% n=0	↑
82. I value the contributions of all team members.	4.50	4.49	0% n=0	0% n=0	2.94% n=2	44.12% n=30	52.94% n=36	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.	4.38	4.09	0% n=0	1.47% n=1	11.76% n=8	33.82% n=23	52.94% n=36	0% n=0	↑
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.34	4.15	1.47% n=1	0% n=0	8.82% n=6	42.65% n=29	47.06% n=32	0% n=0	↑
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.34	4.42	0% n=0	2.94% n=2	8.82% n=6	38.24% n=26	48.53% n=33	1.47% n=1	↓
97. Our organization is a safe place for people of color to work and be successful.	4.31	4.25	0% n=0	0% n=0	17.65% n=12	32.35% n=22	48.53% n=33	1.47% n=1	↑
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.22	4.09	1.47% n=1	4.41% n=3	8.82% n=6	41.18% n=28	44.12% n=30	0% n=0	↑
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.18	4.09	0% n=0	1.47% n=1	19.12% n=13	39.71% n=27	39.71% n=27	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.	4.15	3.85	0% n=0	4.41% n=3	17.65% n=12	36.76% n=25	41.18% n=28	0% n=0	↑
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.10	3.91	0% n=0	4.41% n=3	19.12% n=13	38.24% n=26	38.24% n=26	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.	4.07	3.81	1.47% n=1	4.41% n=3	14.71% n=10	44.12% n=30	35.29% n=24	0% n=0	↑
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.97	3.47	1.47% n=1	8.82% n=6	16.18% n=11	38.24% n=26	35.29% n=24	0% n=0	↑
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.93	3.51	5.88% n=4	0% n=0	27.94% n=19	27.94% n=19	38.24% n=26	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.	3.85	3.57	2.94% n=2	8.82% n=6	19.12% n=13	38.24% n=26	30.88% n=21	0% n=0	↑
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.82	3.40	1.47% n=1	10.29% n=7	20.59% n=14	39.71% n=27	27.94% n=19	0% n=0	↑
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.81	3.74	4.41% n=3	8.82% n=6	20.59% n=14	33.82% n=23	32.35% n=22	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Equity	4.09	3.82							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.65	4.66	0% n=0	0% n=0	0% n=0	35.29% n=24	64.71% n=44	0% n=0	↓
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.94	3.55	2.94% n=2	4.41% n=3	22.06% n=15	36.76% n=25	33.82% n=23	0% n=0	↑
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.93	3.51	5.88% n=4	0% n=0	27.94% n=19	27.94% n=19	38.24% n=26	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.	3.85	3.57	2.94% n=2	8.82% n=6	19.12% n=13	38.24% n=26	30.88% n=21	0% n=0	↑
	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Transformative Commitments	4.48	4.45							
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.	4.71	4.70	0% n=0	0% n=0	0% n=0	29.41% n=20	70.59% n=48	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.	4.66	4.68	0% n=0	0% n=0	1.47% n=1	30.88% n=21	67.65% n=46	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.	4.38	4.40	0% n=0	0% n=0	7.35% n=5	47.06% n=32	45.59% n=31	0% n=0	↓
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.16	4.02	0% n=0	2.94% n=2	17.65% n=12	39.71% n=27	39.71% n=27	0% n=0	↑

DEI+ Questions Rank Ordered According to Mean (N=68)

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.	4.71	4.70	0% n=0	0% n=0	0% n=0	29.41% n=20	70.59% n=48	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.	4.66	4.68	0% n=0	0% n=0	1.47% n=1	30.88% n=21	67.65% n=46	0% n=0	↓
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.65	4.66	0% n=0	0% n=0	0% n=0	35.29% n=24	64.71% n=44	0% n=0	↓
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.60	4.68	0% n=0	0% n=0	5.88% n=4	27.94% n=19	66.18% n=45	0% n=0	↓
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.51	4.21	0% n=0	1.47% n=1	1.47% n=1	41.18% n=28	55.88% n=38	0% n=0	↑
82. I value the contributions of all team members.	4.50	4.49	0% n=0	0% n=0	2.94% n=2	44.12% n=30	52.94% n=36	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.	4.38	4.09	0% n=0	1.47% n=1	11.76% n=8	33.82% n=23	52.94% n=36	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.	4.38	4.40	0% n=0	0% n=0	7.35% n=5	47.06% n=32	45.59% n=31	0% n=0	↓
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.34	4.15	1.47% n=1	0% n=0	8.82% n=6	42.65% n=29	47.06% n=32	0% n=0	↑
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.34	4.42	0% n=0	2.94% n=2	8.82% n=6	38.24% n=26	48.53% n=33	1.47% n=1	↓
97. Our organization is a safe place for people of color to work and be successful.	4.31	4.25	0% n=0	0% n=0	17.65% n=12	32.35% n=22	48.53% n=33	1.47% n=1	↑
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.22	4.09	1.47% n=1	4.41% n=3	8.82% n=6	41.18% n=28	44.12% n=30	0% n=0	↑
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.18	4.09	0% n=0	1.47% n=1	19.12% n=13	39.71% n=27	39.71% n=27	0% n=0	↑
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.16	4.02	0% n=0	2.94% n=2	17.65% n=12	39.71% n=27	39.71% n=27	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.	4.15	3.85	0% n=0	4.41% n=3	17.65% n=12	36.76% n=25	41.18% n=28	0% n=0	↑
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.10	3.91	0% n=0	4.41% n=3	19.12% n=13	38.24% n=26	38.24% n=26	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.	4.07	3.81	1.47% n=1	4.41% n=3	14.71% n=10	44.12% n=30	35.29% n=24	0% n=0	↑
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.97	3.47	1.47% n=1	8.82% n=6	16.18% n=11	38.24% n=26	35.29% n=24	0% n=0	↑
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.94	3.55	2.94% n=2	4.41% n=3	22.06% n=15	36.76% n=25	33.82% n=23	0% n=0	↑
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.93	3.51	5.88% n=4	0% n=0	27.94% n=19	27.94% n=19	38.24% n=26	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.	3.85	3.57	2.94% n=2	8.82% n=6	19.12% n=13	38.24% n=26	30.88% n=21	0% n=0	↑
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.82	3.40	1.47% n=1	10.29% n=7	20.59% n=14	39.71% n=27	27.94% n=19	0% n=0	↑
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.81	3.74	4.41% n=3	8.82% n=6	20.59% n=14	33.82% n=23	32.35% n=22	0% n=0	↑
75. Our organization demonstrates quality efforts in building a culture of diversity.	3.74	3.45	0% n=0	14.71% n=10	25% n=17	32.35% n=22	27.94% n=19	0% n=0	↑

Rank Ordered Questions According to Mean (N=68)

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.	4.71	4.70	↑	DEI+
91. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.66	4.68	↓	DEI+
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.65	4.66	↓	DEI+
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.60	4.68	↓	DEI+
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.51	4.21	↑	DEI+
82. I value the contributions of all team members.	4.50	4.49	↑	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.	4.38	4.09	↑	DEI+
90. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.38	4.40	↓	DEI+
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.34	4.15	↑	DEI+
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.34	4.42	↓	DEI+
97. Our organization is a safe place for people of color to work and be successful.	4.31	4.25	↑	DEI+
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.22	4.09	↑	DEI+
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.18	4.09	↑	DEI+
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.16	4.02	↑	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.	4.15	3.85	↑	DEI+
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.10	3.91	↑	DEI+
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	4.07	3.81	↑	DEI+
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.97	3.47	↑	DEI+
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.94	3.55	↑	DEI+
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.93	3.51	↑	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.	3.85	3.57	↑	DEI+
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.82	3.40	↑	DEI+
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.81	3.74	↑	DEI+

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

3.74

3.45



DEI+

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