



# INSIGHTeX DEI+

Glen Ellyn 41

Glen Ellyn 41 - Central Services Office/Admin

September 2022

## Dimensions (N=27)

Dimension	Mean	Previous Mean	(+/-) Change
Engage-Inspire	4.43	4.40	↑
Pride	4.31	4.36	↓
Continuous Improvement	4.28	4.55	↓
Quality	4.26	4.62	↓
Talent & Fit	4.18	4.10	↑
Innovation	4.16	4.43	↓
Satisfaction	4.08	4.30	↓
Training & Development	4.01	4.29	↓
Career Development	4.00	4.15	↓
Relationships	3.94	4.29	↓
Mission Conscious	3.89	4.22	↓
Recognition	3.86	4.19	↓
Performance Planning	3.85	4.15	↓
Communication	3.84	4.25	↓
Support-Equip	3.84	4.33	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Engage-Inspire</b>	<b>4.43</b>	<b>4.40</b>							
2. I am fully engaged in the work that I do.	4.67	4.32	0% n=0	0% n=0	3.7% n=1	25.93% n=7	70.37% n=19	0% n=0	↑
53. I am committed to the success of our organization.	4.59	4.68	0% n=0	0% n=0	3.7% n=1	33.33% n=9	62.96% n=17	0% n=0	↓
8. I am driven to contribute to the success of our organization.	4.48	4.50	0% n=0	0% n=0	7.41% n=2	37.04% n=10	55.56% n=15	0% n=0	↓
12. I am highly committed to and energized by my work.	4.33	4.45	0% n=0	0% n=0	18.52% n=5	29.63% n=8	51.85% n=14	0% n=0	↓
62. I would recommend our organization to a friend as a great place to work.	4.07	4.05	0% n=0	0% n=0	25.93% n=7	40.74% n=11	33.33% n=9	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Pride</b>	<b>4.31</b>	<b>4.36</b>							
4. I feel great pride in the work I do.	4.59	4.45	0% n=0	0% n=0	7.41% n=2	25.93% n=7	66.67% n=18	0% n=0	↑
45. I feel great pride in the team of which I am a part.	4.37	4.59	0% n=0	3.7% n=1	3.7% n=1	44.44% n=12	48.15% n=13	0% n=0	↓
14. I feel great pride in being a part of our organization.	4.19	4.18	0% n=0	3.7% n=1	14.81% n=4	40.74% n=11	40.74% n=11	0% n=0	↑
64. I speak of our organization with pride.	4.08	4.23	0% n=0	0% n=0	25.93% n=7	37.04% n=10	33.33% n=9	3.7% n=1	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Continuous Improvement</b>	<b>4.28</b>	<b>4.55</b>							
52. Our team strives to pursue excellence.	4.33	4.68	0% n=0	0% n=0	7.41% n=2	51.85% n=14	40.74% n=11	0% n=0	↓
21. I strive to find a better way every day.	4.26	4.55	0% n=0	3.7% n=1	11.11% n=3	40.74% n=11	44.44% n=12	0% n=0	↓
55. I am part of an organization that continues to pursue excellence every day.	4.26	4.41	0% n=0	0% n=0	18.52% n=5	37.04% n=10	44.44% n=12	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Quality</b>	<b>4.26</b>	<b>4.62</b>							
43. My teammates demonstrate a commitment to quality work and excellence.	4.33	4.73	0% n=0	0% n=0	11.11% n=3	44.44% n=12	44.44% n=12	0% n=0	↓
47. I am on a team that encourages each member to surpass expectations.	4.26	4.55	0% n=0	3.7% n=1	7.41% n=2	48.15% n=13	40.74% n=11	0% n=0	↓
57. Our organization is committed to quality work and excellence.	4.19	4.59	0% n=0	3.7% n=1	14.81% n=4	40.74% n=11	40.74% n=11	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Talent &amp; Fit</b>	<b>4.18</b>	<b>4.10</b>							
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.63	4.41	0% n=0	0% n=0	3.7% n=1	29.63% n=8	66.67% n=18	0% n=0	↑
56. I feel our organization is a great fit for me.	4.22	4.32	0% n=0	0% n=0	18.52% n=5	40.74% n=11	40.74% n=11	0% n=0	↓
11. I am in a role that allows me to maximize my talents and strengths.	4.15	4.09	3.7% n=1	3.7% n=1	14.81% n=4	29.63% n=8	48.15% n=13	0% n=0	↑
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.09	4.33	0% n=0	3.7% n=1	22.22% n=6	22.22% n=6	37.04% n=10	14.81% n=4	↓
72. Our organization selects highly talented individuals when hiring.	4.08	4.00	0% n=0	0% n=0	22.22% n=6	44.44% n=12	29.63% n=8	3.7% n=1	↑
63. Our organization selects the right people for the right job.	4.07	3.86	0% n=0	0% n=0	29.63% n=8	33.33% n=9	37.04% n=10	0% n=0	↑
7. I have encouraged someone to apply at our organization.	4.00	3.68	0% n=0	3.7% n=1	25.93% n=7	25.93% n=7	33.33% n=9	11.11% n=3	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Innovation</b>	<b>4.16</b>	<b>4.43</b>							
16. I am continuously seeking ways to improve my overall productivity.	4.48	4.64	0% n=0	0% n=0	11.11% n=3	29.63% n=8	59.26% n=16	0% n=0	↓
42. Our team encourages innovation.	4.15	4.41	0% n=0	3.7% n=1	14.81% n=4	40.74% n=11	37.04% n=10	3.7% n=1	↓
69. Our organization encourages innovation.	3.85	4.23	0% n=0	7.41% n=2	22.22% n=6	48.15% n=13	22.22% n=6	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Satisfaction</b>	<b>4.08</b>	<b>4.30</b>							
46. I am satisfied being a part of our team.	4.30	4.55	0% n=0	3.7% n=1	7.41% n=2	44.44% n=12	44.44% n=12	0% n=0	↓
73. Overall, I am very satisfied with our organization as a place to work.	4.11	4.32	0% n=0	0% n=0	18.52% n=5	51.85% n=14	29.63% n=8	0% n=0	↓
20. I look forward to coming to work every day.	3.96	4.09	0% n=0	3.7% n=1	18.52% n=5	55.56% n=15	22.22% n=6	0% n=0	↓
13. I am satisfied with my role/work.	3.96	4.23	3.7% n=1	3.7% n=1	14.81% n=4	48.15% n=13	29.63% n=8	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Training &amp; Development</b>	<b>4.01</b>	<b>4.29</b>							
15. I am properly trained to achieve excellence in my work.	4.26	4.55	0% n=0	7.41% n=2	7.41% n=2	37.04% n=10	48.15% n=13	0% n=0	↓
35. My supervisor supports my personal and professional development.	4.11	4.45	0% n=0	3.7% n=1	22.22% n=6	33.33% n=9	40.74% n=11	0% n=0	↓
30. My supervisor encourages opportunities for my growth and development.	3.96	4.41	3.7% n=1	3.7% n=1	29.63% n=8	18.52% n=5	44.44% n=12	0% n=0	↓
6. I am provided opportunities to further my growth and development.	3.96	3.91	3.7% n=1	7.41% n=2	22.22% n=6	18.52% n=5	44.44% n=12	3.7% n=1	↑
67. Our organization provides the "right" training for me to excel in my role.	3.77	4.14	7.41% n=2	7.41% n=2	11.11% n=3	44.44% n=12	25.93% n=7	3.7% n=1	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Career Development</b>	<b>4.00</b>	<b>4.15</b>							
70. I would like to work at our organization long term.	4.27	4.27	0% n=0	0% n=0	14.81% n=4	40.74% n=11	40.74% n=11	3.7% n=1	=
58. Our organization provides the experience and development for me to further my career here.	4.04	4.05	3.7% n=1	3.7% n=1	14.81% n=4	37.04% n=10	37.04% n=10	3.7% n=1	↓
59. I value the career opportunities that I have at our organization.	3.93	4.36	3.7% n=1	11.11% n=3	14.81% n=4	29.63% n=8	40.74% n=11	0% n=0	↓
60. I have the opportunity to express my career interests at our organization.	3.89	4.14	3.7% n=1	11.11% n=3	18.52% n=5	25.93% n=7	40.74% n=11	0% n=0	↓
71. I am aware of the career opportunities that are available for me at our organization.	3.88	3.95	3.7% n=1	3.7% n=1	22.22% n=6	37.04% n=10	29.63% n=8	3.7% n=1	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Relationships</b>	<b>3.94</b>	<b>4.29</b>							
5. I have at least one close friend at work.	4.23	4.32	3.7% n=1	3.7% n=1	11.11% n=3	25.93% n=7	51.85% n=14	3.7% n=1	↓
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.19	4.45	0% n=0	0% n=0	18.52% n=5	44.44% n=12	37.04% n=10	0% n=0	↓
51. Our team has open and trusting relationships.	4.15	4.55	0% n=0	3.7% n=1	11.11% n=3	51.85% n=14	33.33% n=9	0% n=0	↓
54. Quality relationships are valued across our organization.	4.08	4.23	0% n=0	3.7% n=1	18.52% n=5	40.74% n=11	33.33% n=9	3.7% n=1	↓
25. My supervisor cares about me as a person.	4.07	4.27	0% n=0	0% n=0	33.33% n=9	25.93% n=7	40.74% n=11	0% n=0	↓
32. I have an open and trusting relationship with my supervisor.	3.85	4.36	0% n=0	18.52% n=5	14.81% n=4	29.63% n=8	37.04% n=10	0% n=0	↓
61. Our organization has a genuine concern and interest about me as a person.	3.81	4.14	0% n=0	11.11% n=3	25.93% n=7	33.33% n=9	29.63% n=8	0% n=0	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.60	4.18	0% n=0	22.22% n=6	22.22% n=6	18.52% n=5	29.63% n=8	7.41% n=2	↓
31. I am provided personal coaching from my supervisor.	3.44	4.14	0% n=0	18.52% n=5	29.63% n=8	29.63% n=8	14.81% n=4	7.41% n=2	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Mission Conscious</b>	<b>3.89</b>	<b>4.22</b>							
22. I am aware and knowledgeable about our organization's mission.	4.26	4.55	0% n=0	3.7% n=1	7.41% n=2	48.15% n=13	40.74% n=11	0% n=0	↓
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.85	4.10	0% n=0	14.81% n=4	11.11% n=3	44.44% n=12	25.93% n=7	3.7% n=1	↓
41. My supervisor effectively communicates our organizational mission to me.	3.78	4.09	0% n=0	14.81% n=4	29.63% n=8	18.52% n=5	37.04% n=10	0% n=0	↓
68. Business decisions made are consistent with our mission and core values.	3.67	4.14	3.7% n=1	7.41% n=2	22.22% n=6	51.85% n=14	14.81% n=4	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Recognition</b>	<b>3.86</b>	<b>4.19</b>							
48. Our team recognizes each other's efforts and impact.	4.30	4.55	0% n=0	3.7% n=1	7.41% n=2	44.44% n=12	44.44% n=12	0% n=0	↓
18. I have provided meaningful recognition to others in the past 10 days.	3.96	4.27	0% n=0	7.41% n=2	11.11% n=3	59.26% n=16	22.22% n=6	0% n=0	↓
29. My supervisor recognizes me for a job well done.	3.81	4.23	0% n=0	14.81% n=4	22.22% n=6	25.93% n=7	33.33% n=9	3.7% n=1	↓
66. Excellence is recognized in our organization.	3.73	4.14	0% n=0	18.52% n=5	14.81% n=4	37.04% n=10	25.93% n=7	3.7% n=1	↓
9. I have received meaningful recognition in the past 10 days.	3.48	3.77	0% n=0	22.22% n=6	25.93% n=7	33.33% n=9	18.52% n=5	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Performance Planning</b>									
	<b>3.85</b>	<b>4.15</b>							
17. I have set the right goals for myself to excel in my role/position.	4.19	4.32	0% n=0	0% n=0	11.11% n=3	59.26% n=16	29.63% n=8	0% n=0	↓
49. Our team effectively sets goals to further enhance our performance.	4.04	4.33	0% n=0	3.7% n=1	18.52% n=5	48.15% n=13	29.63% n=8	0% n=0	↓
37. My supervisor motivates me to achieve my goals.	3.81	4.27	0% n=0	14.81% n=4	22.22% n=6	29.63% n=8	33.33% n=9	0% n=0	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.67	3.95	7.41% n=2	7.41% n=2	25.93% n=7	29.63% n=8	29.63% n=8	0% n=0	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.52	3.86	0% n=0	33.33% n=9	11.11% n=3	14.81% n=4	33.33% n=9	7.41% n=2	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Communication</b>									
	<b>3.84</b>	<b>4.25</b>							
44. Our team effectively communicates with each other.	4.22	4.41	0% n=0	7.41% n=2	7.41% n=2	40.74% n=11	44.44% n=12	0% n=0	↓
36. I have the opportunity to communicate with my supervisor.	4.11	4.55	0% n=0	3.7% n=1	18.52% n=5	40.74% n=11	37.04% n=10	0% n=0	↓
27. My supervisor and I have effective two-way communication.	3.78	4.32	0% n=0	18.52% n=5	18.52% n=5	29.63% n=8	33.33% n=9	0% n=0	↓
24. My supervisor effectively communicates his/her expectations.	3.70	4.23	0% n=0	18.52% n=5	22.22% n=6	29.63% n=8	29.63% n=8	0% n=0	↓
26. My supervisor gives me constructive feedback about my work performance.	3.63	4.23	0% n=0	14.81% n=4	29.63% n=8	33.33% n=9	22.22% n=6	0% n=0	↓
65. I feel "in on things" that are happening at our organization.	3.58	3.77	3.7% n=1	18.52% n=5	14.81% n=4	37.04% n=10	22.22% n=6	3.7% n=1	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Support-Equip</b>									
	<b>3.84</b>	<b>4.33</b>							
3. I am provided the core needs necessary for me to excel in my role.	4.04	4.36	0% n=0	7.41% n=2	14.81% n=4	44.44% n=12	33.33% n=9	0% n=0	↓
23. I have a supportive coaching relationship with my supervisor.	3.85	4.18	0% n=0	11.11% n=3	25.93% n=7	29.63% n=8	33.33% n=9	0% n=0	↓
34. My supervisor is actively responsive to my needs.	3.81	4.45	0% n=0	14.81% n=4	22.22% n=6	29.63% n=8	33.33% n=9	0% n=0	↓
33. My supervisor is available for me when needs arise.	3.81	4.41	0% n=0	11.11% n=3	25.93% n=7	33.33% n=9	29.63% n=8	0% n=0	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.81	4.32	0% n=0	14.81% n=4	18.52% n=5	37.04% n=10	29.63% n=8	0% n=0	↓
28. I am provided the opportunity to spend quality time with my supervisor.	3.70	4.23	0% n=0	18.52% n=5	22.22% n=6	29.63% n=8	29.63% n=8	0% n=0	↓

## Top Items (N=27)

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.	4.67	4.32	0% n=0	0% n=0	3.7% n=1	25.93% n=7	70.37% n=19	0% n=0	↑
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.63	4.41	0% n=0	0% n=0	3.7% n=1	29.63% n=8	66.67% n=18	0% n=0	↑
4. I feel great pride in the work I do.	4.59	4.45	0% n=0	0% n=0	7.41% n=2	25.93% n=7	66.67% n=18	0% n=0	↑
53. I am committed to the success of our organization.	4.59	4.68	0% n=0	0% n=0	3.7% n=1	33.33% n=9	62.96% n=17	0% n=0	↓
16. I am continuously seeking ways to improve my overall productivity.	4.48	4.64	0% n=0	0% n=0	11.11% n=3	29.63% n=8	59.26% n=16	0% n=0	↓
8. I am driven to contribute to the success of our organization.	4.48	4.50	0% n=0	0% n=0	7.41% n=2	37.04% n=10	55.56% n=15	0% n=0	↓

## Bottom Items (N=27)

Question	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
31. I am provided personal coaching from my supervisor.	3.44	4.14	0% n=0	18.52% n=5	29.63% n=8	29.63% n=8	14.81% n=4	7.41% n=2	↓
9. I have received meaningful recognition in the past 10 days.	3.48	3.77	0% n=0	22.22% n=6	25.93% n=7	33.33% n=9	18.52% n=5	0% n=0	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.52	3.86	0% n=0	33.33% n=9	11.11% n=3	14.81% n=4	33.33% n=9	7.41% n=2	↓
65. I feel "in on things" that are happening at our organization.	3.58	3.77	3.7% n=1	18.52% n=5	14.81% n=4	37.04% n=10	22.22% n=6	3.7% n=1	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.60	4.18	0% n=0	22.22% n=6	22.22% n=6	18.52% n=5	29.63% n=8	7.41% n=2	↓



## DEI+ (N=27)

Dimension	Mean	Previous Mean	(+/-) Change
Diversity	4.00	4.18	↓
Inclusion	4.18	4.30	↓
Equity	4.11	4.33	↓
Transformative Commitments	4.46	4.56	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Diversity</b>	<b>4.00</b>	<b>4.18</b>							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.56	4.77	0% n=0	0% n=0	7.41% n=2	29.63% n=8	62.96% n=17	0% n=0	↓
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.31	4.36	0% n=0	0% n=0	22.22% n=6	22.22% n=6	51.85% n=14	3.7% n=1	↓
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.96	4.23	0% n=0	11.11% n=3	18.52% n=5	29.63% n=8	37.04% n=10	3.7% n=1	↓
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.81	4.00	0% n=0	11.11% n=3	22.22% n=6	37.04% n=10	25.93% n=7	3.7% n=1	↓
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.73	3.91	3.7% n=1	7.41% n=2	29.63% n=8	25.93% n=7	29.63% n=8	3.7% n=1	↓
75. Our organization demonstrates quality efforts in building a culture of diversity.	3.65	3.82	0% n=0	22.22% n=6	14.81% n=4	33.33% n=9	25.93% n=7	3.7% n=1	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Inclusion</b>	<b>4.18</b>	<b>4.30</b>							
82. I value the contributions of all team members.	4.58	4.59	0% n=0	0% n=0	3.7% n=1	33.33% n=9	59.26% n=16	3.7% n=1	↓
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.56	4.77	0% n=0	0% n=0	7.41% n=2	29.63% n=8	62.96% n=17	0% n=0	↓
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.44	4.32	0% n=0	3.7% n=1	3.7% n=1	37.04% n=10	55.56% n=15	0% n=0	↑
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.42	4.68	0% n=0	0% n=0	7.41% n=2	40.74% n=11	48.15% n=13	3.7% n=1	↓
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.31	4.36	0% n=0	0% n=0	22.22% n=6	22.22% n=6	51.85% n=14	3.7% n=1	↓
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.31	4.55	0% n=0	0% n=0	11.11% n=3	44.44% n=12	40.74% n=11	3.7% n=1	↓
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.31	4.41	0% n=0	0% n=0	18.52% n=5	29.63% n=8	48.15% n=13	3.7% n=1	↓
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.24	4.23	3.7% n=1	0% n=0	11.11% n=3	33.33% n=9	44.44% n=12	7.41% n=2	↑
97. Our organization is a safe place for people of color to work and be successful.	4.22	4.36	0% n=0	3.7% n=1	14.81% n=4	25.93% n=7	40.74% n=11	14.81% n=4	↓
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.12	4.00	0% n=0	7.41% n=2	14.81% n=4	33.33% n=9	40.74% n=11	3.7% n=1	↑
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.12	4.23	0% n=0	7.41% n=2	14.81% n=4	33.33% n=9	40.74% n=11	3.7% n=1	↓
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.12	4.18	0% n=0	7.41% n=2	14.81% n=4	33.33% n=9	40.74% n=11	3.7% n=1	↓
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.	4.12	4.27	3.7% n=1	0% n=0	11.11% n=3	48.15% n=13	33.33% n=9	3.7% n=1	↓
87. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	3.96	4.14	3.7% n=1	3.7% n=1	18.52% n=5	37.04% n=10	33.33% n=9	3.7% n=1	↓
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.96	4.23	0% n=0	11.11% n=3	18.52% n=5	29.63% n=8	37.04% n=10	3.7% n=1	↓
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.	3.88	4.23	3.7% n=1	7.41% n=2	14.81% n=4	40.74% n=11	29.63% n=8	3.7% n=1	↓
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.81	4.00	0% n=0	11.11% n=3	22.22% n=6	37.04% n=10	25.93% n=7	3.7% n=1	↓
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.73	3.91	3.7% n=1	7.41% n=2	29.63% n=8	25.93% n=7	29.63% n=8	3.7% n=1	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Equity</b>	<b>4.11</b>	<b>4.33</b>							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.56	4.77	0% n=0	0% n=0	7.41% n=2	29.63% n=8	62.96% n=17	0% n=0	↓
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.12	4.23	0% n=0	7.41% n=2	14.81% n=4	33.33% n=9	40.74% n=11	3.7% n=1	↓
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.88	4.09	0% n=0	11.11% n=3	18.52% n=5	37.04% n=10	29.63% n=8	3.7% n=1	↓
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.	3.88	4.23	3.7% n=1	7.41% n=2	14.81% n=4	40.74% n=11	29.63% n=8	3.7% n=1	↓
	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
<b>Transformative Commitments</b>	<b>4.46</b>	<b>4.56</b>							
91. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.59	4.73	0% n=0	0% n=0	7.41% n=2	25.93% n=7	66.67% n=18	0% n=0	↓
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.	4.59	4.77	0% n=0	0% n=0	7.41% n=2	25.93% n=7	66.67% n=18	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.	4.50	4.59	0% n=0	0% n=0	7.41% n=2	33.33% n=9	55.56% n=15	3.7% n=1	↓
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.15	4.14	0% n=0	3.7% n=1	14.81% n=4	40.74% n=11	37.04% n=10	3.7% n=1	↑

# DEI+ Questions Rank Ordered According to Mean (N=27)

Question	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
91. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.59	4.73	0% n=0	0% n=0	7.41% n=2	25.93% n=7	66.67% n=18	0% n=0	↓
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.	4.59	4.77	0% n=0	0% n=0	7.41% n=2	25.93% n=7	66.67% n=18	0% n=0	↓
82. I value the contributions of all team members.	4.58	4.59	0% n=0	0% n=0	3.7% n=1	33.33% n=9	59.26% n=16	3.7% n=1	↓
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.56	4.77	0% n=0	0% n=0	7.41% n=2	29.63% n=8	62.96% n=17	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.	4.50	4.59	0% n=0	0% n=0	7.41% n=2	33.33% n=9	55.56% n=15	3.7% n=1	↓
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.44	4.32	0% n=0	3.7% n=1	3.7% n=1	37.04% n=10	55.56% n=15	0% n=0	↑
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.42	4.68	0% n=0	0% n=0	7.41% n=2	40.74% n=11	48.15% n=13	3.7% n=1	↓
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.31	4.36	0% n=0	0% n=0	22.22% n=6	22.22% n=6	51.85% n=14	3.7% n=1	↓
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.31	4.55	0% n=0	0% n=0	11.11% n=3	44.44% n=12	40.74% n=11	3.7% n=1	↓
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.31	4.41	0% n=0	0% n=0	18.52% n=5	29.63% n=8	48.15% n=13	3.7% n=1	↓
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.24	4.23	3.7% n=1	0% n=0	11.11% n=3	33.33% n=9	44.44% n=12	7.41% n=2	↑
97. Our organization is a safe place for people of color to work and be successful.	4.22	4.36	0% n=0	3.7% n=1	14.81% n=4	25.93% n=7	40.74% n=11	14.81% n=4	↓
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.15	4.14	0% n=0	3.7% n=1	14.81% n=4	40.74% n=11	37.04% n=10	3.7% n=1	↑
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.12	4.00	0% n=0	7.41% n=2	14.81% n=4	33.33% n=9	40.74% n=11	3.7% n=1	↑
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.12	4.23	0% n=0	7.41% n=2	14.81% n=4	33.33% n=9	40.74% n=11	3.7% n=1	↓
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.12	4.18	0% n=0	7.41% n=2	14.81% n=4	33.33% n=9	40.74% n=11	3.7% n=1	↓
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.	4.12	4.27	3.7% n=1	0% n=0	11.11% n=3	48.15% n=13	33.33% n=9	3.7% n=1	↓
87. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	3.96	4.14	3.7% n=1	3.7% n=1	18.52% n=5	37.04% n=10	33.33% n=9	3.7% n=1	↓
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.96	4.23	0% n=0	11.11% n=3	18.52% n=5	29.63% n=8	37.04% n=10	3.7% n=1	↓
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.88	4.09	0% n=0	11.11% n=3	18.52% n=5	37.04% n=10	29.63% n=8	3.7% n=1	↓

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.	3.88	4.23	3.7% n=1	7.41% n=2	14.81% n=4	40.74% n=11	29.63% n=8	3.7% n=1	↓
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.81	4.00	0% n=0	11.11% n=3	22.22% n=6	37.04% n=10	25.93% n=7	3.7% n=1	↓
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.73	3.91	3.7% n=1	7.41% n=2	29.63% n=8	25.93% n=7	29.63% n=8	3.7% n=1	↓
75. Our organization demonstrates quality efforts in building a culture of diversity.	3.65	3.82	0% n=0	22.22% n=6	14.81% n=4	33.33% n=9	25.93% n=7	3.7% n=1	↓

## Rank Ordered Questions According to Mean (N=27)

Question	Mean	Previous Mean	(+/-) Change	Dimension
91. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.59	4.73	↓	DEI+
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.	4.59	4.77	↓	DEI+
82. I value the contributions of all team members.	4.58	4.59	↓	DEI+
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.56	4.77	↓	DEI+
90. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.50	4.59	↓	DEI+
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.44	4.32	↑	DEI+
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.42	4.68	↓	DEI+
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.31	4.36	↓	DEI+
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.31	4.55	↓	DEI+
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.31	4.41	↓	DEI+
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.24	4.23	↑	DEI+
97. Our organization is a safe place for people of color to work and be successful.	4.22	4.36	↓	DEI+
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.15	4.14	↑	DEI+
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	4.12	4.00	↑	DEI+
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	4.12	4.23	↓	DEI+
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	4.12	4.18	↓	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.	4.12	4.27	↓	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.	3.96	4.14	↓	DEI+
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.96	4.23	↓	DEI+
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.88	4.09	↓	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.	3.88	4.23	↓	DEI+
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.81	4.00	↓	DEI+
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.73	3.91	↓	DEI+

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

3.65

3.82



DEI+

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Satisfaction/Engagement 3x3

