



INSIGHTeX DEI+

Glen Ellyn 41

Glen Ellyn 41 - Churchill

September 2022

Dimensions (N=71)

Dimension	Mean	Previous Mean	(+/-) Change
Quality	4.27	4.10	↑
Continuous Improvement	4.23	4.16	↑
Engage-Inspire	4.19	4.25	↓
Pride	4.14	4.06	↑
Innovation	4.04	4.08	↓
Satisfaction	3.99	3.96	↑
Relationships	3.85	3.87	↓
Recognition	3.82	3.87	↓
Talent & Fit	3.80	3.80	=
Communication	3.76	3.82	↓
Performance Planning	3.74	3.80	↓
Career Development	3.70	3.83	↓
Support-Equip	3.61	3.73	↓
Mission Conscious	3.60	3.64	↓
Training & Development	3.60	3.67	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Quality	4.27	4.10							
43. My teammates demonstrate a commitment to quality work and excellence.	4.39	4.19	4.23% n=3	1.41% n=1	2.82% n=2	33.8% n=24	57.75% n=41	0% n=0	↑
47. I am on a team that encourages each member to surpass expectations.	4.35	4.14	4.23% n=3	1.41% n=1	8.45% n=6	26.76% n=19	59.15% n=42	0% n=0	↑
57. Our organization is committed to quality work and excellence.	4.06	3.96	4.23% n=3	1.41% n=1	9.86% n=7	53.52% n=38	30.99% n=22	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Continuous Improvement	4.23	4.16							
52. Our team strives to pursue excellence.	4.34	4.16	4.23% n=3	1.41% n=1	5.63% n=4	33.8% n=24	54.93% n=39	0% n=0	↑
21. I strive to find a better way every day.	4.30	4.37	4.23% n=3	0% n=0	1.41% n=1	49.3% n=35	43.66% n=31	1.41% n=1	↓
55. I am part of an organization that continues to pursue excellence every day.	4.06	3.96	4.23% n=3	2.82% n=2	8.45% n=6	52.11% n=37	32.39% n=23	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Engage-Inspire	4.19	4.25							
2. I am fully engaged in the work that I do.	4.54	4.51	2.82% n=2	0% n=0	0% n=0	35.21% n=25	61.97% n=44	0% n=0	↑
8. I am driven to contribute to the success of our organization.	4.40	4.47	2.82% n=2	0% n=0	2.82% n=2	42.25% n=30	50.7% n=36	1.41% n=1	↓
53. I am committed to the success of our organization.	4.34	4.44	4.23% n=3	0% n=0	1.41% n=1	46.48% n=33	47.89% n=34	0% n=0	↓
12. I am highly committed to and energized by my work.	4.23	4.28	4.23% n=3	1.41% n=1	8.45% n=6	39.44% n=28	46.48% n=33	0% n=0	↓
62. I would recommend our organization to a friend as a great place to work.	3.46	3.54	8.45% n=6	11.27% n=8	25.35% n=18	35.21% n=25	19.72% n=14	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Pride	4.14	4.06							
4. I feel great pride in the work I do.	4.41	4.42	4.23% n=3	0% n=0	2.82% n=2	36.62% n=26	56.34% n=40	0% n=0	↓
45. I feel great pride in the team of which I am a part.	4.37	4.14	4.23% n=3	0% n=0	11.27% n=8	23.94% n=17	60.56% n=43	0% n=0	↑
14. I feel great pride in being a part of our organization.	3.99	3.82	5.63% n=4	2.82% n=2	16.9% n=12	36.62% n=26	38.03% n=27	0% n=0	↑
64. I speak of our organization with pride.	3.80	3.84	5.63% n=4	5.63% n=4	18.31% n=13	43.66% n=31	26.76% n=19	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Innovation	4.04	4.08							
16. I am continuously seeking ways to improve my overall productivity.	4.31	4.46	4.23% n=3	1.41% n=1	4.23% n=3	39.44% n=28	50.7% n=36	0% n=0	↓
42. Our team encourages innovation.	4.14	4.07	4.23% n=3	2.82% n=2	8.45% n=6	40.85% n=29	40.85% n=29	2.82% n=2	↑
69. Our organization encourages innovation.	3.68	3.70	5.63% n=4	4.23% n=3	25.35% n=18	46.48% n=33	18.31% n=13	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Satisfaction	3.99	3.96							
46. I am satisfied being a part of our team.	4.41	4.21	4.23% n=3	1.41% n=1	5.63% n=4	26.76% n=19	61.97% n=44	0% n=0	↑
13. I am satisfied with my role/work.	4.06	4.07	2.82% n=2	5.63% n=4	14.08% n=10	38.03% n=27	39.44% n=28	0% n=0	↓
20. I look forward to coming to work every day.	3.87	3.82	5.63% n=4	7.04% n=5	9.86% n=7	49.3% n=35	28.17% n=20	0% n=0	↑
73. Overall, I am very satisfied with our organization as a place to work.	3.63	3.74	7.04% n=5	9.86% n=7	16.9% n=12	45.07% n=32	21.13% n=15	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Relationships	3.85	3.87							
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.28	4.09	4.23% n=3	0% n=0	11.27% n=8	32.39% n=23	52.11% n=37	0% n=0	↑
51. Our team has open and trusting relationships.	4.27	4.12	4.23% n=3	2.82% n=2	8.45% n=6	30.99% n=22	53.52% n=38	0% n=0	↑
5. I have at least one close friend at work.	4.21	4.11	4.23% n=3	4.23% n=3	8.45% n=6	30.99% n=22	50.7% n=36	1.41% n=1	↑
54. Quality relationships are valued across our organization.	4.07	3.91	4.23% n=3	4.23% n=3	7.04% n=5	49.3% n=35	35.21% n=25	0% n=0	↑
25. My supervisor cares about me as a person.	4.04	4.12	4.23% n=3	2.82% n=2	14.08% n=10	40.85% n=29	36.62% n=26	1.41% n=1	↓
32. I have an open and trusting relationship with my supervisor.	3.70	3.93	5.63% n=4	4.23% n=3	28.17% n=20	36.62% n=26	23.94% n=17	1.41% n=1	↓
61. Our organization has a genuine concern and interest about me as a person.	3.45	3.51	11.27% n=8	12.68% n=9	19.72% n=14	32.39% n=23	23.94% n=17	0% n=0	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.43	3.65	7.04% n=5	14.08% n=10	23.94% n=17	33.8% n=24	18.31% n=13	2.82% n=2	↓
31. I am provided personal coaching from my supervisor.	3.19	3.35	7.04% n=5	21.13% n=15	30.99% n=22	22.54% n=16	15.49% n=11	2.82% n=2	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Recognition	3.82	3.87							
48. Our team recognizes each other's efforts and impact.	4.28	4.28	4.23% n=3	0% n=0	11.27% n=8	32.39% n=23	52.11% n=37	0% n=0	=
18. I have provided meaningful recognition to others in the past 10 days.	4.15	4.21	5.63% n=4	2.82% n=2	5.63% n=4	42.25% n=30	43.66% n=31	0% n=0	↓
66. Excellence is recognized in our organization.	3.71	3.63	4.23% n=3	7.04% n=5	19.72% n=14	49.3% n=35	18.31% n=13	1.41% n=1	↑
29. My supervisor recognizes me for a job well done.	3.64	3.82	7.04% n=5	9.86% n=7	16.9% n=12	40.85% n=29	22.54% n=16	2.82% n=2	↓
9. I have received meaningful recognition in the past 10 days.	3.31	3.43	11.27% n=8	16.9% n=12	22.54% n=16	28.17% n=20	21.13% n=15	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Talent & Fit	3.80	3.80							
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.35	4.35	5.63% n=4	0% n=0	1.41% n=1	39.44% n=28	53.52% n=38	0% n=0	=
11. I am in a role that allows me to maximize my talents and strengths.	4.01	4.09	4.23% n=3	7.04% n=5	12.68% n=9	35.21% n=25	40.85% n=29	0% n=0	↓
56. I feel our organization is a great fit for me.	3.92	3.91	4.23% n=3	5.63% n=4	18.31% n=13	38.03% n=27	33.8% n=24	0% n=0	↑
72. Our organization selects highly talented individuals when hiring.	3.69	3.77	4.23% n=3	5.63% n=4	28.17% n=20	40.85% n=29	21.13% n=15	0% n=0	↓
63. Our organization selects the right people for the right job.	3.56	3.53	4.23% n=3	9.86% n=7	29.58% n=21	38.03% n=27	18.31% n=13	0% n=0	↑
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.55	3.77	7.04% n=5	8.45% n=6	23.94% n=17	35.21% n=25	19.72% n=14	5.63% n=4	↓
7. I have encouraged someone to apply at our organization.	3.49	3.21	7.04% n=5	12.68% n=9	22.54% n=16	33.8% n=24	19.72% n=14	4.23% n=3	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Communication	3.76	3.82							
44. Our team effectively communicates with each other.	4.35	4.21	4.23% n=3	1.41% n=1	5.63% n=4	32.39% n=23	56.34% n=40	0% n=0	↑
36. I have the opportunity to communicate with my supervisor.	3.97	4.13	5.63% n=4	2.82% n=2	8.45% n=6	54.93% n=39	28.17% n=20	0% n=0	↓
27. My supervisor and I have effective two-way communication.	3.81	3.96	5.63% n=4	7.04% n=5	18.31% n=13	36.62% n=26	30.99% n=22	1.41% n=1	↓
26. My supervisor gives me constructive feedback about my work performance.	3.69	3.79	7.04% n=5	8.45% n=6	18.31% n=13	35.21% n=25	26.76% n=19	4.23% n=3	↓
24. My supervisor effectively communicates his/her expectations.	3.51	3.74	5.63% n=4	15.49% n=11	19.72% n=14	40.85% n=29	18.31% n=13	0% n=0	↓
65. I feel "in on things" that are happening at our organization.	3.20	3.11	12.68% n=9	19.72% n=14	18.31% n=13	33.8% n=24	15.49% n=11	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Performance Planning	3.74	3.80							
17. I have set the right goals for myself to excel in my role/position.	4.17	4.16	4.23% n=3	0% n=0	7.04% n=5	52.11% n=37	36.62% n=26	0% n=0	↑
49. Our team effectively sets goals to further enhance our performance.	4.15	3.98	4.23% n=3	0% n=0	14.08% n=10	39.44% n=28	42.25% n=30	0% n=0	↑
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.73	3.81	4.23% n=3	9.86% n=7	15.49% n=11	49.3% n=35	21.13% n=15	0% n=0	↓
37. My supervisor motivates me to achieve my goals.	3.58	3.82	4.23% n=3	9.86% n=7	26.76% n=19	38.03% n=27	18.31% n=13	2.82% n=2	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.05	3.23	8.45% n=6	21.13% n=15	33.8% n=24	14.08% n=10	14.08% n=10	8.45% n=6	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Career Development	3.70	3.83							
70. I would like to work at our organization long term.	3.90	3.89	5.63% n=4	1.41% n=1	21.13% n=15	40.85% n=29	30.99% n=22	0% n=0	↑
59. I value the career opportunities that I have at our organization.	3.80	3.88	4.23% n=3	5.63% n=4	23.94% n=17	35.21% n=25	28.17% n=20	2.82% n=2	↓
58. Our organization provides the experience and development for me to further my career here.	3.63	3.84	8.45% n=6	9.86% n=7	18.31% n=13	36.62% n=26	26.76% n=19	0% n=0	↓
71. I am aware of the career opportunities that are available for me at our organization.	3.61	3.77	4.23% n=3	14.08% n=10	18.31% n=13	43.66% n=31	19.72% n=14	0% n=0	↓
60. I have the opportunity to express my career interests at our organization.	3.55	3.78	5.63% n=4	14.08% n=10	21.13% n=15	33.8% n=24	22.54% n=16	2.82% n=2	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Support-Equip	3.61	3.73							
33. My supervisor is available for me when needs arise.	3.87	4.09	5.63% n=4	4.23% n=3	14.08% n=10	49.3% n=35	26.76% n=19	0% n=0	↓
34. My supervisor is actively responsive to my needs.	3.75	3.95	7.04% n=5	8.45% n=6	14.08% n=10	43.66% n=31	26.76% n=19	0% n=0	↓
23. I have a supportive coaching relationship with my supervisor.	3.64	3.84	5.63% n=4	8.45% n=6	23.94% n=17	36.62% n=26	22.54% n=16	2.82% n=2	↓
3. I am provided the core needs necessary for me to excel in my role.	3.63	3.67	5.63% n=4	11.27% n=8	18.31% n=13	43.66% n=31	21.13% n=15	0% n=0	↓
28. I am provided the opportunity to spend quality time with my supervisor.	3.41	3.42	7.04% n=5	14.08% n=10	25.35% n=18	35.21% n=25	16.9% n=12	1.41% n=1	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.34	3.39	4.23% n=3	28.17% n=20	12.68% n=9	39.44% n=28	15.49% n=11	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Mission Conscious	3.60	3.64							
22. I am aware and knowledgeable about our organization's mission.	4.15	4.11	4.23% n=3	1.41% n=1	7.04% n=5	49.3% n=35	38.03% n=27	0% n=0	↑
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.59	3.66	5.63% n=4	7.04% n=5	30.99% n=22	35.21% n=25	21.13% n=15	0% n=0	↓
41. My supervisor effectively communicates our organizational mission to me.	3.50	3.67	5.63% n=4	9.86% n=7	28.17% n=20	39.44% n=28	15.49% n=11	1.41% n=1	↓
68. Business decisions made are consistent with our mission and core values.	3.17	3.11	8.45% n=6	18.31% n=13	29.58% n=21	29.58% n=21	11.27% n=8	2.82% n=2	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Training & Development	3.60	3.67							
35. My supervisor supports my personal and professional development.	3.83	3.93	4.23% n=3	7.04% n=5	12.68% n=9	53.52% n=38	22.54% n=16	0% n=0	↓
15. I am properly trained to achieve excellence in my work.	3.76	3.61	5.63% n=4	11.27% n=8	11.27% n=8	45.07% n=32	26.76% n=19	0% n=0	↑
30. My supervisor encourages opportunities for my growth and development.	3.67	3.80	4.23% n=3	12.68% n=9	15.49% n=11	43.66% n=31	21.13% n=15	2.82% n=2	↓
6. I am provided opportunities to further my growth and development.	3.51	3.77	5.63% n=4	15.49% n=11	21.13% n=15	38.03% n=27	19.72% n=14	0% n=0	↓
67. Our organization provides the "right" training for me to excel in my role.	3.21	3.23	8.45% n=6	19.72% n=14	23.94% n=17	38.03% n=27	9.86% n=7	0% n=0	↓

Top Items (N=71)

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.	4.54	4.51	2.82% n=2	0% n=0	0% n=0	35.21% n=25	61.97% n=44	0% n=0	↑
4. I feel great pride in the work I do.	4.41	4.42	4.23% n=3	0% n=0	2.82% n=2	36.62% n=26	56.34% n=40	0% n=0	↓
46. I am satisfied being a part of our team.	4.41	4.21	4.23% n=3	1.41% n=1	5.63% n=4	26.76% n=19	61.97% n=44	0% n=0	↑
8. I am driven to contribute to the success of our organization.	4.40	4.47	2.82% n=2	0% n=0	2.82% n=2	42.25% n=30	50.7% n=36	1.41% n=1	↓
43. My teammates demonstrate a commitment to quality work and excellence.	4.39	4.19	4.23% n=3	1.41% n=1	2.82% n=2	33.8% n=24	57.75% n=41	0% n=0	↑

Bottom Items (N=71)

Question	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.05	3.23	8.45% n=6	21.13% n=15	33.8% n=24	14.08% n=10	14.08% n=10	8.45% n=6	↓
68. Business decisions made are consistent with our mission and core values.	3.17	3.11	8.45% n=6	18.31% n=13	29.58% n=21	29.58% n=21	11.27% n=8	2.82% n=2	↑
31. I am provided personal coaching from my supervisor.	3.19	3.35	7.04% n=5	21.13% n=15	30.99% n=22	22.54% n=16	15.49% n=11	2.82% n=2	↓
65. I feel "in on things" that are happening at our organization.	3.20	3.11	12.68% n=9	19.72% n=14	18.31% n=13	33.8% n=24	15.49% n=11	0% n=0	↑
67. Our organization provides the "right" training for me to excel in my role.	3.21	3.23	8.45% n=6	19.72% n=14	23.94% n=17	38.03% n=27	9.86% n=7	0% n=0	↓

DEI+ (N=71)

Dimension	Mean	Previous Mean	(+/-) Change
Diversity	4.04	4.14	↓
Inclusion	4.09	4.19	↓
Equity	4.03	4.09	↓
Transformative Commitments	4.31	4.34	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Diversity	4.04	4.14							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.51	4.60	2.82% n=2	0% n=0	1.41% n=1	35.21% n=25	60.56% n=43	0% n=0	↓
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.21	4.32	4.23% n=3	1.41% n=1	7.04% n=5	43.66% n=31	43.66% n=31	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.	3.91	4.00	5.63% n=4	2.82% n=2	16.9% n=12	42.25% n=30	30.99% n=22	1.41% n=1	↓
75. Our organization demonstrates quality efforts in building a culture of diversity.	3.89	4.02	7.04% n=5	2.82% n=2	14.08% n=10	46.48% n=33	29.58% n=21	0% n=0	↓
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.87	3.96	5.63% n=4	5.63% n=4	12.68% n=9	47.89% n=34	28.17% n=20	0% n=0	↓
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.82	3.96	5.63% n=4	8.45% n=6	14.08% n=10	42.25% n=30	29.58% n=21	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Inclusion	4.09	4.19							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.51	4.60	2.82% n=2	0% n=0	1.41% n=1	35.21% n=25	60.56% n=43	0% n=0	↓
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.48	4.63	2.82% n=2	0% n=0	4.23% n=3	32.39% n=23	60.56% n=43	0% n=0	↓
82. I value the contributions of all team members.	4.28	4.36	4.23% n=3	0% n=0	4.23% n=3	45.07% n=32	43.66% n=31	2.82% n=2	↓
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.27	4.19	5.63% n=4	0% n=0	2.82% n=2	45.07% n=32	46.48% n=33	0% n=0	↑
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.24	4.42	2.82% n=2	2.82% n=2	7.04% n=5	42.25% n=30	45.07% n=32	0% n=0	↓
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.21	4.32	4.23% n=3	1.41% n=1	7.04% n=5	43.66% n=31	43.66% n=31	0% n=0	↓
97. Our organization is a safe place for people of color to work and be successful.	4.20	4.35	4.23% n=3	1.41% n=1	8.45% n=6	42.25% n=30	43.66% n=31	0% n=0	↓
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.18	4.30	4.23% n=3	0% n=0	8.45% n=6	47.89% n=34	39.44% n=28	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.	4.08	4.18	4.23% n=3	2.82% n=2	11.27% n=8	43.66% n=31	38.03% n=27	0% n=0	↓
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.04	4.28	4.23% n=3	2.82% n=2	16.9% n=12	33.8% n=24	39.44% n=28	2.82% n=2	↓
87. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.00	4.04	4.23% n=3	2.82% n=2	11.27% n=8	50.7% n=36	29.58% n=21	1.41% n=1	↓
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.99	3.93	4.23% n=3	5.63% n=4	9.86% n=7	47.89% n=34	32.39% n=23	0% n=0	↑
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	3.96	3.98	4.23% n=3	4.23% n=3	14.08% n=10	46.48% n=33	30.99% n=22	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.	3.91	4.00	5.63% n=4	2.82% n=2	16.9% n=12	42.25% n=30	30.99% n=22	1.41% n=1	↓
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.87	3.96	5.63% n=4	5.63% n=4	12.68% n=9	47.89% n=34	28.17% n=20	0% n=0	↓
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.85	3.89	5.63% n=4	5.63% n=4	15.49% n=11	45.07% n=32	28.17% n=20	0% n=0	↓
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.82	3.96	5.63% n=4	8.45% n=6	14.08% n=10	42.25% n=30	29.58% n=21	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.	3.80	3.95	8.45% n=6	4.23% n=3	14.08% n=10	45.07% n=32	28.17% n=20	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Equity									
	4.03	4.09							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.51	4.60	2.82% n=2	0% n=0	1.41% n=1	35.21% n=25	60.56% n=43	0% n=0	↓
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.99	3.93	4.23% n=3	5.63% n=4	9.86% n=7	47.89% n=34	32.39% n=23	0% n=0	↑
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.80	3.88	7.04% n=5	4.23% n=3	18.31% n=13	42.25% n=30	28.17% n=20	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.	3.80	3.95	8.45% n=6	4.23% n=3	14.08% n=10	45.07% n=32	28.17% n=20	0% n=0	↓
	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Transformative Commitments									
	4.31	4.34							
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.	4.54	4.67	2.82% n=2	0% n=0	1.41% n=1	32.39% n=23	63.38% n=45	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.	4.44	4.53	2.82% n=2	0% n=0	2.82% n=2	39.44% n=28	54.93% n=39	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.	4.27	4.16	4.23% n=3	0% n=0	4.23% n=3	47.89% n=34	43.66% n=31	0% n=0	↑
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.00	3.98	5.63% n=4	4.23% n=3	8.45% n=6	47.89% n=34	33.8% n=24	0% n=0	↑

DEI+ Questions Rank Ordered According to Mean (N=71)

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.	4.54	4.67	2.82% n=2	0% n=0	1.41% n=1	32.39% n=23	63.38% n=45	0% n=0	↓
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.51	4.60	2.82% n=2	0% n=0	1.41% n=1	35.21% n=25	60.56% n=43	0% n=0	↓
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.48	4.63	2.82% n=2	0% n=0	4.23% n=3	32.39% n=23	60.56% n=43	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.	4.44	4.53	2.82% n=2	0% n=0	2.82% n=2	39.44% n=28	54.93% n=39	0% n=0	↓
82. I value the contributions of all team members.	4.28	4.36	4.23% n=3	0% n=0	4.23% n=3	45.07% n=32	43.66% n=31	2.82% n=2	↓
90. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.27	4.16	4.23% n=3	0% n=0	4.23% n=3	47.89% n=34	43.66% n=31	0% n=0	↑
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.27	4.19	5.63% n=4	0% n=0	2.82% n=2	45.07% n=32	46.48% n=33	0% n=0	↑
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.24	4.42	2.82% n=2	2.82% n=2	7.04% n=5	42.25% n=30	45.07% n=32	0% n=0	↓
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.21	4.32	4.23% n=3	1.41% n=1	7.04% n=5	43.66% n=31	43.66% n=31	0% n=0	↓
97. Our organization is a safe place for people of color to work and be successful.	4.20	4.35	4.23% n=3	1.41% n=1	8.45% n=6	42.25% n=30	43.66% n=31	0% n=0	↓
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.18	4.30	4.23% n=3	0% n=0	8.45% n=6	47.89% n=34	39.44% n=28	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.	4.08	4.18	4.23% n=3	2.82% n=2	11.27% n=8	43.66% n=31	38.03% n=27	0% n=0	↓
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.04	4.28	4.23% n=3	2.82% n=2	16.9% n=12	33.8% n=24	39.44% n=28	2.82% n=2	↓
87. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.00	4.04	4.23% n=3	2.82% n=2	11.27% n=8	50.7% n=36	29.58% n=21	1.41% n=1	↓
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.00	3.98	5.63% n=4	4.23% n=3	8.45% n=6	47.89% n=34	33.8% n=24	0% n=0	↑
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.99	3.93	4.23% n=3	5.63% n=4	9.86% n=7	47.89% n=34	32.39% n=23	0% n=0	↑
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	3.96	3.98	4.23% n=3	4.23% n=3	14.08% n=10	46.48% n=33	30.99% n=22	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.	3.91	4.00	5.63% n=4	2.82% n=2	16.9% n=12	42.25% n=30	30.99% n=22	1.41% n=1	↓
75. Our organization demonstrates quality efforts in building a culture of diversity.	3.89	4.02	7.04% n=5	2.82% n=2	14.08% n=10	46.48% n=33	29.58% n=21	0% n=0	↓
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.87	3.96	5.63% n=4	5.63% n=4	12.68% n=9	47.89% n=34	28.17% n=20	0% n=0	↓

85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.85	3.89	5.63% n=4	5.63% n=4	15.49% n=11	45.07% n=32	28.17% n=20	0% n=0	↓
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.82	3.96	5.63% n=4	8.45% n=6	14.08% n=10	42.25% n=30	29.58% n=21	0% n=0	↓
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.80	3.88	7.04% n=5	4.23% n=3	18.31% n=13	42.25% n=30	28.17% n=20	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.	3.80	3.95	8.45% n=6	4.23% n=3	14.08% n=10	45.07% n=32	28.17% n=20	0% n=0	↓

Rank Ordered Questions According to Mean (N=71)

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.	4.54	4.67	↓	DEI+
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.51	4.60	↓	DEI+
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.48	4.63	↓	DEI+
91. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.44	4.53	↓	DEI+
82. I value the contributions of all team members.	4.28	4.36	↓	DEI+
90. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.27	4.16	↑	DEI+
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.27	4.19	↑	DEI+
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.24	4.42	↓	DEI+
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.21	4.32	↓	DEI+
97. Our organization is a safe place for people of color to work and be successful.	4.20	4.35	↓	DEI+
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.18	4.30	↓	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.	4.08	4.18	↓	DEI+
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.04	4.28	↓	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.	4.00	4.04	↓	DEI+
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.00	3.98	↑	DEI+
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.99	3.93	↑	DEI+
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	3.96	3.98	↓	DEI+
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.91	4.00	↓	DEI+
75. Our organization demonstrates quality efforts in building a culture of diversity.	3.89	4.02	↓	DEI+
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.87	3.96	↓	DEI+
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.85	3.89	↓	DEI+
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.82	3.96	↓	DEI+
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.80	3.88	↓	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.

3.80

3.95



DEI+

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