



INSIGHTeX DEI+

Glen Ellyn 41

Glen Ellyn 41 - Full District

September 2022

Dimensions (N=360)

Dimension	Mean	Previous Mean	(+/-) Change
Quality	4.31	4.28	↑
Engage-Inspire	4.30	4.28	↑
Continuous Improvement	4.29	4.28	↑
Pride	4.22	4.15	↑
Innovation	4.11	4.13	↓
Satisfaction	4.08	4.00	↑
Relationships	3.95	3.90	↑
Talent & Fit	3.94	3.87	↑
Recognition	3.93	3.93	=
Communication	3.91	3.85	↑
Performance Planning	3.85	3.84	↑
Career Development	3.82	3.77	↑
Support-Equip	3.80	3.74	↑
Training & Development	3.73	3.72	↑
Mission Conscious	3.72	3.71	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Quality									
	4.31	4.28							
43. My teammates demonstrate a commitment to quality work and excellence.	4.47	4.45	1.39% n=5	0.83% n=3	5.28% n=19	34.17% n=123	57.78% n=208	0.56% n=2	↑
47. I am on a team that encourages each member to surpass expectations.	4.32	4.30	1.39% n=5	2.78% n=10	10.56% n=38	32.22% n=116	51.94% n=187	1.11% n=4	↑
57. Our organization is committed to quality work and excellence.	4.14	4.08	1.39% n=5	4.72% n=17	11.39% n=41	43.61% n=157	38.89% n=140	0% n=0	↑
Engage-Inspire									
	4.30	4.28							
2. I am fully engaged in the work that I do.	4.57	4.53	0.83% n=3	1.11% n=4	3.61% n=13	29.17% n=105	65.28% n=235	0% n=0	↑
53. I am committed to the success of our organization.	4.45	4.46	0.83% n=3	0% n=0	5% n=18	41.67% n=150	52.5% n=189	0% n=0	↓
8. I am driven to contribute to the success of our organization.	4.44	4.46	0.83% n=3	0.56% n=2	7.22% n=26	36.11% n=130	54.44% n=196	0.83% n=3	↓
12. I am highly committed to and energized by my work.	4.28	4.33	1.39% n=5	1.94% n=7	10.83% n=39	38.89% n=140	46.94% n=169	0% n=0	↓
62. I would recommend our organization to a friend as a great place to work.	3.74	3.62	3.61% n=13	8.06% n=29	25.28% n=91	37.22% n=134	25.83% n=93	0% n=0	↑
Continuous Improvement									
	4.29	4.28							
52. Our team strives to pursue excellence.	4.44	4.40	1.39% n=5	0.83% n=3	6.39% n=23	35% n=126	55.83% n=201	0.56% n=2	↑
21. I strive to find a better way every day.	4.32	4.42	0.83% n=3	1.39% n=5	6.11% n=22	48.06% n=173	43.33% n=156	0.28% n=1	↓
55. I am part of an organization that continues to pursue excellence every day.	4.12	4.02	1.39% n=5	3.61% n=13	12.78% n=46	46.39% n=167	35.83% n=129	0% n=0	↑
Pride									
	4.22	4.15							
4. I feel great pride in the work I do.	4.53	4.49	0.83% n=3	0.83% n=3	5.56% n=20	30% n=108	62.5% n=225	0.28% n=1	↑
45. I feel great pride in the team of which I am a part.	4.42	4.37	1.39% n=5	1.11% n=4	10.83% n=39	26.94% n=97	59.17% n=213	0.56% n=2	↑
14. I feel great pride in being a part of our organization.	4.03	3.90	2.22% n=8	5.28% n=19	17.5% n=63	36.67% n=132	37.78% n=136	0.56% n=2	↑
64. I speak of our organization with pride.	3.91	3.83	1.94% n=7	5.28% n=19	20.83% n=75	43.89% n=158	27.78% n=100	0.28% n=1	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Innovation	4.11	4.13							
16. I am continuously seeking ways to improve my overall productivity.	4.48	4.56	0.83% n=3	0.83% n=3	6.67% n=24	32.5% n=117	58.61% n=211	0.56% n=2	↓
42. Our team encourages innovation.	4.16	4.17	1.39% n=5	3.61% n=13	10.83% n=39	45% n=162	38.33% n=138	0.83% n=3	↓
69. Our organization encourages innovation.	3.70	3.66	3.33% n=12	8.33% n=30	21.39% n=77	48.61% n=175	17.78% n=64	0.56% n=2	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Satisfaction	4.08	4.00							
46. I am satisfied being a part of our team.	4.41	4.37	1.67% n=6	3.06% n=11	7.22% n=26	28.89% n=104	58.61% n=211	0.56% n=2	↑
13. I am satisfied with my role/work.	4.06	4.01	1.67% n=6	5.56% n=20	13.33% n=48	43.33% n=156	35.83% n=129	0.28% n=1	↑
20. I look forward to coming to work every day.	3.93	3.83	2.22% n=8	6.67% n=24	16.11% n=58	45.83% n=165	29.17% n=105	0% n=0	↑
73. Overall, I am very satisfied with our organization as a place to work.	3.91	3.80	2.22% n=8	6.67% n=24	17.78% n=64	44.72% n=161	28.61% n=103	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Relationships	3.95	3.90							
5. I have at least one close friend at work.	4.42	4.37	1.39% n=5	2.78% n=10	9.17% n=33	25.28% n=91	60.28% n=217	1.11% n=4	↑
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.31	4.23	1.94% n=7	2.5% n=9	10.28% n=37	32.22% n=116	51.39% n=185	1.67% n=6	↑
51. Our team has open and trusting relationships.	4.25	4.20	1.94% n=7	3.33% n=12	11.67% n=42	33.06% n=119	49.17% n=177	0.83% n=3	↑
25. My supervisor cares about me as a person.	4.14	4.06	1.67% n=6	3.89% n=14	15.56% n=56	36.11% n=130	42.22% n=152	0.56% n=2	↑
54. Quality relationships are valued across our organization.	4.08	3.96	1.39% n=5	4.72% n=17	14.72% n=53	42.22% n=152	36.67% n=132	0.28% n=1	↑
32. I have an open and trusting relationship with my supervisor.	3.89	3.85	3.61% n=13	6.94% n=25	20.56% n=74	34.17% n=123	34.17% n=123	0.56% n=2	↑
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.64	3.63	3.33% n=12	12.22% n=44	26.94% n=97	29.44% n=106	26.11% n=94	1.94% n=7	↑
61. Our organization has a genuine concern and interest about me as a person.	3.49	3.46	5.56% n=20	15.56% n=56	24.17% n=87	33.33% n=120	21.39% n=77	0% n=0	↑
31. I am provided personal coaching from my supervisor.	3.33	3.30	6.11% n=22	18.61% n=67	28.61% n=103	25.56% n=92	18.61% n=67	2.5% n=9	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Talent & Fit									
	3.94	3.87							
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.46	4.41	1.39% n=5	1.94% n=7	4.44% n=16	33.61% n=121	58.61% n=211	0% n=0	↑
56. I feel our organization is a great fit for me.	4.10	4.05	0.83% n=3	4.17% n=15	16.67% n=60	40.56% n=146	37.78% n=136	0% n=0	↑
11. I am in a role that allows me to maximize my talents and strengths.	4.05	4.03	2.78% n=10	6.94% n=25	11.39% n=41	39.72% n=143	38.89% n=140	0.28% n=1	↑
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.85	3.86	3.89% n=14	7.22% n=26	18.06% n=65	37.5% n=135	30% n=108	3.33% n=12	↓
72. Our organization selects highly talented individuals when hiring.	3.80	3.74	2.78% n=10	5.83% n=21	23.06% n=83	45% n=162	22.78% n=82	0.56% n=2	↑
7. I have encouraged someone to apply at our organization.	3.71	3.41	3.06% n=11	11.94% n=43	19.44% n=70	32.22% n=116	25.56% n=92	7.78% n=28	↑
63. Our organization selects the right people for the right job.	3.64	3.57	3.33% n=12	8.61% n=31	28.61% n=103	38.89% n=140	20.28% n=73	0.28% n=1	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Recognition									
	3.93	3.93							
48. Our team recognizes each other's efforts and impact.	4.35	4.40	1.11% n=4	2.22% n=8	8.89% n=32	35.56% n=128	51.67% n=186	0.56% n=2	↓
18. I have provided meaningful recognition to others in the past 10 days.	4.19	4.24	1.67% n=6	3.33% n=12	8.06% n=29	48.33% n=174	38.33% n=138	0.28% n=1	↓
29. My supervisor recognizes me for a job well done.	3.86	3.81	2.5% n=9	8.89% n=32	18.06% n=65	39.72% n=143	29.72% n=107	1.11% n=4	↑
66. Excellence is recognized in our organization.	3.74	3.68	2.5% n=9	9.72% n=35	22.22% n=80	41.39% n=149	23.61% n=85	0.56% n=2	↑
9. I have received meaningful recognition in the past 10 days.	3.51	3.52	6.94% n=25	16.67% n=60	17.22% n=62	36.39% n=131	22.5% n=81	0.28% n=1	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Communication									
	3.91	3.85							
44. Our team effectively communicates with each other.	4.34	4.31	1.39% n=5	4.17% n=15	6.94% n=25	34.17% n=123	53.06% n=191	0.28% n=1	↑
36. I have the opportunity to communicate with my supervisor.	4.14	4.11	1.39% n=5	4.17% n=15	13.61% n=49	40.56% n=146	40% n=144	0.28% n=1	↑
27. My supervisor and I have effective two-way communication.	3.97	3.91	3.33% n=12	7.22% n=26	14.72% n=53	38.06% n=137	36.11% n=130	0.56% n=2	↑
24. My supervisor effectively communicates his/her expectations.	3.85	3.83	3.89% n=14	9.17% n=33	17.5% n=63	36.67% n=132	32.22% n=116	0.56% n=2	↑
26. My supervisor gives me constructive feedback about my work performance.	3.82	3.75	3.06% n=11	9.44% n=34	19.17% n=69	37.22% n=134	29.72% n=107	1.39% n=5	↑
65. I feel "in on things" that are happening at our organization.	3.34	3.21	7.5% n=27	18.33% n=66	24.17% n=87	31.94% n=115	17.78% n=64	0.28% n=1	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Performance Planning	3.85	3.84							
17. I have set the right goals for myself to excel in my role/position.	4.24	4.28	0.83% n=3	0.83% n=3	8.89% n=32	52.5% n=189	36.39% n=131	0.56% n=2	↓
49. Our team effectively sets goals to further enhance our performance.	4.14	4.09	1.39% n=5	2.78% n=10	15.83% n=57	39.17% n=141	39.44% n=142	1.39% n=5	↑
37. My supervisor motivates me to achieve my goals.	3.79	3.77	3.06% n=11	7.78% n=28	24.17% n=87	35.56% n=128	28.06% n=101	1.39% n=5	↑
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.72	3.77	2.78% n=10	11.67% n=42	20.56% n=74	40.83% n=147	23.89% n=86	0.28% n=1	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.34	3.27	5.83% n=21	19.17% n=69	26.94% n=97	19.17% n=69	21.39% n=77	7.5% n=27	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Career Development	3.82	3.77							
70. I would like to work at our organization long term.	4.03	3.96	3.06% n=11	4.17% n=15	17.5% n=63	36.67% n=132	37.78% n=136	0.83% n=3	↑
59. I value the career opportunities that I have at our organization.	3.84	3.79	3.33% n=12	6.94% n=25	20.83% n=75	38.33% n=138	28.61% n=103	1.94% n=7	↑
58. Our organization provides the experience and development for me to further my career here.	3.80	3.70	4.17% n=15	11.11% n=40	16.11% n=58	36.94% n=133	31.11% n=112	0.56% n=2	↑
71. I am aware of the career opportunities that are available for me at our organization.	3.75	3.74	2.78% n=10	9.17% n=33	21.39% n=77	42.22% n=152	23.06% n=83	1.39% n=5	↑
60. I have the opportunity to express my career interests at our organization.	3.67	3.65	4.17% n=15	10.28% n=37	23.61% n=85	34.17% n=123	24.72% n=89	3.06% n=11	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Support-Equip	3.80	3.74							
33. My supervisor is available for me when needs arise.	4.04	4.04	2.78% n=10	5.28% n=19	14.44% n=52	40% n=144	37.22% n=134	0.28% n=1	=
34. My supervisor is actively responsive to my needs.	3.96	3.93	2.78% n=10	8.06% n=29	16.39% n=59	35.83% n=129	36.67% n=132	0.28% n=1	↑
23. I have a supportive coaching relationship with my supervisor.	3.94	3.82	2.22% n=8	7.22% n=26	19.17% n=69	35.28% n=127	34.72% n=125	1.39% n=5	↑
3. I am provided the core needs necessary for me to excel in my role.	3.80	3.64	3.06% n=11	10.83% n=39	16.94% n=61	41.67% n=150	27.5% n=99	0% n=0	↑
28. I am provided the opportunity to spend quality time with my supervisor.	3.57	3.49	3.61% n=13	15.83% n=57	23.61% n=85	32.5% n=117	23.61% n=85	0.83% n=3	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.50	3.50	4.17% n=15	18.06% n=65	18.33% n=66	42.22% n=152	17.22% n=62	0% n=0	=

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Training & Development	3.73	3.72							
35. My supervisor supports my personal and professional development.	4.00	3.98	1.67% n=6	6.39% n=23	15.83% n=57	41.94% n=151	33.61% n=121	0.56% n=2	↑
15. I am properly trained to achieve excellence in my work.	3.88	3.83	3.06% n=11	11.39% n=41	12.78% n=46	39.72% n=143	32.78% n=118	0.28% n=1	↑
30. My supervisor encourages opportunities for my growth and development.	3.79	3.74	3.06% n=11	8.61% n=31	22.5% n=81	36.39% n=131	28.33% n=102	1.11% n=4	↑
6. I am provided opportunities to further my growth and development.	3.69	3.80	2.5% n=9	12.22% n=44	23.06% n=83	36.94% n=133	24.72% n=89	0.56% n=2	↓
67. Our organization provides the "right" training for me to excel in my role.	3.29	3.26	5.83% n=21	20.83% n=75	25.28% n=91	34.17% n=123	13.61% n=49	0.28% n=1	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Mission Conscious	3.72	3.71							
22. I am aware and knowledgeable about our organization's mission.	4.18	4.21	0.83% n=3	2.5% n=9	9.72% n=35	51.11% n=184	35.56% n=128	0.28% n=1	↓
41. My supervisor effectively communicates our organizational mission to me.	3.72	3.76	2.5% n=9	10.56% n=38	21.67% n=78	42.78% n=154	21.94% n=79	0.56% n=2	↓
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.70	3.67	2.5% n=9	10.83% n=39	21.39% n=77	44.17% n=159	20.83% n=75	0.28% n=1	↑
68. Business decisions made are consistent with our mission and core values.	3.29	3.21	6.39% n=23	17.5% n=63	28.33% n=102	33.33% n=120	12.78% n=46	1.67% n=6	↑

Top Items (N=360)

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.	4.57	4.53	0.83% n=3	1.11% n=4	3.61% n=13	29.17% n=105	65.28% n=235	0% n=0	↑
4. I feel great pride in the work I do.	4.53	4.49	0.83% n=3	0.83% n=3	5.56% n=20	30% n=108	62.5% n=225	0.28% n=1	↑
16. I am continuously seeking ways to improve my overall productivity.	4.48	4.56	0.83% n=3	0.83% n=3	6.67% n=24	32.5% n=117	58.61% n=211	0.56% n=2	↓
43. My teammates demonstrate a commitment to quality work and excellence.	4.47	4.45	1.39% n=5	0.83% n=3	5.28% n=19	34.17% n=123	57.78% n=208	0.56% n=2	↑
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.46	4.41	1.39% n=5	1.94% n=7	4.44% n=16	33.61% n=121	58.61% n=211	0% n=0	↑

Bottom Items (N=360)

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.	3.29	3.21	6.39% n=23	17.5% n=63	28.33% n=102	33.33% n=120	12.78% n=46	1.67% n=6	↑
67. Our organization provides the "right" training for me to excel in my role.	3.29	3.26	5.83% n=21	20.83% n=75	25.28% n=91	34.17% n=123	13.61% n=49	0.28% n=1	↑
31. I am provided personal coaching from my supervisor.	3.33	3.30	6.11% n=22	18.61% n=67	28.61% n=103	25.56% n=92	18.61% n=67	2.5% n=9	↑
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.34	3.27	5.83% n=21	19.17% n=69	26.94% n=97	19.17% n=69	21.39% n=77	7.5% n=27	↑
65. I feel "in on things" that are happening at our organization.	3.34	3.21	7.5% n=27	18.33% n=66	24.17% n=87	31.94% n=115	17.78% n=64	0.28% n=1	↑

DEI+ (N=360)

Dimension	Mean	Previous Mean	(+/-) Change
Diversity	3.98	3.97	↑
Inclusion	4.11	4.09	↑
Equity	4.02	3.98	↑
Transformative Commitments	4.39	4.36	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Diversity	3.98	3.97							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.60	4.65	0.56% n=2	0% n=0	3.06% n=11	31.67% n=114	64.44% n=232	0.28% n=1	↓
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.21	4.27	1.39% n=5	3.33% n=12	10.56% n=38	41.94% n=151	42.5% n=153	0.28% n=1	↓
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.93	3.88	1.67% n=6	7.5% n=27	16.39% n=59	44.72% n=161	29.17% n=105	0.56% n=2	↑
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.75	3.65	3.33% n=12	10.28% n=37	18.89% n=68	42.78% n=154	24.44% n=88	0.28% n=1	↑
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.72	3.72	4.44% n=16	10.83% n=39	18.06% n=65	41.67% n=150	24.72% n=89	0.28% n=1	=
75. Our organization demonstrates quality efforts in building a culture of diversity.	3.67	3.65	4.44% n=16	10.56% n=38	21.11% n=76	40.56% n=146	22.78% n=82	0.56% n=2	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Inclusion	4.11	4.09							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.60	4.65	0.56% n=2	0% n=0	3.06% n=11	31.67% n=114	64.44% n=232	0.28% n=1	↓
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.55	4.63	0.56% n=2	0.56% n=2	5.83% n=21	29.72% n=107	63.06% n=227	0.28% n=1	↓
82. I value the contributions of all team members.	4.44	4.51	0.83% n=3	0.56% n=2	3.89% n=14	41.94% n=151	51.39% n=185	1.11% n=4	↓
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.32	4.26	1.11% n=4	1.39% n=5	6.67% n=24	45.28% n=163	45% n=162	0.28% n=1	↑
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.31	4.27	0.56% n=2	3.33% n=12	7.78% n=28	41.11% n=148	46.67% n=168	0.28% n=1	↑
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.23	4.28	1.39% n=5	1.94% n=7	10% n=36	45% n=162	41.39% n=149	0.28% n=1	↓
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.21	4.27	1.39% n=5	3.33% n=12	10.56% n=38	41.94% n=151	42.5% n=153	0.28% n=1	↓
97. Our organization is a safe place for people of color to work and be successful.	4.21	4.24	1.39% n=5	2.22% n=8	14.72% n=53	35% n=126	44.17% n=159	2.22% n=8	↓
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.	4.16	4.04	1.67% n=6	4.17% n=15	13.06% n=47	38.33% n=138	42.5% n=153	0.28% n=1	↑
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.09	4.06	1.67% n=6	3.61% n=13	17.78% n=64	35.83% n=129	38.61% n=139	2.5% n=9	↑
87. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	4.01	3.97	1.67% n=6	4.44% n=16	14.72% n=53	49.17% n=177	29.44% n=106	0.56% n=2	↑
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	3.99	3.97	1.11% n=4	5.83% n=21	16.39% n=59	46.39% n=167	30% n=108	0.28% n=1	↑
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.93	3.88	1.67% n=6	7.5% n=27	16.39% n=59	44.72% n=161	29.17% n=105	0.56% n=2	↑
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.91	3.82	3.61% n=13	5.83% n=21	16.39% n=59	44.44% n=160	29.44% n=106	0.28% n=1	↑
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.85	3.78	1.94% n=7	10.28% n=37	16.67% n=60	42.78% n=154	28.06% n=101	0.28% n=1	↑
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.75	3.65	3.33% n=12	10.28% n=37	18.89% n=68	42.78% n=154	24.44% n=88	0.28% 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.	3.75	3.70	4.17% n=15	9.17% n=33	18.06% n=65	44.44% n=160	23.89% n=86	0.28% n=1	↑
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.72	3.72	4.44% n=16	10.83% n=39	18.06% n=65	41.67% n=150	24.72% n=89	0.28% n=1	=

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Equity	4.02	3.98							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.60	4.65	0.56% n=2	0% n=0	3.06% n=11	31.67% n=114	64.44% n=232	0.28% n=1	↓
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.91	3.82	3.61% n=13	5.83% n=21	16.39% n=59	44.44% n=160	29.44% n=106	0.28% n=1	↑
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.81	3.76	3.06% n=11	7.78% n=28	20.28% n=73	42.5% n=153	25.83% n=93	0.56% n=2	↑
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.	3.75	3.70	4.17% n=15	9.17% n=33	18.06% n=65	44.44% n=160	23.89% n=86	0.28% n=1	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Transformative Commitments	4.39	4.36							
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.	4.63	4.66	0.56% n=2	0.28% n=1	3.06% n=11	27.78% n=100	68.33% n=246	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.	4.55	4.60	0.83% n=3	0.28% n=1	4.72% n=17	31.11% n=112	62.78% n=226	0.28% n=1	↓
90. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.34	4.29	0.83% n=3	1.39% n=5	7.78% n=28	42.5% n=153	46.67% n=168	0.83% n=3	↑
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.02	3.90	1.94% n=7	6.11% n=22	14.44% n=52	43.06% n=155	34.17% n=123	0.28% n=1	↑

DEI+ Questions Rank Ordered According to Mean (N=360)

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.	4.63	4.66	0.56% n=2	0.28% n=1	3.06% n=11	27.78% n=100	68.33% n=246	0% n=0	↓
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.60	4.65	0.56% n=2	0% n=0	3.06% n=11	31.67% n=114	64.44% n=232	0.28% n=1	↓
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.55	4.63	0.56% n=2	0.56% n=2	5.83% n=21	29.72% n=107	63.06% n=227	0.28% n=1	↓
91. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.55	4.60	0.83% n=3	0.28% n=1	4.72% n=17	31.11% n=112	62.78% n=226	0.28% n=1	↓
82. I value the contributions of all team members.	4.44	4.51	0.83% n=3	0.56% n=2	3.89% n=14	41.94% n=151	51.39% n=185	1.11% n=4	↓
90. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.34	4.29	0.83% n=3	1.39% n=5	7.78% n=28	42.5% n=153	46.67% n=168	0.83% n=3	↑
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.32	4.26	1.11% n=4	1.39% n=5	6.67% n=24	45.28% n=163	45% n=162	0.28% n=1	↑
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.31	4.27	0.56% n=2	3.33% n=12	7.78% n=28	41.11% n=148	46.67% n=168	0.28% n=1	↑
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.23	4.28	1.39% n=5	1.94% n=7	10% n=36	45% n=162	41.39% n=149	0.28% n=1	↓
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.21	4.27	1.39% n=5	3.33% n=12	10.56% n=38	41.94% n=151	42.5% n=153	0.28% n=1	↓
97. Our organization is a safe place for people of color to work and be successful.	4.21	4.24	1.39% n=5	2.22% n=8	14.72% n=53	35% n=126	44.17% n=159	2.22% n=8	↓
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.	4.16	4.04	1.67% n=6	4.17% n=15	13.06% n=47	38.33% n=138	42.5% n=153	0.28% n=1	↑
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.09	4.06	1.67% n=6	3.61% n=13	17.78% n=64	35.83% n=129	38.61% n=139	2.5% n=9	↑
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.02	3.90	1.94% n=7	6.11% n=22	14.44% n=52	43.06% n=155	34.17% n=123	0.28% 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.	4.01	3.97	1.67% n=6	4.44% n=16	14.72% n=53	49.17% n=177	29.44% n=106	0.56% n=2	↑
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	3.99	3.97	1.11% n=4	5.83% n=21	16.39% n=59	46.39% n=167	30% n=108	0.28% n=1	↑
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.93	3.88	1.67% n=6	7.5% n=27	16.39% n=59	44.72% n=161	29.17% n=105	0.56% n=2	↑
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.91	3.82	3.61% n=13	5.83% n=21	16.39% n=59	44.44% n=160	29.44% n=106	0.28% n=1	↑
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.85	3.78	1.94% n=7	10.28% n=37	16.67% n=60	42.78% n=154	28.06% n=101	0.28% n=1	↑
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.81	3.76	3.06% n=11	7.78% n=28	20.28% n=73	42.5% n=153	25.83% n=93	0.56% n=2	↑

76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.75	3.65	3.33% n=12	10.28% n=37	18.89% n=68	42.78% n=154	24.44% n=88	0.28% 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.	3.75	3.70	4.17% n=15	9.17% n=33	18.06% n=65	44.44% n=160	23.89% n=86	0.28% n=1	↑
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.72	3.72	4.44% n=16	10.83% n=39	18.06% n=65	41.67% n=150	24.72% n=89	0.28% n=1	=
75. Our organization demonstrates quality efforts in building a culture of diversity.	3.67	3.65	4.44% n=16	10.56% n=38	21.11% n=76	40.56% n=146	22.78% n=82	0.56% n=2	↑

Rank Ordered Questions According to Mean (N=360)

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.	4.63	4.66	↓	DEI+
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.60	4.65	↓	DEI+
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.55	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.	4.55	4.60	↓	DEI+
82. I value the contributions of all team members.	4.44	4.51	↓	DEI+
90. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.34	4.29	↑	DEI+
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.32	4.26	↑	DEI+
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.31	4.27	↑	DEI+
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.23	4.28	↓	DEI+
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.21	4.27	↓	DEI+
97. Our organization is a safe place for people of color to work and be successful.	4.21	4.24	↓	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.	4.16	4.04	↑	DEI+
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.09	4.06	↑	DEI+
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.02	3.90	↑	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.	4.01	3.97	↑	DEI+
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	3.99	3.97	↑	DEI+
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.93	3.88	↑	DEI+
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.91	3.82	↑	DEI+
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.85	3.78	↑	DEI+
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.81	3.76	↑	DEI+
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.75	3.65	↑	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.	3.75	3.70	↑	DEI+
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.72	3.72	=	DEI+



Humanex Ventures Cultural Assessment Index
Satisfaction/Engagement 3x3

