



INSIGHTeX DEI+

Glen Ellyn 41

Glen Ellyn 41 - Forest Glen

September 2022

Dimensions (N=78)

Dimension	Mean	Previous Mean	(+/-) Change
Engage-Inspire	4.30	4.21	↑
Quality	4.22	4.11	↑
Continuous Improvement	4.22	4.21	↑
Pride	4.16	4.02	↑
Satisfaction	4.11	3.84	↑
Innovation	4.09	4.11	↓
Communication	4.04	3.83	↑
Talent & Fit	3.98	3.86	↑
Recognition	3.98	3.83	↑
Relationships	3.96	3.78	↑
Support-Equip	3.87	3.58	↑
Performance Planning	3.86	3.63	↑
Career Development	3.73	3.58	↑
Training & Development	3.70	3.47	↑
Mission Conscious	3.68	3.61	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Engage-Inspire	4.30	4.21							
2. I am fully engaged in the work that I do.	4.55	4.55	0% n=0	1.28% n=1	6.41% n=5	28.21% n=22	64.1% n=50	0% n=0	=
53. I am committed to the success of our organization.	4.45	4.42	0% n=0	0% n=0	5.13% n=4	44.87% n=35	50% n=39	0% n=0	↑
8. I am driven to contribute to the success of our organization.	4.44	4.50	0% n=0	1.28% n=1	6.41% n=5	39.74% n=31	52.56% n=41	0% n=0	↓
12. I am highly committed to and energized by my work.	4.31	4.16	0% n=0	2.56% n=2	8.97% n=7	43.59% n=34	44.87% n=35	0% n=0	↑
62. I would recommend our organization to a friend as a great place to work.	3.73	3.43	2.56% n=2	8.97% n=7	23.08% n=18	43.59% n=34	21.79% n=17	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Quality	4.22	4.11							
43. My teammates demonstrate a commitment to quality work and excellence.	4.45	4.37	0% n=0	0% n=0	10.26% n=8	34.62% n=27	55.13% n=43	0% n=0	↑
47. I am on a team that encourages each member to surpass expectations.	4.17	4.08	0% n=0	6.41% n=5	14.1% n=11	34.62% n=27	43.59% n=34	1.28% n=1	↑
57. Our organization is committed to quality work and excellence.	4.03	3.89	2.56% n=2	6.41% n=5	10.26% n=8	47.44% n=37	33.33% n=26	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Continuous Improvement	4.22	4.21							
52. Our team strives to pursue excellence.	4.37	4.37	0% n=0	1.28% n=1	8.97% n=7	41.03% n=32	48.72% n=38	0% n=0	=
21. I strive to find a better way every day.	4.29	4.35	0% n=0	3.85% n=3	5.13% n=4	48.72% n=38	42.31% n=33	0% n=0	↓
55. I am part of an organization that continues to pursue excellence every day.	4.01	3.92	2.56% n=2	3.85% n=3	8.97% n=7	58.97% n=46	25.64% n=20	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Pride	4.16	4.02							
4. I feel great pride in the work I do.	4.53	4.50	0% n=0	1.28% n=1	7.69% n=6	28.21% n=22	62.82% n=49	0% n=0	↑
45. I feel great pride in the team of which I am a part.	4.38	4.13	0% n=0	2.56% n=2	15.38% n=12	23.08% n=18	58.97% n=46	0% n=0	↑
14. I feel great pride in being a part of our organization.	3.90	3.76	1.28% n=1	6.41% n=5	19.23% n=15	47.44% n=37	25.64% n=20	0% n=0	↑
64. I speak of our organization with pride.	3.81	3.68	1.28% n=1	10.26% n=8	15.38% n=12	52.56% n=41	20.51% n=16	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Satisfaction	4.11	3.84							
46. I am satisfied being a part of our team.	4.37	4.18	0% n=0	3.85% n=3	12.82% n=10	25.64% n=20	57.69% n=45	0% n=0	↑
13. I am satisfied with my role/work.	4.12	3.87	0% n=0	6.41% n=5	11.54% n=9	46.15% n=36	35.9% n=28	0% n=0	↑
20. I look forward to coming to work every day.	4.00	3.63	0% n=0	8.97% n=7	14.1% n=11	44.87% n=35	32.05% n=25	0% n=0	↑
73. Overall, I am very satisfied with our organization as a place to work.	3.95	3.66	1.28% n=1	6.41% n=5	15.38% n=12	50% n=39	26.92% n=21	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Innovation	4.09	4.11							
16. I am continuously seeking ways to improve my overall productivity.	4.42	4.55	0% n=0	2.56% n=2	10.26% n=8	29.49% n=23	57.69% n=45	0% n=0	↓
42. Our team encourages innovation.	4.15	4.03	0% n=0	5.13% n=4	7.69% n=6	53.85% n=42	33.33% n=26	0% n=0	↑
69. Our organization encourages innovation.	3.71	3.74	1.28% n=1	11.54% n=9	17.95% n=14	51.28% n=40	16.67% n=13	1.28% n=1	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Communication	4.04	3.83							
44. Our team effectively communicates with each other.	4.29	4.21	0% n=0	5.13% n=4	7.69% n=6	39.74% n=31	47.44% n=37	0% n=0	↑
36. I have the opportunity to communicate with my supervisor.	4.29	4.16	0% n=0	0% n=0	10.26% n=8	50% n=39	39.74% n=31	0% n=0	↑
27. My supervisor and I have effective two-way communication.	4.24	3.95	0% n=0	0% n=0	8.97% n=7	57.69% n=45	33.33% n=26	0% n=0	↑
24. My supervisor effectively communicates his/her expectations.	4.05	3.89	1.28% n=1	2.56% n=2	17.95% n=14	46.15% n=36	32.05% n=25	0% n=0	↑
26. My supervisor gives me constructive feedback about my work performance.	4.05	3.58	1.28% n=1	3.85% n=3	14.1% n=11	50% n=39	30.77% n=24	0% n=0	↑
65. I feel "in on things" that are happening at our organization.	3.29	3.21	6.41% n=5	21.79% n=17	23.08% n=18	33.33% n=26	15.38% n=12	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Talent & Fit									
	3.98	3.86							
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.45	4.47	0% n=0	2.56% n=2	6.41% n=5	34.62% n=27	56.41% n=44	0% n=0	↓
56. I feel our organization is a great fit for me.	4.14	3.95	0% n=0	2.56% n=2	16.67% n=13	44.87% n=35	35.9% n=28	0% n=0	↑
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	4.06	3.83	0% n=0	6.41% n=5	14.1% n=11	44.87% n=35	33.33% n=26	1.28% n=1	↑
11. I am in a role that allows me to maximize my talents and strengths.	4.06	3.97	0% n=0	7.69% n=6	12.82% n=10	44.87% n=35	34.62% n=27	0% n=0	↑
72. Our organization selects highly talented individuals when hiring.	3.81	3.79	3.85% n=3	5.13% n=4	19.23% n=15	48.72% n=38	21.79% n=17	1.28% n=1	↑
7. I have encouraged someone to apply at our organization.	3.69	3.34	1.28% n=1	12.82% n=10	23.08% n=18	29.49% n=23	24.36% n=19	8.97% n=7	↑
63. Our organization selects the right people for the right job.	3.65	3.66	1.28% n=1	10.26% n=8	25.64% n=20	47.44% n=37	15.38% n=12	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Recognition									
	3.98	3.83							
48. Our team recognizes each other's efforts and impact.	4.32	4.29	0% n=0	3.85% n=3	10.26% n=8	35.9% n=28	50% n=39	0% n=0	↑
18. I have provided meaningful recognition to others in the past 10 days.	4.21	4.16	0% n=0	3.85% n=3	6.41% n=5	55.13% n=43	34.62% n=27	0% n=0	↑
29. My supervisor recognizes me for a job well done.	3.96	3.68	0% n=0	3.85% n=3	20.51% n=16	51.28% n=40	24.36% n=19	0% n=0	↑
66. Excellence is recognized in our organization.	3.71	3.63	2.56% n=2	11.54% n=9	20.51% n=16	43.59% n=34	21.79% n=17	0% n=0	↑
9. I have received meaningful recognition in the past 10 days.	3.68	3.37	3.85% n=3	12.82% n=10	15.38% n=12	46.15% n=36	20.51% n=16	1.28% n=1	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Relationships									
	3.96	3.78							
5. I have at least one close friend at work.	4.41	4.37	1.28% n=1	3.85% n=3	8.97% n=7	24.36% n=19	61.54% n=48	0% n=0	↑
25. My supervisor cares about me as a person.	4.32	4.26	0% n=0	2.56% n=2	8.97% n=7	42.31% n=33	46.15% n=36	0% n=0	↑
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.23	4.08	1.28% n=1	5.13% n=4	12.82% n=10	29.49% n=23	50% n=39	1.28% n=1	↑
51. Our team has open and trusting relationships.	4.19	3.95	1.28% n=1	3.85% n=3	15.38% n=12	32.05% n=25	46.15% n=36	1.28% n=1	↑
32. I have an open and trusting relationship with my supervisor.	4.13	3.82	0% n=0	1.28% n=1	15.38% n=12	52.56% n=41	30.77% n=24	0% n=0	↑
54. Quality relationships are valued across our organization.	3.99	3.84	1.28% n=1	5.13% n=4	17.95% n=14	44.87% n=35	30.77% n=24	0% n=0	↑
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.74	3.46	0% n=0	8.97% n=7	28.21% n=22	41.03% n=32	20.51% n=16	1.28% n=1	↑
61. Our organization has a genuine concern and interest about me as a person.	3.38	3.32	3.85% n=3	16.67% n=13	32.05% n=25	32.05% n=25	15.38% n=12	0% n=0	↑
31. I am provided personal coaching from my supervisor.	3.26	2.95	5.13% n=4	17.95% n=14	35.9% n=28	28.21% n=22	12.82% n=10	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Support-Equip									
	3.87	3.58							
33. My supervisor is available for me when needs arise.	4.29	4.05	0% n=0	0% n=0	8.97% n=7	52.56% n=41	38.46% n=30	0% n=0	↑
34. My supervisor is actively responsive to my needs.	4.23	3.84	0% n=0	0% n=0	14.1% n=11	48.72% n=38	37.18% n=29	0% n=0	↑
23. I have a supportive coaching relationship with my supervisor.	4.04	3.74	0% n=0	6.41% n=5	14.1% n=11	48.72% n=38	30.77% n=24	0% n=0	↑
3. I am provided the core needs necessary for me to excel in my role.	3.73	3.34	2.56% n=2	11.54% n=9	23.08% n=18	35.9% n=28	26.92% n=21	0% n=0	↑
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.46	3.34	3.85% n=3	15.38% n=12	24.36% n=19	43.59% n=34	12.82% n=10	0% n=0	↑
28. I am provided the opportunity to spend quality time with my supervisor.	3.45	3.16	1.28% n=1	16.67% n=13	33.33% n=26	33.33% n=26	15.38% n=12	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Performance Planning	3.86	3.63							
17. I have set the right goals for myself to excel in my role/position.	4.21	4.08	0% n=0	1.28% n=1	8.97% n=7	56.41% n=44	32.05% n=25	1.28% n=1	↑
49. Our team effectively sets goals to further enhance our performance.	4.14	3.84	0% n=0	5.13% n=4	15.38% n=12	39.74% n=31	39.74% n=31	0% n=0	↑
37. My supervisor motivates me to achieve my goals.	3.87	3.66	0% n=0	5.13% n=4	24.36% n=19	47.44% n=37	21.79% n=17	1.28% n=1	↑
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.65	3.63	0% n=0	15.38% n=12	21.79% n=17	44.87% n=35	17.95% n=14	0% n=0	↑
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.42	2.95	2.56% n=2	12.82% n=10	35.9% n=28	25.64% n=20	15.38% n=12	7.69% n=6	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Career Development	3.73	3.58							
70. I would like to work at our organization long term.	3.99	3.82	1.28% n=1	8.97% n=7	16.67% n=13	35.9% n=28	37.18% n=29	0% n=0	↑
71. I am aware of the career opportunities that are available for me at our organization.	3.84	3.84	1.28% n=1	7.69% n=6	20.51% n=16	44.87% n=35	24.36% n=19	1.28% n=1	=
59. I value the career opportunities that I have at our organization.	3.68	3.58	3.85% n=3	7.69% n=6	26.92% n=21	35.9% n=28	23.08% n=18	2.56% n=2	↑
58. Our organization provides the experience and development for me to further my career here.	3.58	3.27	3.85% n=3	17.95% n=14	17.95% n=14	37.18% n=29	23.08% n=18	0% n=0	↑
60. I have the opportunity to express my career interests at our organization.	3.58	3.39	3.85% n=3	11.54% n=9	25.64% n=20	37.18% n=29	19.23% n=15	2.56% n=2	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Training & Development	3.70	3.47							
35. My supervisor supports my personal and professional development.	4.21	3.76	0% n=0	1.28% n=1	12.82% n=10	48.72% n=38	35.9% n=28	1.28% n=1	↑
15. I am properly trained to achieve excellence in my work.	3.77	3.58	2.56% n=2	12.82% n=10	15.38% n=12	43.59% n=34	25.64% n=20	0% n=0	↑
30. My supervisor encourages opportunities for my growth and development.	3.74	3.42	1.28% n=1	7.69% n=6	26.92% n=21	43.59% n=34	20.51% n=16	0% n=0	↑
6. I am provided opportunities to further my growth and development.	3.65	3.50	0% n=0	16.67% n=13	20.51% n=16	43.59% n=34	19.23% n=15	0% n=0	↑
67. Our organization provides the "right" training for me to excel in my role.	3.15	3.08	2.56% n=2	32.05% n=25	25.64% n=20	26.92% n=21	12.82% n=10	0% n=0	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Mission Conscious	3.68	3.61							
22. I am aware and knowledgeable about our organization's mission.	4.13	4.16	0% n=0	3.85% n=3	10.26% n=8	55.13% n=43	30.77% n=24	0% n=0	↓
41. My supervisor effectively communicates our organizational mission to me.	3.76	3.68	0% n=0	12.82% n=10	16.67% n=13	52.56% n=41	17.95% n=14	0% n=0	↑
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.64	3.66	5.13% n=4	10.26% n=8	15.38% n=12	53.85% n=42	15.38% n=12	0% n=0	↓
68. Business decisions made are consistent with our mission and core values.	3.17	2.95	6.41% n=5	24.36% n=19	23.08% n=18	33.33% n=26	10.26% n=8	2.56% n=2	↑

Top Items (N=78)

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.	4.55	4.55	0% n=0	1.28% n=1	6.41% n=5	28.21% n=22	64.1% n=50	0% n=0	=
4. I feel great pride in the work I do.	4.53	4.50	0% n=0	1.28% n=1	7.69% n=6	28.21% n=22	62.82% n=49	0% n=0	↑
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.45	4.47	0% n=0	2.56% n=2	6.41% n=5	34.62% n=27	56.41% n=44	0% n=0	↓
43. My teammates demonstrate a commitment to quality work and excellence.	4.45	4.37	0% n=0	0% n=0	10.26% n=8	34.62% n=27	55.13% n=43	0% n=0	↑
53. I am committed to the success of our organization.	4.45	4.42	0% n=0	0% n=0	5.13% n=4	44.87% n=35	50% n=39	0% n=0	↑

Bottom Items (N=78)

Question	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
67. Our organization provides the "right" training for me to excel in my role.	3.15	3.08	2.56% n=2	32.05% n=25	25.64% n=20	26.92% n=21	12.82% n=10	0% n=0	↑
68. Business decisions made are consistent with our mission and core values.	3.17	2.95	6.41% n=5	24.36% n=19	23.08% n=18	33.33% n=26	10.26% n=8	2.56% n=2	↑
31. I am provided personal coaching from my supervisor.	3.26	2.95	5.13% n=4	17.95% n=14	35.9% n=28	28.21% n=22	12.82% n=10	0% n=0	↑
65. I feel "in on things" that are happening at our organization.	3.29	3.21	6.41% n=5	21.79% n=17	23.08% n=18	33.33% n=26	15.38% n=12	0% n=0	↑
61. Our organization has a genuine concern and interest about me as a person.	3.38	3.32	3.85% n=3	16.67% n=13	32.05% n=25	32.05% n=25	15.38% n=12	0% n=0	↑

DEI+ (N=78)

Dimension	Mean	Previous Mean	(+/-) Change
Diversity	3.92	4.03	↓
Inclusion	4.05	4.13	↓
Equity	3.95	3.96	↓
Transformative Commitments	4.35	4.29	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Diversity	3.92	4.03							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.56	4.58	0% n=0	0% n=0	3.85% n=3	35.9% n=28	58.97% n=46	1.28% n=1	↓
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.06	4.29	0% n=0	8.97% n=7	10.26% n=8	46.15% n=36	34.62% n=27	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.	3.86	3.87	1.28% n=1	11.54% n=9	15.38% n=12	43.59% n=34	28.21% n=22	0% n=0	↓
75. Our organization demonstrates quality efforts in building a culture of diversity.	3.74	3.79	3.85% n=3	10.26% n=8	14.1% n=11	50% n=39	20.51% n=16	1.28% n=1	↓
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.73	3.74	2.56% n=2	12.82% n=10	16.67% n=13	44.87% n=35	23.08% n=18	0% n=0	↓
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.59	3.89	3.85% n=3	19.23% n=15	10.26% n=8	47.44% n=37	19.23% n=15	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Inclusion	4.05	4.13							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.56	4.58	0% n=0	0% n=0	3.85% n=3	35.9% n=28	58.97% n=46	1.28% n=1	↓
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.46	4.55	0% n=0	2.56% n=2	7.69% n=6	30.77% n=24	58.97% n=46	0% n=0	↓
82. I value the contributions of all team members.	4.41	4.58	0% n=0	2.56% n=2	5.13% n=4	41.03% n=32	51.28% n=40	0% n=0	↓
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.28	4.16	0% n=0	1.28% n=1	10.26% n=8	47.44% n=37	41.03% n=32	0% n=0	↑
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.27	4.29	0% n=0	3.85% n=3	7.69% n=6	46.15% n=36	42.31% n=33	0% n=0	↓
97. Our organization is a safe place for people of color to work and be successful.	4.21	4.32	0% n=0	1.28% n=1	15.38% n=12	43.59% n=34	38.46% n=30	1.28% n=1	↓
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.17	4.42	0% n=0	6.41% n=5	7.69% n=6	48.72% n=38	37.18% n=29	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.	4.13	4.13	1.28% n=1	3.85% n=3	12.82% n=10	44.87% n=35	37.18% n=29	0% n=0	=
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.09	4.14	0% n=0	3.85% n=3	16.67% n=13	41.03% n=32	33.33% n=26	5.13% n=4	↓
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.06	4.29	0% n=0	8.97% n=7	10.26% n=8	46.15% n=36	34.62% 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.	4.00	4.00	2.56% n=2	3.85% n=3	11.54% n=9	55.13% n=43	26.92% n=21	0% n=0	=
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.86	3.87	1.28% n=1	11.54% n=9	15.38% n=12	43.59% n=34	28.21% n=22	0% n=0	↓
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	3.86	4.18	1.28% n=1	10.26% n=8	15.38% n=12	47.44% n=37	25.64% n=20	0% n=0	↓
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.83	3.74	1.28% n=1	11.54% n=9	15.38% n=12	46.15% n=36	25.64% n=20	0% n=0	↑
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.81	3.76	3.85% n=3	10.26% n=8	12.82% n=10	47.44% n=37	25.64% n=20	0% n=0	↑
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.73	3.74	2.56% n=2	12.82% n=10	16.67% n=13	44.87% n=35	23.08% n=18	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.	3.62	3.74	3.85% n=3	15.38% n=12	15.38% n=12	46.15% n=36	19.23% n=15	0% n=0	↓
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.59	3.89	3.85% n=3	19.23% n=15	10.26% n=8	47.44% n=37	19.23% n=15	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Equity	3.95	3.96							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.56	4.58	0% n=0	0% n=0	3.85% n=3	35.9% n=28	58.97% n=46	1.28% n=1	↓
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.81	3.76	3.85% n=3	10.26% n=8	12.82% n=10	47.44% n=37	25.64% n=20	0% n=0	↑
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.79	3.76	2.56% n=2	10.26% n=8	12.82% n=10	52.56% n=41	20.51% n=16	1.28% 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.	3.62	3.74	3.85% n=3	15.38% n=12	15.38% n=12	46.15% n=36	19.23% n=15	0% n=0	↓
	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Transformative Commitments	4.35	4.29							
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.	4.56	4.61	0% n=0	1.28% n=1	3.85% n=3	32.05% n=25	62.82% n=49	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.	4.48	4.53	1.28% n=1	0% n=0	7.69% n=6	30.77% n=24	58.97% n=46	1.28% n=1	↓
90. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.36	4.13	0% n=0	2.56% n=2	7.69% n=6	39.74% n=31	47.44% n=37	2.56% n=2	↑
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	3.99	3.87	1.28% n=1	11.54% n=9	8.97% n=7	43.59% n=34	34.62% n=27	0% n=0	↑

DEI+ Questions Rank Ordered According to Mean (N=78)

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.	4.56	4.61	0% n=0	1.28% n=1	3.85% n=3	32.05% n=25	62.82% n=49	0% n=0	↓
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.56	4.58	0% n=0	0% n=0	3.85% n=3	35.9% n=28	58.97% n=46	1.28% n=1	↓
91. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.48	4.53	1.28% n=1	0% n=0	7.69% n=6	30.77% n=24	58.97% n=46	1.28% n=1	↓
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.46	4.55	0% n=0	2.56% n=2	7.69% n=6	30.77% n=24	58.97% n=46	0% n=0	↓
82. I value the contributions of all team members.	4.41	4.58	0% n=0	2.56% n=2	5.13% n=4	41.03% n=32	51.28% n=40	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.	4.36	4.13	0% n=0	2.56% n=2	7.69% n=6	39.74% n=31	47.44% n=37	2.56% n=2	↑
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.28	4.16	0% n=0	1.28% n=1	10.26% n=8	47.44% n=37	41.03% n=32	0% n=0	↑
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.27	4.29	0% n=0	3.85% n=3	7.69% n=6	46.15% n=36	42.31% n=33	0% n=0	↓
97. Our organization is a safe place for people of color to work and be successful.	4.21	4.32	0% n=0	1.28% n=1	15.38% n=12	43.59% n=34	38.46% n=30	1.28% n=1	↓
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.17	4.42	0% n=0	6.41% n=5	7.69% n=6	48.72% n=38	37.18% n=29	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.	4.13	4.13	1.28% n=1	3.85% n=3	12.82% n=10	44.87% n=35	37.18% n=29	0% n=0	=
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.09	4.14	0% n=0	3.85% n=3	16.67% n=13	41.03% n=32	33.33% n=26	5.13% n=4	↓
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.06	4.29	0% n=0	8.97% n=7	10.26% n=8	46.15% n=36	34.62% 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.	4.00	4.00	2.56% n=2	3.85% n=3	11.54% n=9	55.13% n=43	26.92% n=21	0% n=0	=
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	3.99	3.87	1.28% n=1	11.54% n=9	8.97% n=7	43.59% n=34	34.62% n=27	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.	3.86	3.87	1.28% n=1	11.54% n=9	15.38% n=12	43.59% n=34	28.21% n=22	0% n=0	↓
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	3.86	4.18	1.28% n=1	10.26% n=8	15.38% n=12	47.44% n=37	25.64% n=20	0% n=0	↓
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.83	3.74	1.28% n=1	11.54% n=9	15.38% n=12	46.15% n=36	25.64% n=20	0% n=0	↑
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.81	3.76	3.85% n=3	10.26% n=8	12.82% n=10	47.44% n=37	25.64% n=20	0% n=0	↑
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.79	3.76	2.56% n=2	10.26% n=8	12.82% n=10	52.56% n=41	20.51% n=16	1.28% n=1	↑

75. Our organization demonstrates quality efforts in building a culture of diversity.	3.74	3.79	3.85% n=3	10.26% n=8	14.1% n=11	50% n=39	20.51% n=16	1.28% n=1	↓
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.73	3.74	2.56% n=2	12.82% n=10	16.67% n=13	44.87% n=35	23.08% n=18	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.	3.62	3.74	3.85% n=3	15.38% n=12	15.38% n=12	46.15% n=36	19.23% n=15	0% n=0	↓
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.59	3.89	3.85% n=3	19.23% n=15	10.26% n=8	47.44% n=37	19.23% n=15	0% n=0	↓

Rank Ordered Questions According to Mean (N=78)

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.	4.56	4.61	↓	DEI+
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.56	4.58	↓	DEI+
91. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.48	4.53	↓	DEI+
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.46	4.55	↓	DEI+
82. I value the contributions of all team members.	4.41	4.58	↓	DEI+
90. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.36	4.13	↑	DEI+
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.28	4.16	↑	DEI+
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.27	4.29	↓	DEI+
97. Our organization is a safe place for people of color to work and be successful.	4.21	4.32	↓	DEI+
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.17	4.42	↓	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.	4.13	4.13	=	DEI+
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	4.09	4.14	↓	DEI+
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.06	4.29	↓	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	4.00	=	DEI+
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	3.99	3.87	↑	DEI+
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.86	3.87	↓	DEI+
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	3.86	4.18	↓	DEI+
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.83	3.74	↑	DEI+
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.81	3.76	↑	DEI+
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.79	3.76	↑	DEI+
75. Our organization demonstrates quality efforts in building a culture of diversity.	3.74	3.79	↓	DEI+
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.73	3.74	↓	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.	3.62	3.74	↓	DEI+

79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.

3.59

3.89



DEI+

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