



INSIGHTeX DEI+

Glen Ellyn 41

Glen Ellyn 41 - Hadley

September 2022

Dimensions (N=69)

Dimension	Mean	Previous Mean	(+/-) Change
Quality	4.33	4.34	↓
Pride	4.24	4.36	↓
Engage-Inspire	4.23	4.42	↓
Continuous Improvement	4.21	4.36	↓
Satisfaction	4.07	4.18	↓
Innovation	4.06	4.25	↓
Talent & Fit	3.85	4.01	↓
Relationships	3.78	3.94	↓
Recognition	3.76	4.04	↓
Career Development	3.75	3.98	↓
Performance Planning	3.73	3.90	↓
Training & Development	3.72	3.86	↓
Communication	3.69	3.87	↓
Mission Conscious	3.61	3.91	↓
Support-Equip	3.58	3.88	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Quality	4.33	4.34							
43. My teammates demonstrate a commitment to quality work and excellence.	4.46	4.38	0% n=0	1.45% n=1	2.9% n=2	43.48% n=30	52.17% n=36	0% n=0	↑
47. I am on a team that encourages each member to surpass expectations.	4.38	4.30	0% n=0	1.45% n=1	11.59% n=8	33.33% n=23	52.17% n=36	1.45% n=1	↑
57. Our organization is committed to quality work and excellence.	4.14	4.33	0% n=0	2.9% n=2	15.94% n=11	44.93% n=31	36.23% n=25	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Pride	4.24	4.36							
45. I feel great pride in the team of which I am a part.	4.51	4.47	0% n=0	0% n=0	7.25% n=5	33.33% n=23	57.97% n=40	1.45% n=1	↑
4. I feel great pride in the work I do.	4.48	4.65	0% n=0	0% n=0	8.7% n=6	33.33% n=23	56.52% n=39	1.45% n=1	↓
14. I feel great pride in being a part of our organization.	4.03	4.15	0% n=0	4.35% n=3	21.74% n=15	39.13% n=27	34.78% n=24	0% n=0	↓
64. I speak of our organization with pride.	3.94	4.17	0% n=0	1.45% n=1	24.64% n=17	52.17% n=36	21.74% n=15	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Engage-Inspire	4.23	4.42							
2. I am fully engaged in the work that I do.	4.56	4.57	0% n=0	0% n=0	2.9% n=2	37.68% n=26	59.42% n=41	0% n=0	↓
53. I am committed to the success of our organization.	4.38	4.48	0% n=0	0% n=0	5.8% n=4	50.72% n=35	43.48% n=30	0% n=0	↓
8. I am driven to contribute to the success of our organization.	4.28	4.54	0% n=0	1.45% n=1	11.59% n=8	42.03% n=29	43.48% n=30	1.45% n=1	↓
12. I am highly committed to and energized by my work.	4.18	4.57	1.45% n=1	1.45% n=1	17.39% n=12	36.23% n=25	43.48% n=30	0% n=0	↓
62. I would recommend our organization to a friend as a great place to work.	3.75	3.96	1.45% n=1	4.35% n=3	30.43% n=21	44.93% n=31	18.84% n=13	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Continuous Improvement	4.21	4.36							
52. Our team strives to pursue excellence.	4.40	4.51	0% n=0	1.45% n=1	10.14% n=7	34.78% n=24	52.17% n=36	1.45% n=1	↓
21. I strive to find a better way every day.	4.15	4.30	0% n=0	1.45% n=1	13.04% n=9	53.62% n=37	31.88% n=22	0% n=0	↓
55. I am part of an organization that continues to pursue excellence every day.	4.09	4.28	0% n=0	1.45% n=1	18.84% n=13	49.28% n=34	30.43% n=21	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Satisfaction									
	4.07	4.18							
46. I am satisfied being a part of our team.	4.51	4.43	0% n=0	0% n=0	4.35% n=3	39.13% n=27	55.07% n=38	1.45% n=1	↑
13. I am satisfied with my role/work.	4.00	4.24	1.45% n=1	2.9% n=2	18.84% n=13	46.38% n=32	30.43% n=21	0% n=0	↓
73. Overall, I am very satisfied with our organization as a place to work.	3.97	4.04	1.45% n=1	2.9% n=2	18.84% n=13	50.72% n=35	26.09% n=18	0% n=0	↓
20. I look forward to coming to work every day.	3.79	4.02	1.45% n=1	7.25% n=5	21.74% n=15	49.28% n=34	20.29% n=14	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Innovation									
	4.06	4.25							
16. I am continuously seeking ways to improve my overall productivity.	4.36	4.54	0% n=0	0% n=0	10.14% n=7	42.03% n=29	46.38% n=32	1.45% n=1	↓
42. Our team encourages innovation.	4.12	4.25	0% n=0	2.9% n=2	15.94% n=11	47.83% n=33	33.33% n=23	0% n=0	↓
69. Our organization encourages innovation.	3.71	3.96	4.35% n=3	7.25% n=5	14.49% n=10	59.42% n=41	13.04% n=9	1.45% n=1	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Talent & Fit									
	3.85	4.01							
1. In my role I have the opportunity to do things that I both do well and enjoy.	4.46	4.52	0% n=0	2.9% n=2	4.35% n=3	36.23% n=25	56.52% n=39	0% n=0	↓
56. I feel our organization is a great fit for me.	4.00	4.24	0% n=0	4.35% n=3	21.74% n=15	43.48% n=30	30.43% n=21	0% n=0	↓
11. I am in a role that allows me to maximize my talents and strengths.	3.88	4.11	1.45% n=1	11.59% n=8	11.59% n=8	46.38% n=32	28.99% n=20	0% n=0	↓
72. Our organization selects highly talented individuals when hiring.	3.74	3.96	0% n=0	8.7% n=6	26.09% n=18	47.83% n=33	17.39% n=12	0% n=0	↓
7. I have encouraged someone to apply at our organization.	3.71	3.63	2.9% n=2	13.04% n=9	14.49% n=10	39.13% n=27	23.19% n=16	7.25% n=5	↑
39. My supervisor knows the talents to look for in selecting new teammates who will be successful.	3.64	3.83	5.8% n=4	10.14% n=7	18.84% n=13	44.93% n=31	20.29% n=14	0% n=0	↓
63. Our organization selects the right people for the right job.	3.51	3.75	2.9% n=2	13.04% n=9	27.54% n=19	43.48% n=30	13.04% n=9	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Relationships									
	3.78	3.94							
5. I have at least one close friend at work.	4.49	4.50	0% n=0	0% n=0	13.04% n=9	24.64% n=17	60.87% n=42	1.45% n=1	↓
50. Based on relationships demonstrated on our team, I would recommend someone to join our team.	4.38	4.30	0% n=0	1.45% n=1	10.14% n=7	36.23% n=25	50.72% n=35	1.45% n=1	↑
51. Our team has open and trusting relationships.	4.31	4.25	0% n=0	1.45% n=1	11.59% n=8	40.58% n=28	44.93% n=31	1.45% n=1	↑
54. Quality relationships are valued across our organization.	3.94	4.02	1.45% n=1	5.8% n=4	20.29% n=14	42.03% n=29	30.43% n=21	0% n=0	↓
25. My supervisor cares about me as a person.	3.78	3.87	2.9% n=2	4.35% n=3	26.09% n=18	44.93% n=31	21.74% n=15	0% n=0	↓
32. I have an open and trusting relationship with my supervisor.	3.43	3.72	5.8% n=4	11.59% n=8	31.88% n=22	34.78% n=24	15.94% n=11	0% n=0	↓
38. My supervisor demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.33	3.65	7.25% n=5	11.59% n=8	39.13% n=27	24.64% n=17	17.39% n=12	0% n=0	↓
61. Our organization has a genuine concern and interest about me as a person.	3.26	3.72	7.25% n=5	18.84% n=13	27.54% n=19	33.33% n=23	13.04% n=9	0% n=0	↓
31. I am provided personal coaching from my supervisor.	3.09	3.47	8.7% n=6	24.64% n=17	27.54% n=19	21.74% n=15	14.49% n=10	2.9% n=2	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Recognition									
	3.76	4.04							
48. Our team recognizes each other's efforts and impact.	4.44	4.40	0% n=0	0% n=0	5.8% n=4	43.48% n=30	49.28% n=34	1.45% n=1	↑
18. I have provided meaningful recognition to others in the past 10 days.	4.03	4.30	1.45% n=1	4.35% n=3	11.59% n=8	53.62% n=37	27.54% n=19	1.45% n=1	↓
66. Excellence is recognized in our organization.	3.67	3.98	2.9% n=2	10.14% n=7	24.64% n=17	42.03% n=29	20.29% n=14	0% n=0	↓
29. My supervisor recognizes me for a job well done.	3.58	3.89	2.9% n=2	11.59% n=8	27.54% n=19	40.58% n=28	17.39% n=12	0% n=0	↓
9. I have received meaningful recognition in the past 10 days.	3.10	3.65	10.14% n=7	26.09% n=18	17.39% n=12	34.78% n=24	11.59% n=8	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Career Development	3.75	3.98							
70. I would like to work at our organization long term.	3.88	4.11	7.25% n=5	1.45% n=1	21.74% n=15	33.33% n=23	34.78% n=24	1.45% n=1	↓
58. Our organization provides the experience and development for me to further my career here.	3.86	4.06	4.35% n=3	8.7% n=6	13.04% n=9	44.93% n=31	28.99% n=20	0% n=0	↓
59. I value the career opportunities that I have at our organization.	3.79	4.07	4.35% n=3	5.8% n=4	17.39% n=12	49.28% n=34	21.74% n=15	1.45% n=1	↓
71. I am aware of the career opportunities that are available for me at our organization.	3.65	3.83	2.9% n=2	8.7% n=6	24.64% n=17	47.83% n=33	15.94% n=11	0% n=0	↓
60. I have the opportunity to express my career interests at our organization.	3.59	3.83	4.35% n=3	8.7% n=6	28.99% n=20	37.68% n=26	18.84% n=13	1.45% n=1	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Performance Planning	3.73	3.90							
17. I have set the right goals for myself to excel in my role/position.	4.24	4.30	0% n=0	0% n=0	10.14% n=7	55.07% n=38	33.33% n=23	1.45% n=1	↓
49. Our team effectively sets goals to further enhance our performance.	4.09	4.17	0% n=0	2.9% n=2	20.29% n=14	40.58% n=28	34.78% n=24	1.45% n=1	↓
10. In my current role, I am encouraged to set motivational/stretch goals for myself.	3.66	3.89	1.45% n=1	14.49% n=10	20.29% n=14	43.48% n=30	20.29% n=14	0% n=0	↓
37. My supervisor motivates me to achieve my goals.	3.57	3.65	5.8% n=4	5.8% n=4	36.23% n=25	30.43% n=21	21.74% n=15	0% n=0	↓
40. In the past three months, my supervisor has discussed my successes and progress with me.	3.08	3.49	13.04% n=9	18.84% n=13	24.64% n=17	26.09% n=18	13.04% n=9	4.35% n=3	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Training & Development	3.72	3.86							
15. I am properly trained to achieve excellence in my work.	4.12	4.17	1.45% n=1	4.35% n=3	11.59% n=8	43.48% n=30	37.68% n=26	1.45% n=1	↓
6. I am provided opportunities to further my growth and development.	3.88	3.93	2.9% n=2	4.35% n=3	20.29% n=14	46.38% n=32	26.09% n=18	0% n=0	↓
35. My supervisor supports my personal and professional development.	3.68	3.83	2.9% n=2	10.14% n=7	23.19% n=16	43.48% n=30	20.29% n=14	0% n=0	↓
30. My supervisor encourages opportunities for my growth and development.	3.68	3.81	4.35% n=3	8.7% n=6	24.64% n=17	39.13% n=27	23.19% n=16	0% n=0	↓
67. Our organization provides the "right" training for me to excel in my role.	3.26	3.57	7.25% n=5	18.84% n=13	23.19% n=16	42.03% n=29	8.7% n=6	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Communication	3.69	3.87							
44. Our team effectively communicates with each other.	4.43	4.26	0% n=0	2.9% n=2	4.35% n=3	39.13% n=27	53.62% n=37	0% n=0	↑
36. I have the opportunity to communicate with my supervisor.	3.86	4.00	0% n=0	8.7% n=6	24.64% n=17	39.13% n=27	27.54% n=19	0% n=0	↓
26. My supervisor gives me constructive feedback about my work performance.	3.54	3.87	4.35% n=3	11.59% n=8	27.54% n=19	37.68% n=26	17.39% n=12	1.45% n=1	↓
27. My supervisor and I have effective two-way communication.	3.52	3.80	4.35% n=3	14.49% n=10	24.64% n=17	37.68% n=26	18.84% n=13	0% n=0	↓
24. My supervisor effectively communicates his/her expectations.	3.49	3.74	5.8% n=4	13.04% n=9	24.64% n=17	36.23% n=25	18.84% n=13	1.45% n=1	↓
65. I feel "in on things" that are happening at our organization.	3.28	3.57	4.35% n=3	21.74% n=15	27.54% n=19	34.78% n=24	11.59% n=8	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Mission Conscious	3.61	3.91							
22. I am aware and knowledgeable about our organization's mission.	4.04	4.31	0% n=0	2.9% n=2	13.04% n=9	59.42% n=41	23.19% n=16	1.45% n=1	↓
74. Our organization effectively aligns our day-to-day activities with the organizational mission.	3.71	3.91	0% n=0	8.7% n=6	26.09% n=18	50.72% n=35	14.49% n=10	0% n=0	↓
41. My supervisor effectively communicates our organizational mission to me.	3.49	3.78	4.35% n=3	10.14% n=7	28.99% n=20	44.93% n=31	11.59% n=8	0% n=0	↓
68. Business decisions made are consistent with our mission and core values.	3.19	3.62	4.35% n=3	15.94% n=11	40.58% n=28	31.88% n=22	5.8% n=4	1.45% n=1	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Support-Equip	3.58	3.88							
3. I am provided the core needs necessary for me to excel in my role.	3.88	4.17	1.45% n=1	7.25% n=5	15.94% n=11	52.17% n=36	23.19% n=16	0% n=0	↓
23. I have a supportive coaching relationship with my supervisor.	3.67	3.80	2.9% n=2	7.25% n=5	27.54% n=19	42.03% n=29	18.84% n=13	1.45% n=1	↓
33. My supervisor is available for me when needs arise.	3.59	3.89	4.35% n=3	8.7% n=6	30.43% n=21	36.23% n=25	20.29% n=14	0% n=0	↓
34. My supervisor is actively responsive to my needs.	3.55	3.65	4.35% n=3	11.59% n=8	28.99% n=20	34.78% n=24	20.29% n=14	0% n=0	↓
19. I am provided the materials, equipment, and information necessary to effectively perform my job.	3.54	4.17	4.35% n=3	11.59% n=8	21.74% n=15	49.28% n=34	13.04% n=9	0% n=0	↓
28. I am provided the opportunity to spend quality time with my supervisor.	3.24	3.61	4.35% n=3	23.19% n=16	30.43% n=21	26.09% n=18	14.49% n=10	1.45% n=1	↓

Top Items (N=69)

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.	4.56	4.57	0% n=0	0% n=0	2.9% n=2	37.68% n=26	59.42% n=41	0% n=0	↓
45. I feel great pride in the team of which I am a part.	4.51	4.47	0% n=0	0% n=0	7.25% n=5	33.33% n=23	57.97% n=40	1.45% n=1	↑
46. I am satisfied being a part of our team.	4.51	4.43	0% n=0	0% n=0	4.35% n=3	39.13% n=27	55.07% n=38	1.45% n=1	↑
5. I have at least one close friend at work.	4.49	4.50	0% n=0	0% n=0	13.04% n=9	24.64% n=17	60.87% n=42	1.45% n=1	↓
4. I feel great pride in the work I do.	4.48	4.65	0% n=0	0% n=0	8.7% n=6	33.33% n=23	56.52% n=39	1.45% n=1	↓

Bottom Items (N=69)

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.	3.08	3.49	13.04% n=9	18.84% n=13	24.64% n=17	26.09% n=18	13.04% n=9	4.35% n=3	↓
31. I am provided personal coaching from my supervisor.	3.09	3.47	8.7% n=6	24.64% n=17	27.54% n=19	21.74% n=15	14.49% n=10	2.9% n=2	↓
9. I have received meaningful recognition in the past 10 days.	3.10	3.65	10.14% n=7	26.09% n=18	17.39% n=12	34.78% n=24	11.59% n=8	0% n=0	↓
68. Business decisions made are consistent with our mission and core values.	3.19	3.62	4.35% n=3	15.94% n=11	40.58% n=28	31.88% n=22	5.8% n=4	1.45% n=1	↓
28. I am provided the opportunity to spend quality time with my supervisor.	3.24	3.61	4.35% n=3	23.19% n=16	30.43% n=21	26.09% n=18	14.49% n=10	1.45% n=1	↓

DEI+ (N=69)

Dimension	Mean	Previous Mean	(+/-) Change
Diversity	3.84	3.90	↓
Inclusion	3.98	4.06	↓
Equity	3.91	4.07	↓
Transformative Commitments	4.29	4.26	↑

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Diversity	3.84	3.90							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.58	4.59	0% n=0	0% n=0	7.25% n=5	27.54% n=19	65.22% n=45	0% n=0	↓
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.26	4.25	1.45% n=1	1.45% n=1	10.14% n=7	43.48% n=30	43.48% n=30	0% n=0	↑
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.83	3.89	0% n=0	8.7% n=6	21.74% n=15	47.83% n=33	21.74% n=15	0% n=0	↓
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.57	3.63	4.35% n=3	10.14% n=7	24.64% n=17	46.38% n=32	14.49% n=10	0% n=0	↓
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.48	3.61	2.9% n=2	15.94% n=11	26.09% n=18	40.58% n=28	14.49% n=10	0% n=0	↓
75. Our organization demonstrates quality efforts in building a culture of diversity.	3.29	3.44	7.25% n=5	13.04% n=9	33.33% n=23	36.23% n=25	10.14% n=7	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Inclusion	3.98	4.06							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.58	4.59	0% n=0	0% n=0	7.25% n=5	27.54% n=19	65.22% n=45	0% n=0	↓
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.54	4.61	0% n=0	0% n=0	7.25% n=5	31.88% n=22	60.87% n=42	0% n=0	↓
82. I value the contributions of all team members.	4.40	4.46	0% n=0	0% n=0	4.35% n=3	49.28% n=34	43.48% n=30	1.45% n=1	↓
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.28	4.17	0% n=0	0% n=0	7.25% n=5	56.52% n=39	34.78% n=24	0% n=0	↑
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.26	4.25	1.45% n=1	1.45% n=1	10.14% n=7	43.48% n=30	43.48% n=30	0% n=0	↑
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.16	4.28	1.45% n=1	1.45% n=1	13.04% n=9	47.83% n=33	36.23% n=25	0% n=0	↓
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.16	4.20	0% n=0	4.35% n=3	13.04% n=9	43.48% n=30	37.68% n=26	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.	3.97	3.87	1.45% n=1	8.7% n=6	18.84% n=13	33.33% n=23	37.68% n=26	0% n=0	↑
97. Our organization is a safe place for people of color to work and be successful.	3.91	3.87	2.9% n=2	7.25% n=5	23.19% n=16	26.09% n=18	37.68% n=26	1.45% 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.	3.86	4.09	0% n=0	7.25% n=5	18.84% n=13	55.07% n=38	18.84% n=13	0% n=0	↓
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.84	4.11	1.45% n=1	5.8% n=4	20.29% n=14	52.17% n=36	20.29% n=14	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.	3.83	3.89	0% n=0	8.7% n=6	21.74% n=15	47.83% n=33	21.74% n=15	0% n=0	↓
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	3.83	3.89	0% n=0	5.8% n=4	24.64% n=17	50.72% n=35	18.84% n=13	0% n=0	↓
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	3.81	3.74	2.9% n=2	8.7% n=6	23.19% n=16	33.33% n=23	30.43% n=21	1.45% 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.	3.64	3.79	1.45% n=1	10.14% n=7	28.99% n=20	42.03% n=29	17.39% n=12	0% n=0	↓
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.59	3.96	1.45% n=1	14.49% n=10	23.19% n=16	44.93% n=31	15.94% n=11	0% n=0	↓
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.57	3.63	4.35% n=3	10.14% n=7	24.64% n=17	46.38% n=32	14.49% n=10	0% n=0	↓
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.48	3.61	2.9% n=2	15.94% n=11	26.09% n=18	40.58% n=28	14.49% n=10	0% n=0	↓

	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Equity									
	3.91	4.07							
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.58	4.59	0% n=0	0% n=0	7.25% n=5	27.54% n=19	65.22% n=45	0% n=0	↓
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.84	4.11	1.45% n=1	5.8% n=4	20.29% n=14	52.17% n=36	20.29% n=14	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.	3.64	3.79	1.45% n=1	10.14% n=7	28.99% n=20	42.03% n=29	17.39% n=12	0% n=0	↓
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.57	3.78	1.45% n=1	11.59% n=8	31.88% n=22	39.13% n=27	15.94% n=11	0% n=0	↓
	Mean	Previous Mean	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	(+/-) Change
Transformative Commitments									
	4.29	4.26							
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.	4.62	4.50	0% n=0	0% n=0	5.8% n=4	26.09% n=18	68.12% n=47	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.	4.51	4.52	0% n=0	1.45% n=1	7.25% n=5	30.43% n=21	60.87% n=42	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.	4.25	4.26	0% n=0	1.45% n=1	13.04% n=9	44.93% n=31	40.58% n=28	0% n=0	↓
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	3.77	3.74	2.9% n=2	5.8% n=4	23.19% n=16	47.83% n=33	20.29% n=14	0% n=0	↑

DEI+ Questions Rank Ordered According to Mean (N=69)

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.	4.62	4.50	0% n=0	0% n=0	5.8% n=4	26.09% n=18	68.12% n=47	0% n=0	↑
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.58	4.59	0% n=0	0% n=0	7.25% n=5	27.54% n=19	65.22% n=45	0% n=0	↓
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.54	4.61	0% n=0	0% n=0	7.25% n=5	31.88% n=22	60.87% n=42	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.	4.51	4.52	0% n=0	1.45% n=1	7.25% n=5	30.43% n=21	60.87% n=42	0% n=0	↓
82. I value the contributions of all team members.	4.40	4.46	0% n=0	0% n=0	4.35% n=3	49.28% n=34	43.48% n=30	1.45% n=1	↓
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.28	4.17	0% n=0	0% n=0	7.25% n=5	56.52% n=39	34.78% n=24	0% n=0	↑
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.26	4.25	1.45% n=1	1.45% n=1	10.14% n=7	43.48% n=30	43.48% n=30	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.	4.25	4.26	0% n=0	1.45% n=1	13.04% n=9	44.93% n=31	40.58% n=28	0% n=0	↓
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.16	4.28	1.45% n=1	1.45% n=1	13.04% n=9	47.83% n=33	36.23% n=25	0% n=0	↓
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.16	4.20	0% n=0	4.35% n=3	13.04% n=9	43.48% n=30	37.68% n=26	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.	3.97	3.87	1.45% n=1	8.7% n=6	18.84% n=13	33.33% n=23	37.68% n=26	0% n=0	↑
97. Our organization is a safe place for people of color to work and be successful.	3.91	3.87	2.9% n=2	7.25% n=5	23.19% n=16	26.09% n=18	37.68% n=26	1.45% 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.	3.86	4.09	0% n=0	7.25% n=5	18.84% n=13	55.07% n=38	18.84% n=13	0% n=0	↓
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.84	4.11	1.45% n=1	5.8% n=4	20.29% n=14	52.17% n=36	20.29% n=14	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.	3.83	3.89	0% n=0	8.7% n=6	21.74% n=15	47.83% n=33	21.74% n=15	0% n=0	↓
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	3.83	3.89	0% n=0	5.8% n=4	24.64% n=17	50.72% n=35	18.84% n=13	0% n=0	↓
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	3.81	3.74	2.9% n=2	8.7% n=6	23.19% n=16	33.33% n=23	30.43% n=21	1.45% n=1	↑
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	3.77	3.74	2.9% n=2	5.8% n=4	23.19% n=16	47.83% n=33	20.29% n=14	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.	3.64	3.79	1.45% n=1	10.14% n=7	28.99% n=20	42.03% n=29	17.39% n=12	0% n=0	↓
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.59	3.96	1.45% n=1	14.49% n=10	23.19% n=16	44.93% n=31	15.94% n=11	0% n=0	↓

86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.57	3.78	1.45% n=1	11.59% n=8	31.88% n=22	39.13% n=27	15.94% n=11	0% n=0	↓
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.57	3.63	4.35% n=3	10.14% n=7	24.64% n=17	46.38% n=32	14.49% n=10	0% n=0	↓
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.48	3.61	2.9% n=2	15.94% n=11	26.09% n=18	40.58% n=28	14.49% n=10	0% n=0	↓
75. Our organization demonstrates quality efforts in building a culture of diversity.	3.29	3.44	7.25% n=5	13.04% n=9	33.33% n=23	36.23% n=25	10.14% n=7	0% n=0	↓

Rank Ordered Questions According to Mean (N=69)

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.	4.62	4.50	↑	DEI+
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	4.58	4.59	↓	DEI+
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	4.54	4.61	↓	DEI+
91. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	4.51	4.52	↓	DEI+
82. I value the contributions of all team members.	4.40	4.46	↓	DEI+
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	4.28	4.17	↑	DEI+
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	4.26	4.25	↑	DEI+
90. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.25	4.26	↓	DEI+
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	4.16	4.28	↓	DEI+
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.16	4.20	↓	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.	3.97	3.87	↑	DEI+
97. Our organization is a safe place for people of color to work and be successful.	3.91	3.87	↑	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.	3.86	4.09	↓	DEI+
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	3.84	4.11	↓	DEI+
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	3.83	3.89	↓	DEI+
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	3.83	3.89	↓	DEI+
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	3.81	3.74	↑	DEI+
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	3.77	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.	3.64	3.79	↓	DEI+
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	3.59	3.96	↓	DEI+
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	3.57	3.78	↓	DEI+
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	3.57	3.63	↓	DEI+
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	3.48	3.61	↓	DEI+

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

3.29

3.44



DEI+

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