



Diversity, Equity and Inclusion Survey

1. What is your race/ethnicity?	
2. What is your gender?	
3. What is your age?	
4. What is your employment status? Part Time/Full Time	
5. How many years of service do you have with the Cosumnes CSD?	
6. What is your job role?	
7. What department do you work in?	
8. My immediate manager or supervisor trusts me and treats me with respect.	
9. I have the opportunity to increase my knowledge and develop new skills in my job.	
10. I am given helpful feedback on my performance and regularly coached.	
11. People in the organization communicate openly their ideas and opinions even when it is different from those around them.	
12. I feel like I am an integral part of my work team and have a voice in its direction on how the work gets done.	
13. People in the organization get the recognition they deserve based on their performance.	
14. People in the organization demonstrate high standards of integrity in everything they do.	
15. My organization is dedicated to equity, access, and inclusiveness.	
16. I believe my direct manager or supervisor is committed to supporting a culture of inclusion and belonging.	

17. My organization's policies and practices regarding compensation, work/life balance, and valuing diversity, equity and access are implemented fairly for all employees.	
18. I try to hide some aspects of my diversity and what I perceive as its stereotypes. NOTE: Scoring reversed so agree/strongly agree is poor etc.	
19. Diversity is valued and respected whether it is people, environments, opinions, thinking styles, etc.	
20. The organization has strong role models and mentors that offer guidance and assistance in my career development.	
21. Senior management recognizes employee efforts to foster a culture of inclusion and belonging.	
22. My organization promotes diversity, equity and access through its employee development practices.	
23. My organization promotes diversity, equity and access through its internal recruitment and promotional practices.	
24. My organization promotes diversity, equity and access through its external recruitment and hiring practices.	
25. The organization provides equal mentoring opportunities to all employees.	
26. Employees at my organization demonstrate a commitment to creating an inclusive environment for all people.	
27. My organization is open with employees about information and organizational performance to help us understand the decisions that are being made.	

Questions 8- 27 staff rated on a scale of 1-5
 1 strongly disagree - 3 neutral - 5 strongly agree