

Diversity, Equity & Inclusion Toolkit Survey Questions

The DEI Toolkit survey is designed to assess and strengthen three important areas of any organization or system:

1. **People**, which reflects an organization's **diversity**;
2. **Processes**, which demonstrate an organization's culture of **inclusion**; and
3. **Power**, the structures that show how an organization makes decisions that lead to greater **equity**.

#	SECTION	QUESTION
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PEOPLE: These questions will provide you a current snapshot of demographic attributes of groups who are involved with and in your organization.

All survey respondents answer the following People: Who We Are questions.

1	<i>People: Who We Are</i>	If you have had previous roles with this organization, please check all that apply:
2	<i>People: Who We Are</i>	Check all racial or ethnic categories that apply to you:
3	<i>People: Who We Are</i>	What best describes your gender?
4	<i>People: Who We Are</i>	Is your gender identity the same as the sex you were assigned at birth?
5	<i>People: Who We Are</i>	How old are you?
6	<i>People: Who We Are</i>	What was your total household income last year?
7	<i>People: Who We Are</i>	What is your religious preference, if any?
8	<i>People: Who We Are</i>	Do you or any member of your family require any accommodations in order to participate or benefit from services?
9	<i>People: Who We Are</i>	Do you reside in the target service area of this organization?

Only board and staff survey respondents answer the following People: Who We Serve questions.

1	<i>People: Who We Serve</i>	In order to meet your mission, what racial or ethnic groups, if any, has your organization identified as priorities for your programs and services? Check all that apply:
2	<i>People: Who We Serve</i>	Does your organization explicitly and intentionally serve members of the LGBTQ community?

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3	<i>People: Who We Serve</i>	While many organizations serve families as well as individuals, thinking of your priority program participants, what is the most common age range of the primary people served by your organization?
4	<i>People: Who We Serve</i>	In order to meet your mission, what income level (if any) has your organization identified as priority income criteria for your programs and services?
5	<i>People: Who We Serve</i>	What, if any, religious preference does your organization have either formally or informally?
6	<i>People: Who We Serve</i>	Does your organization explicitly and intentionally serve individuals or families who require accommodations in order to participate or benefit from services?
7	<i>People: Who We Serve</i>	What is the target service area of this organization?
8	<i>People: Who We Serve</i>	Given the above demographic indicators, how well do you think the communities served by your organization are represented in your organization overall?

PROCESSES: These questions will help you think about your organization's standard operations, whether they are formal policies or informal organizational culture.

All survey respondents answer all Processes questions.

1	<i>Processes</i>	How well does your organization understand who benefits from the organization's work?
2	<i>Processes</i>	How well does your organization understand who is left out of the organization's work?
3	<i>Processes</i>	How well does your organization articulate communities the organization must work for and with in order to meet its mission?
4	<i>Processes</i>	How well does your organization identify and support recent program participants to either stay engaged as paid staff or board members?
5	<i>Processes</i>	How well does your organization integrate youth in the existing decision-making processes?
6	<i>Processes</i>	How well does your organization create intentional safe spaces for people to build relationships?
7	<i>Processes</i>	How well does your organization solicit ideas and priorities from multiple perspectives?

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8	<i>Processes</i>	How well does your organization collect feedback in a variety of ways throughout the decision-making processes?
9	<i>Processes</i>	How well does your organization invite new or different people to be involved in decision-making processes?
10	<i>Processes</i>	How well does your organization collaborate with peer organizations formally?
11	<i>Processes</i>	How well does your organization share information and resources with colleagues in other organizations, informally?
12	<i>Processes</i>	How well does your organization accommodate people with differing abilities in all aspects of its work?
13	<i>Processes</i>	How well does your organization promote meaningful participation from people most impacted by its work?
14	<i>Processes</i>	How well does your organization provide resources to support community engagement in decision-making processes?
15	<i>Processes</i>	How well does your organization take action based on external advice from key experts or leaders?
16	<i>Processes</i>	How well does your organization adjust goals and priorities based on community input and stakeholder engagement?
17	<i>Processes</i>	How well does your organization acknowledge assets and privileges of the populations it serves?
18	<i>Processes</i>	How well does your organization intentionally reflect on its privileges as decision-makers, including personal and professional development opportunities?
19	<i>Processes</i>	How well does your organization bring in perspectives of stakeholders with opinions that differ from its own?
20	<i>Processes</i>	How well does your organization consider personal experiences and anecdotal evidence?
21	<i>Processes</i>	How well does your organization consult research or professional expertise?
22	<i>Processes</i>	How well does your organization seek advice and input from internal stakeholders?

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23	Processes	How well does your organization communicate with external stakeholders?
24	Processes	How well does your organization evaluate efforts to support stakeholders in decision-making roles?
25	Processes	How well does your organization examine community reinvestment policies and practices including pay equity?
26	Processes	How well does your organization support community-based initiatives and build power beyond your own programs?

POWER: These questions will ask your respondents to assess their own level of involvement as well as their perception of other stakeholders' involvement. Put together, it provides a dynamic representation of the intensity of involvement across roles within and with the organization.

All survey respondents answer all Power questions.

1	Power	How involved is the board in identifying or prioritizing community assets and needs?
2	Power	How involved is the board in developing a consensus on strategic priorities and goals for the organization?
3	Power	How involved is the board in informing daily decision-making or service delivery?
4	Power	How involved is the board in fostering trusting relationships with other stakeholders?
5	Power	How involved is the board in developing new or collaborative ways of providing programs and/or services?
6	Power	How involved is the board in reviewing progress and outcomes?
7	Power	How involved is the staff in identifying or prioritizing community assets and needs?
8	Power	How involved is the staff in developing a consensus on strategic priorities and goals for the organization?
9	Power	How involved is the staff in informing daily decision-making or service delivery?
10	Power	How involved is the staff in fostering trusting relationships with other stakeholders?

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11	Power	How involved is the staff in developing new or collaborative ways of providing programs and/or services?
12	Power	How involved is the staff in reviewing progress and outcomes?
13	Power	How involved are organization participants in identifying or prioritizing community assets and needs?
14	Power	How involved are organization participants in developing a consensus on strategic priorities and goals for the organization?
15	Power	How involved are organization participants in informing daily decision-making or service delivery?
16	Power	How involved are organization participants in fostering trusting relationships with other stakeholders?
17	Power	How involved are organization participants in developing new or collaborative ways of providing programs and/or services?
18	Power	How involved are organization participants in reviewing progress and outcomes?
19	Power	How involved are organization partners in identifying or prioritizing community assets and needs?
20	Power	How involved are organization partners in developing a consensus on strategic priorities and goals for the organization?
21	Power	How involved are organization partners in informing daily decision-making or service delivery?
22	Power	How involved are organization partners in fostering trusting relationships with other stakeholders?
23	Power	How involved are organization partners in developing new or collaborative ways of providing programs and/or services?
24	Power	How involved are organization partners in reviewing progress and outcomes?