BGCGL DEI Survey

Diversity is defined as the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

Equity often refers to differential strategies for supporting all people so that they achieve similar professional, emotional or life outcomes.

Inclusion refers to the practices and policies that provide intentional access to opportunities and resources. It ensures that all individuals fully participate in the organization's work, including decision-making processes. It also refers to the ways that all participants are valued as respected members of an organization and/or community.

Attitudes toward diversity, equity, and inclusion, and organization culture

* 1. I see strong leadership support of the organization's value of diversity and inclusion.

* 2. Our organization is committed to diversity and inclusion.

* 3. People of all cultures and backgrounds are respected and valued here.

* 4. I feel included and respected within the organization.

* 5. I am comfortable talking about my background and cultural experiences with my colleagues.

* 6. Employees of different backgrounds interact well within our organization.

* 7. Management demonstrates a commitment to meeting the needs of employees with disabilities.

* 8. Racial, ethnic, and gender-based jokes are not tolerated in this organization.

* 9. This organization provides an environment for the free and open expression of ideas, opinions and beliefs.

10. Do you have any additional feedback in this area?

Discrimination and harassment

* 11. If I had a concern about harassment or discrimination, I know where and how to report that concern.

* 12. The organization's policies and procedures discourage discrimination.

* 13. I believe this organization will take appropriate action in response to incidents of discrimination.

14. Do you have any additional feedback in this area?

Hiring and recruitment

* 15. There is cultural diversity among the people a job candidate will meet/see on his/her first visit to the organization.

* 16. Within the organization, everyone has access to equal employment opportunities regardless of their difference.

17. Do you have any additional feedback in this area?

Your immediate supervisor

* 18. My supervisor demonstrates commitment to and support of diversity.

* 19. My supervisor handles diversity matters appropriately.

Diversity training program

* 20. This organization has done a good job providing training programs that promote diversity and inclusion.

* 21. The organization has done a good job providing training programs that promote understanding and mitigation of unconscious bias.

Belonging

Belonging is a sense of fitting in or feeling like you are an important member of a group

* 22. In my organization, I can be successful as my authentic self.

* 23. In my organization, I feel like I belong.

* 24. The organization has done a good job providing training programs that promote understanding and mitigation of unconscious bias.

* 25. I often worry I do not have things in common with others in my organization.

* 26. I rarely feel like I am "the only one."

* 27. My organization enables me to balance my work and personal life.

Evaluation and Promotion

* 28. Employees of different backgrounds are encouraged to apply for

higher positions.

* 29. There is a career development path for all employees in this organization.

* 30. Promotion decisions are fair at my company.

* 31. My job performance is evaluated fairly.

Comments/Feedback

* 32. I feel that my compensation is fair, relative to similar roles at my company

33. What do you think BGCGL does well regarding diversity, equity, and inclusion?

34. What changes do you believe BGCGL needs to make regarding diversity, equity, and inclusion?

Demographic Questions

* 35. What is your gender identity?

* 36. What is your racial or ethnic identity?

* 37. How old are you?

* 38. How long have you worked at BGCGL?

39. Is there anything you'd like us to know that we have not asked about?