



Measuring Diversity & Inclusion

Measuring is a key factor in reaching any business goal and DEI is no exception.

5 reasons to measure diversity, equity, and inclusion with a survey

1

Demonstrate your commitment to DEI.

2

Understand how different groups are represented.

3

Identify areas of strength and improvement when it comes to inclusion.

4

Gather data to monitor progress.

5

Get insights to be able to define the right priorities.

**Measuring both diversity &
inclusion allows your
organization to identify
impactful changes.**

D&I Survey

Our D&I survey includes questions on both diversity and inclusion metrics. Therefore, it provides nuanced quantitative insights into the state of D&I in your organization.

- ❖ **Diversity metrics** focus on measuring how balanced and representative the team is and assessing whether different demographics are represented. Diversity metrics include demographic data related to, for example, age, gender identity, disabilities, sexual orientation, language, family status, or education.
- ❖ **Inclusion metrics** focus on assessing how employees experience the work environment and equity of opportunities. Inclusion metrics measure employees' experiences related to, for example, psychological safety, inclusive leadership, fairness and equal opportunities, harassment and discrimination, recruitment, and organizational commitment to DEI.

Please note: gathering any demographic data requires careful planning as you need to take legal requirements and restrictions into consideration.

Remember these when planning a DEI Survey

- ❖ Communicate openly & honestly about the purpose of the survey and how the data will be utilized, before even launching the survey.
- ❖ Make it anonymous & safe. It is of the utmost importance, and a legal requirement, to make the DEI survey safe for employees.
- ❖ Share the results & the way forward. After the survey, it is important to communicate the results and actions taken to employees.
- ❖ Take legal requirements into account.
- ❖ Consider using a combination of quantitative and qualitative data.

Are you looking for in-depth insights about the state of D&I in your organization?

At Inklusiiv, we offer a comprehensive **survey package** to measure the state of both diversity and inclusion in your company. We act as a neutral entity with the highest priority on privacy. Thus we enable the collection of honest and relevant information.

Contact us at consulting@inklusiiv.com to find out more.