

# How diverse and inclusive is your organization?

You can now measure your progress using the [Diversity & Inclusion Survey](#), developed in partnership with domain experts Paradigm.

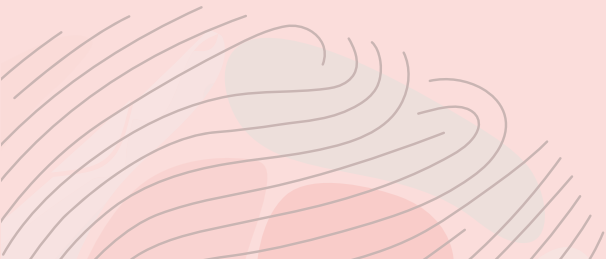
It can be overwhelming deciding the best course of action to take to nurture diversity and inclusion at your organization. It doesn't have to be that way.

To build more diverse and inclusive organizations, we need to go beyond measuring representation and understand the employee experience – how people from all backgrounds feel about their workplace.

Many companies working towards building a more diverse workforce focus narrowly on recruiting, but when a company fails at being inclusive, employees from particular backgrounds are unlikely to advance at the same rates and are more likely to leave. These patterns will ultimately make it much harder to hire employees from underrepresented groups in the future. So how do we change this?

The [Diversity and Inclusion Survey](#) was developed by data analysts from Culture Amp and social scientists at Paradigm, with input from industry leaders. The survey provides insights to help companies better understand the differing experiences of employees across demographics. You'll be able to identify and understand whether underrepresented groups feel that decisions are fair, their voices are heard, whether they see opportunities for them and whether they feel a sense of belonging. The results will highlight areas that need attention and surface research-driven inspirations from leading companies and research institutions.

We're proud of what we've built and we encourage you to use it.



## Get the whole picture

The [Diversity and Inclusion Survey](#) is one of a suite of surveys you'll have access to when you use the Culture Amp platform. All of our surveys are informed by the latest research in organizational psychology and surface valuable insights using reliable data science – so you can get results you can trust, in real time.

### Measure how inclusive your organization is

Built in partnership with domain experts Paradigm, the Diversity and Inclusion survey measures the employee experience of all groups and highlights where you may have blind spots.

Heatmap	Overall Hooli				
	White	Hispanic/Latinx	Southeast Asian	African	
NO. OF RESPONSES	3992	1898	784	544	459
Engagement	74%	2	-1	-1	1
Decision Making	57%	3	-6	2	-1
Fairness	68%	1	-3	-2	1
Opportunities & Resources	67%	2	-2	1	-1
Voice	72%	3	-6	1	-2

### Compare how you're doing

See how your results compare to other companies with the Inclusion benchmark. Understand your results with extra context and use the comparisons to shape your inclusion priorities.

I feel like I belong at Hooli

Agree

Add

### Uncover insights with the right lens

Use heatmaps to highlight disparities between groups. Know whether underrepresented groups feel that decisions are fair, their voices are heard, whether they see opportunities for them and whether they feel a sense of belonging.

COMPARED TO Inclusion Benchmark		
OTHER FACTORS	FAVORABLE SCORE	COMPARISON
Contribution to Broader Purpose	95	
Diversity	80	
Belonging	79	

BELONGING

Even when something bad happens, I don't question whether or not I belong at my company

- Overcome The Mentor's Dilemma**  
Improve sharing of critical feedback
- Rotate Administrative Tasks**  
Share the administrative load with everyone
- Values-affirmation Exercise**  
Reflect on values to strengthen self-concept

### Be inspired to take action

Ensure your team is equipped to take action based on the applied experience of our most successful customers and research-driven interventions that offer promising results.

