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 <u>Diversity and Inclusion Survey</u> 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 <u>Diversity and Inclusion Survey</u> 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	Overe	uthooli white	Hispa	niclatint South	Africa Africa
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.

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

- Rotate Administrative Tasks
 Share the administrative load with everyone
- Values-affirmation Exercise Reflect on values to strengthen self-concept



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.



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.

About Culture Amp — www.cultureamp.com

Culture Amp is the world's most powerful employee feedback and analytics platform. We've brought together experts in technology, data science and organizational psychology to ensure everyone can get the clarity they need, when they need it. Measuring employee engagement, experience and 360° feedback is simple using Culture Amp. We're proud to work with innovative companies from the likes of Airbnb, Adobe, McDonalds, Slack, Warby Parker, Etsy and many more. Culture Amp started the global People Geek movement – a community of people who use data to make better decisions to help employees.

About Paradigm — www.paradigmiq.com

Paradigm is a strategy firm that partners with Fortune 500 companies and leading technology startups to build stronger, more inclusive organizations. Founded in 2014, Paradigm has worked with over two hundred companies, including Lyft, Spotify, Pinterest, and Slack, to design and implement data-driven diversity and inclusion strategies. By helping companies build more diverse and inclusive cultures, Paradigm enables its clients to design better products, deliver better services, and build a better world.