**Sample Diversity Survey\***

**Please circle one response for each statement.**

**I. [Program Name]'s Attitude toward Diversity**

**1. The leadership in this residency program encourages diversity**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**2. Leadership/Management shows that diversity is important through its actions**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**3. This program is committed to diversity**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**4. This program respects individuals and values their differences**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**II. Program Culture**

**5. This program is making progress with diversity initiatives**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**6. A fair workplace includes people from every race.**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**7. Employees who are different from most others are treated fairly in the program**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**8. At [name of hospital], employees appreciate others whose race/ethnicity is different from their own**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**III. Discrimination**

**9. I have personally witnessed discrimination in this program**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**10. I have been the victim of discrimination in this program**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**IV. Hiring and Recruitment**

**11. There is cultural diversity among the people a resident candidate will meet/see on his/her first visit to the program**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**V. Career Development**

**12. Employees of different backgrounds are encouraged to apply for higher positions**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**13. There is a career development path for all employees at this company**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**VI. Your Role**

**14. My experiences since coming to this program have led me to become more understanding of racial/ethnic differences**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**15. Getting to know people with racial/ethnic backgrounds different from my own has been easy in this program**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**VII. Policies and Procedures**

**16. The program's policies or procedures discourage discrimination.**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**17. I believe the program will take appropriate action in response to incidents of discrimination.**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**VIII. Interaction**

**18. Employees of different backgrounds interact well in this program**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**19. Management of the program demonstrates a commitment to meeting the needs of residents and/or employees with disabilities**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**20. Employees of different ages are valued equally by this program**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**21. Racial, ethnic, and gender-based jokes are not tolerated at this organization (in this program).**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

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

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**IX. Your Program Director**

**23. My program director is committed to, and supports, diversity**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**24. My program director handles diversity matters satisfactorily**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**X. Diversity Training program**

**25. The program has done a good job providing training programs that promote multicultural understanding**

Strongly Disagree

Somewhat Disagree

Neutral

Somewhat Agree

Strongly Agree

**26. What improvements, if any, can be made to improve the level of diversity within the program or the hospital?**

**The following questions are for analytic purposes only. They will not be used to try to identify any individual. However, if you feel uncomfortable about answering any of them do not do so.**

**Whether or not you leave any questions blank, please return your questionnaire.**

**27. How long have you worked for [Company Name]**

Less than one year

One year to less than two years

Two years to less than five years

Five years to less than ten years

Ten years or more

**28. What is your age?**

Under 21

21 to 34

35 to 44

45 to 54

55 or older

**29. What is your gender?**

**30. Which of the following best describes your role in the organization?**

Resident

Faculty

Administrative

Nurse

Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\*Adapted from SHRM Diversity Survey, available at https://www.shrm.org/