

Diversity and Inclusion Survey Template

Diversity and inclusion aren't nice-to-haves. Today, they're table stakes. But knowing whether your D&I initiatives are actually hitting the mark isn't easy. Naturally, employees may not talk openly about sensitive, deeply personal topics like D&I. That's where surveying becomes an absolute must.

The following questions cover a range of issues related to diversity, inclusion, and equity. Unless otherwise noted, these prompts should be rated on a Likert scale, meaning possible responses include **strongly disagree, disagree, neutral, agree, and strongly agree**. To learn how Lattice makes it easy to run this survey and analyze the results, schedule a [product demo](#).

Diversity Climate

- This company is committed to diversity.
- This company strives to recruit from diverse sources.
- This company makes sure that the opinions of individuals from different backgrounds are heard.
- Senior leadership in this company are visibly committed to diversity.
- My manager values diversity.

Fit and Belonging

- At work, my unique skills and talents are valued and utilized.
- At work, my opinions seem to count.
- I feel like I belong in this company.
- I can be myself at work.

Psychological Safety

- If you make a mistake on this team, it is not held against you.
- Members of this team are able to bring up problems and tough issues.
- The company embraces people who are different.

Fairness

- My performance is evaluated fairly.
- Employees of different backgrounds are regularly recognized here.
- People from all backgrounds have an equal opportunity to succeed here.

D&I Initiatives

- Our HR team is making a positive impact on diversity and inclusion.
- I know what our diversity and inclusion task force is working on.
- Our company does a good job highlighting D&I initiatives internally.
- I'm encouraged to get involved with an ERG.
- My manager is supportive of me participating in D&I activities.
- I trust my company to take a stand on issues of diversity, equity, and inclusion outside of the workplace.



Put this template into action

Join the **2,000+ organizations** that use Lattice to help power their People strategy.

[Schedule a Demo](#)

Collaboration

72 84 88 98 84

Feeling valued

84 81 88 55 35

Team culture

70 80 98 80 81

Management

55 35 72 72 72

Commitment

84 72 98 80 70

How like
Trellis as

Not at all like

0 1



Lattice APP
Public praise was submitted in Lattice

Adrian received public praise from Luc!
You handled that tough customer conversation today like a PRO! So glad to have you on the team!

Chen Wind, Carry Water

You'r

03 Em