



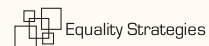
# Diversity and Inclusion Blended Learning Course

## GENERAL SURVEY EX POST



This project is funded by the Rights, Equality and  
Citizenship Programme of the European Union

In partnership with:





As part of the **Diversity@Work** project we created tools to assess knowledge, awareness and practices of Diversity & Inclusion (D&I) in organisations. This ex post survey aims to be completed by participants in your trainings after they watch the course and take part of the session, so that you can compare their answers before and after you finish the training, and thus retrieve the outcomes of it. Originally we implemented it as an online survey, but you can choose how to best use it. Feel free to change the questions and adapt them to your project and training group. It can also be repeated some time after the course is finished (3 months or 6 months after) to understand how the new knowledge is being used by participants.

We recommend asking an external organisation or department to help analysing the results, in order to ensure it is done with less bias. Ensuring anonymity is also very important, since we are asking some sensitive questions and people might fear that their answers have repercussions. Be sure that, if you need some data (eg: asking for their department, etc.) you can still ensure anonymity. You can also ask people to set up a code.

The survey should start with a text like this: “All answers to this survey will be viewed exclusively by the external evaluators of the project and will be analysed and reported in a confidential and aggregated way, to guarantee anonymity. We thank you in advance for the time spent answering this survey. Any doubts or questions on the survey? Please send an email to *(add your email)*”

Please complete these questions before starting:

**To answer the personal code, please put the initials of your name and surname and date of birth (format day, month, year). This means if your name is Susan Young and you were born on the 17th of April 1980, the code should be SY170480.**

- Personal Code:
  
- Gender\*:
  - Female
  - Male
  - Other:

- 1 My organisation is committed to diversity and inclusion.**
- Strongly Disagree
  - Disagree
  - Neither Agree or Disagree
  - Agree
  - Strongly Agree
- 2 I see/feel strong support from leadership in upholding the organisation's values of diversity and inclusion.**
- Strongly Disagree
  - Disagree
  - Neither Agree or Disagree
  - Agree
  - Strongly Agree
- 3 Management demonstrates a commitment to meeting the needs of employees with reduced mobility both practical needs (ex: stairs, access ramps, elevators for people with reduced mobility) and non-practical needs (space to express concerns, etc.)**
- Strongly Disagree
  - Disagree
  - Neither Agree or Disagree
  - Agree
  - Strongly Agree
- 4 My organization provides an environment for the free and open expression of ideas, opinions and beliefs.**
- Strongly Disagree
  - Disagree
  - Neither Agree or Disagree
  - Agree
  - Strongly Agree
- 5 I believe my organisation will take appropriate action in response to incidents of discrimination of any type.**
- Strongly Disagree
  - Disagree
  - Neither Agree or Disagree
  - Agree
  - Strongly Agree
- 6 I am aware of my D&I rights and the way they should be enforced in case a problem occurred?**
- Strongly Disagree
  - Disagree
  - Neither Agree or Disagree
  - Agree
  - Strongly Agree

- 7 Within my organisation, everyone has access to equal employment and promotion opportunities regardless of their difference.**
- Strongly Disagree
  - Disagree
  - Neither Agree or Disagree
  - Agree
  - Strongly Agree
- 8 From 1 to 5 (being 1 the lowest and 5 the highest) how familiar are you with the concepts of Unconscious Bias:**
- 1
  - 2
  - 3
  - 4
  - 5
- 9 From 1 to 5 (being 1 the lowest and 5 the highest) how familiar are you with the concepts of Micro Messages:**
- 1
  - 2
  - 3
  - 4
  - 5
- 10 From 1 to 5 (being 1 the lowest and 5 the highest) how familiar are you with the concepts of Discrimination Chain:**
- 1
  - 2
  - 3
  - 4
  - 5
- 11 My organisation has done a good job providing training programmes that promote understanding and mitigation of unconscious bias.**
- Strongly Disagree
  - Disagree
  - Neither Agree or Disagree
  - Agree
  - Strongly Agree
- 12 Jokes or comments that can be sensitive to minorities or diverse groups are not tolerated at my organisation.**
- Strongly Disagree
  - Disagree
  - Neither Agree or Disagree
  - Agree
  - Strongly Agree

**13 I am comfortable talking about my background and cultural experiences with my colleagues.**

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

**14 I feel included and respected within my organisation.**

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

**15 In the time lapsed between the first survey you answered about this project and this final survey, did you have access to documents/materials or training from other sources, other than this project, on D&I practices and policies?**

- Yes
- No

a) If you said yes, on a scale from 1 to 5 (being 1 the lowest and 5 the highest) how much do you think this project has contributed to your improved awareness, knowledge, resources and confidence related to the implementation of D&I practices and policies, in relation to the other sources you had access to?

- 1
- 2
- 3
- 4
- 5

b) If you said yes, did you have the face-to-face session in person or online?

- In person
- Online

c) How was the session influenced by the facilitator or trainer? *(OPEN QUESTION)*

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**16 I feel I have acquired the necessary knowledge in terms of D&I since I have joined my organisation**

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

**17 I would feel confident explaining D&I policies to a colleague**

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

**18 I would feel confident conducting an internal training on D&I**

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

**19 I feel I have the tools to explain D&I policies to conduct an internal training on D&I**

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

**20 I feel I have the skills to explain D&I policies to a colleague and/or conduct an internal training on D&I**

- Strongly Disagree
- Disagree
- Neither Agree or Disagree
- Agree
- Strongly Agree

**Would you like to share anything else about your organisation or your experience at it that was not asked?** *(OPEN QUESTION)*

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Thanks for answering!