How is your organization doing? What do your employees feel and experience? How does it compare to others?

There are plenty of high-impact best practices to move diversity and inclusion forward. But how do you know which are the ones your organization needs? Many of the answers lie in understanding your employees’ perceptions around how diverse and inclusive their organization truly is.

Not just generally, but also specifically, where do employees from different demographic groups agree and disagree about the answers? This will provide deep insight into your true state of affairs.

Korn Ferry’s Diversity and Inclusion Survey is a specialized diagnostic tool that gathers perspectives from your employees whether collocated or geographically dispersed around the world. The survey assesses your organization’s strengths and opportunities for improvement on 13 key dimensions of diversity and inclusion through 60 diagnostic questions.

In addition, the survey includes an engagement and enablement index consisting of nine normed items showing a clear correlation between an inclusive organization and an engaged workforce.

Eliminate guesswork with data-driven insights.

With this survey data, you can plan a diversity and inclusion strategy, build a comprehensive roadmap to guide the creation of an inclusive culture in your organization, and establish baseline data to measure your year-over-year progress. The data can also benchmark your organization’s diversity and inclusion performance against others in the same industry.

About the survey.

Thirteen key dimensions of diversity and inclusion measured by the survey:

- Strategic initiative
- Development opportunities
- Mentoring and coaching
- Performance management
- Authority and empowerment
- Leadership commitment and accountability for diversity and inclusion
- Diversity and inclusion training and education
- Innovation
- Pay and benefits
- Recruitment
- Community / marketplace
- Process and practice
- Respect and recognition
Diversity and Inclusion Survey features and benefits include:

- Online survey with 60 mandatory items reported out along 13 different dimensions of diversity and inclusion.
- A comprehensive statistical analysis of survey data that builds your understanding of the high-impact drivers of inclusion and engagement.
- Ability to generate your own reports to identify key findings from employee feedback.
- Research-based insights into organizational trends in recruitment, retention, turnover, capacity building, and employee advancement.
- A valid snapshot of the organization’s current diversity and inclusion strengths and improvement opportunities.
- An accurate perception of organizational inclusion and engagement from a maximum number of employees.
- A user-friendly approach for providing individual feedback to the organization on matters of diversity, inclusion, and engagement (confidentiality is guaranteed).
- Assurance that through the resulting action steps - individual employees know their voices were heard and taken seriously. As a result levels of engagement are increased.

We recommend administering the survey to the entire organization or a diagonal cross-section of employees so that people from all levels, functions, and locations of the organization are represented. The results can be reported by various demographic options including race, gender, level, and location.

Language.
The survey is currently available in US English but we can accommodate in-language and in-culture translation for clients that need it.

We provide an easy-to-use dashboard of results, including:

About Korn Ferry.
Korn Ferry is the preeminent global people and organizational advisory firm. We help leaders, organizations and societies succeed by releasing the full power and potential of people. Our nearly 7,000 colleagues deliver services through our Executive Search, Hay Group and Futurestep divisions.