

Tips for Measuring DEI in the Workplace



Every organization strives to create a safe and accepting environment for its employees, but having enough insight to make meaningful change is a challenge. If you want to accelerate culture change within your company plus gain greater visibility into opportunity areas, here are three tips for evaluating diversity, equity, and inclusion (DEI) in the workplace.

1

Assess progress 1x-2x per year, using a survey dedicated to DEI measurement – like the Concentrix Culture of Belonging Survey

A DEI-specific assessment that establishes benchmarks and provides a thorough diagnostic of opportunity areas

- Survey all employees 1x-2x per year
- Ensure your survey covers the 7 core drivers of DEI. Examples include equity, psychological safety, team inclusivity, and diverse representation
- Ensure the survey is anonymous

2

Supplement your DEI deep dive survey with adjustments to existing Voice of the Employee surveys

Get a high-level pulse check on DEI metrics at different points in the employee lifecycle

- Add a set of DEI questions to your annual employee engagement survey
- Ask for demographic information in your onboarding survey, but make the request optional
- See if DEI played a role in the exit of an employee within your attrition survey

3

Create an “open door” policy for collecting DEI feedback

Establish an always-on listening post that empowers employees to share feedback regularly

- Create a listening post for collecting feedback in platforms that employees frequent
- Have employees select which type of feedback they want to provide, one being for DEI-related comments
- Give HR or People Solutions teams oversight into the feedback collected, closing the loop with employees who have asked for personal follow-up

Is DEI the missing link in your EX program? Our Culture of Belonging Survey helps fill that void. If you're ready make genuine progress towards creating a more welcoming culture, Concentrix is the partner for you.

Every voice holds value. Give everyone a voice.

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