

ACTIVITY 12.1 | Managing Diversity Questionnaire

	Very True	Somewhat True	Not True
In this organization...			
1. I am at ease with people of diverse backgrounds.			
2. There are no double standards. The rules are the same for everyone.			
3. Managers have a track record of hiring and promoting diverse employees.			
4. In general, I find change stimulating, exciting, and challenging.			
5. Gender jokes are tolerated in the informal environment.			
6. Managers hold all people equally accountable.			
7. I know about the cultural norms of different groups.			
8. The formation of specific support groups is encouraged.			
9. I'm comfortable going to my manager with a diversity problem.			
10. I am afraid to disagree with members of other groups for fear of being called prejudiced.			
11. There is a mentoring program that identifies and prepares talented people for promotion.			
12. Managers are comfortable dealing with differences such as age, race, gender, and sexual orientation.			
13. I feel there is more than one right way to do things.			
14. Racial and ethnic jokes are tolerated in the informal environment.			
15. One criteria of a manager's performance review is developing the diversity of his or her staff.			
16. I think that diverse viewpoints make for creativity.			
17. There is high turnover among specific groups.			
18. My manager asks for my opinion and uses my input.			
19. I am aware of my own assumptions and stereotypes about others.			

(continued on next page)

ACTIVITY 12.1 | Managing Diversity Questionnaire (continued)

	Very True	Somewhat True	Not True
In this organization...			
20. Policies are flexible enough to accommodate everyone.			
21. Managers get active participation from all employees in meetings.			
22. I'm uncomfortable with people speaking other languages on the job.			
23. If I don't get help from my manager, I know where else I can go when I have a diversity issue.			
24. Multicultural work teams work together harmoniously.			
25. Staff members spend their lunch hour and breaks in mixed groups.			
26. Recruiting a diverse array of talented people is a priority.			
27. Managers know how to deal with language differences or other culture clashes.			
28. I feel that working in a diverse staff enriches me.			
29. Promotional systems are transparent and fair.			
30. Managers have effective strategies to use when one group refuses to work with another			

SCORING:

_____	Items 5, 10, 17 and 22	Very true = 0 points, Somewhat = 1 point, Not true = 2 points.
_____	All other items	Very true = 2 points, Somewhat = 1 point, Not true = 0 points.
_____	INDIVIDUAL ATTITUDES AND BEHAVIORS	Items 1,4,7,10,13,16,19,22,25,28
_____	ORGANIZATIONAL VALUES AND NORMS	Items 2,5,8,11,14,17,20, 23,26,29
_____	MANAGEMENT PRACTICES AND POLICIES	Items 3,6,9,12,15,18,21,24,27,30
_____	TOTAL SCORE	