

1.

Award: 0.00 points

Self-Assessment 4.2: Assessing an Organization's Diversity Climate

The diversity climate of an organization is comprised of three conceptually distinct factors:

- Organizational fairness
- Organizational inclusion
- Diversity promises

The following survey was designed to assess the diversity climate within your current organization.

Read each statement in the survey and select the rating that reflects the extent to which you agree or disagree with each statement, with 1 representing "Strongly Disagree" and 5 representing "Strongly Agree." There are no right or wrong answers. After completing the self-assessment, read the feedback that explains how to understand your score and interpret your results.

You must respond to all statements in order to receive full credit for this self-assessment activity.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. Managers assign tasks to people based on skills and abilities and not because of race, sex, religion, or age.	☐	☐	☒	☐	☐
2. Managers have a track record of hiring and promoting people objectively regardless of their race, sex, religion, or age.	☐	☒	☐	☐	☐
3. Managers give feedback and evaluate people fairly, regardless of such factors as the person's race, sex, age, or social background.	☒	☐	☐	☐	☐
4. Managers make promotion decisions fairly, regardless of such factors as the person's race, sex, age, or social background.	☐	☐	☒	☐	☐
5. Managers encourage the formation of employee support groups.	☐	☒	☐	☐	☐
6. There is a mentoring program in use that identifies and prepares all employees for promotion.	☒	☐	☐	☐	☐
7. The "Old Boys Network" does not exist.	☒	☐	☐	☐	☐
8. The organization spends enough money and time on diversity awareness and related training.	☐	☐	☒	☐	☐
9. The performance evaluation system at this organization is fair.	☐	☐	☒	☐	☐
10. I am satisfied with the way performance evaluations are done at this organization.	☐	☒	☐	☐	☐
11. Racial bias and prejudice is eliminated in this company.	☐	☐	☒	☐	☐
12. Support/understanding of unique issues is provided for employees of minority groups.	☐	☐	☒	☐	☐

Source: Adapted from E. H. Buttner, K. B. Lowe, and L. Billings-Harris, "An Empirical Test of Diversity Climate Dimensionality and Relative Effects on Employee of Color Outcomes," *Journal of Business Ethics*, October, 2012, pp. 247–258.

References

Self-Assessment Difficulty: 2 Medium