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# **Diversity in the Workplace (With Sample Survey)**

Workplace diversity is essential for organizational success and longevity. Companies that recognize the value of diversity in the workplace, and effectively attract and retain a diverse workforce, benefit from a variety of ideas and perspectives. When an organization is more inclusive and accepting of people of different backgrounds and abilities, they’re better prepared to drive innovation and develop unique solutions to new challenges.

## **How to create more workplace diversity in your organization**

Building a more diverse workplace takes time and requires a commitment from your entire workforce. To retain diverse employees long-term, you need to make sure your organizational culture is open, accepting of others, and aware of prejudices and how to avoid them.

Here are a few steps you can take to drive more workplace diversity:

* **Educate leaders**
Managers and others in leadership positions have a significant amount of influence over your organization’s hiring decisions and culture. To foster diversity, it’s critical you train them on what it workplace diversity means, the advantages it provides and the strategies you need to adopt to achieve your diversity goals. Leaders should be aware of the behaviors that threaten diversity so they can quickly identify and eliminate those behaviors within their teams and departments.
* **Address unconscious bias**
It’s helpful to develop a training program to tackle unconscious bias, which is when people judge others based on race, ethnicity, gender, age, sexual orientation and other factors without realizing. By discussing and working to eliminate unconscious bias within your organization, you can begin to overcome barriers to inclusion and help people become more aware of their behaviors.
* **Celebrate differences**
One of the keys to retaining a diverse workforce is to help ensure employees feel recognized and represented. Instead of ignoring the differences among employees, take time to celebrate different backgrounds, traditions and needs. This can include everything from hosting a team potluck where each employee brings in a dish that represents their background and culture, to creating a non-denominational prayer and meditation room.
* **Gather employee feedback**
Take time to survey your employees to determine how well you’re doing in creating a more diverse and accepting culture. It’s helpful to survey your workforce at least once per year so you can evaluate whether you’re successful in bringing more diversity to your organization.

Here is a sample employee engagement survey:

*Rank the following statements from 1 to 5 with one being “I strongly agree” and five being “I strongly disagree.”*

1. This is a diverse workplace.
2. The leadership team is committed to embracing diversity.
3. A wide variety of backgrounds and abilities are represented within this organization.
4. A wide variety of backgrounds and abilities are represented within my team.
5. I understand unconscious bias and its impact on company culture.
6. I understand the value of having a diverse workplace.
7. I feel this organization’s hiring and recruiting practices embrace diversity.
8. I have witnessed prejudice or discrimination in this organization.
9. I have been a victim of prejudice or discrimination in this organization.
10. This organization’s policies discourage prejudice and discrimination.

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