DEOMI Diversity Management Climate Assessment Survey
Sample of Locally Developed Questions List

All questions will be answered using the following five-point scale.
• Totally Agree
• Moderately Agree
• Neither Agree Nor Disagree
• Moderately Disagree
• Totally Disagree

NOTE: Questions selected or self-created will be added to the survey during the request process. Requesting organizations can select up to ten locally developed questions.

Inclusion
☐ My values and my organizations values are very similar I am sometimes excluded from social interactions that might help my career.
☐ In my organization a person can retain their cultural identity and still be successful.
☐ I feel like “part of the team” in my current organization.

Benefits of Diversity
☐ I am aware of my organizations diversity efforts.
☐ I support my organizations diversity efforts.
☐ In the past year, I have heard my leaders speak about diversity
☐ I have a good understanding of what diversity means
☐ My unit currently encourages diversity
☐ Leadership in my organization supports diversity
☐ Diversity is an important element in building a quality force
☐ I personally feel committed to leading diversity

Mentoring
☐ In my organization, mentoring is available to those who want it My supervisor provides most of my mentoring.

Physical Health/Well-being
☐ A mandatory structured physical training program should be implemented in my unit.
☐ I am given adequate time to maintain my physical conditioning.
☐ I am given the time I need in my duty day to comply with the mandatory fitness program.
☐ I receive the required time to participate in personal fitness.
☐ Alcohol consumption is a problem in this command.
☐ Illegal drug use is a problem in this command.
☐ Alcohol abuse by the members of this command is a problem.

Fairness
☐ Additional duties are assigned fairly.
☐ Deployments are distributed fairly throughout the organization.
☐ The leave policy is administered fairly.
☐ I am afforded opportunities to take leave.
☐ The promotion policy is fair to everyone, regardless of ethnic or racial background.
☐ When making an honest mistake on the job, members of this command are corrected fairly.
☐ Correctional training for poor performance is enforced fairly in this command.
Respect for Individuals
☐ All unit personnel receive the same level of respect from leadership.
☐ An atmosphere of respect exists in my work area.
☐ Contributions of all career fields are respected in my squadron.
☐ My commander takes steps to ensure I am treated with respect.
☐ I am treated with dignity and respect in this command.
☐ I am harassed by higher ranking personnel while on duty.
☐ I am harassed by higher ranking personnel while off duty.
☐ My command enforces the standards of military courtesy.
☐ My supervisor encourages respect in the workplace.
☐ Discrimination with regard to race, color, gender, age, physical or mental disability, or national origin is not tolerated in the workplace.
☐ Sexual, racial or other offensive comments or material are not tolerated in my work area.
☐ Differences among individuals (e.g., gender, race, religion, age, disability) are respected and valued in this organization.
☐ My command values the rights of its members to practice their respective religion.
☐ This command is committed to creating an environment of human respect and dignity.
☐ My commander takes appropriate action to prevent harassment of any member of this command.

Physical Environment
☐ Adequate parking is provided for me when I arrive at work.
☐ I am satisfied with the physical surroundings of my work area.
☐ Work areas are accessible to persons with disabilities.

Military-Civilian Relations
☐ Civilian managers supervise military personnel as effectively as they supervise civilian personnel.
☐ Civilians are treated as valued members of the unit by leadership.
☐ I view contract employees as a part of the team.
☐ Military managers supervise civilian personnel as effectively as they supervise military personnel.

Communication/Flow of Information
☐ Commander’s Calls effectively pass on information I need to know.
☐ Communication between platoons is good.
☐ Communication flow down from the chain of command is good.
☐ Communication flows freely from senior leadership to all levels of the organization.
☐ Communication from my direct leadership is clear.
☐ Communication within my section is effective.
☐ Communication within the chain of command is timely.
☐ I am satisfied with the communication flow in my unit.
☐ Important information moves freely up and down the chain.
☐ My supervisor disseminates information that has been presented in the weekly staff meeting.
☐ The unit orientation program is adequate for new employees.
☐ My immediate supervisor explains things clearly to me.
☐ My immediate supervisor is willing to discuss my ideas and suggestions with regards to my job.
☐ My command keeps an updated EO/ EEO bulletin board with upcoming cultural events, policy letters, complaint procedures and general EO/ EEO information.
☐ I am familiar with our extremist organization and activities policy letter.
☐ I know what is expected of me at work.

**Available Resources and Support**

☐ Commander's Support Staff (Orderly Room) efficiently meet my needs.
☐ I am provided with the resources I need to do my job effectively.
☐ I have sufficient time in my duty day to conduct my core duties.
☐ Administrative support staff meets my needs.
☐ I am provided with the tools, equipment, or supplies necessary to perform my job.
☐ The functional experts I work with assist me in my success.

**Teamwork/Team Cohesion/Morale**

☐ I believe this unit works as a team.
☐ I am encouraged to participate in unit functions.
☐ Junior enlisted service members care about what happens to each other.
☐ Members of this command work together as a team.
☐ The current level of morale in my command is very high.
☐ The overall health of this unit is better now than one year ago.

**Autonomy and Innovation**

☐ I am able to make decisions to resolve customer issues on the spot without fear of reprisal.
☐ I am encouraged to present new ideas to our current workplace procedures.
☐ I am encouraged to think of new ways to accomplish my unit's mission.
☐ Innovative ideas are highly encouraged.

**Skill Utilization/Appropriate Level of Assigned Duties**

☐ Additional duties are not interfering with my ability to perform my primary mission.
☐ I am assigned duties that are commensurate with my grade.
☐ I am being fully utilized in my work center.
☐ I am challenged by my job.
☐ I am challenged in my duties.
☐ I am given responsibility commensurate with my rank.
☐ I do not feel overburdened with additional duties.

**Leadership Accessibility/Openness**

☐ I am comfortable approaching the Commander/Director with any issue.
☐ I am comfortable discussing issues with my commander/Director.
☐ I am comfortable going to my direct supervisor with work-related topics.
☐ I would seek the assistance of my commander/director.
☐ I would seek the assistance of my first sergeant.
☐ I would seek the assistance of my flight chief.
☐ I would seek the assistance of my supervisor.
☐ I would seek the assistance of the superintendent.
☐ The commander frequently visits my duty section.
☐ The commander is accessible.
☐ The commander shows an interest in my welfare.
It is easy for service members in this command to meet with the Commander about problems. Officers in this command care about what happens to their service members. NCOs in this command care about what happens to their service members. It is easy for service members in this command to see the senior enlisted NCO. The leaders in my command show a real interest in the welfare of single service members. The Commander is very accessible to his/her members. I can express my opinion within this organization without fear of reprisal. I can raise concerns about issues that affect my job without fear of reprisal.

Feedback and Recognition
- I am rewarded for my duty performance.
- I am satisfied with my latest one-on-one rater feedback session with my rater.
- I receive periodic formal feedback from my rater.
- Participation in community service is recognized.
- The unit recognition program enhances our ability to perform our mission.
- I am recognized for contributing to a positive atmosphere in my workplace.
- I am rewarded for contributing to a positive atmosphere in my workplace.

Training, Knowledge, and Professional Development
- I have adequate opportunity to pursue off-duty education.
- I have received the necessary training to accomplish my job.
- I have the resources necessary to accomplish my job.
- I know what actions to take if someone expresses a desire to do harm to themselves or others.
- I plan on making the military a career.
- I receive adequate support from my immediate supervisor to pursue off-duty education.
- I understand how my platoon supports the mission of the overall unit.
- My present assignment motivates me to continue a career in the military.
- I receive the counseling and coaching needed to advance in my career.
- I receive the training needed to perform my job well.
- My command is well prepared to perform its wartime duties.
- My command provides diversity training to its members.
- I know the complaint procedure process.
- I know how to contact an EO/EEO counselor.
- I am aware of my EO/EEO rights as a Federal employee.
- Correctional training given to members of my command directly corresponds to the deficiency.
- I am familiar with the DOD homosexual conduct policy.

Family Support
- If I were to deploy my family members would have adequate resources on base to be taken care of.
- This unit takes an active role in caring for the needs of family members of deployed unit personnel.
- The leaders in my command show a real interest in the welfare of families.

Leadership Effectiveness
- My commander presents himself/herself as a competent leader.
- The commander understands what my job entails.
- My immediate supervisor sets the right example with his/her actions.
☐ The leaders in my command deal effectively with adversity or conflict within the command when it occurs.
☐ I feel that the Commander/Director will use the information from this survey to improve the command.
☐ I trust management to handle complaints, problems, or issues seriously

**Interpersonal Relations/Social Interactions**

☐ My work environment is free from unprofessional behavior.
☐ Relationships at work are professional in nature.
☐ I have experienced or witnessed hazing while assigned to this command.
☐ Participation in community service is highly encouraged.
☐ Human relations problems are handled correctly in this command.
☐ My command devotes a reasonable amount of time for social activities.
☐ I have seen extremist group behavior or propaganda in my work place.

**Job Satisfaction/Dissatisfaction**

☐ I experience a high level of stress in this command.
☐ I like my job.

**Enforcement/Obedience of Rules**

☐ Rules, regulations and policies are enforced in this command.
☐ Rules, regulations and policies are obeyed in this command.
☐ My command displays high standards of discipline.

**Hazing**

☐ While at this unit, I have never witnessed hazing activity.
☐ While at this unit, I have never been hazed.
☐ While at this unit, I have never been pressured to participate in hazing activities directed toward others.
☐ Hazing activities do not occur at this unit.
☐ Unit leadership discourages hazing.
☐ Unit leadership does not tolerate hazing.
☐ Unit leadership has published a policy that prohibits hazing.
☐ Unit leadership would punish anyone who hazes others.
☐ Newcomers are subjected to initiation rituals prior to being accepted into the group.
☐ Newcomers are harassed and humiliated prior to being accepted into the unit.
☐ To be accepted in this unit, members must participate in potentially dangerous activities.
☐ Newcomers in this unit are dared to engage in potentially harmful activities.

**Operational Stress Control**

☐ In the past 30 days, I have been able to control important things in my life.
☐ In the past 30 days, I have not felt that difficulties were piling up so high that I could not overcome them.
☐ In the past 30 days, I have felt confident about my ability to handle my personal problems.
☐ In the past 30 days, I have felt things were going my way.

**Sexual Assault**

☐ I would feel comfortable discussing issues surrounding the prevention and response of sexual assault with superiors.
☐ If I believed a sexual assault occurred within my unit, I would feel comfortable approaching the victim to recommend reporting the matter to a Sexual Assault Repose Coordinator or Victim Advocate.
☐ Unit leadership would respond appropriately in the event a sexual assault was reported.
☐ My chain of command encourages sexual assault victims to report sexual assaults.
☐ My work area is free of sexual misconduct.
☐ I have received training on the Sexual Assault Prevention and Response program.
☐ My leadership takes proactive steps (e.g., provides training, leads by example, encourages others to safely intervene) to prevent sexual assault within my unit.
☐ If I was sexually assaulted, I would trust the military system to protect my career.