

## Workplace Diversity and Inclusion Climate Scale

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### For Scale Administrators:

The following document contains the Workplace Diversity and Inclusion Climate Scale in addition to scale administration information, including the subscale headings, recommended probing questions that may follow scale items, and a scoring guide. The scale begins on page 2. The scoring key is on page 4.

For a copy of the scale that can be readily administered to respondents, please see the document “*Workplace Diversity and Inclusion Climate Scale – Respondent View.*”

Historically marginalized groups are those who, **either historically and/or currently**, are: less accepted, treated as less valuable, and/or discriminated against in society. Groups may be marginalized based on gender/gender identity, race/ethnicity/national origin, colour, immigrant status, sexual orientation, religious identification, marital or family status, age, disability, socioeconomic status, etc.

Below are several statements concerning your perceptions of your organization. Please rate your agreement with the following statements:

|                              |                      |                        |                      |                                  |                   |                     |                   |                           |
|------------------------------|----------------------|------------------------|----------------------|----------------------------------|-------------------|---------------------|-------------------|---------------------------|
| 1                            | 2                    | 3                      | 4                    | 5                                | 6                 | 7                   | 8                 | 9                         |
| Very<br>Strongly<br>Disagree | Strongly<br>Disagree | Moderately<br>Disagree | Slightly<br>Disagree | Neither<br>Disagree nor<br>Agree | Slightly<br>Agree | Moderately<br>Agree | Strongly<br>Agree | Very<br>Strongly<br>Agree |

**[Subscale 1: Valuing, including, and treating fairly historically marginalized employees. Note: title not seen by respondents]**

1. In this organization, the different opinions, ideas, and perspectives brought by historically marginalized employees are valued by other workers.
2. In this organization, historically marginalized employees have the same opportunity to receive mentoring as historically non-marginalized employees.
3. In this organization, managers and supervisors encourage historically marginalized employees to be their true selves.
4. In this organization, managers and supervisors have a track record of paying historically marginalized employees fairly.
5. In this organization, historically marginalized employees are involved in social gatherings by other workers.
6. In this organization, historically marginalized and historically non-marginalized employees often share and learn about one another as people.
7. In this organization, managers and supervisors draw on the talents of historically marginalized employees.

**[Subscale 2: Organizational commitment and policies to promote representation and inclusion of historically marginalized employees. Note: title not seen by respondents]**

8. Top leadership in this organization strives for the representation, across different levels, of historically marginalized employees.
9. This organization demonstrates complete commitment to its historically marginalized employees.
10. The inclusion of historically marginalized employees is very much a part of this organization's culture.

11. In this organization, managers and supervisors are held accountable for increasing diversity throughout the organization.

[**Subscale 3:** Organizational commitment and policies to eliminate bias and discrimination against historically marginalized groups. *Note: title not seen by respondents*]

12. Top leadership in this organization is committed to ensuring that historically marginalized employees are not discriminated against.

13. In this organization, there are policies to resolve matters of discrimination against historically marginalized group members immediately.

14. In this organization, there are policies that seek to eliminate bias and prejudice against historically marginalized groups.

15. In this organization, there is work being done so that historically marginalized employees can feel safe from discrimination.

16. Intolerance of discrimination against historically marginalized employees is very much a part of this organization’s culture.

**Recommended Probing Questions:**

1. When responding to the questions above, I was primarily thinking about the diversity climate that exists\_\_\_\_\_.
  - a. In my Team
  - b. In my Department
  - c. In my Organization
  - d. Other. Please specify: \_\_\_\_\_

2. When responding to the questions above, which historically marginalized groups were you primarily thinking about? Please list in order of importance.

|       |     |       |     |
|-------|-----|-------|-----|
| _____ | [1] | _____ | [4] |
| _____ | [2] | _____ | [5] |
| _____ | [3] | _____ | [6] |

3. Historically marginalized groups are those who, **either historically and/or currently**, are: less accepted, treated as less valuable, and/or discriminated against in society. With which group do you most identify?

1. Non-historically marginalized group      2. Historically marginalized group

- i. To what extent do you identify as a [non/marginalized] group member?

|            |   |          |   |          |   |            |   |           |
|------------|---|----------|---|----------|---|------------|---|-----------|
| 1          | 2 | 3        | 4 | 5        | 6 | 7          | 8 | 9         |
| Not at All |   | Slightly |   | Somewhat |   | Moderately |   | Extremely |

Scoring Key for the Workplace Diversity and Inclusion Climate Scale:

**Subscale 1 Score** (Valuing, including, and treating fairly historically marginalized employees) =

$$(\text{item 1} + \text{item 2} + \text{item 3} + \text{item 4} + \text{item 5} + \text{item 6} + \text{item 7}) / 7$$

**Subscale 2 Score** (Organizational commitment and policies to promote representation and inclusion of historically marginalized employees) =

$$(\text{item 8} + \text{item 9} + \text{item 10} + \text{item 11}) / 4$$

**Subscale 3 Score** (Organizational commitment and policies to eliminate bias and discrimination against historically marginalized groups) =

$$(\text{item 12} + \text{item 13} + \text{item 14} + \text{item 15} + \text{item 16}) / 5$$

**Overall Workplace Diversity and Inclusion Climate Scale Score** =

$$(\text{Subscale Score 1} + \text{Subscale Score 2} + \text{Subscale Score 3}) / 3$$