

Cultural Safety and Engagement – Feeling the Pulse

Organisations seeking to initiate diversity and inclusion initiatives, or to mature their current inclusion strategies, will benefit from taking the pulse of their employee's cultural, safety and general engagement levels. Employee engagement is arguably the most important indicator and precursor to any successful diversity and inclusion program. The below tools can be used to gain insights into the preparedness levels of employees and the organisation as a whole prior to undertaking initiatives.

Remember, asking for ideas and feedback is only worthwhile if those you are seeking feedback from can see that something useful comes from their contribution. That is not to say that you need to take every idea, suggestion or piece of feedback and enact it, but it does require providing some kind of feedback loop for those who have taken the time to provide their thoughts. Letting contributors know what will be done with their feedback, and providing a summary about what is being done at the end of the process, ensures that employees are more likely to engage in similar processes in the future, because they trust it is a worthwhile engagement.

My Organisation – Reflective questions

Instruction: This is a reflective process for employees to answer, which may be done as an individual exercise, or in a group discussion setting where the team feels comfortable to speak openly.

The first three questions gauge how connected to your organisation's mission, values and strategic direction the team is, and will help to tell a story about your organisation from a different perspective. The fourth and fifth questions will provide valuable information about what your team believes your organisational story is, and what it is like to be part of your team. Finally, inviting employee feedback about current diversity and inclusion strategies and their thoughts for adding value to this work will undoubtedly uncover fresh ideas.

Please describe your response to the below questions.

1. What are we here for?

2. Who are we here for?

3. Where have we come from?

4. What words come to mind when you think about what it's like to work here?

5. How would you describe our diversity and inclusion program?

6. What are your ideas for creating a more diverse and inclusive workplace?

Cultural Safety and Engagement Tool

Instruction: This exercise is best done anonymously by individual employees to get a sense of their engagement and experience of culture, safety, diversity, and inclusion in the workplace.

Please rate your response 'high to low' in agreement to the below questions.

Safety and Engagement item	Score (1 low – 5 high)				
1) This last year, I have had opportunities at work to learn and grow	1	2	3	4	5
2) I have read our code of conduct, and (list diversity and inclusion related policies or statements here)	1	2	3	4	5
3) In the last 6 months, someone has talked to me about my progress	1	2	3	4	5
4) My associates or fellow employees are committed to inclusive practice	1	2	3	4	5
5) My associate or fellow employees are committed to doing quality work	1	2	3	4	5
6) I feel safe at work	1	2	3	4	5
7) There are people in my workplace who appreciate my perspective and experiences, even when they are different from their own	1	2	3	4	5
8) The mission or purpose of my organisation makes me feel that I am important	1	2	3	4	5
9) There are people in my workplace who are different to me, who have had different life experiences, or identify differently to me	1	2	3	4	5
10) There is someone at work who encourages my development	1	2	3	4	5
11) I have never felt excluded at work because of who I am or how I identify	1	2	3	4	5
12) At work, my opinions and suggestions seem to count	1	2	3	4	5
13) At work, I see the perspectives of others fairly considered	1	2	3	4	5
14) I feel included at work	1	2	3	4	5
15) I can be myself at work	1	2	3	4	5
16) There is someone at work who encourages my development	1	2	3	4	5
17) My supervisor, or someone at work, seems to care about me as a person	1	2	3	4	5
18) At work, I have the opportunity to do what I do best every day	1	2	3	4	5
19) I have been bullied or harassed at work in the past 12 months	1	2	3	4	5
20) I reported bullying or harassment at work in the last 12 months	1	2	3	4	5
21) I have witnessed bullying or harassment at work in the last 12 months	1	2	3	4	5
22) I have the materials and equipment I need to do my work right	1	2	3	4	5
23) During the last 12 months I have experienced barriers to my success	1	2	3	4	5

24) I know how to report matters that I find offensive or cause me or others offense or harm	1	2	3	4	5
25) I know what is expected of me at work	1	2	3	4	5
26) I feel safe to report matters of concern, discrimination, bullying, harassment, or exclusion	1	2	3	4	5
27) I am aware of how I can be involved in our diversity and inclusion program/s	1	2	3	4	5
28) I want to be involved in our diversity and inclusion program	1	2	3	4	5
29) There is diversity amongst the leaders in my workplace	1	2	3	4	5
30) I trust that the communication I receive within my workplace is honest and open	1	2	3	4	5

Responses to items that score on average in between 4-5 indicate that this is most likely a strength within the organisation and working well.

Average responses in between 1-2 indicate areas where it might be beneficial to have a closer look. There is potentially a challenge within the organisation or certain area and some change might be beneficial.