

Inclusion Questionnaire

		Rating			Actions?
1	I don't have to be the same as others to fit in				
2	I am empowered to make my own choices				
3	I am able to speak up to challenge the way things are				
4	I am able to offer new ideas that will get a fair hearing				
5	I don't have to modify my commitment to my heritage, culture, religion or sense of identity to fit in				

6	Offensive behaviours are not tolerated				
7	I am judged only by valid and relevant criteria, such as contribution, results and performance				
8	All and any assessments of me are fair, in that I can trust they are based on evidence and balance				
9	Language, processes, communication and events are inclusive, and genuine rather than tokenist				
10	Advancement & career development is as accessible to me as to anyone else in the organisation				
11	Any comments or concerns about lack of inclusivity are taken seriously and visibly acted upon				

... & overall....

12	I feel valued				
13	I feel safe				
14	I feel respected				
15	I feel there's fairness				
16	I feel included				
17	I feel a sense of belonging				