

Item	D&I Category	Response n-size	Company n-size	Overall Mean	Top Quartile Mean	Overall % Fav	Top Quartile % Fav
Recommended Diversity and Inclusion Items							
I feel like I belong here.	Inclusion	80,696	63	4.88	5.09	72.3%	79.2%
I trust this organization to be fair to all employees.	Fairness & Ethics	60,339	70	4.60	4.86	63.8%	73.4%
Senior leadership is prepared to effectively manage a diverse workforce.	Diversity	30,481	38	4.72	4.93	67.8%	72.8%
I am included in decisions that affect my work.	Empowerment	27,587	36	4.47	4.65	57.1%	63.0%
Other Diversity and Inclusion Item Options							
I believe a diverse workforce is important to achieving our organizational goals.	Diversity	17,754	11	5.05	5.33	79.6%	88.6%
Workforce diversity is valued at our organization.	Diversity	64,928	62	5.89	5.08	74.4%	80.2%
If I raised a concern about discrimination, I am confident my employer would do what is right.	Fairness & Ethics	8,372	16	5.13	5.25	81.4%	85.7%
If I saw something wrong at work, I would feel comfortable reporting it.	Fairness & Ethics	107,369	94	5.00	5.13	78.5%	83.0%
My supervisor creates an environment that is trusting and open.	Inclusion	12,433	21	5.00	5.16	76.8%	81.5%
Our organization values diverse opinions and ideas.	Inclusion	10,301	10	4.58	4.96	62.3%	76.0%
I believe that workforce diversity is important to the top management of this organization.	Leadership	10,692	18	5.01	5.08	77.8%	80.8%

Benchmarks are based on company level responses to these items across Quantum Workplace customers.

Minimum sample size is 1,000 responses or more across 10+ organizations.