

**DEOMI Diversity Management Climate Survey (DDMCS)  
Version 1.0**



DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE  
DIRECTORATE OF RESEARCH DEVELOPMENT AND STRATEGIC INITIATIVES

Dr. Richard Oliver Hope Human Relations Research Center  
Directed by Dr. Daniel P. McDonald, Executive Director  
366 Tuskegee Airmen Drive Patrick AFB, FL 32925  
321-494-2747

**Prepared by**  
Dr. Kizzy M. Parks  
Dr. Daniel P. McDonald



**Tech Report #54-09**

**DEOMI DIVERSITY MANAGEMENT CLIMATE SURVEY (DDMCS)**  
Version 1.0 (June 2009)

**DIVERSITY MANAGEMENT**

This survey, a sub-component of the existing DEOMI Organizational Climate Survey (DEOCS), is authorized by your organizational leadership to measure the opinions, feelings, and perceptions of assigned unit personnel regarding the concept of "**diversity management**".

There are approximately 50 items that will require a response from you. You will also have the opportunity to provide comments. The estimated time to complete this survey is 15-20 minutes, depending on how many comments you wish to provide. While completing the survey you will notice several words have a definition sign (D) beside them. Moving the mouse over the definition sign will allow you to review the definition.

The diversity management survey is broken down into five specific parts. The first part requests you provide demographic information about yourself such as your rank/grade, race, and sex. This information will be used for statistical analysis only. No attempt will be made to identify you. The second, third, and fourth parts seek your opinion on the topics of "**inclusive environment**", "**organizational justice**", and "**benefits of diversity**". The final part will consist of items selected or generated by your organizational leadership, if they choose to add them.

An access code has been provided to you and may only be used once; therefore, you must complete the survey when access has been granted. If you have questions concerning this survey STOP and contact the Survey Administrator identified on your notification letter before proceeding.

This survey does not collect or use personally identifiable information and is not retrieved by personal identifier. Therefore, the information collected is not subject to the Privacy Act of 1974.

**PART I: DEMOGRAPHICS**

The following items ask you to provide demographic information and WILL NOT be used to identify you. The information is used by a computer to identify groups of people (e.g. Male, Female, Officer, Enlisted, Civilian, etc.) to generate a report that will be presented to the requesting commander/director. If fewer than five responses are given for a particular demographic group, those responses are not reported for that group. YOUR ACCURACY IS IMPORTANT IN PROVIDING AN ACCURATE ASSESSMENT OF YOUR ORGANIZATION.

I am

- Male
- Female

Are you Spanish/Hispanic/Latino?

Top of Form

- NO, not Hispanic or Latino
- YES, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

RACE (Mark one or more races to indicate what you consider yourself to be)

Top of Form

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian/Other Pacific Islander

White 

#### AGE

- 18-21
- 22-30
- 31-40
- 41-50
- 51 or over

#### Are you currently deployed?

- No, it has been more than 6 months since my last deployment, or I have never deployed
- No, but I returned from combat zone deployment within the past 6 months
- No, but I returned from non-combat zone deployment within the past 6 months
- Yes (CONUS)
- Yes (OCONUS, in a combat zone)
- Yes (OCONUS, in a non-combat zone)

#### I am a(n):

- Military Officer
- Warrant Officer
- Enlisted Member
- Federal DoD Civilian Employee
- Federal Non-DoD Civilian Employee
- Other (e.g., Contractor, Private Civilian, State employee)

#### As a federal civilian employee, in which category are you a member?

- GS
- GM
- WG/WL/WS/WB
- SES

- NSPS
- N/A

### What is your pay grade?

- 1-3
- 4-6
- 7-8
- 9-10
- 11-13
- 14-15

### How long have you worked at this unit?

- Less than 1 year
- 1-4 years
- 5-10 years
- 11-20 years
- More than 20 years

## PART II: INCLUSIVE ENVIRONMENT

### 1. My immediate supervisor is able to recognize my strengths.

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

### 2. My immediate supervisor is able to identify my unique skills.

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree

Totally disagree

**3. I can depend on my immediate supervisor to make it easier to balance work and family demands.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**4. Everyone in my workgroup is treated fairly.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**5. My immediate supervisor deals proactively with discrimination.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**6. My immediate supervisor utilizes a fair employment system for all employees.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**7. My immediate supervisor offers an environment in which I feel comfortable to share my ideas.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**8. My immediate supervisor has communicated his/her commitment to individuals of different work styles and personalities.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**9. My immediate supervisor is committed to diverse talents, perspectives, and contributions.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**10. My immediate supervisor's commitment to diversity encourages me to continue serving in my present capacity.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**11. My immediate supervisor has a visible strategy for achieving diversity.**

- Totally agree

- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**12. My immediate supervisor encourages individuals with different backgrounds, talents, training, work styles and personalities to work together.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**13. My immediate supervisor gets active participation from all personnel in meetings.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**14. I can depend on my immediate supervisor to involve me in the decision making process.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**15. I can depend on my immediate supervisor to consider my suggestions.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree

Totally disagree

**16. My immediate supervisor makes good use of my skills and abilities.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**PART II: INCLUSIVE ENVIRONMENT- COMMENTS**

This is your opportunity to provide comments regarding "Inclusive Environment (D)"

ALL COMMENTS WILL BE PROVIDED TO YOUR COMMAND EXACTLY AS THEY ARE WRITTEN.

\*\* No more than 500 characters

**PART III: ORGANIZATIONAL JUSTICE**

**17. My organization provides access to formal mentoring programs for all personnel.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**18. My organization's mentoring program increases opportunities for junior personnel.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**19. I am well informed about career enhancement opportunities (education).**

- Totally agree



- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**20. My organization accommodates my FAMILY care needs (e.g. children, spouse or parents).**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**21. My organization fosters an environment of mutual respect and integrity.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**22. In my organization, key assignments are determined by merit.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**23. In my organization, promotions are based on merit.**

- Totally agree
- Moderately agree
- Neither agree nor disagree

- Moderately disagree
- Totally disagree

**24. My organization communicates the value of diversity in the workplace in publications or events such as brownbag events, newsletters, magazines.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

### **PART III: ORGANIZATIONAL JUSTICE- COMMENTS**

This is your opportunity to provide comments regarding "**Organizational Justice** (📄)"

ALL COMMENTS WILL BE PROVIDED TO YOUR COMMAND EXACTLY AS THEY ARE WRITTEN.

\*\* No more than 500 characters

### **PART IV: BENEFITS OF DIVERSITY**

**25. My organization implements policies that demonstrate a commitment to diversity.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**26. Diverse viewpoints add to mission success.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**27. An environment of mutual respect and integrity enhances critical thinking.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**28. A workforce with different backgrounds and approaches leads to the creation of better processes and routines.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**29. My immediate supervisor utilizes a fair employment system for all employees.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

**30. My organization has a visible strategy for achieving diversity.**

- Totally agree
- Moderately agree
- Neither agree nor disagree
- Moderately disagree
- Totally disagree

#### **PART IV: BENEFITS OF DIVERSITY- COMMENTS**

This is your opportunity to provide comments regarding "**Benefits of Diversity** (🗨)"

ALL COMMENTS WILL BE PROVIDED TO YOUR COMMAND EXACTLY AS THEY ARE WRITTEN.

\*\* No more than 500 characters

