



## **Internal Survey Questions on Diversity, Equity, and Inclusion**

### **Overall:**

1. I am proud to work for GI Specialists of GA and the ASCs
2. I would recommend GI Specialists of GA and the ASCs as a great place to work
3. GI Specialists of GA and the ASCs motivates me to go beyond what I would in a similar role elsewhere
4. I rarely think about looking for a job at another company
5. I see myself still working at GI Specialists of GA and the ASCs in two years' time

### **Fairness:**

1. Administrative tasks that don't have a specific owner (e.g., taking notes in meetings, scheduling events, cleaning up shared space) are fairly divided at GI Specialists of GA and the ASCs
2. People from all backgrounds have equal opportunities to succeed at GI Specialists of GA and the ASCs
3. My job performance is evaluated fairly
4. I believe that my total compensation is fair, relative to similar roles at GI Specialists of GA and the ASCs

### **Opportunities and Resources:**

1. When there are career opportunities at GI Specialists of GA and the ASCs, I am aware of them
2. I know where to find information to do my job well
3. GI Specialists of GA and the ASCs believes that people can always greatly improve their talents and abilities
4. GI Specialists of GA and the ASCs enables me to balance work and personal life

### **Decision Making:**

1. I am satisfied with how decisions are made at GI Specialists of GA and the ASCs
2. Perspectives like mine are included in the decision making at GI Specialists of GA and the ASCs
3. I am included in decisions that affect my work

### **Voice:**

1. At GI Specialists of GA and the ASCs there is open and honest two-way communication
2. I can voice a contrary opinion without fear of negative consequences
3. When I speak up, my opinion is valued

### **Belonging:**

1. I feel like I belong at GI Specialists of GA and the ASCs
2. I feel respected at GI Specialists of GA and the ASCs
3. Even when something bad happens (e.g., when I get critical feedback from my manager, I have a negative social interaction with a peer, etc.), I don't question whether or not I belong at GI Specialists of GA and the ASCs
4. I can be my authentic self at work

### **Diversity:**

1. GI Specialists of GA and the ASCs values diversity
2. GI Specialists of GA and the ASCs builds teams that are diverse

### **Contribution to Broader Purpose:**

1. The work that we do at GI Specialists of GA and the ASCs is important
2. I understand how my work contributes to GI Specialists of GA and the ASCs' mission

### **Open-ended Comments Section**

### **Demographics (editable):**

- Race/Ethnicity
- Gender Identity
- Do you identify as transgender?
- Sexual Orientation
- Family Status
- Do you provide regular care for someone other than your child?
- Veteran Status
- Are you a person with a disability?
- Native Language
- Age
- Tenure at your current company/organization
- Highest Degree Darned