

## Sample Survey of Stakeholder Perspectives

Thank you for agreeing to complete this short survey on the inclusiveness practices of \_\_\_\_\_ (name of organization). We seek to become more inclusive of communities of color. Your participation in this survey will influence our efforts. Your responses will be confidential. When you have finished the survey, please return it to:

contact person  
name of organization  
address

**Your position** with \_\_\_\_\_ (name the organization).

Check the term that best describes your primary role with the organization.:

- Staff
- Board
- Donor
- Former Board Member
- Former Staff Member
- Volunteer
- Client
- Community Partner (working closely with the organization)
- Community Leader
- Community Member

### **Your Race/Ethnicity**

- African American
- Asian/Pacific Islander
- Latino/Chicano/Hispanic
- Middle Eastern
- Mixed Racial/Ethnic Background
- South Asian
- Other \_\_\_\_\_
- White/Caucasian

Please answer the questions below using the following scale and/or with a written answer:

- 1 = not at all
- 2 = a little bit
- 3 = somewhat
- 4 = quite a lot
- 5 = a great deal
- dk = don't know

For the purposes of this survey, **inclusiveness** is defined as...

### **Organizational Mission**

The mission of \_\_\_\_\_ (name of organization) is... *(Fill this in ahead of time so that respondents can reflect on the actual mission.)*

(1) Does the mission of \_\_\_\_\_ impact communities of color?

1 2 3 4 5 dk

(2) Do you feel that communities of color generally respond positively to \_\_\_\_\_'s mission?

1 2 3 4 5 dk

(3) Are the values related to inclusiveness that are espoused by \_\_\_\_\_ consistent with the values that it practices?

1 2 3 4 5 dk

(4) Do you have any suggestions about how \_\_\_\_\_'s mission statement could be changed to expand inclusiveness?

(5) Please provide further comments related to mission-related issues here:

### **Board of Directors**

(1) Do you feel people of color generally feel comfortable serving as members of the board of directors of \_\_\_\_\_?

1 2 3 4 5 dk

(2) Do people of color and white people generally serve as directors for the same amount of time?

1 2 3 4 5 dk

(3) Does the board of directors of \_\_\_\_\_ consider issues relating to race and ethnicity when it sets policies and makes decisions for the organization?

1 2 3 4 5 dk

(4) What could the board of directors of \_\_\_\_\_ do differently to become more inclusive, if anything?

(5) What could the board of directors of \_\_\_\_\_ do differently to address the needs of communities of color, if anything?

6. Please provide further explanation on any governance-related issues here:

## Personnel

(1) Are people of color and white people with similar professional backgrounds and skills recruited and promoted equally at \_\_\_\_\_?

1 2 3 4 5 dk

(2) Has \_\_\_\_\_ been able to effectively retain people of color?

1 2 3 4 5 dk

(3) Are staff at certain levels of the organization more likely to be people of color than at other levels?

1 2 3 4 5 dk

(4) What factors have influenced retention among people of color at \_\_\_\_\_?

(5) What could \_\_\_\_\_ do, if anything, to recruit and retain staff members of color at all levels?

(6) Please provide further explanation on any personnel-related issues here:

## Programs

(1) Does \_\_\_\_\_ specifically consider race/ethnicity and/or culture in designing and implementing programs?

1 2 3 4 5 dk

(2) Does \_\_\_\_\_ make services available in geographic locations that are convenient and accessible to communities of color?

1 2 3 4 5 dk

(3) Does \_\_\_\_\_ translate materials into languages that are spoken by communities of color in its service area?

1 2 3 4 5 dk

(4) Is there anything that \_\_\_\_\_ does to hinder providing services to people of color? Please explain.

(5) Please provide further explanation of any program-related issues here:

*This worksheet was created by The Denver Foundation's Inclusiveness Project ([www.nonprofitinclusiveness.org](http://www.nonprofitinclusiveness.org)) to support organizations doing inclusiveness work.*

*Users are encouraged to customize the worksheet (both content and formatting) to meet the needs of their respective organizations.*