

Below you will find sample questions taken from KPMG's 2008 "Pulse" (or Employee Satisfaction) Survey which measures employee engagement. The survey was designed by Hewitt Associates and the majority of the questions are standard Top 50 Employers survey questions. The diversity questions are customized and unique to KPMG.

The survey is currently run annually with a 75% participation rate. It is conducted online and is open to everyone in the firm. Each question has six options: strongly agree, agree, slightly agree, slightly disagree, disagree and strongly disagree. Further, each person can self-identify by seven different demographic groups: gender, ethnicity or visible minority status, disability, aboriginal or first nations, Lesbian, Gay, Bi or Transgendered (LGBT), Canadian born vs. foreign born and internationally educated professionals.

The data is then cut to examine the gaps between each sub-group, for example, how women respond vs. how men respond. If everyone responds the same, regardless of the response, the conclusion is that the problem is not diversity related (depending on the question). If one group responds differently than another, for example, women responding worse than men, then KPMG assumes there is a diversity related issue and digs deeper.

TOLERANCE

I do not need to make adjustments to who I am in order to fit in at KPMG.

KPMG has a workplace free of gender stereotypes.

Racist comments are not tolerated at KPMG.

Stereotypes about members of visible minority groups do not exist at KPMG.

Sexist comments are not tolerated at KPMG.

Jokes and off handed comments about different groups are not tolerate at KPMG (based on gender, visible minority or cultural identity, sexual orientation, disability, religion, etc.)

At KPMG, everyone is treated with dignity and respect regardless of their gender.

At KPMG, everyone is treated with dignity and respect regardless of their visible minority/cultural status.

INCLUSIVITY

At KPMG, everyone is treated with dignity and respect regardless of their gender.

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I am treated with respect at this organization.

The leadership (partners / associate partners / senior principals) in my practice acts proactively to advance workplace diversity at KPMG.

At work my opinion counts. (Intrinsic Motivation)

KPMG has programs and practices that respond to the needs of a diverse workforce

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I feel I am able to bring my 'whole self' to work (my cultural background or national heritage, race, colour, gender, sexual orientation or gender expression, family or marital status, age, disability, religion and faith, or anything that makes you unique)

ADVANCEMENT

All employees have equal opportunity to advance regardless of factors such as gender, ethnicity, sexual orientation, family status, language, etc.

My job is a good fit for my knowledge and abilities. (Work Tasks)

My future career opportunities here look good (Career Opportunities)