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**ACTIVITY 12.3 | Stages of Diversity Survey:  
An Organizational Progress Report**

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Directions: Check each response that is true of your organization. You may check more than one response for each item number.

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1. In this organization:
  - a. There is a standard way to dress and look.
  - b. While there is no dress code, most employees dress within a conventional range.
  - c. There is much variety in employees' style of dress.

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2. In this organization:
  - a. Newcomers are expected to adapt to existing norms.
  - b. There is some flexibility to accommodate the needs of diverse employees.
  - c. Norms are flexible enough to include everyone.

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3. In this organization:
  - a. Diversity is an issue that stirs irritation and resentment.
  - b. Attention is paid to meeting EEO requirements and affirmative action quotas.
  - c. Working toward a diverse staff at all levels is seen as a strategic advantage.

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4. In this organization, dealing with diversity is:
  - a. Not a top priority.
  - b. The responsibility of the HR department.
  - c. Considered a part of every manager's job.

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5. People in this organization:
  - a. Downplay or ignore differences among employees.
  - b. Tolerate differences and the needs they imply.
  - c. Value differences and see diversity as an advantage to be cultivated.

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6. Demographics of this organization show that:
  - a. There is diversity among staff at lower levels.
  - b. There is diverse staff at lower and middle levels.
  - c. There is diversity at all levels of the organization.

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7. Money is spent on training programs to help employees:
  - a. Adapt to the organization's culture and learn "the way we do things here."
  - b. Develop diverse staff's ability to move up the organization ladder.
  - c. Communicate and work effectively with diverse staff and customers.

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