**Leading Inclusive Teams**

**Team Culture Diagnostic Survey[[1]](#footnote-1): DRAFT**

**Demographics:**

|  |
| --- |
| **How do you self-identify your race:**  ** African American/Black**  ** Asian-American/Pacific Islander**  ** Hispanic/Latino/a**  ** Native American/ Indigenous to Americas (e.g. Indio from Central America)**  ** White**  ** Multi-racial**  ** Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |
| **How do you self-identify your gender:**  ** Female**  ** Male**  ** Transgender**  ** Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |
| **How long have you been employed and/or affiliated with the organization?**  ** 0-1 year**  ** 2-5 years**  ** 6-10 years**  ** More than 10 years** |

**Overall Team Culture**

|  |
| --- |
| **I experience our team as an inclusive and equitable environment.**  **1 2 3 4 5 6 7**  **Strongly Disagree**  **Strongly Agree**  **Please explain your response:** |
| **How do you describe your value to our regional organization?**  **1 2 3 4 5 6 7 8 9 10**  **Totally Utterly**  **Replaceable Valuable**  **I Feel I Feel**  **NO VALUE Irreplaceable**  **Please explain your response:** |
| **How do you describe your value to our national organization?**  **1 2 3 4 5 6 7 8 9 10**  **Totally Utterly**  **Replaceable Valuable**  **I Feel I Feel**  **NO VALUE Irreplaceable**    **Please explain your response:** |

**Operational Norms**

|  |
| --- |
| **My opinion is seen as credible.**  **1 2 3 4 5 6 7**  **Strongly Disagree**  **Strongly Agree**  **Please explain your response:** |
| **I feel I have freedom to offer ideas and opinions different from the group’s.**  **1 2 3 4 5 6 7**  **Strongly Disagree Strongly Agree**  **Please explain your response:** |
| **I can work towards my goals in ways that feel natural to me and make use of my strengths and experience.**  **1 2 3 4 5 6 7**  **Strongly Disagree**  **Strongly Agree**  **Please explain your response:** |
| **Whose voices are most heard on the team? Why?** |
| **How are ideas and/or concerns given credibility on the team?** |
| **How does the team respond to conflict? Are there different responses based on the identity group or role of the persons involved in the conflict? To what extent do you feel conflict is addressed and resolved in a way that meets your needs?** |

**Team Cultural Competence**

|  |
| --- |
| **The team allows me to bring my full range of experience and identity to work.**  **1 2 3 4 5 6 7**  **Strongly Disagree Strongly Agree**  **Please explain your response:** |
| **I feel I consistently learn from the experience and identities of other team members.**  **1 2 3 4 5 6 7**  **Strongly Disagree Strongly Agree**  **Please explain your response:** |
| **Describe the team’s strengths, commitment, and skills to create an equitable inclusive environment.** |
| **Describe the team’s challenges, patterns, and lessons to be learned to create an equitable and inclusive environment.** |
| **What are the “under the table” issues not being discussed by the full group? Are any of these issues between race/ethnic identity groups?** |

**Systems and Structures**

|  |
| --- |
| **I feel welcome and comfortable in formal meetings and team events.**  **1 2 3 4 5 6 7**  **Strongly Disagree Strongly Agree**  **Please explain your response:** |
| **My manager is transparent with the decision making process.**  **1 2 3 4 5 6 7**  **Strongly Disagree Strongly Agree**  **Please explain your response:** |
| **People directly impacted by decisions are typically included in the decision-making process and/or have the proposed decision checked with them.**  **1 2 3 4 5 6 7**  **Strongly Disagree Strongly Agree**  **Please explain your response:** |
| **Within the formal change process, who is included and excluded from the process? What are their roles on the team and what are their racial/ethnic identities?** |

**Collaboration and Partnerships**

|  |
| --- |
| **Where on the spectrum do most constituents (CMs, community members;, district partners, etc.) view the team - as welcoming and open or exclusive and closed? Are there different perceptions based on racial/ethnic identity groups?** |
| **Are constituents encouraged to provide input, insight, and/or direction? Are their opinions reflective in team’s decisions? Are there different levels of involvement based on racial/ethnic identity?** |
| **How well does the team collaborate together? Are there different levels of collaboration between people based on racial/ethnic identity groups?** |

**Leadership Development and Opportunity**

|  |
| --- |
| **What are the characteristics of leaders which are most affirmed? Is your leadership affirmed?** |
| **Are leadership and development pathways and opportunities equitable for everyone on the team?** |

1. Adapted by the MDTLD Culturally Responsive Leadership Inquiry Group from the following sources:

   “Consulting with a Racial Equity Lens Tool,” Maggie Potapchuk, [www.mpassociates.us](http://www.mpassociates.us).

   “Evaluation Tools for Racial Equity,” [www.evaluationtoolsforracialequity.org](http://www.evaluationtoolsforracialequity.org) [↑](#footnote-ref-1)