

Diversity in Tech @ IS24

Since we established the community „Diversity in Tech“ in February 2015 we are campaigning for and together with you in the interest of a larger variety within the IT department of IS24. Doing so we already can observe first achievements by now. In discussions with the IT management, HR and the workers council this topic has gotten more attention and we were able to address that we see much potential for improvement.

A quick reminder: We believe that a greater diversity of people encourages innovative products, team performance and a spirited company culture. Diversity, for us, is the diversity of culture, age, gender, sexual orientation, religion as well as physical and mental abilities. Though we are intensively reviewing events, interesting organisations and ideas which stimulate diversity and inclusion in IT.

This survey shall inspire your thoughts concerning the subject “Diversity in Tech @ IS24”. Its objective is to derive a picture of your opinions and to find out whether or not this topic affects you at all, which options you might see towards a positive development at our company, what is going well already and what bothers you.

The results of this survey will be taken into an upcoming meeting with the IT management, HR and the working council. You will of course be informed about all of our new insights in the TCM meetings.

The processing time of this anonymous survey will take about 10-15 minutes. Please take that time and reply until June 29th -6:00pm. Participation is free but not for nothing. Thank you very much for participating!

*** Required**

1. Your gender *

Mark only one oval.

- Male
- Female
- Prefer not to answer
- Other:

2. Your age *

Mark only one oval.

- under 26
- 26 - 30
- 31 - 35
- 36 - 40
- 41 - 45
- 46 - 50
- 51 - 55
- 56 - 60
- 61 - 65
- over 65

3. Is german your first language? *

Mark only one oval.

- Yes
- No
- Prefer not to answer

4. Your highest educational achievement?

.....

5. What is your current role/position? *

Mark only one oval.

- VP/HoT/DL
- Developer/Engineer/Architect
- Agile Coach/Project Manager
- Product Owner
- Student/Trainee
- Other:

6. Do you identify yourself as a member of an underrepresented group at your workplace? (Examples include but are not limited to: age, gender, religious preferences, sexual orientation, citizenship, race/ethnic, disability, etc.)

Mark only one oval.

- Yes
- No
- Prefer not to answer

7. For you, how important is Diversity, Equality and Inclusion in the workplace?

Mark only one oval.

	1	2	3	4	
Not at all important	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Extremely important

8. In your opinion, what is the biggest benefit to having a diverse workforce?

Mark only one oval.

- It fosters creativity and innovation
- It supports global expansion and economic growth
- It improves products and services
- It improves the company's reputation
- It makes my workplace more interesting
- I think it has no benefits
- Other:

9. Please select below the statement which best describes the IT department at IS24.

Mark only one oval.

- The IT is diverse and inclusive
- The IT is progressing towards greater diversity and inclusion, but we are not there yet
- The IT has a clear strategy to increase diversity and inclusion, but it is yet to be implemented
- The IT is not diverse or inclusive and is currently not working towards it
- Other:

10. In terms of diversity, what is the biggest challenge, facing the IT department at IS24?

Mark only one oval.

- Individuals from diverse backgrounds do not apply to our organisation
- Individuals from diverse backgrounds seldom pass the recruitment stage
- Difficult to retain staff from diverse backgrounds
- Limited training and career development opportunities that support diversity
- Little commitment from management to support diversity
- Other:

11. In your opinion, what is the best solution to increasing diversity in IT at IS24?

Mark only one oval.

- Early identification of talent
- Reduce stereotypes through awareness campaigns
- Improved training and career development opportunities
- Mentoring opportunities for individuals from diverse backgrounds
- A diversity and inclusion policy
- A diversity quota
- Other:

12. Please list any organisations that you think show good practice of promoting diversity in tech (and why).

.....

.....

.....

.....

.....

13. In your opinion, what should IS24 do to help tackle the underrepresentation of groups in IT?

.....

.....

.....

.....

.....

14. Have you experienced or witnessed discrimination, exclusion, or bias (either intentional or unintentional) at IS24 as a result of any of the following? (Check all that apply)

Check all that apply.

- Race or ethnic
- Gender
- Sexual orientation
- Physical or mental disability or limitation
- Religion
- Social or political beliefs
- Age
- No - I have not experienced or witnessed bias
- Other:

15. How comfortable or uncomfortable do you think you would feel if a person with a diverse backgrounds specified below, was recruited for your team?

Mark only one oval per row.

	very uncomfortable	either uncomfortable	comfortable	very comfortable
A Woman	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A Lesbian/Gay /Transsexual	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A non-german speaking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A person practicing religion at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A person over 60	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. How comfortable or uncomfortable do you think you would feel if a person with a diverse background specified below was appointed as you boss?

Mark only one oval per row.

	very uncomfortable	either uncomfortable	comfortable	very comfortable
A Woman	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A Lesbian/Gay /Transsexual	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A non-german speaking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A person practicing religion at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A person over 60	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. Does anything prevent you from practicing, embracing or developing diversity where you work? If yes, please elaborate.

.....

.....

.....

.....

.....

Powered by
 Google Forms