WOMEN IN TECH

DEI Compass Questions

1.

Which company and business area do you represent?

2.

What is the size of your company in terms of the number of employees?

Please select the option that best describes your company's total number of employees, including all full-time and part-time staff in Sweden.

- 1-50 employees
- 51-200 employees
- 201-500 employees
- 501 or more employees
- Prefer not to say

3.

What is the gender split across the company in Sweden?

In percentage:

- Female
- Male
- Non-binary

4.

What is the gender split in leadership positions (C-suite, VP, director-level)?

Select the approximate percentage for each category

- Female
- Male
- Non-binary

5.

Can you estimate the gender split in tech roles and related positions?

Select the approximate percentage for each category
- Female
- Male
- Non-binary

6.

Leadership Commitment & Accountability

Strong DEI initiatives begin with leadership. This section assesses whether leaders are visibly involved in promoting diversity, equity, and inclusion and whether they are actively engaged in driving the progress and outcomes of DEI efforts.

a) Are leaders in your organization visibly engaged in DEI initiatives and actively driving progress?

1. Not Engaged at All - Leaders show no involvement or interest in DEI initiatives.
2. Slightly Engaged - Leaders acknowledge DEI but participate minimally without active promotion.
3. Moderately Engaged - Leaders support DEI efforts and participate when necessary, demonstrating consistent interest.
4. Highly Engaged - Leaders actively promote and support DEI initiatives, regularly participating in related activities.
5. Fully Engaged and leading the work - Leaders proactively drive DEI initiatives, take responsibility for the outcomes, and integrate DEI into the organization's core values and strategies.

b) Follow up question;
Do leaders in your organization have incentives to drive DEI initiatives?

c) Please describe more about your leadership commitment and initiatives.

7.
Metrics, KPIs & Transparency

Tracking progress is essential for long-term Diversity, Equity, and Inclusion (DEI) success. This section evaluates whether the organization uses clear metrics to measure DEI efforts and communicates both successes and challenges openly.

a) How would you rate your organization's tracking and communication of DEI progress using clear metrics and KPIs?

1. No Tracking or Communication - The organization does not track DEI progress nor communicate any related metrics or KPIs.
2. Minimal Tracking with No Communication - The organization occasionally tracks certain DEI metrics and KPIs but does not communicate them to employees or stakeholders.
3. Some Tracking with Limited Transparency - The organization tracks specific DEI metrics and KPIs but communicates them inconsistently or lacks transparency in sharing both successes and challenges.
4. Regular Tracking with Partial Transparency - The organization consistently tracks DEI progress using clear metrics and KPIs and communicates some aspects of these metrics openly, though not comprehensively.
5. Comprehensive Tracking and Full Transparency - The organization consistently tracks DEI progress using clear metrics and KPIs and openly communicates both achievements and areas needing improvement to all employees and stakeholders.

b) What KPIs are you measuring to track DEI progress?
Please list the specific KPIs your organization uses to assess DEI initiatives.

c) How often do you measure DEI metrics and KPIs?
- Annually
- Bi-Annually
- Quarterly
- Monthly
- As Needed
- Never

d) How does your organization collect and share DEI metrics and KPIs with the rest of the organization?
Please describe the methods and channels used to gather DEI data and communicate the results to employees and stakeholders.
If applicable, please provide examples of how tracking and communication of DEI metrics have informed strategic decisions or led to specific DEI initiatives within your organization.

8.
Workplace Culture & Inclusion

A thriving workplace is one where employees feel welcomed, valued, and included. This section evaluates whether the organization fosters a culture of belonging, where diverse voices are encouraged and respected.

a) How would you estimate and rate the extent to which diverse voices are valued and the workplace fosters a sense of belonging for all employees?
1. Rarely Valued and Limited Sense of Belonging - Diverse voices are seldom acknowledged, and employees often feel excluded.
2. Sometimes Valued with an Inconsistent Sense of Belonging - Diverse voices are occasionally recognized, and a sense of belonging exists but is not consistent across the organization.
3. Often Valued with a Moderate Sense of Belonging - Diverse voices are regularly appreciated, and most employees feel a sense of belonging, though there may be room for improvement.
4. Frequently Valued with a Strong Sense of Belonging - Diverse voices are consistently respected and encouraged, and employees generally feel included and valued.
5. Always Valued with a Robust Sense of Belonging - Diverse voices are fully embraced and integral to the workplace, fostering a pervasive and deep sense of belonging for all employees.

b) Do you have a policy for DEI?
- Yes
- No

If yes,
c) Do you have measures in place to assess culture and inclusion within your organization?
- Yes
- No

d) How do you measure culture and inclusion?
Please describe the methods, tools, or metrics your organization uses.

e) Please elaborate on how you utilize the results of these measurements.
This question is required.
Explain how the data influences decision-making, policies, or initiatives related to culture and inclusion.

9.

Employee Feedback & Continuous Improvement

Continuous feedback is essential for refining DEI (Diversity, Equity, and Inclusion) efforts. This section assesses how regularly the organization collects feedback from employees—especially from underrepresented groups—and whether it utilizes this input to drive improvements.

a) How regularly does your organization gather feedback from employees to refine DEI efforts?

1. No Feedback Gathered - The organization does not collect any feedback from employees regarding DEI efforts.
2. Rarely Feedback Gathered - Feedback is collected infrequently and lacks a structured approach.
3. Occasionally Feedback Gathered - The organization occasionally collects feedback from employees on DEI initiatives, but it is not systematic or comprehensive.
4. Frequently Feedback Gathered and Considered - Feedback is regularly collected and considered in decision-making processes.
5. Consistently Feedback Gathered and Acted Upon - The organization consistently gathers feedback from employees, especially from underrepresented groups, and actively uses this input to improve DEI efforts.

b) How does your organization collect employee feedback on DEI initiatives?
Please describe the tools, methods, or metrics your organization employs to gather this feedback.

c) How does your organization utilize the results of these measurements?
Explain how the data influences decision-making, policies, or initiatives related to DEI within your organization.

10.

Equitable Opportunities & Compensation

Fair access to career advancement and equal compensation is critical to an equitable workplace. This section examines whether all employees, regardless of their background and ability, have equitable opportunities for promotions, salary growth, and professional development.

a) How would you rate the accessibility and equity of career development opportunities and promotions for all employees, regardless of their background?

1. Very Limited and Inequitable - Opportunities for career development and promotions are scarce and not fairly distributed among employees.
2. Limited and Partially Equitable - Opportunities exist but are not consistently accessible or fairly distributed across all employee backgrounds.
3. Moderately Equitable - Career development and promotion opportunities are generally accessible and equitable, with occasional inconsistencies.
4. Highly Equitable - Opportunities for career advancement and promotions are widely accessible and fairly distributed among all employees.
5. Fully Equitable and Transparent - Career development and promotion opportunities are not only accessible and fair but also clearly communicated and transparent to all employees.

b) How do you measure gender pay gaps in your organization?
Please describe the methods or metrics your organization uses to assess gender pay disparities.

c) Would you like to share the percentage of the gender pay gap in your organization?
- Yes
- No

If yes
d) Please specify the percentage:

11.

Inclusive Work Environment

A truly inclusive workspace is accessible to all, both physically and digitally. This section assesses whether the company's workspaces and digital tools are designed to accommodate employees with diverse abilities and needs.

a) How would you rate the accessibility and inclusivity of the company's physical environments for employees of all abilities?

For example, consider office layout and design, ergonomic furniture, adjustable lighting, accessible restrooms, clear signage, common areas, parking facilities, safety features, rest areas, and health and wellness facilities.

1. Poor Accessibility & Inclusivity - The physical work environments lack necessary accommodations, making it difficult for employees with diverse abilities to perform effectively.
2. Limited Accessibility & Partially Inclusive - Some accommodations and inclusive practices are in place, but significant gaps remain that hinder full accessibility and inclusivity for all employees.
3. Moderate Accessibility & Inclusive Practices - The physical work environments have adequate accommodations and inclusive practices, ensuring that most employees of all abilities can work effectively.
4. High Accessibility & Highly Inclusive - The physical work environments are well-designed with comprehensive accommodations and inclusive practices, ensuring that employees of all abilities can work effectively and comfortably.
5. Exceptional Accessibility & Exemplary Inclusivity - The physical work environments exceed standard accessibility requirements with innovative accommodations and exemplary inclusive practices, creating an optimal workspace for employees of all abilities.

b) How would you rate the accessibility and inclusivity of the company's digital work environments for employees of all abilities?

For example, consider communication tools like Slack or Microsoft Teams, collaboration platforms such as Google Workspace or Asana, accessibility features like screen readers or voice recognition software, and remote work tools like VPNs or remote desktop applications.

1. Poor Accessibility & Inclusivity - Lack key accessibility features, making it difficult for employees with diverse abilities to navigate and use digital tools effectively.
2. Limited Accessibility & Partially Inclusive - Some features and practices exist, but gaps remain, hindering full accessibility and inclusion for all employees.
3. Moderate Accessibility & Inclusive Practices - Has adequate features and practices, letting most employees of all abilities effectively use digital tools.
4. High Accessibility & Highly Inclusive - Well-designed environments with comprehensive features and practices ensure employees of all abilities can effectively and comfortably use digital tools.

5. Exceptional Accessibility & Exemplary Inclusivity - Exceed standard requirements with innovative features and inclusive practices, providing an optimal workspace for employees of all abilities.

c) Can you provide an overview of your long-term sick leave numbers within your organization?

d) What is the current gender split in percentage for the sick leave numbers?

12.

Social Responsibility & Community Impact

Organizations play a vital role in contributing to societal well-being. This section measures the company's commitment and engagement in initiatives that advance DEI.

a) Does your organization engage in and actively contribute to societal and community initiatives that support DEI?
We want to understand how your organization engages with external efforts, such as partnerships, advocacy, sponsorships, or programs that drive meaningful DEI impact in society

1. No Engagement - The organization does not participate in any societal or community initiatives related to DEI.
2. Minimal Engagement - The organization occasionally engages in DEI-related community initiatives but lacks a structured or consistent approach.
3. Moderate Engagement - The organization regularly participates in DEI-focused community initiatives, demonstrating a consistent commitment to societal well-being.
4. High Engagement - The organization actively contributes to and leads multiple DEI-oriented community initiatives, showcasing a strong commitment to societal well-being.
5. Comprehensive Engagement - The organization not only actively participates in but also strategically integrates DEI-focused community initiatives into its core mission and values, driving significant societal impact.

.
b) Does your organization have partnerships or initiatives that support DEI?
- Yes
- No

If yes,
c) Who are your partners?
Please list the organizations or types of organizations you partner with to support DEI initiatives.

d) Please provide an overview of how your organization engages in and contributes to DEI-related societal and community well-being initiatives.

13.

Innovation in Business & Product Development

Integrating DEI into business and product development ensures inclusivity and responsiveness to diverse customer needs. This section assesses how DEI principles are embedded in innovation.

a) How would you rate the integration of DEI principles into your organization's business, product, and service development processes to meet the needs of diverse customers? This question is required.

1. DEI principles are not incorporated into business, product, or service development processes.
2. Rarely Considered - DEI principles are infrequently taken into account during business, product, or service development, with minimal integration.
3. Sometimes Considered - DEI principles are occasionally considered during business, product, or service development, but integration is inconsistent and lacks comprehensiveness.
4. Frequently Considered - DEI principles are regularly integrated into business, product, and service development processes, demonstrating a consistent commitment to inclusivity.
5. Fully Integrated in All Processes - DEI principles are comprehensively and consistently embedded into all business, product, and service development processes, ensuring that offerings fully meet the needs of a diverse customer base.
6. N/A

b) Please provide examples of how DEI principles have been integrated into your processes.

c) How do you measure DEI impact in product and business development?

14.

Training, Development & Awareness

Education is key to fostering a DEI-focused culture. This section evaluates the availability and comprehensiveness of ongoing DEI training programs, including initiatives on unconscious bias, inclusive leadership, and other relevant topics.

a) How would you rate the availability and comprehensiveness of ongoing DEI training programs (e.g., unconscious bias training, inclusive leadership development) within your organization?

1. No Training Available - The organization does not offer any DEI training programs or initiatives.
2. Limited Training Available - The organization provides minimal DEI training programs, but they are not comprehensive or widely accessible.
3. Moderate Training Availability - The organization offers a range of DEI training programs, but there is room for increased comprehensiveness and accessibility.
4. High Training Availability - The organization offers comprehensive DEI training programs that are effectively implemented and accessible to most employees.
5. Comprehensive and Continuous Training Provided - The organization provides extensive, ongoing DEI training programs that are fully integrated into employee development, ensuring continuous learning and improvement.

b) Do you offer DEI trainings to the entire company or to specific groups?

1. Entire Company - DEI training programs are available to all employees across the organization.
2. Specific Groups - DEI training programs are targeted towards specific groups, such as leadership teams, new hires, or particular departments.
3. Both - The organization offers DEI training to the entire company as well as to specific targeted groups.

c) How frequently does your organization conduct DEI trainings?

1. Regularly - DEI trainings are conducted on a consistent and scheduled basis (e.g., quarterly, bi-annually).
2. Occasionally - DEI trainings are conducted sporadically without a fixed schedule.
3. Ad Hoc - DEI trainings are conducted as needed, typically in response to specific events or requirements.

d) What types of DEI education and training programs does your organization offer?
Please specify the programs or initiatives your organization has in place.

15.

Employee Well-being & Health

Supporting employees' physical and mental well-being is essential for fostering a healthy, productive, and inclusive work environment. A balanced work/life dynamic, robust mental health support, and comprehensive physical health initiatives contribute significantly to employee satisfaction, retention, and overall organizational success.

a) How would you rate your organization's support for work/life balance initiatives to help employees manage their professional and personal responsibilities?
This question is required.

1. No Support Provided - The organization does not offer any initiatives or support systems to promote work/life balance for employees.
2. Minimal Support Provided - The organization provides limited work/life balance initiatives, but they are not comprehensive or widely accessible.
3. Moderate Support Provided - The organization offers a range of work/life balance initiatives, but there is room for increased comprehensiveness and accessibility.
4. High Support Provided - The organization offers comprehensive work/life balance initiatives that are effectively implemented and accessible to most employees.
5. Exceptional and Continuous Support Provided - The organization provides extensive, ongoing work/life balance initiatives that are fully integrated into employee development, ensuring continuous support and improvement.

b) What types of work/life balance initiatives does your organization offer?
Please specify the programs or initiatives your organization has in place.

c) How would you rate your organization's support for mental health initiatives to ensure the well-being of its employees?

1. No Support Provided - The organization does not offer any mental health initiatives or support systems for employees.
2. Minimal Support Provided - The organization provides limited mental health initiatives, but they are not comprehensive or widely accessible.
3. Moderate Support Provided - The organization offers a range of mental health initiatives, but there is room for increased comprehensiveness and accessibility.
4. High Support Provided - The organization offers comprehensive mental health initiatives that are effectively implemented and accessible to most employees.
5. Exceptional and Continuous Support Provided - The organization provides extensive, ongoing mental health initiatives that are fully integrated into employee development, ensuring continuous support and improvement.

d) What types of mental health initiatives does your organization offer?
Please specify the programs or initiatives your organization has in place.

e) How would you rate your organization's support for physical health initiatives to ensure the well-being of its employees?

1. No Support Provided - The organization does not offer any physical health initiatives or support systems for employees.
2. Minimal Support Provided - The organization provides limited physical health initiatives, but they are not comprehensive or widely accessible.
3. Moderate Support Provided - The organization offers a range of physical health initiatives, but there is room for increased comprehensiveness and accessibility.
4. High Support Provided - The organization offers comprehensive physical health initiatives that are effectively implemented and accessible to most employees.
5. Exceptional and Continuous Support Provided - The organization provides extensive, ongoing physical health initiatives that are fully integrated into employee development, ensuring continuous support and improvement.

16.

Recruitment

Effective recruitment strategies are fundamental to building a diverse and inclusive workforce. Incorporating DEI principles into the recruitment process ensures that the organization attracts, hires, and retains talent from a wide range of backgrounds, experiences, and perspectives. This section examines the extent to which DEI is integrated into your organization's recruitment practices, from sourcing candidates to the selection process.

a) How would you rate your organization's integration of DEI principles into its recruitment and hiring processes?

1. No DEI Integration - DEI isn't applied in recruitment or hiring. No active measures ensure diversity or inclusion in talent acquisition.
2. Minimal DEI Integration - DEI is occasionally considered, but no structured or consistent approach ensures diversity or inclusion in recruitment and hiring.
3. Moderate DEI Integration - DEI is applied in some hiring aspects (e.g., diverse postings or inclusive panels), but implementation is inconsistent.
4. High DEI Integration - DEI is systematically embedded in recruitment and hiring, with active strategies to attract and select a diverse candidate pool.
5. Comprehensive DEI Integration - DEI fully shapes recruitment and hiring. The organization attracts, selects, and continuously refines strategies for diverse, inclusive, and equitable talent acquisition.

b) What specific DEI strategies does your organization employ during the recruitment process?
Please list the strategies or initiatives your organization uses to promote diversity and inclusion in recruitment.

c) How does your organization measure the success of its DEI recruitment initiatives?

17.

Anything else you wish to share on your company's DEI work that wasn't covered by the DEI Navigator?

18.

Are you happy with your answers?
- Yes
- No