

The key to diversity management is improving the culture and climate for all members. Focus on enriching the work environment for all groups within your organization with the Culture for Diversity Inventory.



Culture for Diversity Inventory™ (CDI)

Create a consistent and constructive culture to integrate the talents and efforts of diverse members.

The *Culture for Diversity Inventory* is Human Synergistic's Circumplex-based survey for signaling the need for and assessing diversity initiatives in organizations. While based on the *Organizational Culture Inventory*® (OCI, pages 56-58), the CDI more directly assesses the norms that guide the way diverse members within an organization interact.

Diversity Norms

The inventory presents a list of statements describing some of the behaviors and personal styles that might be expected or implicitly required of organizational members. These statements focus on the way in which they are expected to approach their work and interact with others, particularly those with different backgrounds and perspectives.

Members' responses are combined and plotted on the Circumplex to depict the organization's culture with respect to diversity. Three types of cultures are measured:

- *Constructive cultures*, in which behavioral norms promote diversity, productive interpersonal relations, and the accomplishment of individual and organizational goals
- *Passive/Defensive cultures*, in which norms suppress diversity, individual differences, and personal openness and initiative
- *Aggressive/Defensive cultures*, in which norms emphasize differences but fail to promote collaboration and integration

Constructive cultures have been shown to have a positive impact on important outcomes such as: member satisfaction, motivation, and feelings of equity; teamwork and the management of inter-group relations; and the quality of products and services as well as other organizational-level indicators of effectiveness. Diversity programs that move an organization toward a Constructive culture are therefore more meaningful, and have longer lasting effects, than those that do not.

PRODUCT APPLICATION

Use the CDI to:

- Assess the organization's culture with respect to diversity
- Identify a culture that more effectively promotes diversity management
- Assess the impact of culture on members' satisfaction, feelings of inclusion, and perceptions of equity
- Determine whether different groups within the organization view the culture in consistent ways
- Tailor diversity programs in recognition of the different subcultures reported by different groups
- Monitor the impact of diversity programs and related organizational development initiatives

CDI Report

The CDI feedback report first presents overall culture results for "All Respondents" followed by results for up to six subgroups. Subgroup results are particularly important given that different groups (e.g., men versus women, Whites versus Blacks and Asians, older respondents versus younger respondents) may operate within distinct subcultures within the same organization.

Results are profiled on the Circumplex to show the strength of norms and expectations for the twelve specific styles associated with Constructive, Passive/Defensive, and Aggressive/Defensive cultures. When the overall cultural profile for an organization is Constructive, subgroup profiles also tend to be generally Constructive and consistent with one another. When the overall profile is Defensive, subgroup profiles for minority groups sometimes tend to be more Defensive than those for groups in the majority. Such results indicate that: organizational factors are creating problems for members, these pressures are being felt more by minority members, and programs designed to redirect the culture will have a positive impact on members of all groups.

The Report also summarizes results for All Respondents as well as subgroups on a series of supplementary questions included in the CDI. Results are provided for questions regarding:

- Work stress
- Person/role conflict
- Inter-sender role conflict
- Equity
- Job satisfaction
- Other outcomes (including whether members feel valued by the organization)
- Perceived employee and management commitment to diversity

Results along these items, presented in tabular and bar chart format, typically complement the culture profiles and provide a deeper understanding of the implications of culture for diversity management.

How the CDI Works

The CDI consists of 120 statements that describe some of the behaviors and styles that might be implicitly required of an organization's members. The survey also includes 22 complementary questions focusing on such outcomes as satisfaction, role stress, and perceived equity.

The CDI takes approximately 20 minutes to complete. A hand-scored version of the inventory is available for seminar and classroom applications. An additional 10 to 15 minutes is needed for respondents to score and profile their results.

Alternatively, computer-scored forms of the inventory can be used for large-scale administrations. Human Synergetics can score these surveys and provide you with either a Standard or Detailed Report.

Please refer to the back of the catalog for the Pricing Guide.

Culture for Diversity Inventory (CDI)

PARTICIPANT MATERIALS

CDI-Current (Hand Scored)

DI 37101

CDI (Computer Scored by HSI)

DI 37103

SCORING AND REPORTING OPTIONS

Per CDI

CS 89018

CDI Composite Profile

CS 89024

CDI Standard Report

Includes tables and profiles only. Included as part of scoring fee. Additional charge for each additional subgroup.

CDI Detailed Report

Includes All Respondent results with breakdowns for up to 6 subgroups along one stratification variable.
DI 37117

