APPENDICES
APPENDIX - 1

Part A

Name :
Age :
Gender :
Edu. Qual :
Professional : If yes, Specify – PG, UG, Others
Non-Professional : If Yes, Specify
Company :
Designation :

Part B (objective)

1) Do you have any Specific written/ Formal Policy on Gender Ratio in your Organisation?
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

2) Are the women in this company getting equal employment opportunities?
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

3) Are the female employees given more opportunities towards Developmental learning and growth strategies?
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral
4) Would Mentoring Programs for Female employees be of benefit to the individuals and the organisation as a whole?
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

5) Would women be given more Leadership challenging roles?
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

6) Are you skilled enough both Leadership wise and experience wise to handle diversity scenarios?
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

As an HR Professional/ Senior Manager, I:

7) Challenge stereotypic comments and assumptions.
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

8) Engage my subordinate managers in discussions about diversity.
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
9) Suggest changes in systems and processes to make them more equitable and accessible.
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

10) Coach managers on how to deal with diversity related problems.
    (a) Strongly Agree
    (b) Agree
    (c) Slightly Disagree
    (d) Disagree
    (e) Neutral

11) Review policies to assure they are inclusive.
    (a) Strongly Agree
    (b) Agree
    (c) Slightly Disagree
    (d) Disagree
    (e) Neutral

12) Let people know that ethnic, gender, racial, religious, etc., jokes are off limits.
    (a) Strongly Agree
    (b) Agree
    (c) Slightly Disagree
    (d) Disagree
    (e) Neutral

13) Suggest diversity issues and topics for the agenda at regular management or work team meetings.
    (a) Strongly Agree
    (b) Agree
    (c) Slightly Disagree
    (d) Disagree
    (e) Neutral
14) Create methods to hold all staff accountable for fair treatment and respectful behavior.
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

15) Speak up and educate when I hear a derogatory comment, slur, or joke.
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

16) Suggest resolution strategies when managers have diversity related conflicts.
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

17) Explain the business advantages for effectively dealing with diversity.
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

18) Challenge my own assumptions and stereotypic thoughts.
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

19) Give my managers suggestions about ways to make the work environment more inclusive.
   (a) Strongly Agree
20) Speak publicly and supportively about the organisation’s diversity plans and initiatives.
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

As an HR Professional/Senior Manager, Do you:

21) Test your assumptions before acting on them?
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

22) Believe there is only one right way of doing things, or that there are a number of valid ways that accomplish the same goal?
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

23) Have honest relationships with each staff member you supervise? Are you comfortable with each of them?
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral
24) Do you know what motivates your employees, what their goals are, how they like to be recognized?
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

25) Are you able to give negative feedback to someone who is culturally different from you?
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

26) When you have open positions, do you insist on a diverse screening committee and make additional outreach efforts to ensure that a diverse pool of candidates has applied?
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

27) When you hire a new employee, do you not only explain job responsibilities and expectations clearly, but orient the person to the campus and department culture and unwritten rules?
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

28) Rigorously examine your unit's existing policies, practices, and procedures to ensure that they do not differentially impact different groups? When they do, do you change them?
   (a) Strongly Agree
29) Are you willing to listen to constructive feedback from your staff about ways to improve the work environment? Do you implement staff suggestions and acknowledge their contribution?
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

30) Take immediate action with people you supervise when they behave in ways that show disrespect for others in the workplace, such as inappropriate jokes and offensive terms?
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

31) Make good faith efforts to meet your affirmative action goals?
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral

32) Have a good understanding of institutional isms such as racism and sexism and how they manifest themselves in the workplace?
   (a) Strongly Agree
   (b) Agree
   (c) Slightly Disagree
   (d) Disagree
   (e) Neutral
33) Ensure that assignments and opportunities for advancement are accessible to everyone?

(a) Strongly Agree
(b) Agree
(c) Slightly Disagree
(d) Disagree
(e) Neutral
APPENDIX – II

Abbreviations

IT – Information Technology
ITeS - Information Technology enabled services sector
HR – Human Resources
CAHRI – Certificate of Australian Human Resource Institute
TQM – Total Quality Management
EEO – Equal Employment Opportunity
CCT – Cross Cultural Training
HBR – Harvard Business Review
GDP – Gross Domestic Product
NASSCOM – National Association of Software and Services Companies
CIPD - Chartered Institute of Personnel and Development
HRC – Human Rights Commission