

# DE&I QUESTIONNAIRE FOR ALL EMPLOYEES, POWERED BY PEAKON

**Company name :** Alter Domus

**Activity sector :** Activités financières et d'assurance

**Company category :** Grande Entreprise

## Description of the action

Alter Domus has been gauging employee sentiment on an on-going basis since May 2020 through Peakon, a pulse survey platform. Initially running on a weekly basis, from May 2021 we adopted a monthly frequency. The tool allows for customized questions as well as off-the-shelf questions on a variety of topics that can be used to benchmark organizations against similar companies in specific industries. Among the standard topics is a Diversity & Inclusion question set, that can measure current perceptions of Diversity & Inclusion at an organization. As Alter Domus had recently put in place a new Diversity, Equity & Inclusion (DE&I) committee and we were currently revisiting our DE&I framework and strategy, the timing was right to engage employees directly on this topic, to seek their feedback and input to help shape our framework and strategy.

## Context

We value our employees' feedback and we introduced a tool to gauge their view on various topics, initially to check the pulse of employee moral through the pandemic, and subsequently to solicit feedback on other topics, and DE&I was one of the topics where our employees were consulted back in September 2022.

## Objectives

The objective of this activity was to get our employees' feedback on our current DE&I efforts as well as shape our future DE&I strategy and roadmap. The timing was particularly appropriate as Alter Domus were in the process of revamping the DE&I committee and refreshing our DE&I strategy.

## Approach

As part of the monthly engagement survey that employees are used to receive and complete, they were asked 10 questions on DE&I, so that we can better understand their current perception of diversity, equity and inclusion at AD, as well as solicit their feedback for future DE&I actions and priorities. The questions were as follows, with a scoring system from 0 to 10, as well as a text box for the employees to comment and add suggestions: •A diverse workforce is a clear priority for Alter Domus (for example in terms of gender, disability, ethnicity...) •I'm satisfied with Alter Domus' efforts to support diversity and inclusion (for example, in terms of gender, ethnicity, disability, socio-economic status) •Recruitment processes at Alter Domus attract and select a diverse workforce (for example in terms of gender, ethnicity, socio-economic status...) •I believe Alter Domus is a diverse workplace (for example in terms of gender, ethnicity, socio-economic status) •At Alter Domus, people of all backgrounds are accepted for who they are •People of all backgrounds have the same opportunities at Alter Domus •I feel a sense of belonging at Alter Domus •I feel like I'm valued as a person at Alter Domus •I'm confident I won't be discriminated against at Alter Domus •I believe Alter Domus would respond appropriately to instances of discrimination

## Impact

We were pleased to see that our employees recognized our current efforts on DE&I with an overall score of 8.3 (out of 10), above the benchmark of the Professional Service sector. We also received useful feedback from employees

on our overall culture, their key priorities in the area of diversity & inclusion, and ideas for future events and initiatives as part of our DE&I roadmap. The results also provide an internal benchmark, with the key goal of improving our employees' perceptions of DE&I at Alter Domus, and we will continue to measure this at regular intervals in the future.

### « To do »

Show your employees their voice is heard and their opinion matters Include everyone in the design of the DE&I strategy Get everyone to embrace DE&I efforts, it's everyone responsibility Share the results in full transparency and communicate broadly

### « Not to do »

Force people to respond if they don't feel like responding Ignore employees' feedback and be silent about their answers