Diversity, Equity, & Inclusion Assessments
Frequently Asked Questions

General

Why is eHealth Technologies doing these assessments?
To become more diverse, equitable, and inclusive from both an objective and a moral standpoint.

What are the assessments measuring?
The climate survey we developed with the Siena College Research Institute measures an employee's perception of respect, fairness, and commitment to diversity, equity, and inclusion at eHealth Technologies. Both the survey and focus groups will gauge employee perceptions of organizational policies and practices as they relate to diversity, equity, and inclusion, as well as give participants the opportunity to share personal experiences and behaviors related to diversity, equity, and inclusion.

Through focus groups, we will collect information that adds context to survey results. Focus group topics will be both broad and targeted to get a deeper understanding of what it is like to work at eHealth Technologies from a range of different perspectives.

Will my supervisor have access to my responses?
No member of the eHealth Technologies team will receive raw data. Furthermore, individual results of the assessments will be grouped together by themes and topics, and personally identifiable information removed; this ensures that participants remain anonymous. We work with the Siena College Research Institute (SCRI) to create and administer the survey; all data will be housed on the SCRI servers.

How can I be sure that I will remain anonymous?
1. We work with the Siena College Research Institute, a 3rd party company, that facilitates data collection and analysis; this adds another layer of "gatekeeping" of your personal information.
2. Personally identifiable information is not collected in surveys.

3. We cannot ensure you will be anonymous within individual focus group sessions, but opposed to pointing out who specifically says what, we only identify themes and topics.

4. Senior leadership participation in focus groups is limited by not allowing them in "Open Sessions".

Focus Groups

Who is facilitating the focus groups?

Members of the Tangible Development team. You can find out more information about us and our team members on our website.

How were the categories selected?

We collaborated with leadership to determine what groups made the most sense for eHealth Technologies in terms of getting an accurate spectrum of data. With that said, focus groups highlight underrepresented and historically marginalized groups, as well as varying levels of leadership in the organization that will help us to understand differences of experiences both in identity and role at eHealth Technologies.

What if there is no focus group that works with my schedule?

Please reach out to Luz Lynch at Tangible Development at Luz@tangibledevelopment.com. There is room for the creation of additional sessions If there is enough interest. There may also be opportunities for 1-on-1 conversations with us if there is a need.

Will management be present in the focus groups?

Management and senior leadership may be present in a focus group you participate in, but we implement measures to create a space that allows everyone to be vulnerable enough to be honest without fear of retaliation. We have met with management and discussed the reality of how this could impact the authenticity and accuracy of the discussion and they have committed to respecting the views of all who participate regardless of what those views are. Furthermore, management will not be in Open Sessions, but are welcome to join identity-based groups.

Survey

How long will the survey take to complete?
10-15 minutes and we encourage you to work with your supervisor to use work time to complete it.

What kind of questions will the survey ask?
This is a detailed DEI climate survey that will ask questions about your views of eHealth Technologies as an organization as well as ask about you, your personal views, and beliefs. Some questions are thought provoking and will challenge you to think deeply.

What if I don't want to take the survey?
The survey is optional, so that is a decision you are welcome to make, but your voice is valued, and we are really looking for 100% participation. We do not keep track of who has and has not taken the survey, so rest assured that your decision will remain anonymous.

Next Steps

What happens next?
The results of the assessment will inform next steps for eHealth Technologies' strategic diversity goals.

Will we get to see the results of the assessments?
Yes, we are working with the eHealth Technologies management team to determine the best way to share results with staff.