



Measuring Inclusion

Updating your Demographic Madlib

By default, the demographic madlib captures race/ethnicity, gender identity, sexual orientation, age, whether or not they have a visible or invisible disability, how many years they have worked at the company and a sense of satisfaction.

I identify as a _____ ,
_____ and _____. I am in my
_____ and I have _____. I have
worked at this company for _____ year(s), and overall I feel
_____ with my job.

Drop-down Details

Below is a list of the options provided in the drop-down menus by default. Any of these lists can be updated.

Race/ Ethnicity

- American Indian or Alaskan Native
- Asian or Asian American
- Black or African American
- Hispanic or Latinx
- Middle Eastern
- Native Hawaiian or Pacific Islander
- White or Caucasian
- Prefer not to say
- Other (*if selected, user can type custom answer*)



Sexual Orientation

- Asexual
- Bisexual
- Gay/ Lesbian
- Heterosexual
- Queer
- Prefer not to say
- Other (*if selected, user can type custom answer*)

Gender Identity

- Female
- Male
- Non-binary
- Non-conforming
- Prefer not to say
- Other (*if selected, user can type custom answer*)

Age

- Twenties
- Thirties
- Forties
- Fifties
- Sixties
- Seventies
- Prefer not to say
- Other (*if selected, user can type custom answer*)

Disabilities

- A visible
- An invisible
- Both visible and invisible
- No
- Prefer not to say
- Other (*if selected, user can type custom answer*)

**Years at Company**

- *Can input any number*

Job Satisfaction

- Very satisfied
- Satisfied
- Neither satisfied or dissatisfied
- Somewhat dissatisfied
- Very dissatisfied
- Prefer not to say