

Experiment Group Email 1: Office Generic Sender and Generic Content

SENDER [display name for e-mail]: Defense Personnel Analytics Center

SUBJECT: OFFICIAL Notification: A DoD Survey Request

[Rank] [LastName]:

You are invited to participate in a DoD-wide survey of [INJECT_SVC2]. While the survey is voluntary, your responses will be used for policy decisions that directly impact you and your family. Your individual responses are confidential.

It's easy to participate:

Step 1: Go to <https://www.DoDsurveys.mil> on any computer, tablet, or smartphone

Step 2: Enter your unique Ticket Number: [XXXXXXX]

Step 3: Provide your feedback

Your feedback is important and participation is considered Official Business. You can respond during the duty day, or any time convenient to you, on any government or personal device. Participation is voluntary and all individual responses are confidential and will not be shared with your commanders.

Because this effort is commissioned by Congress, we will send additional postal mail and e-mail reminders. If you respond by December XX, 2022, we will add your name to our list of [INJECT_SVC2] who have participated, and you will not be contacted again.

Thank you for your dedication to our country and participation in this effort.

Sincerely,

Mark S. Breckenridge

Director

Defense Personnel Analytics Center

Office of People Analytics

ADDITIONAL INFORMATION: Most people take 30 minutes to complete the survey. This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-XXX, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WEO-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to December XX, 2022.

Experiment Group Email 2: Office Generic Sender and Generic Content

SENDER: Defense Personnel Analytics Center

SUBJECT: Your honest feedback is requested

[Rank] [LastName]:

As you may have heard, we are conducting a survey of [INJECT_SVC2]. This survey is commissioned by Congress to help your senior leadership develop a better understanding of a variety of issues that directly impact you and those you serve with.

To participate, go to: <https://www.DoDsurveys.mil>

Your unique Ticket Number: [XXXXXXXX]

As Official Business, you can complete the survey using government equipment. You can also forward it to your personal e-mail if you prefer completing the survey at home or elsewhere. If you respond by December XX, 2022, I will remove you from our list of [INJECT_SVC2] scheduled to participate, and you will not be contacted again.

Thank you for your participation in this effort.

Sincerely,

Mark S. Breckenridge

Director

Defense Personnel Analytics Center

Office of People Analytics

ADDITIONAL INFORMATION: Most people take 30 minutes to complete the survey. This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-XXX, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WEO-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to December XX, 2022.

Experiment Group Email 3: OPA Person Display Name and Generic Content Version

SENDER: Breckenridge, Mark S SES DODHRA DPAC

SUBJECT: Now is the time to provide feedback to DoD leadership and Congress

[Rank] [LastName]:

Add your voice to the thousands of Service members that have already responded.

Join your fellow [INJECT_SVC2] in sharing your perspective on issues that affect your workplace by taking this voluntary survey. Your leaders want to hear from you! Your responses will be used for policy decisions that directly impact you and your family. And rest assured that all responses are completely confidential.

TO PARTICIPATE: Go to <https://www.DoDsveys.mil> on any computer, tablet, or smartphone and input your unique ticket number [XXXXXXX]. This survey is considered Official Business and can be completed while on duty or during your free time and can be taken on any government or personal device.

Thank you in advance for participating in this survey and for your dedication to our country.

Sincerely,

Mark S. Breckenridge

Director
Defense Personnel Analytics Center
Office of People Analytics

ADDITIONAL INFORMATION: Most people take 30 minutes to complete the survey. This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-XXX, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WEO-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to December XX, 2022.

Experiment Group Email 4: Policy Office Sponsor Display Name and Specific Content

SENDER: Cyrus Salazar SES

SUBJECT: I want to hear from you about Equal Opportunity in the Military

[Rank] [LastName]:

As the Director of the DoD Office for Diversity, Equity, and Inclusion (ODEI), I am counting on you to share your voice with us to improve our policies for Equal Opportunity in the military. I remain committed to supporting and improving the lives of military members and their families and this survey is one way we at the DoD can hear directly from you about the policies and programs that affect you.

Using your Ticket Number: [XXXXXXX], go to <https://www.DoDsurveys.mil> to provide us your feedback. The survey covers a range of topics such as reporting incidents of racial and ethnic harassment and discrimination, personnel policies, workplace climate and diversity trainings, and more. We want to know about your experiences and opinions—positive or negative. Previous findings from this survey have been used to address many issues, including the creation of a new anti-harassment policy and reporting mechanisms, revision of Diversity & Inclusion policies and programs, and improved processes for investigating harassment and discrimination.

If you have already started the survey but not clicked the "Submit Button," please log back in using your ticket number and complete as much as you feel comfortable. We will count your survey as complete when you hit the submit button

This survey is Official Business and can be completed using government equipment or wherever you feel most comfortable. It has even been optimized to be taken on a mobile device such as a cell phone. The survey takes less than 30 minutes and is voluntary, and all responses are confidential. Please know that this effort has received the highest certificate of confidentiality available to the Department. Your responses will be kept completely confidential. No one, including anyone in your chain of command, will be able to identify you or know how you answered any questions.

Again, thank you for completing the survey.

Sincerely,

Mr. Cyrus Salazar
Director
Office of Diversity, Equity, and Inclusion (ODEI)

ADDITIONAL INFORMATION: Most people take 30 minutes to complete the survey. This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-XXX, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WEO-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to December XX, 2022.

Experiment Group Email 5: OPA Person Display Name and Specific Content

SENDER: Breckenridge, Mark S SES DODHRA DPAC

SUBJECT: Has harassment and discrimination become more or less of a problem in the military?

[Rank] [LastName]:

In your opinion, has racial/ethnic discrimination in the military become more or less of a problem?

The strength of our military comes from the people who serve. We must remain focused on reinforcing positive, constructive behaviors while eliminating behaviors that threaten our readiness or our ability to act as a unified, lethal fighting force. Ensuring our formations and military community are free from racial and ethnic harassment and discrimination is vital to completing our mission. Now is your opportunity to confidentially share your opinions on this topic and more with [INJECT_SVC1] senior leaders, DoD leadership, and members of Congress to inform policy decisions, improve trainings, and address issues that impact you and those you serve with.

TO PARTICIPATE: Go to <https://www.DoDsurveys.mil> from any personal or government computer or mobile device to add your voice to the thousands of [INJECT_SVC2] who have already responded. You can even respond from your smartphone.

Your personal and secure Ticket Number is [XXXXXXXX]. Please know that this effort has received the highest certificate of confidentiality available to the Department. No one, including anyone in your chain of command, will be able to identify you or how you answered any questions.

We rely on accurate information from people like you to know what is really going on throughout the Force. I hope you share your honest feedback with us today, both positive and negative.

Thank you for your time and for providing your honest feedback.

Mark S. Breckenridge

Director

Defense Personnel Analytics Center

Office of People Analytics

ADDITIONAL INFORMATION: Most people take 30 minutes to complete the survey. This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-XXX, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to December XX, 2022.

Experiment Group Email 6: OPA Person Display Name and Generic Content

SENDER: Breckenridge, Mark S SES DODHRA DPAC

SUBJECT: DoD Official Notification: Immediate action requested

[Rank] [LastName],

To support our efforts in protecting the health and well-being of all who serve, I am writing to remind you to take this congressionally-mandated survey to gather your experiences and address issues affecting you and your fellow [INJECT_SVC2]

Your participation is voluntary but so important and appreciated by the Department of Defense that this effort is considered Official Business. You may provide feedback during the duty day using any government issued or personal computer or mobile device, including your smartphone.

Previous DoD surveys have been used to address important issues that affect you and other [INJECT_SVC2] like you—for example, pay raises, predatory lending, harassment, and discriminatory behavior. Your feedback will directly help senior military leaders make informed decisions. In fact, the results will go all the way to Congress.

It's easy to participate:

Step 1: Go to <https://www.DoDsveys.mil> on any computer, tablet, or smartphone

Step 2: Enter your unique Ticket Number: [XXXXXXXX]

Step 3: Provide your feedback

Thank you for your participation in this effort.

Sincerely,

Mark S. Breckenridge

Director

Defense Personnel Analytics Center

Office of People Analytics

ADDITIONAL INFORMATION: Most people take 30 minutes to complete the survey. This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-XXX, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WEO-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to December XX, 2022.

Experiment Group Email 7: Office Display Name and Specific

SENDER: Defense Personnel Analytics Center

SUBJECT: DoD Official Notification: Time is running out to provide feedback

[Rank] [LastName],

Your opportunity to participate in the 2022 Armed Forces Workplace and Equal Opportunity Survey is running out. The survey closes on December XX, 2022.

Protecting your privacy is important to me. I want all [INJECT_SVC2] to have an opportunity to share their honest thoughts and opinions regarding racial and ethnic harassment and discrimination, workplace climate and diversity and inclusion policies. I can assure you that responses will be kept confidential and will not be shared with anyone in your organization, including your commander or senior leadership. Your responses will be combined with others to help senior leaders make informed decisions that will help you and the people you serve with. Your participation is voluntary, but your participation will ensure that we gain the most accurate picture.

Thousands of [INJECT_SVC2] have already responded—this is your last chance to add your voice.

To participate, go to: <https://www.DoDsurveys.mil>

Your unique Ticket Number: [XXXXXXXX]

You can take the survey on any government or personal computer or mobile device. This survey is considered Official Business meaning you can take it either on- or off-duty.

Thank you in advance for providing your feedback.

Mark S. Breckenridge

Director

Defense Personnel Analytics Center

Office of People Analytics

ADDITIONAL INFORMATION: Most people take 30 minutes to complete the survey. This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-XXX, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WEO-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to December XX, 2022.

Experiment Group Email 8: Policy Office Sponsor Display Name and Specific Content

SENDER: Cyrus Salazar SES

SUBJECT: DoD Official Notification: My final chance to hear from you

[Rank] [LastName],

This is your final chance to respond to the 2022 Armed Forces Workplace and Equal Opportunity survey. This survey of [INJECT_SVC2] covers a range of Congressionally mandated topics such as racial and ethnic harassment and discrimination, workplace climate, and personnel policies. My office shares these results across the DoD and has led to the creation of a new anti-harassment policy and reporting mechanisms, revision of Diversity & Inclusion policies and programs, and has improved processes for investigating harassment and discrimination. The Department remains committed to supporting and improving the lives of military members and their families. And as the Director of the DoD Office for Diversity, Equity, and Inclusion, I am counting on you to share your voice with us to improve our policies for Equal Opportunity in the military.

We want to know about your experiences and opinions—positive or negative. Be assured that all data will be reported in the aggregate—no individual data will be reported.

If you have partially completed the survey but not clicked the "Submit Button," please log back onto <https://www.DoDsveys.mil> using your ticket number, [XXXXXXX], complete as much as you feel comfortable, and submit the survey to before December XX, 2022.

This survey is Official Business and can be completed using government equipment or wherever you feel most comfortable. It has even been optimized to be take on a mobile device such as a cell phone. The survey takes less than 30 minutes and is voluntary, and responses are confidential. Please know that this effort has received the highest certificate of confidentiality available to the Department. Your responses will be kept completely confidential. No one, including anyone in your chain of command, will be able to identify you or how you answered any questions

Please don't miss your opportunity to provide me with your feedback.

Mr. Cyrus Salazar
Director
Office of Diversity, Equity, and Inclusion (ODEI)

ADDITIONAL INFORMATION: Most people take 30 minutes to complete the survey. This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-XXXX, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WEO-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to December XX, 2022.