

USAID Annual DEIA Survey - Official

PRIVACY STATEMENT

USAID furnishes the following statement to individuals supplying information in connection with the USAID Diversity, Equity, Inclusion, and Accessibility (DEIA) survey as required by the Privacy Act of 1974, as amended, 5 U.S.C. § 552a (e) (3).

AUTHORITY: 29 CFR Part 1614, Management Directive 715, and Executive Orders 14035, 13988, and 13985

PURPOSE: USAID is collecting this information to support our implementation of the government-wide initiatives to strengthen diversity, equity, inclusion, and accessibility in the federal workforce and deliver equitable outcomes for the American people through the Agency's outward-facing policies, programs, regulations, contracting opportunities, and services.

ROUTINE USES: The information provided will be used by USAID to capture the viewpoints and perceptions of our workforce, which includes all hiring categories, on diversity, equity, inclusion, and accessibility at all levels of the Agency at headquarters and overseas. This information will also provide data for analysis to support an evidence-based and data-driven approach to determine whether, and to what extent, Agency practices result in inequitable employment opportunities and outcomes, and what, if any Agency policies, programs, and practices need to be changed or developed to remove barriers.

DISCLOSURE: Providing the information requested on this form is voluntary and will not be used outside of the purposes of this study.

INTRODUCTION

USAID is pleased to introduce the USAID Workforce Diversity, Equity, Inclusion, and Accessibility Survey. The purpose of this survey is to gather information from the Agency workforce that will enable USAID to create a more inclusive working environment.

This survey will ask a series of questions related to diversity, equity, inclusion, accessibility, employee experience, and workforce outcomes. All information will be captured and maintained **anonymously**. We estimate that the survey will take approximately 15 minutes to complete. Once you begin the survey, you must finish it in its entirety. There is **not** an option to "save and finish later."

Please complete the survey by [insert date].

DEMOGRAPHIC PROFILE

The following information is collected for workforce demographic analysis only and will not be used to personally identify any respondents. Your responses are anonymous and will only be reported in aggregate with appropriate anonymity measures.

ETHNICITY ORIGIN

Please choose any/all answers you identify as:

- American Indian or Alaska Native
- Asian or Asian American
- Black or African American
- Hispanic, Latino, or Spanish
- Middle Eastern or North African
- Native Hawaiian or Pacific Islander
- White
- Some Other Race, Ethnicity, or Origin (Please Specify) _____

- Prefer not to respond

Display This Question:

If Please choose any/all answers you identify as: = American Indian or Alaska Native

American Indian/Alaska Native

Please choose any/all answers you identify as:

- American Indian
- Alaska Native
- Central Indian
- South American Indian
- Other (Please Specify) _____

Display This Question:

If Please choose any/all answers you identify as: = Asian or Asian American

Asian/Asian American

Please choose any/all answers you identify as:

- Chinese
- Filipino
- Asian Indian
- Vietnamese
- Korean
- Japanese
- Other (Please Specify) _____

Display This Question:

If Please choose any/all answers you identify as: = Black or African American

Black/African American

Please choose any/all answers you identify as:

- African American
- Jamaican
- Haitian
- Nigerian
- Ethiopian
- Somali
- Other (Please Specify) _____

Display This Question:

If Please choose any/all answers you identify as: = Hispanic, Latino, or Spanish

Hispanic, Latino, or Spanish

Please choose any/all answers you identify as:

- Mexican/Mexican American
- Puerto Rican
- Cuban
- Salvadorian
- Dominican
- Colombian
- Other (Please Specify) _____

Display This Question:

If Please choose any/all answers you identify as: = Middle Eastern or North African

Middle Eastern

Please choose any/all answers you identify as:

- Lebanese
- Iranian
- Egyptian
- Syrian
- Moroccan
- Algerian
- Other (Please Specify) _____

Display This Question:

If Please choose any/all answers you identify as: = Native Hawaiian or Pacific Islander

Native Hawaiian/Pacific Islander

Please choose any/all answers you identify as:

- Native Hawaiian
- Samoan
- Chamorro
- Tongan
- Fijian
- Marshallese
- Other (Please Specify) _____

Display This Question:

If Please choose any/all answers you identify as: = White

White

Please choose any/all answers you identify as:

- German
- Irish
- English
- Italian
- Polish
- French
- Other (Please Specify) _____

GENERATION

Please select the range that includes your birth year. This information will only be used for purposes of identifying the generation to which you belong.

- Silent Generation - Between 1925 and 1945
- Baby Boomer Generation - Between 1946 and 1964
- Generation X - Between 1965 and 1980
- Millennial Generation - Between 1981 and 1995
- Generation Z - After 1996

EDUCATION

What is the highest degree or level of education you have completed?

- Less than High School
- High School Diploma/GED or equivalent
- Trade or Technical Certificate
- Some College (no degree)
- Associate's Degree (e.g., AA, AS)
- Bachelor's Degree (e.g., BA, BS)
- Master's Degree (e.g., MA, MS, MBA)
- Doctoral/Professional Degree (e.g., Ph.D., MD, JD)

MILITARY SERVICE

What is your US military service status?

- No prior Military Service
- Currently in the National Guard or Reserves
- Retired
- Separated or Discharged
- Military Spouse or Family Member

LENGTH OF SERVICE

Please select your length of service at USAID.

-
- 1-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21-25 years
- 26-30 years
- More than 30 years

DISABILITY

Do you have a disability?

- Yes
- No
- Prefer not to respond

Display This Question:

If Do you have a disability? = Yes

TARGETED DISABILITY

Do you have a [targeted disability](#) (e.g., developmental disabilities, blindness, deafness, missing extremities, partial paralysis, complete paralysis, severe intellectual disability, psychiatric disability, epilepsy, dwarfism, etc.)?

- Yes
- No
- Prefer not to respond

EMPLOYMENT CATEGORY

What is your employment category?

- Political Appointee
- Civil Service
- Foreign Service
- Foreign Service Limited
- Institutional Support Contractor
- U.S. Personal Services Contractor
- Cooperating Country National, Foreign Service National, or Third-Country National
- Fellow
- Intern

GS/FS LEVEL

What is your GS/FS level or equivalent?

- General Service (GS) 01-09
- General Service (GS) 10-15
- Senior Executive Service (SES)
- Senior Level/ Senior Technical (SL/ST)
- Foreign Service (FS) 06-04
- Foreign Service (FS) 03-01
- Senior Foreign Service (SFS)

B/IO/M

In which Bureau, Independent Office, or Mission do you work currently?

- Bureau for Africa
- Bureau for Asia
- Bureau for Europe and Eurasia
- Bureau for Latin America and the Caribbean
- Bureau for the Middle East
- Bureau for Conflict Prevention and Stabilization
- Bureau for Democracy, Conflict and Humanitarian Assistance
- Bureau for Development, Democracy, and Innovation
- Bureau for Global Health
- Bureau for Humanitarian Assistance
- Bureau for Resilience and Food Security
- Bureau for Foreign Assistance
- Bureau for Legislative and Public Affairs
- Bureau for Management
- Bureau for Policy, Planning and Learning
- Office of the Administrator
- Office of Budget and Resource Management
- Office of Civil Rights
- Office of Chief DEIA Officer
- Office of Human Capital and Talent Management
- Office of Security
- Office of Small and Disadvantaged Business Utilization/Minority Resource Center
- Office of the Executive Secretariat
- Office of the General Counsel
- Office of the Inspector General
- Advancing Religious Freedom and Pluralism Mission
- Afghanistan Mission
- Albania Mission
- Angola Mission
- Armenia Mission
- Azerbaijan Mission
- Bangladesh Mission
- Belarus Mission
- Benin Mission
- Bosnia and Herzegovina Mission
- Botswana Mission

- o Brazil Mission
- o Burkina Faso Mission
- o Burma Mission
- o Burundi Mission
- o Cambodia Mission
- o Cameroon Mission
- o Central Africa Regional Mission
- o Central African Republic Mission
- o Central Asia Regional Mission
- o Chad Mission
- o China Mission
- o Colombia Mission
- o Côte d'Ivoire Mission
- o Cuba Mission
- o Cyprus Mission
- o Democratic Republic of the Congo Mission
- o Djibouti Mission
- o Dominican Republic Mission
- o East Africa Regional Mission
- o Eastern and Southern Caribbean Mission
- o Ecuador Mission
- o Egypt Mission
- o El Salvador Mission
- o Eswatini Mission
- o Ethiopia Mission
- o Georgia Mission
- o Ghana Mission
- o Guatemala Mission
- o Guinea Mission
- o Guyana Mission
- o Haiti Mission
- o Honduras Mission
- o India Mission
- o Indonesia Mission
- o Iraq Mission
- o Jamaica Mission
- o Jordan Mission
- o Kazakhstan Mission
- o Kenya Mission
- o Kosovo Mission
- o Kyrgyz Republic Mission
- o Laos Mission
- o Lebanon Mission
- o Lesotho Mission
- o Liberia Mission
- o Libya Mission
- o Madagascar Mission
- o Malawi Mission
- o Maldives Mission

- o Mali Mission
- o Mauritania Mission
- o Mexico Mission
- o Middle East Regional Mission
- o Middle East Regional Platform Mission
- o Moldova Mission
- o Mongolia Mission
- o Montenegro Mission
- o Morocco Mission
- o Mozambique Mission
- o Namibia Mission
- o Nepal Mission
- o Nicaragua Mission
- o Niger Mission
- o Nigeria Mission
- o North Macedonia Mission
- o Pacific Islands Mission
- o Pakistan Mission
- o Panama Mission
- o Paraguay Mission
- o Peru Mission
- o Philippines Mission
- o Regional Development Mission for Asia
- o Republic of the Congo Mission
- o Rwanda Mission
- o Sahel Regional Office Mission
- o Senegal Mission
- o Serbia Mission
- o Sierra Leone Mission
- o Somalia Mission
- o South Africa Mission
- o South Sudan Mission
- o Southern Africa Regional Mission
- o Sri Lanka Mission
- o Sudan Mission
- o Syria Mission
- o Tajikistan Mission
- o Tanzania Mission
- o Thailand Mission
- o The Gambia Mission
- o Timor-Leste Mission
- o Tunisia Mission
- o Turkmenistan Mission
- o Uganda Mission
- o Ukraine Mission
- o Uzbekistan Mission
- o Venezuela Mission
- o Vietnam Mission
- o West Africa Regional Mission

- West Bank and Gaza Mission
- Yemen Mission
- Zambia Mission
- Zimbabwe Mission

Do NOT Display These Questions:

IF What is your employment category? = Cooperating Country National, Foreign Service National, or Third-Country National

GENDER IDENTITY

What sex were you assigned at birth, on your original birth certificate?

- Female
- Male
- I do not know
- Prefer not to respond

What is your current gender?

- Female or Woman
- Male or Man
- Nonbinary or Gender Nonconforming
- Two-Spirit
- I use a different term. Prefer to self-describe.

- Prefer not to respond

SEXUAL ORIENTATION

Which of the following best represents how you think of yourself?

- Lesbian or gay
- Straight, that is, not gay or lesbian
- Bisexual
- Two-Spirit
- I use a different term. Prefer to self-describe.

- Prefer not to respond

SEX CHARACTERISTICS

Have you ever been diagnosed by a medical doctor or other health professional with an intersex condition or a difference of sex development (DSD) or were you both with (or developed naturally in puberty) genitals, reproductive organs, or chromosomal patterns that do not fit standard definitions of male or female?

- Yes
- No
- I do not know
- Prefer not to respond

EMPLOYEE EXPERIENCE

DIVERSITY

Please note the following definition(s) for terms used in the questions below:

Diversity: The variety of similarities and differences within the workforce that include, but are not limited to, the following: race, ethnicity, sex, sexual orientation, gender, gender identity, gender expression, sex characteristics, disability, native or indigenous origin, age, generation, culture, religion, belief system, marital status, parental status, socio-economic status, appearance, language and accent, education, geography, nationality, lived experience, job function, personality type, and thinking style.

Senior Leadership: The USAID Administrator, Deputy Administrators, Counselor, Chief of Staff and Deputy Chief of Staff; Bureau AAs and DAAs; Independent Office Directors and Deputy Directors; and Mission Directors and Deputy Directors.

Supervisor: The individual you currently report to that plans and schedules work, accepts or rejects completed work, assures accuracy requirements are met, appraises performance, and approves leave.

TRADITIONAL

Please select the level to which you agree with the following statements based on your experience at USAID

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable
My peers demonstrate that they respect and value individual differences in our agency	0	0	0	0	0	0
Senior Leadership encourages people of diverse backgrounds, values, and opinions to work together	0	0	0	0	0	0
The actions of Senior Leadership demonstrate to me that diversity is critical to our success	0	0	0	0	0	0
My Supervisor encourages people of diverse backgrounds, values, and opinions to work together	0	0	0	0	0	0
The actions of my Supervisor demonstrate to me that diversity is critical to our success	0	0	0	0	0	0
I observe members of USAID's workforce treat each other fairly, regardless of differences in backgrounds or beliefs	0	0	0	0	0	0

COGNITIVE

Please select the level to which you agree with the following statements based on your experience at USAID

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable
The actions of Senior Leadership demonstrate to me that our success depends on our ability to innovate	0	0	0	0	0	0
Senior Leadership values a workforce of different backgrounds (e.g., education, experience, etc.) and has taken steps to include them in talent and work-related initiatives	0	0	0	0	0	0
My coworkers are open to ideas different than their own	0	0	0	0	0	0
I feel comfortable challenging the ideas my coworkers have	0	0	0	0	0	0
The actions of my Supervisor demonstrate to me that our success depends on our ability to innovate	0	0	0	0	0	0
My Supervisor values a workforce of different backgrounds (e.g., education, experience, etc.) and has taken steps to include them in talent and work-related initiative	0	0	0	0	0	0
In the long run, I believe that differences of opinion help the USAID workforce to achieve its mission	0	0	0	0	0	0

EQUITY

Please note the following definition(s) for terms used in the questions below:

Equity: The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, queer, intersex (LGBTQI+) and other persons of diverse genders and sexualities; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.

Supervisor: The individual you currently report to that plans and schedules work, accepts or rejects completed work, assures accuracy requirements are met, appraises performance, and approves leave.

Please select the level to which you agree with the following statements based on your experience at USAID

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable
I see USAID's commitment to equity in action in my daily work experience	0	0	0	0	0	0
I see the effect of equity initiatives (e.g., Advancing Women's and Girls' Civic and Political Leadership Initiative, Powered by the People Initiative) on my career at USAID	0	0	0	0	0	0
I believe I have an equal opportunity to succeed at USAID	0	0	0	0	0	0
The process for career advancement/promotion is transparent to all members of the USAID workforce	0	0	0	0	0	0
The process for career advancement/promotion is fair for all members of the USAID workforce	0	0	0	0	0	0
I feel my Supervisor supports my career growth at USAID	0	0	0	0	0	0
I feel I am fairly compensated for the work that I do at USAID based on my skills and experience	0	0	0	0	0	0

INCLUSIVE CULTURE

Please note the following definition(s) for terms used in the questions below:

Inclusion: A dynamic state in which diversity is leveraged to create a fair, healthy, and high-performing organization or community. An inclusive environment is safe, respectful, engaging, celebratory, and motivating and values the unique contributions of each employee as we strive to fulfill USAID's mission.

Senior Leadership: The USAID Administrator, Deputy Administrators, Counselor, Chief of Staff and Deputy Chief of Staff; Bureau AAs and DAAs; Independent Office Directors and Deputy Directors; and Mission Directors and Deputy Directors.

Supervisor: The individual you currently report to that plans and schedules work, accepts or rejects completed work, assures accuracy requirements are met, appraises performance, and approves leave.

Please select the level to which you agree with the following statements based on your experience at USAID

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable
The actions of Senior Leadership demonstrate	0	0	0	0	0	0

that a diverse set of experiences, perspectives, and backgrounds is beneficial to developing new ideas						
Agency Senior Leadership is transparent about progress toward becoming a more diverse and inclusive workplace (e.g., DEIA Strategic Plan)	0	0	0	0	0	0
I am encouraged to be innovative and creative in my work by Senior Leadership	0	0	0	0	0	0
USAID promotes open lines of communication between all levels of the agency	0	0	0	0	0	0
My Bureau, Independent Office, or Mission makes me feel like I belong	0	0	0	0	0	0
I feel respected by colleagues	0	0	0	0	0	0
The different perspectives people bring to the table make USAID a great place to work	0	0	0	0	0	0
USAID supports having a healthy work-life balance	0	0	0	0	0	0
At USAID, favoritism is tolerated	0	0	0	0	0	0
I feel respected by my Supervisor	0	0	0	0	0	0
The actions of my Supervisor demonstrate that a diverse set of experiences, perspectives, and backgrounds is beneficial to the development of new ideas	0	0	0	0	0	0
My Supervisor is transparent about USAID's progress toward becoming a more diverse and inclusive workplace (e.g., share scorecards)	0	0	0	0	0	0
I am encouraged to be innovative and creative in my work by my Supervisor	0	0	0	0	0	0

ACCESSIBILITY

Please note the following definition(s) for terms used in the questions below:

Accessibility: Means the design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them. Accessibility includes the provision of accommodations

and modifications to ensure equal access to employment and participation in activities for people with disabilities, the reduction or elimination of physical and attitudinal barriers to equitable opportunities, a commitment to ensuring that people with disabilities can independently access every outward-facing and internal activity or electronic space, and the pursuit of best practices such as universal design.

Supervisor: The individual you currently report to that plans and schedules work, accepts or rejects completed work, assures accuracy requirements are met, appraises performance, and approves leave.

Please select the level to which you agree with the following statements based on your experience at USAID. Please attempt to answer the statements in this section regardless of disability status.

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable
When in USAID facilities, I can easily access my workspace without any physical barriers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When in USAID facilities, I can easily maneuver within my work environment to access common areas (e.g. restrooms, conference room, break area)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
USAID provides a variety of methods to express concerns about my work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the necessary tools to successfully complete tasks that help USAID achieve its mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
USAID technology and digital platforms are adaptive to allow me to be successful at my job (e.g. inverted color display, font-size controls, text-to-speech, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
USAID educates Supervisors on how to make the workplace accessible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My Supervisor makes me aware of opportunities and programs that can advance my career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
USAID provides trainings and associated materials in a format that makes it easy for me to participate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My Bureau, Independent Office, or Mission hosts social activities that I can participate in (e.g. holiday parties, lunch/happy hour, team building)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am aware of accommodations available to persons with disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

USAID provides disability sensitivity training to appropriately engage with colleagues, customers, and partners with disabilities I consider accessibility when creating new products, programs, processes, or policies.

USAID offers advice that allows me to take full advantage of the various benefit options that are available to me (e.g. benefit plan options, financial planning options, long term disability coverage options, etc.)

USAID communications are issued in alternate formats to ensure all members of our workforce are informed (i.e. Braille, large print, audio).

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

TRUE TO SELF

Please note the following definition(s) for terms used in the questions below:

Senior Leadership: The USAID Administrator, Deputy Administrators, Counselor, Chief of Staff and Deputy Chief of Staff; Bureau AAs and DAAs; Independent Office Directors and Deputy Directors; and Mission Directors and Deputy Directors.

Supervisor: The individual you currently report to that plans and schedules work, accepts or rejects completed work, assures accuracy requirements are met, appraises performance, and approves leave.

Please select the level to which you agree with the following statements based on your experience at USAID

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable
Senior Leadership is open about expressing their authentic selves at work	0	0	0	0	0	0
I feel comfortable expressing my complete identity at work (i.e., cultural identity, sexual orientation)	0	0	0	0	0	0
I avoid work events or exchanges that may lead to me being asked to share/disclose aspects about my personal life	0	0	0	0	0	0

(e.g., marital status, having children)						
I shield my identity at work so that I can blend in with the mainstream	0	0	0	0	0	0
I am afraid I'll be penalized if I display/express my authentic self at work	0	0	0	0	0	0
My Supervisor is open about expressing their authentic self at work	0	0	0	0	0	0
I feel encouraged to act like myself in the workplace	0	0	0	0	0	0
I downplay my personal differences when at work	0	0	0	0	0	0
I feel the knowledge I bring from my national origin experience is valued	0	0	0	0	0	0

ENGAGEMENT

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Supervisor: The individual you currently report to that plans and schedules work, accepts or rejects completed work, assures accuracy requirements are met, appraises performance, and approves leave.

Please select the level to which you agree with the following statements based on your experience at USAID

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable
I lose track of time when I'm concentrating on my work because it keeps me engaged	0	0	0	0	0	0
I am proud to work for USAID	0	0	0	0	0	0
I feel excited to start working each day	0	0	0	0	0	0
I work as hard as I can when I'm working	0	0	0	0	0	0
I have a positive working relationship with my Supervisor	0	0	0	0	0	0
I know my work has an impact on achieving USAID's mission	0	0	0	0	0	0
I feel loyal to USAID	0	0	0	0	0	0

EMPOWERMENT

Please select the level to which you agree with the following statements based on your experience at USAID

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable
Senior Leadership sets the example for appropriate workplace behavior	0	0	0	0	0	0
I feel confident that I can raise workplace concerns to Senior Leadership without negative impact on me	0	0	0	0	0	0
I feel I can easily adapt to unexpected change or setbacks	0	0	0	0	0	0
I view adversity as an opportunity to learn and grow professionally	0	0	0	0	0	0
I feel confident to act even if it may result in loss or failure	0	0	0	0	0	0
My Supervisor trusts me to do my job without excessive monitoring	0	0	0	0	0	0
My Supervisor sets the example for appropriate workplace behavior	0	0	0	0	0	0
I feel confident that I can raise workplace concerns to my Supervisor without negative impact on me	0	0	0	0	0	0
I believe that DEIA trainings and events at USAID help empower me to take action to make my workplace more respectful, safe, and inclusive	0	0	0	0	0	0

TALENT ACQUISITION

Please note the following definition(s) for terms used in the questions below:

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Supervisor: The individual you currently report to that plans and schedules work, accepts or rejects completed work, assures accuracy requirements are met, appraises performance, and approves leave.

Please select the level to which you agree with the following statements based on your experience at USAID

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable
I would recommend others to join USAID	0	0	0	0	0	0
The work I currently do for USAID was accurately described in the position description	0	0	0	0	0	0
I found the onboarding process for new hires easy to navigate	0	0	0	0	0	0
I feel USAID makes an effort to recruit a diverse workforce that represents the US population	0	0	0	0	0	0

SAFE/SUPPORTIVE ENVIRONMENT

Please select the level to which you agree with the following statements based on your experience at USAID

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable
I feel supported by my Supervisor during meetings	0	0	0	0	0	0
I feel supported by my Supervisor during report development	0	0	0	0	0	0
If I fail at a task, my Supervisor makes me feel discouraged	0	0	0	0	0	0
I feel strongly encouraged to continue working for USAID	0	0	0	0	0	0
I feel strongly encouraged to continue my professional growth and development	0	0	0	0	0	0
I have opportunities to lead beyond just exercising my technical skillset	0	0	0	0	0	0
At work, I do not talk openly about issues or current events that relate to an identity/group to which I belong (e.g., civil rights, gender equality, policies about transgender people)	0	0	0	0	0	0
I avoid discussing or disclosing organizations that I support that are associated with a particular identity/group to which I belong (e.g.,	0	0	0	0	0	0

veteran organizations, feminist organizations)
 I avoid expressing discomfort with or correcting jokes and other comments about groups to which I belong (e.g., sexual orientation, religious groups, race/ethnicity) to fit in at work

TALENT DEVELOPMENT

Please note the following definition(s) for terms used in the questions below:

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Supervisor: The individual you currently report to that plans and schedules work, accepts or rejects completed work, assures accuracy requirements are met, appraises performance, and approves leave.

Please select the level to which you agree with the following statements based on your experience at USAID

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable
My Supervisor recommends trainings I need to be successful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My Supervisor allows appropriate time for me to engage in training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My Supervisor conducts annual performance evaluations fairly and in accordance with Agency policy and procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My Supervisor gives me regular feedback that helps me improve my performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My Bureau, Independent Office, or Mission promotes professional growth and development among all members of our workforce	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My Bureau, Independent Office, or Mission provides training and development to meet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

the different needs of the workforce
I'm provided with unique job opportunities that support my advancement

TALENT RETENTION

Please select the level to which you agree with the following statements based on your experience at USAID

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable
Senior Leadership is transparent with policies affecting the members of our workforce	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior Leadership awards members of our workforce when they produce high quality work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I plan to leave USAID within the next year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am given mentorship opportunities that support my career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel valued at USAID	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My Supervisor is transparent with policies affecting the members of our workforce	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My Supervisor awards members of our workforce when they produce high quality work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My Supervisor provides me with the tools and resources I need to be successful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My Supervisor demonstrates a commitment to my professional growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SEXUAL HARASSMENT AND MISCONDUCT

This portion of the survey includes references to sexual violence, which may be sensitive for some people.

Please note the following definition(s) for terms used in the questions below:

Sexual misconduct: An umbrella term that encompasses inappropriate conduct of a sexual nature or that is sex-based that includes but is not limited to: 1) conduct that violates the Agency's code of workplace conduct and Agency policy, questionable jokes, bullying, insults, etc. including occasional unwelcome compliments; 2) conduct that violates Federal EEO law because it is so severe or pervasive

that it creates a hostile or offensive work environment or results in a negative employment action; 3) conduct that violates U.S. criminal laws. The misconduct need not rise to the level of civil (harassment) or criminal illegality (e.g., discriminatory sexual assault or rape) to warrant corrective or disciplinary action. Whether an action constitutes sexual misconduct does not depend on the intent of the subject of allegations, but rather, is evaluated from the objective standpoint of a reasonable person. (ADS 113)

Please select the level to which you agree with the following statements based on your experience at USAID

	Never	Very Rarely	Rarely	Frequently	Very Frequently	Not Applicable
Someone at work told or distributed sexual stories, jokes, or images that were offensive to you.	0	0	0	0	0	0
Someone at work made you feel that you were being bribed, threatened, or coerced to engage in sexual behavior.	0	0	0	0	0	0
Someone at work made offensive remarks or written comments about your appearance, body, or sexual activity.	0	0	0	0	0	0
Someone at work made repeated unwanted attempts to establish a romantic sexual relationship with you.	0	0	0	0	0	0
Someone at work touched you or otherwise made sexual contact in a way that makes you feel uncomfortable.	0	0	0	0	0	0

Please select the level to which you agree with the following statements based on your experience at USAID

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable
I am aware of and able to utilize Agency mechanisms for addressing sexual misconduct.	0	0	0	0	0	0
I feel comfortable intervening on behalf of someone experiencing sexual misconduct.	0	0	0	0	0	0
I have experienced some type of sexual misconduct by staff in USAID's workplace.	0	0	0	0	0	0
I have experienced retaliation for reporting sexual misconduct.	0	0	0	0	0	0

I am concerned about potential retaliation for reporting sexual misconduct.

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