



# 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 the 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 provide data for analysis to support an evidence-based and data-driven approach to determine what, if any Agency policies, programs, and practices need to be changed or developed to remove potential barriers.

**DISCLOSURE:** Providing the information requested on this form is voluntary and will not be used outside of the purposes of this study. Data is collected by a third party vendor and no directly identifying PII, such as names, email address, or IP addresses will be gathered or shared with USAID. Aggregated data will be provided to authorized A/DEIA staff to review, analyze, and identify trends, including viewpoints and perceptions of USAID's workforce, using demographic data points in a variety of ways including:

- Overall Agency and B/IO/M level
- Hiring category/mechanism
- Sexual Orientation and Gender Identity
- Expanded Race and Ethnicity Questions

Aggregated dashboards and reports will be shared only with authorized USAID staff, and summary versions may be made available to members of the public or other external stakeholders.

## 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 voluntary 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 if you intend to complete the survey. 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.

### **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

*Do NOT Display These Questions:*

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

### **GENDER IDENTITY**

**Are you:**

- Female
- Male
- Unspecified, or another gender identity

**Do you identify with any of the following groups that the federal government, in Executive Order 13985, has identified as underserved? Select all that apply.**

- Members of religious minorities
- Lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons
- Persons with disabilities
- Persons who live in rural areas
- Persons otherwise adversely affected by persistent poverty or inequality
- No, I do not identify with any of these groups

*Display This Question:*

*If Do you identify with any of the following groups that the federal government, in Executive Order... = Persons with disabilities*

### **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

*Do NOT Display These Questions:*

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

### **ETHNICITY**

**Are you Hispanic or Latino?**

- No
- Yes
- Prefer not to respond

### **ORIGIN**

**Do you identify as having Middle Eastern or North African origin?**

- No
- Yes
- Prefer not to respond

### **RACE**

**Please choose any/all answers you identify as:**

- American Indian or Alaska Native
- Asian or Asian American
- Black or African American
- Native Hawaiian or Pacific Islander
- White
- 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** (options based on US Census Bureau Race and Ethnicity Content Test):

- American Indian
- Alaska Native
- Central Indian
- South American Indian
- Self-identify \_\_\_\_\_

*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** (options based on US Census Bureau Race and Ethnicity Content Test):

- Chinese



- Filipino
- Asian Indian
- Vietnamese
- Korean
- Japanese
- Self-identify \_\_\_\_\_

*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** (options based on US Census Bureau Race and Ethnicity Content Test):

- African American
- Jamaican
- Haitian
- Nigerian
- Ethiopian
- Somali
- Self-identify \_\_\_\_\_

*Display This Question:*

*If Are you Hispanic or Latino: = Yes*

Hispanic, Latino, or Spanish

**Please choose any/all answers you identify as** (options based on US Census Bureau Race and Ethnicity Content Test):

- Mexican/Mexican American
- Puerto Rican
- Cuban
- Salvadoran
- Dominican
- Colombian
- Self-identify \_\_\_\_\_

*Display This Question:*

*If Do you identify as having Middle Eastern or North African origin? = Yes*

Middle Eastern

**Please choose any/all answers you identify as** (options based on US Census Bureau Race and Ethnicity Content Test):

- Lebanese
- Iranian
- Egyptian
- Syrian
- Moroccan
- Algerian
- Self-identify \_\_\_\_\_

*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** (options based on US Census Bureau Race and Ethnicity Content Test):

- Native Hawaiian
- Samoan
- Chamorro
- Tongan
- Fijian
- Marshallese
- Self-identify \_\_\_\_\_

*Display This Question:*

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

White

**Please choose any/all answers you identify as** (options based on US Census Bureau Race and Ethnicity Content Test):

- German
- Irish
- English
- Italian
- Polish
- French
- Self-identify \_\_\_\_\_

### 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/support at USAID.**

- 0-1 year
- 1-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21-25 years
- 26-30 years

- More than 30 years

**Do NOT Display This Question IF What is your employment category? = Institutional Support Contractor**

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





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

- Uganda Mission
- Ukraine Mission
- Uzbekistan Mission
- Venezuela Mission
- Vietnam Mission
- West Africa Regional Mission
- West Bank and Gaza Mission
- Yemen Mission
- Zambia Mission
- Zimbabwe Mission

## **EMPLOYEE EXPERIENCE**

**The following definitions will be displayed with each question block, based on topic and questions asked:**

**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.

**Equity:** The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have historically 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.

**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.

**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.

**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 (non-ISC employees):** 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.

**USAID Supervisor (ISC employees)-:** The individual that is responsible for the scope of work or the M/B/IO you support, such as Division Chiefs, CORs, or Team Leads.

**Staff:** Individuals you currently work with that are employed, or directly contracted, by USAID, including Political Appointees, Civil Service, Foreign Service, Foreign Service Limited, Cooperating Country National, Foreign Service National, or Third-Country National, U.S. Personal Services Contractor, Fellow, and Intern employees.

**Workforce:** Individuals who are employed directly or indirectly with USAID, which includes USAID Staff and Institutional Support Contractors (ISCs).

**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)

*Do NOT Display This Questions:*

*IF What is your employment category? = Institutional Support Contractor*

## DIVERSITY

### 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/ Do Not Know
My peers demonstrate that they respect and value individual differences in our agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Senior Leadership</b> encourages people of diverse backgrounds, values, and opinions to work together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The actions of <b>Senior Leadership</b> demonstrate to me that diversity is critical to our success	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My <b>Supervisor</b> encourages people of diverse backgrounds, values, and opinions to work together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The actions of my <b>Supervisor</b> demonstrate to me that diversity is critical to our success	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I observe members of the USAID <b>Workforce</b> treat each other fairly, regardless of differences in backgrounds or beliefs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**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/ Do Not Know
The actions of <b>Senior Leadership</b> demonstrate to me that our success depends on our ability to innovate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Senior Leadership</b> values a workforce of different backgrounds (e.g., education, experience, etc.) and has taken steps to include them in talent and work-related initiatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues are open to ideas different than their own	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable challenging the ideas my colleagues have	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The actions of my <b>Supervisor</b> demonstrate to me that the Agency's success depends on our ability to innovate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My <b>Supervisor</b> values a workforce of different backgrounds (e.g., education, experience, etc.) and has taken steps to include them in talent and work-related initiative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the long run, I believe that differences of opinion help USAID to achieve its mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### EQUITY

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/ Do Not Know
I see USAID's commitment to equity in action in my daily work experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe I have an equal opportunity to succeed at USAID	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The process for career advancement/promotion is transparent to all members of the USAID workforce	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The process for career advancement/promotion is fair for all members of the USAID workforce	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel my <b>Supervisor</b> supports my career growth at USAID	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I am fairly compensated for the work that I do at USAID based on my skills and experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### INCLUSIVE CULTURE

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/ Do Not Know
The actions of <b>Senior Leadership</b> demonstrate that a diverse set of experiences, perspectives, and backgrounds is beneficial to developing new ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Senior Leadership</b> is transparent about progress toward becoming a more diverse and inclusive workplace (e.g., DEIA Strategic Plan)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am encouraged to be innovative and creative in my work by <b>Senior Leadership</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
USAID promotes open lines of communication between all levels of the agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My Bureau, Independent Office, or Mission makes me feel like I belong	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel respected by colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The different perspectives people bring to the table make USAID a great place to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
USAID supports having a healthy work-life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At USAID, favoritism is tolerated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel respected by my <b>Supervisor</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The actions of my <b>Supervisor</b> demonstrate that a diverse set of experiences, perspectives, and backgrounds is beneficial to the development of new ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My <b>Supervisor</b> is transparent about USAID's progress toward becoming a more diverse and inclusive workplace (e.g., share GAO Audits)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am encouraged to be innovative and creative in my work by my <b>Supervisor</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



## ACCESSIBILITY

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/ Do Not Know
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 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 for me 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 <b>Supervisors</b> 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 <b>Supervisor</b> 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"/>
I consider accessibility when creating new products, programs, processes, or policies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



**USAID**  
FROM THE AMERICAN PEOPLE

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.)

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

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## TRUE TO SELF

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/ Do Not Know
<b>Senior Leadership</b> is open about expressing their complete identity at work (i.e., cultural identity, sexual orientation)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable expressing my complete identity at work (i.e., cultural identity, sexual orientation)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I avoid work events or exchanges that may lead to me being asked to share/disclose aspects about my personal life (e.g., marital status, having children)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I shield my identity at work so that I can blend in with the mainstream	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am afraid I'll be penalized if I display/express my complete identity at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My <b>Supervisor</b> is open about expressing their authentic self at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel encouraged to act like myself in the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I downplay my personal differences when at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel the knowledge I bring from my national origin experience is valued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### ENGAGEMENT

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/ Do Not Know
I lose track of time when I'm concentrating on my work because it keeps me engaged	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am proud to work for USAID	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel excited to start working each day	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work as hard as I can when I'm working	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a positive working relationship with my <b>Supervisor</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know my work has an impact on achieving USAID's mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel loyal to USAID	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 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/ Do Not Know
<b>Senior Leadership</b> sets the example for appropriate workplace behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel confident that I can raise workplace concerns to <b>Senior Leadership</b> without negative impact on me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I can easily adapt to unexpected change or setbacks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I view adversity as an opportunity to learn and grow professionally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel confident to act even if it may result in loss or failure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My <b>Supervisor</b> trusts me to do my job without excessive monitoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My <b>Supervisor</b> sets the example for appropriate workplace behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel confident that I can raise workplace concerns to my <b>Supervisor</b> without negative impact on me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe that DEIA trainings and events at USAID help empower me to take action to make my workplace more respectful, safe, and inclusive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### TALENT ACQUISITION

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/ Do Not Know
I would recommend others to join USAID	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The work I currently do for USAID was accurately described in the position description	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I found the onboarding process for new hires easy to navigate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel USAID makes an effort to recruit a diverse workforce that represents the US population	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



**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/ Do Not Know
I feel supported by my <b>Supervisor</b> during meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel supported by my <b>Supervisor</b> while developing work products and deliverables	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I fail at a task, my <b>Supervisor</b> makes me feel discouraged	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel strongly encouraged by my my <b>Supervisor</b> to continue working for USAID	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel strongly encouraged by my my <b>Supervisor</b> to continue my professional growth and development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have opportunities to lead beyond just exercising my technical skill set	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I avoid discussing or disclosing organizations that I support that are associated with a particular identity/group to which I belong (e.g., veteran organizations, feminist organizations)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### TALENT DEVELOPMENT

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/ Do Not Know
My <b>Supervisor</b> 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 <b>Supervisor</b> 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 <b>Supervisor</b> 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 <b>Supervisor</b> 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 the different needs of the workforce	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm provided with unique job opportunities by my <b>Supervisor</b> that support my advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 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/ Do Not Know
<b>Senior Leadership</b> 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"/>
<b>Senior Leadership</b> 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 <b>Supervisor</b> 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 <b>Supervisor</b> 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 <b>Supervisor</b> 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 <b>Supervisor</b> 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 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/ Do Not Know
Someone at work told or distributed sexual stories, jokes, or images that were offensive to you.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Someone at work made you feel that you were being bribed, threatened, or coerced to engage in sexual behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Someone at work made offensive sexual remarks or written sexual comments about your appearance, body, or sexual activity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Someone at work made repeated unwanted attempts to establish a romantic sexual relationship with you.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Someone at work touched you or otherwise made sexual contact in a way that makes you feel uncomfortable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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/ Do Not Know
I am aware of and able to utilize Agency mechanisms for addressing sexual misconduct.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable intervening on behalf of someone experiencing sexual misconduct.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have experienced some type of sexual misconduct by staff in USAID's workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have experienced retaliation for reporting sexual misconduct.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Based on my experience, I am concerned about potential retaliation for reporting sexual misconduct.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Display These Question:  
If What is your employment category ? = Institutional Support Contractor

**TRADITIONAL DIVERSITY**

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable/ Do Not Know
I observe USAID Staff respect and value individual differences at the Agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I observe <b>USAID Senior Leadership</b> encourage people of diverse backgrounds, values, and opinions to work together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I observe the actions of <b>USAID Senior Leadership</b> demonstrate to me that diversity is critical to the Agency's success	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I observe <b>USAID Supervisors</b> encourage people of diverse backgrounds, values, and opinions to work together	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I observe the actions of <b>USAID Supervisors</b> demonstrating that diversity is critical to the Agency's success	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I observe members of the USAID <b>Workforce</b> treat each other fairly, regardless of differences in backgrounds or beliefs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



## COGNITIVE DIVERSITY

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable/ Do Not Know
I observe the actions of <b>USAID Senior Leadership</b> demonstrating that the Agency's success depends on its ability to innovate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I observe <b>USAID Senior Leadership</b> valuing a workforce of different backgrounds (e.g., education, experience, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
USAID staff demonstrate they are open to ideas different than their own	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable challenging the ideas of <b>USAID Staff</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I observe the actions of <b>USAID Supervisors</b> demonstrating that the Agency's success depends on their ability to innovate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I observe the actions of <b>USAID Supervisors</b> valuing a workforce of different backgrounds (e.g., education, experience, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the long run, I believe that differences of opinion among <b>USAID Staff</b> help USAID to achieve its mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## EQUITY AND INCLUSIVE CULTURE



	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable/ Do Not Know
The actions of USAID <b>Senior Leadership</b> demonstrate that a diverse set of experiences, perspectives, and backgrounds is beneficial to developing new ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>USAID Senior Leadership</b> is transparent about progress toward becoming a more diverse and inclusive workplace (e.g., DEIA Strategic Plan)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I observe USAID <b>Staff</b> being encouraged to be innovative and creative in their work by USAID <b>Senior Leadership</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The USAID Bureau, Independent Office, or Mission I support makes me feel like I belong	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel respected by my USAID <b>Supervisor</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The different perspectives people bring to the table make USAID a great Agency to support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I observe that at USAID, favoritism is tolerated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The actions of <b>USAID Supervisors</b> demonstrate that a diverse set of experiences, perspectives, and backgrounds is beneficial to the development of new ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## ACCESSIBILITY



	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable/ Do Not Know
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 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"/>
When in USAID facilities, 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 when working in USAID facilities or using USAID-issued equipment	<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 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"/>
I am aware of accommodations available to persons with disabilities working in USAID facilities or using USAID training programs or platforms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am aware of how to request an accommodation from my employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
USAID communications are issued in alternate formats to ensure all members of the workforce are informed (i.e. Braille, large print, audio).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**TRUE TO SELF**



	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable/ Do Not Know
I have observed that <b>USAID Senior Leadership</b> is open about expressing their complete identity when at USAID (i.e., cultural identity, sexual orientation)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable expressing my complete identity when at USAID (i.e., cultural identity, sexual orientation)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I avoid USAID events or exchanges that may lead to me being asked to share/disclose aspects about my personal life (e.g., marital status, having children)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I shield my identity at USAID so that I can blend in with the mainstream	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am afraid I'll be penalized if I display/express my authentic self at USAID	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have observed that <b>USAID Supervisors</b> are open about expressing their complete identity when at work (i.e., cultural identity, sexual orientation)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel encouraged to act like myself when at USAID	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I downplay my personal differences when at USAID	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel the knowledge I bring from my national origin experience is valued by USAID <b>Staff</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**ENGAGEMENT**



	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable/ Do Not Know
I lose track of time when I'm concentrating on my work because it keeps me engaged	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am proud to support USAID	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel excited to support USAID each day	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work as hard as I can when I'm working	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a positive working relationship with my <b>USAID Supervisor</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know my work has an impact on achieving USAID's mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**EMPOWERMENT**

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable/ Do Not Know
I have observed that <b>USAID Senior Leadership</b> sets the example for appropriate workplace behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I can easily adapt to unexpected change or setbacks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I view adversity as an opportunity to learn and grow professionally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel confident to act even if it may result in loss or failure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>USAID Supervisors</b> trust me to do my job without excessive monitoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>USAID Supervisors</b> set the example for appropriate workplace behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel confident that I can raise workplace concerns to a <b>USAID Supervisor</b> without negative impact on me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**TALENT (ACQUISITION, DEVELOPMENT, RETENTION)**





	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable/ Do Not Know
I would recommend others to apply for a position working at USAID or supporting USAID	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I found the onboarding process for ISCs easy to navigate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The work I currently do to support USAID was accurately described in the job description.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel USAID has a diverse workforce that represents the US population	<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"/>

**SAFE AND SUPPORTIVE ENVIRONMENT**

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	Not Applicable/ Do Not Know
I feel supported by my <b>USAID Supervisor</b> during meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel supported by my <b>USAID Supervisor</b> while developing work products and deliverables	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I fail at a task, my <b>USAID Supervisor</b> makes me feel discouraged	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I avoid discussing or disclosing organizations that I support that are associated with a particular identity/group to which I belong (e.g., veteran organizations, feminist organizations)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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 while working at USAID	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



## SEXUAL HARASSMENT AND MISCONDUCT

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/ Do Not Know
Someone at USAID told or distributed sexual stories, jokes, or images that were offensive to you.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Someone at USAID made you feel that you were being bribed, threatened, or coerced to engage in sexual behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Someone at USAID made offensive sexual remarks or written sexual comments about your appearance, body, or sexual activity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Someone at USAID made repeated unwanted attempts to establish a romantic sexual relationship with you.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Someone at USAID touched you or otherwise made sexual contact in a way that makes you feel uncomfortable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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/ Do Not Know
I am aware of and able to utilize mechanisms for addressing sexual misconduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable intervening on behalf of someone experiencing sexual misconduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have experienced some type of sexual misconduct by staff in USAID's workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have experienced retaliation from USAID <b>Staff</b> for reporting sexual misconduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Based on what I have observed, I am concerned about potential retaliation from USAID <b>Staff</b> for reporting sexual misconduct.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

