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DEIA Strategic Preview Plan Survey

Thank you for taking the time to complete this short survey to collect feedback for the NEI DEIA Strategic Plan Preview document. Your input will go a long way toward ensuring that DEIA goals and objectives are prioritized appropriately.

* 1. Rate your overall satisfaction with the DEIA Strategic Plan Preview document.

○ Very Satisfied   ○ Dissatisfied

○ Satisfied   ○ Very Dissatisfied

○ Neither Satisfied
Nor Dissatisfied

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* 2. Rate your level of agreement with the statement, "The plan will be effective in helping NEI be a more diverse, inclusive, equitable, and accessible place to work."

○ Strongly agree   ○ Disagree

○ Agree   ○ Strongly Disagree

○ Neither Agree Nor
   Disagree

* 3. Rate your level of agreement with the statement, "I believe this plan will benefit me and/or my department positively."

○ Strongly Agree   ○ Disagree

○ Agree   ○ Strongly Disagree

○ Neither Agree Nor
   Disagree

* 4. Please rank the DEIA Strategic Plan goals in order of priority, according to what you think is most important and/or will be more impactful on NEI.

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(Rank order, 1 to 5; 1 being most important, 5 being least important)

☰ ▲▼ **GOAL 1. Organizational Culture & Leadership:** Foster a work environment where all employees feel welcomed, valued, respected, and engaged. Enable everyone to do their best and fully utilize their unique talents, skills, and perspectives by removing obstacles that inhibit participation and performance.

☰ ▲▼ **GOAL 2. Talent Management & Development:** Recruit, hire, and develop a talented and diverse workforce. Seek top individuals, especially among underrepresented groups, and optimize experiences and opportunities throughout every staff member's career at NEI.

☰ ▲▼ **GOAL 3. Learning & Capability Building:** Create a workplace where all staff can thrive and realize their full potential by expanding opportunities to integrate DEIA awareness and competencies into NEI-wide learning and development activities and structures. Stimulate knowledge, skills, learning and awareness around DEIA priorities at all levels of NEI operations.

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≡ ⬍ **GOAL 4. Governance & Decision Making:** To leverage DEIA priorities to inform and strengthen institutional decision-making processes (i.e., systems, structures, policies, and practices) and protocols– ensuring NEI is well-positioned and creates the conditions for all NEI stakeholders to thrive.

≡ ⬍ **GOAL 5. Equitable, Inclusive & Responsible Research:** To ensure that the full range of stakeholders benefit from, and have the opportunity to participate in ethical and rigorous research informed by DEIA values and priorities.

* 5. Which DEIA strategic goal do you think will be easiest to implement?

○ **GOAL 1. Organizational Culture & Leadership:** Foster a work environment where all employees feel welcomed, valued, respected, and engaged. Enable everyone to do their best and fully utilize their unique talents, skills, and perspectives by removing obstacles that inhibit participation and performance.

○ **GOAL 2. Talent Management & Development:** Recruit, hire, and develop a talented and diverse workforce. Seek top

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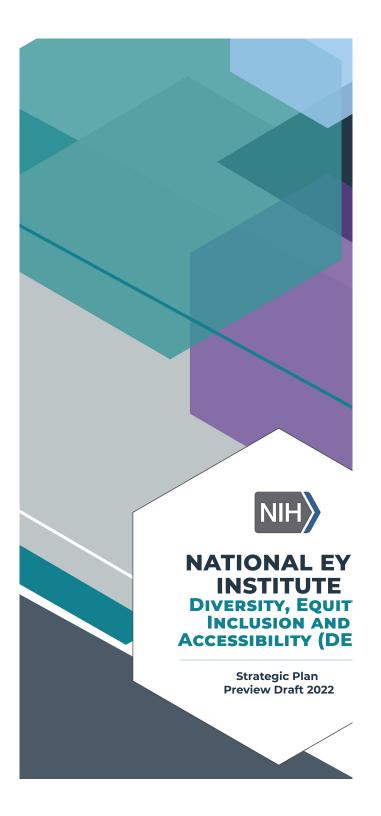Preview Draft 2022**

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individuals, especially among underrepresented groups, and optimize experiences and opportunities throughout every staff member's career at NEI.
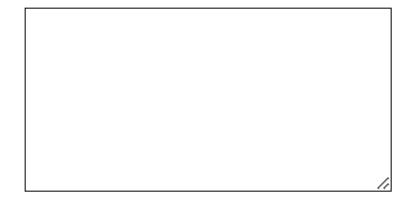
○ **GOAL 3. Learning & Capability Building:** Create a workplace where all staff can thrive and realize their full potential by expanding opportunities to integrate DEIA awareness and competencies into NEI-wide learning and development activities and structures. Stimulate knowledge, skills, learning and awareness around DEIA priorities at all levels of NEI operations.

○ **GOAL 4. Governance & Decision Making:** To leverage DEIA priorities to inform and strengthen institutional decision-making processes (i.e., systems, structures, policies, and practices) and protocols– ensuring NEI is well-positioned and creates the conditions for all NEI stakeholders to thrive.

○ **GOAL 5. Equitable, Inclusive & Responsible Research:** To ensure that the full range of stakeholders benefit from, and have the opportunity to participate in ethical and rigorous research informed by DEIA values and priorities.

Why? What key ingredients will ensure smooth and impactful implementation?

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* 6. Which DEIA strategic goal do you think will be most difficult to implement?

○ **GOAL 1. Organizational Culture & Leadership:** Foster a work environment where all employees feel welcomed, valued, respected, and engaged. Enable everyone to do their best and fully utilize their unique talents, skills, and perspectives by removing obstacles that inhibit participation and performance.

○ **GOAL 2. Talent Management & Development:** Recruit, hire, and develop a talented and diverse workforce. Seek top individuals, especially among underrepresented groups, and optimize experiences and opportunities throughout every staff member's career at NEI.

○ **GOAL 3. Learning & Capability Building:** Create a workplace where all staff can thrive

and realize their full potential by expanding opportunities to integrate DEIA awareness and competencies into NEI-wide learning and development activities and structures. Stimulate knowledge, skills, learning and awareness around DEIA priorities at all levels of NEI operations.

○ **GOAL 4. Governance & Decision Making:** To leverage DEIA priorities to inform and strengthen institutional decision-making processes (i.e., systems, structures, policies, and practices) and protocols– ensuring NEI is well-positioned and creates the conditions for all NEI stakeholders to thrive.

○ **GOAL 5. Equitable, Inclusive & Responsible Research:** To ensure that the full range of stakeholders benefit from, and have the opportunity to participate in ethical and rigorous research informed by DEIA values and priorities.

Why? What will inhibit or hinder implementation?

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Generic Clearance for the Collection of Qualitative Feedback on Agency Service Delivery

OMB#: 0925-0766

Expiration Date: 04/30/2023

Public reporting burden for this collection of information is estimated to average 30 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering, and maintaining the data needed and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: NIH, Project Clearance Branch, 6705 Rockledge Drive, MSC 7974, Bethesda, MD 20892-7974, ATTN: PRA (0925-0648). Do not return the completed form to this address.

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