



OMB#: 0925-0766
Expiration Date: 04/30/2023

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.

- | | |
|---|---|
| <input type="radio"/> Very Satisfied | <input type="radio"/> Dissatisfied |
| <input type="radio"/> Satisfied | <input type="radio"/> Very Dissatisfied |
| <input type="radio"/> Neither Satisfied
Nor Dissatisfied | |



NATIONAL EYE INSTITUTE DIVERSITY, EQUITY INCLUSION AND ACCESSIBILITY (DEIA)

Strategic Plan
Preview Draft 2022



*** 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.**



(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.



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?**

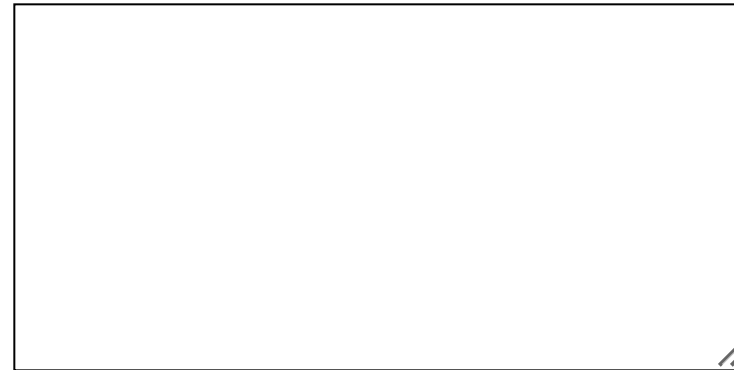
- GOAL 1. Organizational Culture & Leadership:** Foster a work environment where all employees feel welcomed, valued, respected, and engaged. Enable everyone to do their best and fully utilize their unique talents, skills, and perspectives by removing obstacles that inhibit participation and performance.
- GOAL 2. Talent Management & Development:** Recruit, hire, and develop a talented and diverse workforce. Seek top



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



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

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- 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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Why? What will inhibit or hinder implementation?



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

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