

**OMB Justification: Attachment B**  
**Hispanic Barrier Analysis**  
**Sample Interview Questions**

**Interviewer Introduction:** The OCC is conducting a barrier analysis of Hispanic participation in various segments of its workforce. As part of the analysis, we are conducting interviews with a sample of former Hispanic OCC employees who left in the last 5 years, which is why we are contacting you.

There will be two of us from the Office of Minorities and Women (OMWI) on the call. Marge Salazar will be conducting the interviews and Valerie Tucker will be taking notes. The interviews are confidential and interviewees will be identified by number and not name. Individual interview notes will not be shared beyond OMWI. Aggregate data will be presented to management in summary form.

1. What was the primary driver behind your decision to leave the OCC?
2. When and why did you first think of leaving? What, if anything, could the OCC or your former business unit have done better to keep you?
3. What is the one thing a new person needs to know before coming to the OCC?
4. What made you decide to join the OCC?
5. How would you describe work culture at the OCC or your former business unit? How is it similar to or different from what you expected?
6. What would you recommend that the OCC or former business unit do to create a more inclusive workplace?
7. What is one realistic thing you would change about the OCC if it were in your power?
8. Did you ever talk to your supervisor about the types of issues we have covered thus far in this interview?
9. Would you recommend OCC positions to colleagues and friends?
10. Did you have the tools, resources, training, coaching, and support you needed to effectively do your job? What could have the OCC or your former business unit done differently to support you in your position? What did it do well?
11. Is there anything that you thought I would ask and I did not? Is there anything you think I should have asked to better understand what the OCC could do to retain Hispanic employees?