

# Survey on Respect, Diversity, and Inclusion in the Office of Acquisition and Assistance (OAA) Worldwide

The issues of respect, diversity, and inclusion continue to be at the forefront of the USAID's conversation regarding who we are as an agency. The OAA Diversity Advisory Council (DAC) is looking to conduct market research that will be compared to the results of its 2020 Diversity Survey.

## PRIVACY ACT STATEMENT

**Authority:** 22 U.S.C. § 2651; 5 U.S.C. § 301; and 5 U.S.C. § 5379

**Purpose:** The purpose of this survey is to do the following:

- 1 - Conduct market research that will be used to better understand the current situation in our work environment in order to develop recommendations for OAA's senior management.
- 2 - Conduct a comparative analysis to determine the impact of OAA leadership community attempted to implement policies or decision making actions that address the issues identified in the previous survey.

**Disclosure:** Completing this survey and/or providing personal demographic data are voluntary. We are collecting demographic data to help us develop better recommendations.

**Routine Uses:** The DAC's recommendations will focus on areas where changes in processes, behaviors, and/or redefining what is acceptable can lead to a better work environment for all staff members. The data collected by the DAC will be used to help the DAC develop better recommendations.

We would greatly appreciate your help in this effort. Write as much or as little as you wish. Please do not enter any unsolicited personally identifying information for yourself or others in your responses.

\* Indicates required question

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## Demographic Data

This information is being collected solely for the purposes of allowing the team to look for trends and to identify areas of concerns and opportunities for action.

## 1. What is your hiring type? \*

*Mark only one oval.*

- Civil Service (GS)
- Foreign Service National/ Cooperating Country National Personal Services Contractor (FSN)
- Foreign Service Officer including Foreign Service Limited (FSO)
- Institutional Support Contractor (ISC)
- Third Country National (TCN)
- United States Personal Services Contractor (USPSC)
- Other: \_\_\_\_\_

## 2. What is your location? \*

*Mark only one oval.*

- Africa
- Asia
- Europe and Eurasia
- Latin America - Caribbean
- Middle East
- Washington, D.C.
- Other: \_\_\_\_\_

3. What is your race/ethnic background? Please select the group that you most identify with. You can select more than one group if you identify in more than one. \*

*Check all that apply.*

- African / African American
- American Indian/ Alaskan Native
- Asian/ Asian American
- Hispanic
- Middle Eastern or North African (MENA)
- Native Hawaiian or Other Pacific Islander
- White/ Caucasian
- Prefer not to answer
- Other: \_\_\_\_\_

4. What is your gender? \*

*Mark only one oval.*

- Female
- Male
- Genderqueer or non-binary
- Prefer not to answer
- Other: \_\_\_\_\_

*Skip to question 5*

### Relationships, Diversity, and Inclusion within OAA

These questions are both multiple choice and free form text boxes. They can be difficult issues to capture into words. We ask that you express yourself in the manner that best suits you. Please consider both your relationships and interactions with fellow OAA staff members and also as an Acquisition and Assistance (A&A) professional dealing with other development professionals. We ask that if an identified issue is related to a specific group (senior managers, technical staff, FSNs, FSOs, etc), then please be clear.

- 5. My ethnicity/race/nationality/gender/orientation (i.e., Not performance related issues) plays a role in my career opportunities and advancement in OAA. (Strongly disagree means that it does not play a role.)

*Mark only one oval.*

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

- 6. Do you feel your ethnicity/race/nationality/gender/orientation (i.e., Not performance related issues) plays a role in your career opportunities and advancement in OAA? If so, why?

When answering, please clarify the issue(s) that you believe played a role (i.e. ethnicity, race, nationality, gender, orientation). Thank you.

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- 7. Equality exists in OAA.

*Mark only one oval.*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

8. What is your definition of equality? Do you feel it exists in OAA? Please explain.

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9. Equity exists in OAA.

*Mark only one oval.*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

10. What is your definition of equity? Do you feel it exists in OAA? Please explain.

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11. I withhold concerns about diversity and inclusion out of fear of disfavor or retribution.

*Mark only one oval.*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

12. Do you withhold concerns about diversity and inclusion out of fear of disfavor or retribution? Please explain.

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13. My voice matters in my professional setting.

*Mark only one oval.*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

14. Do you feel your voice matters in your professional setting? If not, what could change that perspective? If so, how is that demonstrated to you?

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15. Over the last four years or since you were hired, if less than four years, do you believe there has been an improvement by leadership within your specific operating unit (Branch/Division or Mission) to create a better environment for respect, diversity, and inclusion? Leadership within operating units in Washington, D.C. would mean OAA to include supervisors, Branch Chiefs, Division Chiefs, Deputy Directors, and the Director of OAA. In Missions, leadership would mean supervisors, office directors (OAA and other offices), Deputy Mission Directors, and Mission Directors.

*Mark only one oval.*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

16. Over the last four years or since you were hired, if less than four years, have you personally felt that leadership in your operating unit (Branch/Division or Mission) worked to create a better environment for respect, diversity and inclusion? Leadership within operating units in Washington, D.C. would mean OAA to include supervisors, Branch Chiefs, Division Chiefs, Deputy Directors, and the Director of OAA. In Missions, leadership would mean supervisors, office directors (OAA and other offices), Deputy Mission Directors, and Mission Directors.

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17. Can you please share how over the last four years or since you were hired, if less than four years, you personally felt that leadership in your operating unit (Branch/Division or Mission) has or has not worked to create a better environment for respect, diversity and inclusion? Leadership within operating units in Washington, D.C. would mean OAA to include supervisors, Branch Chiefs, Division Chiefs, Deputy Directors, and the Director of OAA. In Missions, leadership would mean supervisors, office directors (OAA and other offices), Deputy Mission Directors, and Mission Directors.

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18. In the last twelve months, how many times (if any) have you experienced or witnessed a conflict in USAID that was complicated because one of the parties did not respect the other person(s). Please select a number (even zero) for the number of times that you witnessed or experienced a conflict of this nature even between the same individuals.

*Mark only one oval.*

- One - two times
- Three - five times
- Six - ten times
- 11 or more times
- I have not witnessed conflict complicated by disrespect by one party of the conflict

19. If/when you have experienced or witnessed a conflict in USAID that was complicated because one of the parties did not respect the other person(s), what were some of the behaviors, actions, or phrases that indicated to you that a lack of respect was involved?

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20. Is there an adverse experience you'd like to share regarding respect, diversity, and inclusion? Looking back now, what proposed intervention/solution could have prevented or resolved these types of experiences?

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21. Have you ever experienced a program, action/intervention, process, or even an individual(s) in a leadership role that helped to create a better environment for respect, diversity, and inclusion? Can you describe the key elements of that experience that created that environment?

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22. Is there one tangible change that you believe would help create a more diverse and accepting working environment at USAID? If so, what is it and why/how do you think it would be beneficial?

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Final Words. If we missed an issue related to respect, diversity, and inclusion that you want to bring to our attention, then we encourage you to write your thoughts here.

All Responses Are Anonymous.

23. Final Words. What do you want us to know that did not fit well enough elsewhere and you want to contribute here?

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## USAID Can Help

The issues that arise in this survey may include the need to speak to someone about a sensitive situation. Please know that Staff Care is available to you. They may be reached at 202-798-0889 or toll free at 1-877-988-7243.

USAID has a portal where you can report instances of misconduct. If you witness behavior that goes against our Standards of Conduct, please use our portal to report. You may also report misconduct anonymously by calling 202-712-1234. Visit [https://usaidism.servicenow.com/launchpad?id=misconduct\\_homepage](https://usaidism.servicenow.com/launchpad?id=misconduct_homepage).

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