

## Introduction:

Welcome and thank you for taking the time to complete this survey.

The Bureau of Global Public Affairs (GPA) has a unique culture that is comprised of a talented and diverse workforce. It is important that every staff member at GPA feels included by their team, organization and leadership. This survey was developed to help measure how well we are fostering a sense of inclusion and belonging within GPA and focuses on areas we feel are within the control of or strongly influenced by the bureau. Your participation and responses will help guide GPA's efforts to make the bureau more inclusive.

This survey contains approximately 16-55 questions (depending on your selections) and will take about 5-15 minutes to complete.

This **anonymous** survey is intended for everyone within GPA, to include Contractors, Foreign Service, Civil Service and Locally Employed Staff. Please provide your honest assessment. **No attempt will be made to identify individual respondents and comments will be sanitized to ensure they do not reveal the identity of the writer.** Results of this survey will not be reported out if the respondent group is less than 10 people. The raw data will be password protected and only GPA's DEIA Advisor and a select few contractors from Guidehouse will have access to the data and be involved in its analysis. To protect confidentiality, neither GPA leadership nor the workforce will receive any information regarding subgroups that are smaller than 10 individuals.

#	Survey Questions	Evaluation Question Mapping	Respondent
<b>Section I - Respondent Background</b>			
In this section, you will be asked a few demographic questions. The information you provide will not be used to identify you. These questions will help the Bureau of Global Public Affairs (GPA) to identify concerns and solutions that may impact certain groups of people more than others.			
1	Are you aligned to SPOX, the Front Office, or directly reporting to the PDAS? <b>[Multiple Choice]</b> <ul style="list-style-type: none"><li>• Yes</li><li>• No</li></ul> <b>[If Yes, skip to question 5]</b>	Data collected to measure: <ul style="list-style-type: none"><li>• Areas of strength and areas for improvement by employment type</li><li>• Sorting/skip logic</li></ul>	All Respondents

2	<p>I am a: <b>[Multiple Choice]</b></p> <ul style="list-style-type: none"> <li>• Civil Service Employee</li> <li>• Foreign Service Employee</li> <li>• Locally Employed Staff Member</li> <li>• Contractor</li> <li>• Other</li> </ul> <p><b>[If Foreign Service, option for prefer not to respond on remaining demographic questions]</b></p>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Areas of strength and areas for improvement by employment type</li> <li>• Sorting/skip logic</li> </ul>	If, “No” to question 1
3	<p>Which DASdom are you aligned to or supporting? <b>[Multiple Choice]</b></p> <ul style="list-style-type: none"> <li>• Strategy, Outreach, and Events</li> <li>• Digital Content</li> <li>• Research &amp; Analytics</li> <li>• Global Media</li> <li>• Executive <b>(EX)</b> Office</li> <li>• Prefer not to respond <b>[FS only]</b></li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Areas of strength and areas for improvement by DASdom</li> </ul>	If, “No” to question 1; Civil Service, Foreign Service, Locally Employed Staff, Contractors
4	<p>In which supervisory category are you a member?</p> <p><b>[Multiple Choice]</b></p> <ul style="list-style-type: none"> <li>• Supervisory</li> <li>• Non-supervisory</li> <li>• Prefer not to respond <b>[FS Only]</b></li> </ul>		If, “No” to question 1; Civil Service, Foreign Service, Locally Employed Staff, Contractors
5	<p>Please provide any other demographic information you would like us to consider.</p> <p><b>[Open-Ended]</b></p>		All Respondents

## Section II – Inclusive Leadership

In this section, you will be presented with statements related to your perception of your supervisor’s capacity and efforts to foster inclusion and belonging. Please indicate how much you agree or disagree with each statement.

6	<p>My supervisor is open to hearing new ideas.</p> <p><b>[Likert; 5-point]</b></p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Openness</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
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	<ul style="list-style-type: none"> <li>Strongly Agree</li> </ul>		
7	<p>My supervisor is attentive to new opportunities to improve work processes. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>Strongly Disagree</li> <li>Disagree</li> <li>Neither Agree nor Disagree</li> <li>Agree</li> <li>Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>Openness</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
8	<p>My supervisor is open to discuss the desired goals and new ways to achieve them. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>Strongly Disagree</li> <li>Disagree</li> <li>Neither Agree nor Disagree</li> <li>Agree</li> <li>Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>Openness</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
9	<p>My supervisor is available for consultation on problems. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>Strongly Disagree</li> <li>Disagree</li> <li>Neither Agree nor Disagree</li> <li>Agree</li> <li>Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>Availability</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
10	<p>My supervisor is an ongoing “presence” on this team – someone who is readily available. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>Strongly Disagree</li> <li>Disagree</li> <li>Neither Agree nor Disagree</li> <li>Agree</li> <li>Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>Availability</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
11	<p>My supervisor is available for professional questions I would like to consult with them on. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>Strongly Disagree</li> <li>Disagree</li> <li>Neither Agree nor Disagree</li> <li>Agree</li> <li>Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>Availability</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff

12	<p>My supervisor is ready to listen to my requests. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Availability</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
13	<p>My supervisor encourages me to access them on emerging issues. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Accessibility</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
14	<p>My supervisor is accessible for discussing emerging problems. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Accessibility</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
15	<p>My supervisor shows concern for my feelings. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Supporting employees as individuals</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
16	<p>My supervisor empowers me to make work-related decisions on my own. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Empowering employees</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff

17	<p>My supervisor invites my workgroup to participate in decision-making, including providing input on decisions that will impact the group. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Sharing decision-making</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
18	<p>My supervisor actively supports my career development and growth. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Contributing to employees' L&amp;D</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
19	<p>My supervisor provides me with performance feedback throughout the year. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Contributing to employees' L&amp;D</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
20	<p>I feel that my rater knows how to draft a sufficient Employee Evaluation Report (EER). [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Equity and inclusion in Foreign Service evaluation</li> </ul>	Foreign Service
21	<p>My rater plays an active role in drafting my Employee Evaluation Report (EER). [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Equity and inclusion in Foreign Service evaluation</li> </ul>	Foreign Service

22	<p>My supervisor approaches failures and mistakes as opportunities to provide encouraging guidance. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Contributing to employees' L&amp;D</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
23	<p>My supervisor does a good job of communicating decisions and the reasoning behind them. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Sharing decision-making</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
24	<p>My supervisor shows concern for fairness among all workgroup members (e.g., distributing career-enhancing opportunities and rewards). [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Ensuring equity</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
25	<p>My supervisor applies rules fairly to all workgroup members. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Ensuring equity</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
26	<p>My supervisor encourages diverse contributions from the workgroup (e.g., staff with divergent opinions or less comfort sharing in groups). [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Promoting diversity</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff

27	<p>My supervisor values my uniqueness (attributes I bring to the workgroup that others may not have in common with me, including my identity, perspectives, and talents). [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Promoting diversity</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
28	<p>My supervisor demonstrates support for members of my workgroup (e.g., providing assistance and backing ideas). [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Building relationships</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
29	<p>My supervisor promotes open communication among workgroup members. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Building relationships</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
30	<p>My supervisor recognizes and appreciates my efforts, contributions, and achievements. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Recognizing efforts and contributions</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff

31	<p>My supervisor is supportive of efforts to make our organization more inclusive. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Supporting organizational efforts</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff
<b>Section III – Bureau-Level Inclusion</b>			
<p>In this section, you will be presented with statements related to your perception of the bureau-level inclusion environment at GPA. Please indicate how much you agree or disagree with each statement.</p>			
32	<p>GPA has a fair and transparent selection process. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Equity in career progression and mobility</li> </ul>	Civil Service, Locally Employed Staff
33	<p>The performance review process is fair at GPA. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Equity in career progression and mobility</li> <li>• Equity in development</li> </ul>	Civil Service, Locally Employed Staff
34	<p>GPA invests in the development of all of its employees. [Likert; 5 point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Equity in development</li> </ul>	Civil Service, Foreign Service, Locally Employed Staff
35	<p>GPA provides safe ways for employees to voice their grievances. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> <li>• Not Applicable</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Psychological safety</li> <li>• Equity</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff



36	<p>Work-life balance is valued and promoted at GPA. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Valuing the whole person</li> <li>• Protecting differences</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff, Contractors
37	<p>GPA commits resources to ensuring that employees can resolve conflicts effectively. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Psychological safety</li> <li>• Protecting differences</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff, Contractors
38	<p>GPA employees are valued for who they are as people, not just for the jobs that they fill. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Valuing uniqueness</li> <li>• Valuing the whole person</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff, Contractors
39	<p>At GPA, people often share and learn about one another as people. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Valuing uniqueness</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff, Contractors
40	<p>GPA employees appreciate the differences that people bring to the workplace. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Valuing uniqueness</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff, Contractors
41	<p>Employee input is actively sought out at GPA. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Valuing perspective from all levels</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff, Contractors

	<ul style="list-style-type: none"> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<ul style="list-style-type: none"> <li>• Innovative work practices</li> <li>• Diversity of thought</li> </ul>	
42	<p>At GPA, everyone's ideas for how to do things better are given serious consideration. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Valuing perspective from all levels</li> <li>• Innovative work practices</li> <li>• Organizational change openness</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff, Contractors
43	<p>At GPA, employees' insights are used to rethink or redefine work practices. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Valuing perspective from all levels</li> <li>• Innovative work practices</li> <li>• Organizational change openness</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff, Contractors
44	<p>GPA's top management exercises the belief that problem-solving is improved when input from different roles, ranks, and functions is considered. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Valuing perspective from all levels</li> <li>• Organizational fairness</li> <li>• Inclusive organizational decision-making</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff, Contractors
45	<p>I feel that my current assignment at GPA improves my prospects for promotion. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Perception of career mobility by Foreign Service Officers</li> <li>• Feeling that your work is important</li> </ul>	Foreign Service
<b>Section IV - Workgroup</b>			

In this section, you will be presented with statements related to your perception of the inclusion environment within your workgroup. Please indicate how much you agree or disagree with each statement.

46	<p>I am treated as a valued member of my work group. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Inclusion</li> <li>• Belonging</li> </ul>	<p>Foreign Service, Civil Service, Locally Employed Staff, Contractors</p>
47	<p>I belong in my workgroup. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Inclusion</li> <li>• Belonging</li> </ul>	<p>Foreign Service, Civil Service, Locally Employed Staff, Contractors</p>
48	<p>I am connected to my workgroup. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Inclusion</li> <li>• Belonging</li> </ul>	<p>Foreign Service, Civil Service, Locally Employed Staff, Contractors</p>
49	<p>I can bring aspects of myself to this work group that others in the group don't have in common with me. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Inclusion</li> <li>• Uniqueness -Ability to bring the "whole self"</li> </ul>	<p>Foreign Service, Civil Service, Locally Employed Staff, Contractors</p>
50	<p>While at work, I am comfortable expressing opinions that diverge from my group. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Workgroup psychological safety</li> <li>• Diversity of thought</li> <li>• Ability to bring the "whole self"</li> </ul>	<p>Foreign Service, Civil Service, Locally Employed Staff, Contractors</p>

51	<p>I can share a perspective on work issues that is different from my group members. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Workgroup psychological safety</li> <li>• Diversity of thought</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff, Contractors
52	<p>I receive credit within my workgroup for the work I do and the ideas I contribute. [Likert; 5-point]</p> <ul style="list-style-type: none"> <li>• Strongly Disagree</li> <li>• Disagree</li> <li>• Neither Agree nor Disagree</li> <li>• Agree</li> <li>• Strongly Agree</li> </ul>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Fairness</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff, Contractors

#### Section V – Open-Ended

The following questions are designed to gather actionable insights related to your experience of inclusion at GPA that have not yet been captured within this survey. To the extent you feel comfortable, please respond to these questions to the best of your ability. Please do not include any Personally Identifiable Information in your response.

53	<p>Within the next 12 months, what actions would you like to see GPA take to build a more diverse, equitable, inclusive, and accessible (DEI&amp;A) organization?</p>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Actionable insights</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff, Contractors
54	<p>Please share any other relevant information that significantly impacts your feelings of inclusion within GPA.</p>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Other significant factors</li> </ul>	Foreign Service, Civil Service, Locally Employed Staff, Contractors
55 A	<p>What specific action would you like to see GPA take to build a more inclusive organization for contractors?</p>	<p>Data collected to measure:</p> <ul style="list-style-type: none"> <li>• Actionable insights related to contractor inclusion</li> </ul>	Contractors

55 B	What specific action would you like to see GPA take to build a more inclusive organization for Foreign Service Officers?	Data collected to measure: <ul style="list-style-type: none"> <li>Actionable insights related to FS inclusion</li> </ul>	Foreign Service
55 C	What specific action would you like to see GPA take to build a more inclusive organization for Locally Employed Staff?	Data collected to measure: <ul style="list-style-type: none"> <li>Actionable insights related to LES inclusion</li> </ul>	Locally Employed Staff
55 D	What specific action would you like to see GPA take to build a more inclusive organization for Civil Service?	Data collected to measure: <ul style="list-style-type: none"> <li>Actionable insights related to CS inclusion</li> </ul>	Civil Service