

# CSO Diversity, Equity, Inclusion, and Accessibility (DEIA) Survey 2023

Thank you for participating in the Bureau of Conflict and Stabilization Operations (CSO) diversity, equity, inclusion, and accessibility (DEIA) survey. It was developed by CSO's DEIA Council and Executive Office.

The survey's goal is to help the DEIA Council and bureau leadership make data-informed decisions about activities and priorities aimed at strengthening CSO's efforts to recruit, retain, and develop a diverse, inclusive, high-performing workforce.

The survey will help achieve this goal by ensuring the DEIA Council and bureau leadership (1) better understand employee views of CSO's culture; (2) learn about employees' experiences with diversity, equity, and inclusion in the workplace; and (3) assess employee needs for and satisfaction with professional and leadership development opportunities. The DEIA Council will use the survey to shape DEIA Council priorities to better support employees, foster an inclusive workplace, and advance equity within CSO.

**The survey should take around 20 minutes to complete. Please complete it by January 12, 2024.**

The survey is optional, but we strongly encourage all staff to participate.

**Responses will be anonymized.** Only aggregate results will be shared with the DEIA Council and bureau leadership, as appropriate, but no individual results will be shared. No personally identifiable information will be shared with bureau leadership. Please note that while results are confidential, IT system administrators can access identifying information for survey respondents.

Thank you for your contribution to making CSO a more diverse, inclusive, equitable, and accessible place!

OMB Control No: 1405-0193

Expiration Date: 5-31-2024

Estimated Burden: 20 minutes

\* Required

\* Required

\* This form will record your name, please fill your name.

## **Retention, Professional Development, and Leadership**

This first set of questions is about your level of satisfaction with the support you receive from your leadership and the professional and leadership development opportunities available to you.

1. Please indicate your level of agreement with each of the following statements: \*

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Prefer not to answer
My supervisor(s) support(s) my work-life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CSO leadership supports my work-life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My workload is manageable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The workload is fairly distributed across my primary work unit (team, office, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my leadership would take positive responsive actions were I to face a professional issue	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor(s) support(s) my professional growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the training I receive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have sufficient opportunity to pursue training and professional development activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. What would be the most beneficial for CSO employees' PROFESSIONAL development? Please select up to THREE options from the list below. \*

Please select at most 3 options.

- ☐ Regular notices of training opportunities broken down by GS or FS level
- ☐ A strong CSO alumni network
- ☐ Additional technical skills training (analytics, negotiations, budgets, etc.)
- ☐ Additional regional knowledge trainings
- ☐ Weekly allotment of time to devote to professional development (e.g., 2 hours per week)
- ☐ Knowledge sharing sessions (e.g., what are EERs, how do embassies function)
- ☐ Optional, temporary mentorship program for new hire
- ☐ Additional thematic trainings
- ☐ Other

3. What would be the most beneficial for CSO employees' LEADERSHIP development? Please select up to THREE options from the list below. \*

Please select at most 4 options.

- ☐ Bureau-wide leadership effectiveness skills assessments
- ☐ CSO-specific leadership training
- ☐ Monthly leadership seminar discussion, panel, or guest speaker
- ☐ Monthly leadership book club or article review
- ☐ Apprentice or shadowing program with senior leaders
- ☐ Other

**Bureau Culture**

These next questions are related to your perceptions of CSO's overall culture, that is, how well you feel CSO fosters the conditions and provides the resources required for you to do your best work.

4. How satisfied or dissatisfied are you with the overall culture of CSO? \*

- ☐ Very satisfied
- ☐ Somewhat satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Somewhat dissatisfied
- ☐ Very dissatisfied
- ☐ Prefer not to answer

5. We want to know more. Please tell us why you answered "somewhat dissatisfied" or "very dissatisfied" to the previous question.

6. We want to know more. Please tell us why you answered "somewhat satisfied" or "very satisfied" to the previous question.

7. Please indicate your level of agreement with each of the following statements. \*

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Prefer not to answer
I feel that my work is important	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my work is valued by CSO's senior leaders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe all employees at CSO have an equal opportunity to succeed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am included in decisions that affect my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The people I work with treat each other with respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust CSO's senior leaders to act in the best interest of CSO employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Please indicate your level of agreement with each of the following statements. \*

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Prefer not to answer	I do not have enough information to answer this question
I have the tools I need to deliberately incorporate a DEIA lens into my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel confident and enthusiastic about incorporating a DEIA lens into my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I routinely incorporate a DEIA lens into my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor deliberately incorporates a DEIA lens into their management efforts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My peers and teammates deliberately incorporate a DEIA lens into their work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Do you expect to stay at or leave CSO in the next six months?

- ☐ I intend to stay at CSO for the next six months.
- ☐ I intend to leave CSO in the next six months.
- ☐ I am not sure
- ☐ Prefer not to answer

10. What are the reasons you are considering leaving CSO? Check all that apply. \*

- ☐ Salary, retirement, and/or other benefits
- ☐ Work-life balance
- ☐ Upward career mobility opportunities
- ☐ Opportunity to gain or apply skills and abilities
- ☐ CSO's mission
- ☐ Recognition of job performance
- ☐ Tenure at CSO
- ☐ Relationships with managers or coworkers
- ☐ CSO's culture
- ☐ Completion of my tour (Foreign Service)
- ☐ Prefer not to answer
- ☐ Other

11. Please elaborate on your selection(s) from the previous question.

12. What role does the bureau's commitment to DEIA play in your decision to stay or leave?

- ☐ I intend to stay at CSO for the next six months, and the bureau's positive commitment to DEIA is a factor.
- ☐ I intend to stay at CSO for the next six months, and the bureau's commitment to DEIA is not a factor, positive or negative.
- ☐ I intend to stay at CSO for the next six months, but the bureau's commitment to DEIA falls short in my estimation.
- ☐ I intend to leave CSO within the next six months, and the bureau's positive commitment to DEIA is a factor.
- ☐ I intend to leave CSO within the next six months, and the bureau's commitment to DEIA is not a factor, positive or negative.
- ☐ I intend to leave CSO within the next six months in whole or in part because the bureau's commitment to DEIA falls short in my estimation.
- ☐ I prefer not to answer.

13. Which positive enhancements to the bureau's commitment to DEIA would increase the likelihood that you would stay with CSO? Check all that apply.

- ☐ Limiting workplace flexibilities such as telework, RWAs, and DETOs so that work falls more evenly among the work unit
- ☐ More open competition/transparency for positions and career enhancing assignments such as TDYs/details
- ☐ Less open competition for positions and career enhancing assignments (through hiring and promotion) to allow greater certainty that accepting a position will lead to higher positions and special assignments
- ☐ The bureau hiring a dedicated DEIA specialist/point of contact
- ☐ Dedicated mentor/career counseling avenues to find ways to grow professionally within the bureau
- ☐ Increased professional/leadership development opportunities with attention to DEIA
- ☐ Increased attention and resources applied to Equal Employment Opportunity (EEO) matters, including counselors and addressing/resolving pending EEO issues in my work unit
- ☐ None of the above
- ☐ Offices receiving additional personnel (FTE or TPC) for positions that facilitate DEIA, such as human resources and procurement (CSO/EX) and domestic outreach (CSO/CPD)
- ☐ Maintaining workplace flexibilities embraced during the COVID-19 pandemic such as telework, domestic remote work agreements (RWAs), and domestic employee teleworking overseas (DETO) arrangements for the purpose of retaining the highest caliber of staff
- ☐ Other

14. How satisfied or dissatisfied are you with the work of CSO's DEIA Council? \*

- ☐ Very satisfied
- ☐ Somewhat satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Somewhat dissatisfied
- ☐ Very dissatisfied
- ☐ Prefer not to answer
- ☐ I do not have enough information to answer this question.

15. We want to know more. Please tell us why you answered "somewhat dissatisfied" or "very dissatisfied" to the previous question. \*



16. We want to know more. Please tell us why you answered "somewhat satisfied" or "very satisfied" to the previous question. \*

17. Please describe below: What types of actions would you want to see offered by the DEIA Council (activities, trainings, programs, speakers, etc.)?

18. Follow-up question: What types of themes/topics (e.g., unconscious bias, microaggressions) do you want DEIA activities to cover?

19. Please indicate your level of agreement with the following statements. \*

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Prefer not to answer	I do not have enough information to answer this question.
CSO has policies and programs in place to promote diversity, equity, and inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CSO recruits people with diverse backgrounds and perspectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CSO retains people with diverse backgrounds and perspectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have meaningful interactions with other CSO employees who I believe are different from me (e.g., race, ethnicity, sexual orientation, disability status, religious beliefs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I can be myself at CSO without judgment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. Please indicate your level of agreement with this statement: Do you believe CSO leadership actively practices, promotes, and implements CSO's DEIA goals?

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ Prefer not to answer
- ☐ I do not have enough information to answer this question.

21. If you answered "somewhat disagree" or "strongly disagree" to the previous question, what can CSO leadership do to improve diversity, equity, inclusion, and accessibility at CSO?

22. If you answered "somewhat agree" or "strongly agree" to the previous question, what can CSO leadership do to improve diversity, equity, inclusion, and accessibility at CSO?

23. What can CSO employees do as individuals to improve diversity, equity, inclusion, and accessibility at CSO?

## Workplace Experiences

Finally, we would like to ask you about your experiences with microaggressions, harassment, or discrimination at CSO. These terms are defined as follows:

- Microaggressions: Indirect, subtle, or unintentional discrimination against members of marginalized groups.
- Harassment: Verbal or physical conduct that denigrates or shows hostility toward an individual because of the individual's race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age (40 years or older), disability, genetic information, and/or retaliation for EEO protected activity.
- Discrimination: Unfavorable treatment based on race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age (40 years or older), disability, or genetic information or in retaliation for EEO protected activity.

Your responses to the next two questions are not part of a formal complaint or grievance process. If you have experienced or witnessed microaggressions, harassment, or discrimination, you are encouraged to report your experiences to your supervisor or S/OCR ([socr\\_direct@state.gov](mailto:socr_direct@state.gov)). Note that an employee who wishes to file an EEO complaint must consult an EEO counselor within 45 days of the alleged incident; it is not necessary for employees to report an incident to their supervisor before approaching an EEO counselor. In addition, supervisors and other responsible Department officials who observe, are informed of, or reasonably suspect incidents of possible discriminatory or sexual harassment must immediately report such incidents to S/OCR (link: <https://usdos.sharepoint.com/sites/OCR/SitePages/Report-Harassment.aspx>). See 3 FAM 1525/1526.

24. Over the past six months, how often in the workplace (including remotely) have you EXPERIENCED microaggressions, harassment, or discrimination because of your..... \*

*Your response to this question is not part of a formal complaint or grievance process.*

	Never	One time	More than once	Doesn't apply to me	Prefer not to answer
Sex, including gender identity, sexual orientation, or pregnancy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race, color, or ethnic identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Genetic information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability (if any)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age (if 40 years or older)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. Over the past six months, how often in the workplace (including remotely) have you WITNESSED microaggressions, harassment, or discrimination because of someone's..... \*

*Your response to this question is not part of a formal complaint or grievance process.*

	Never	One time	More than once	Doesn't apply to me	Prefer not to answer
Sex, including gender identity, sexual orientation, or pregnancy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race, color, or ethnic identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Genetic information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability (if any)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age (if 40 years or older)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. If you EXPERIENCED microaggressions, harassment, or discrimination in the workplace (including remotely), would you feel comfortable reporting it to office or bureau leadership? \*

- ☐ Yes
- ☐ I am not sure
- ☐ No
- ☐ Prefer not to answer

27. If you WITNESSED microaggressions, harassment, or discrimination in the workplace (including remotely), would you feel comfortable reporting it to office or bureau leadership? \*

- ☐ Yes
- ☐ I am not sure
- ☐ No
- ☐ Prefer not to answer

28. What are the reasons you might not feel comfortable reporting a microaggression, harassment, or discrimination incident to bureau leadership? Check all that apply. \*

- ☐ I feel like my concerns would be dismissed.
- ☐ I worry there would be backlash against me.
- ☐ I wouldn't know whom to talk to.
- ☐ Prefer not to answer
- ☐ I do feel comfortable reporting an incident to bureau leadership.
- ☐ Other

29. Please provide any additional comments/feedback related to diversity, equity, inclusion, and accessibility at CSO that you would like to share.

30. Which CSO office are you a part of?

- ☐ AA
- ☐ AF
- ☐ CPP
- ☐ DME
- ☐ EAP-SCA
- ☐ EX
- ☐ FO
- ☐ NEA
- ☐ WHA-EUR

31. May the DEIA Council quote your anonymous comments in the report on the findings of this survey? Your comments would not be attributed to you. \*

- ☐ Yes
- ☐ No

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