Diversity, Equity, Inclusion, and Accessibility

<u>Diversity:</u> The practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities. (Source: Executive Order (EO) 14035)

<u>Equity</u>: The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment. (Source: EO 14035)

<u>Inclusion</u>: The recognition, appreciation, and use of the talents and skills of employees of all backgrounds. (Source: EO 14035)

<u>Accessibility</u>: The design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them. (Source: EO 14035)

71. My organization's management practices promote diversity (e.g., outreach,

DIVERSITY

recruitment, promotion opportunities).
○ Strongly Agree
O Agree
O Neither Agree nor Disagree
O Disagree
O Strongly Disagree
O Do Not Know
72. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment promotion opportunities, development). O Strongly Agree O Agree O Neither Agree nor Disagree O Disagree O Strongly Disagree O Do Not Know

EQUITY

ráoili						
	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Do Not Know
73. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	0	0	0	0	0	0
74. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	0	0	0	0	0	0
75. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	0	0	0	0	0	0

INCLUSION

Employees in my work unit...

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Basis to Judge
76treat me as a valued member of the team.	O	O	0	0	0	O
77make me feel I belong.	0	O	O	0	0	0
78care about me	O	O	0	0	0	O

as a			
person.			

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Basis to Judge
79. I am comfortable expressing opinions that are different from other employees in my work unit.	O	0	O	O	O	0
80. In my work unit, people's differences are respected.	O	0	0	0	0	0
81. I can be successful in my organization being myself.	0	O	O	O	0	O

ACCESSABILITY

	Strongly	Agree	Neither	Disagree	Strongly	I do not	No
	Agree		Agree		Disagree	have any	Basis
			nor			accessibility	to
			Disagree			needs	Judge
82. I can easily make	0	0	0	0	0	O	0
a request of							

my organization to meet my accessibility needs.							
83. My organization responds to my accessibility needs in a timely manner.	0	0	0	0	0	0	0
84. My organization meets my accessibility needs.	O	0	O	O	O	O	0