

*This is document 2 of 2 for the 2021 OPM FEVS. This document only contains the items that are included for testing purposes on the 2021 OPM FEVS. The proposed items will appear on the survey as a test only. Responses will be useful to assessing their utility as possible additions to future surveys. **Results from these items will NOT be included in any 2021 OPM FEVS reports.** To see the core items included in the 2021 OPM FEVS, please refer to the “Core” document.*

Test Items

To keep the survey current and responsive to government priorities, the OPM FEVS team often tests possible new content. The next section includes new questions covering several topic areas of governmentwide interest. By participating in the test, you will help us improve the survey and determine new content for the OPM FEVS in 2022 and beyond.

Please answer the item below and let us know if you agree to volunteer time to assist in developing new OPM FEVS content. If you select “yes,” you will have the opportunity to view and participate in the test items. If you select “no,” you will be taken to the end of the survey where you can submit your responses.

Are you willing to participate in the Test Items section?

- Yes *[if selected, will proceed to next page and see test items]*
- No *[if selected, will branch to end page and skip all test items]*

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State of Engagement

The proposed items appear on this survey as a test only. Your responses will be extremely useful to assessing their utility as possible additions to future surveys.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
My job inspires me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The work I do gives me a sense of accomplishment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a strong personal attachment to my organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I identify with the mission of my organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is important to me that my work contribute to the common good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Paid Parental Leave

The next few items ask about the Paid Parental Leave benefit available to Federal employees. The benefit provides up to 12 weeks of Paid Parental Leave to covered Federal employees in connection with the birth or placement (for adoption or foster care) of a child occurring on or after October 1, 2020. Employees may only use Paid Parental Leave upon invoking FMLA (see CPM2020-10). The proposed items appear on this survey as a test only. Your responses will be extremely useful to assessing their utility as possible additions to future surveys.

Have you used the Paid Parental Leave benefit at any point from October 1, 2020 to today?

- Yes
- No, did not have a qualifying event
- No, I was not aware of the leave although I had a qualifying event
- No, I chose not to use the leave although I had a qualifying event
- No, I had a qualifying event (e.g., birth of a child), but was not eligible to use the leave
- No, I had a qualifying event, but I used all my FMLA leave previously

The item below will only be visible if 'yes' was selected for the item 'Have you used the Paid Parental Leave benefit at any point from October 1, 2020 to today?'.

For what purpose did you use Paid Parental Leave? Choose all that apply.

- Birth of a child
- Placement of a child for adoption
- Placement of a child for foster care

The item below will only be visible if 'yes' was selected for the item 'Have you used the Paid Parental Leave benefit at any point from October 1, 2020 to today?'.

How many weeks of Paid Parental Leave did you use during the 12-month period following a qualifying event (use can be either continuous or intermittent)?

Note: If you are still using your leave when taking this survey, respond with how many weeks of Paid Parental Leave you expect to take in total.

- Full 12 weeks *[if selected, will skip the next item]*
- At least 8 weeks but less than 12 weeks
- At least 6 weeks but less than 8 weeks
- At least 3 weeks but less than 6 weeks
- Less than 3 weeks

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Paid Parental Leave - *continued*

What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Choose all that apply.

- Did not need to use the full 12 weeks of leave
- Previous use of FMLA leave reduced the amount of Paid Parental Leave available to me
- Meeting FMLA eligibility requirements limited the amount of FMLA leave available to use within my FMLA 12-month period
- Did not feel I could be away from job responsibilities for a full 12 weeks
- Concerned about the impact using the leave would have on my career advancement
- Did not feel that my coworkers supported my use of all 12 weeks of the leave
- Did not feel that my supervisor supported my use of all 12 weeks of the leave
- Other reason

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Diversity, Equity, Inclusion, and Accessibility

The OPM FEVS team has developed survey content aligning with the June 2021 Executive Order on Diversity, Equity, Inclusion, and Accessibility (EO 14035). The proposed items appear on this survey as a test only. Your responses will be extremely useful to assessing their utility as possible additions to future surveys.

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

My organization’s management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
- Do Not Know

My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
- Do Not Know

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Diversity, Equity, Inclusion, and Accessibility - continued

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
- No Basis to Judge

When needed, my supervisor asks for my perspective on work-related matters.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

My supervisor involves me in decisions that affect my work.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

Senior leaders seek input (e.g., listening sessions, surveys) from employees of all different backgrounds.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
- Do Not Know

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Demographic Item Test

Items are included on the OPM FEVS to allow for the evaluation of diversity and inclusion in Federal workplaces. In keeping with survey goals of responsiveness to government policies, priorities, and advances in research, the OPM FEVS team is testing possible revisions to existing items. Please take a few minutes to respond to the following.

Note: Multiple forms of items related to sexual orientation and gender identity appear next. Each is being tested to help make decisions about future survey content.

Form 1:

What sex were you assigned at birth?

- Male
- Female

Do you currently describe yourself as male, female, or transgender? (Select one)

- Male
- Female
- Transgender
- None of these

Which of the following best represents how you think of yourself? (Select one)

- Straight, that is, not lesbian or gay
- Lesbian or gay
- Bisexual
- Something else
- I don't know

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Demographic Item Test - *continued*

Note: Multiple forms of items related to sexual orientation and gender identity appear next. Each is being tested to help make decisions about future survey content.

Form 2:

What is your gender?

- Male
- Female
- Non-binary/Third Gender
- I use another term
- Prefer not to say

Do you identify as transgender?

- Yes
- No
- Prefer not to say

What is your sexual orientation?

- Straight/Heterosexual
- Gay or Lesbian
- Bisexual
- Queer
- I use another term
- Prefer not to say