

Q1 What is your primary agency/department?

		ARS - USDA Agricultural Research Service	CDC - Centers for Disease Control and Prevention	EPA - Environmental Protection Agency	ERS - USDA Economic Research Service	FDA - US Food and Drug Administration
<b>OVERALL</b>		11%	21%	16%	2%	15%
<b>% of Job Duties Involving Science</b>	1 - 25%	3%	23%	24%	1%	11%
	26 - 50%	3%	23%	18%	1%	13%
	51 - 75%	8%	18%	18%	1%	11%
	76 - 100%	15%	21%	14%	2%	18%
<b>Grade Level</b>	GS-11 or lower	25%	8%	9%	1%	3%
	GS-12 and above	10%	18%	20%	2%	14%
	Commissioned Corps		83%			17%
	Student	50%				50%
	Fellow		56%			41%
	Contractor		63%	3%	6%	28%
	Other	8%	17%			25%
	Prefer Not to Disclose	6%	22%	14%	3%	25%
<b>Highest Level of Education</b>	Bachelors Degree	8%	7%	27%		7%
	Masters Degree	5%	20%	22%	0%	6%
	PhD	18%	20%	12%	3%	18%
	MD		45%			52%
	JD		30%	30%		
	DVM		73%			27%
	Other		25%	15%		50%
	Prefer Not to Disclose		30%	5%	5%	30%
<b>Worked for Regulated Ind.</b>	Yes	4%	13%	30%	1%	30%
	No	12%	20%	15%	2%	13%
	Prefer Not to Disclose	4%	39%	13%		9%

Q1 What is your primary agency/department?

		ARS - USDA Agricultural Research Service	CDC - Centers for Disease Control and Prevention	EPA - Environmental Protection Agency	ERS - USDA Economic Research Service	FDA - US Food and Drug Administration
<b>OVERALL</b>		11%	21%	16%	2%	15%
<b>Years Working at Agency</b>	2 years or less	11%	33%	14%	4%	24%
	2-5 years	9%	22%	13%	2%	18%
	6-10 years	8%	23%	15%	1%	22%
	11-15 years	9%	16%	15%	0%	15%
	More than 15 years	14%	15%	20%	1%	7%
	Prefer not to disclose	10%	20%	10%		20%
<b>Gender</b>	Female	8%	28%	17%	1%	17%
	Male	13%	13%	16%	2%	12%
	Nonbinary	11%	22%	22%		
	Transgender	14%	29%			
	Prefer Not to Disclose	12%	14%	22%	2%	19%
<b>Race/Ethnicity</b>	Asian / Pacific Islander	11%	22%	18%		29%
	Black or African American	8%	46%	12%	1%	22%
	Hispanic or Latino/a	12%	28%	17%	2%	14%
	Middle Eastern or North African		25%	17%	8%	33%
	Mixed racial/ethnic background	14%	16%	14%	3%	16%
	Native Am./Alaksa Native	14%	7%	29%		29%
	Native Hawaiian or Other PI			33%	33%	
	White, Caucasian	11%	18%	17%	2%	12%
	Other	22%	11%		11%	22%
	Prefer Not to Disclose	10%	20%	17%	3%	21%
<b>Sexual Orientation</b>	Asexual	22%	6%	22%		25%
	Bisexual	14%	28%	14%	1%	24%
	Lesbian or gay	6%	27%	11%		21%
	Queer	6%	29%	29%	6%	6%
	Straight or heterosexual	11%	20%	17%	2%	13%
	Pansexual		20%	20%		20%
	Questioning	67%				
	Other		33%			67%
	Prefer not to disclose	10%	16%	20%	3%	13%

Q1 What is your primary agency/department?

		FWS - US Fish and Wildlife Service	NASS - USDA National Agricultural Statistics Service	NIFA - USDA National Institute of Food and Agriculture	NOAA - National Oceanic and Atmospheric Administration	N
<b>OVERALL</b>		12%	2%	0%	21%	1,828
<b>% of Job Duties Involving Science</b>	1 - 25%	18%	6%		15%	147
	26 - 50%	20%	2%	1%	20%	234
	51 - 75%	18%	2%	0%	24%	454
	76 - 100%	7%	1%	0%	21%	993
<b>Grade Level</b>	GS-11 or lower	36%	1%		18%	193
	GS-12 and above	10%	2%	0%	24%	1,244
	Commissioned Corps					23
	Student					2
	Fellow				3%	39
	Contractor					32
	Other	8%			42%	24
	Prefer Not to Disclose	14%			17%	36
<b>Highest Level of Education</b>	Bachelors Degree	21%	4%		26%	205
	Masters Degree	19%	3%		25%	516
	PhD	6%	0%	1%	22%	756
	MD	4%				56
	JD	20%			20%	10
	DVM					11
	Other	5%			5%	20
	Prefer Not to Disclose	5%			25%	20
<b>Worked for Regulated Ind.</b>	Yes	9%	2%	1%	11%	176
	No	13%	2%	0%	23%	1,396
	Prefer Not to Disclose	4%			30%	23

Q1 What is your primary agency/department?

		FWS - US Fish and Wildlife Service	NASS - USDA National Agricultural Statistics Service	NIFA - USDA National Institute of Food and Agriculture	NOAA - National Oceanic and Atmospheric Administration	N
<b>OVERALL</b>		12%	2%	0%	21%	1,828
<b>Years Working at Agency</b>	2 years or less	5%	1%	1%	7%	272
	2-5 years	15%	1%	1%	19%	356
	6-10 years	14%	3%		15%	306
	11-15 years	17%	1%		26%	221
	More than 15 years	12%	2%	0%	29%	663
	Prefer not to disclose	10%	10%		20%	10
<b>Gender</b>	Female	11%	1%	0%	16%	699
	Male	13%	2%	0%	28%	793
	Nonbinary	33%			11%	9
	Transgender	43%			14%	7
	Prefer Not to Disclose	12%	1%		17%	81
<b>Race/Ethnicity</b>	Asian/ Pacific Islander	2%	2%		16%	129
	Black or African American	1%	6%		4%	78
	Hispanic or Latino/a	11%	1%		14%	90
	Middle Eastern or North African		8%		8%	12
	Mixed racial/ethnic background	14%	5%	3%	16%	37
	Native Am./Alaksa Native	14%			7%	14
	Native Hawaiian or Other PI				33%	3
	White, Caucasian	14%	1%	0%	25%	1,209
	Other	22%			11%	9
	Prefer Not to Disclose	9%	1%	1%	18%	108
<b>Sexual Orientation</b>	Asexual	13%	6%		6%	32
	Bisexual	6%			14%	72
	Lesbian or gay	12%		2%	21%	66
	Queer	6%	6%		12%	17
	Straight or heterosexual	13%	2%	0%	23%	1,238
	Pansexual	20%			20%	5
	Questioning	33%				3
	Other					3
Prefer not to disclose	13%	1%		24%	141	

Q3 Approximately what percentage of your job duties involves science?

		1 - 25%	26 - 50%	51 - 75%	76 - 100%	N
<b>OVERALL</b>		8%	13%	25%	54%	1,828
<b>Agency</b>	CDC	9%	14%	22%	55%	378
	EPA	12%	14%	27%	47%	296
	FDA	6%	11%	19%	64%	276
	FWS	12%	20%	36%	32%	225
	NOAA	6%	12%	28%	54%	385
	USDA	5%	6%	19%	69%	268
<b>Grade Level</b>	Commissioned Corps	9%	17%	17%	57%	23
	Contractor	6%	16%	3%	75%	32
	Fellow	3%	18%	21%	59%	39
	GS-11 or lower	9%	9%	33%	49%	193
	GS-12 and above	7%	13%	25%	55%	1,244
	Student				100%	2
	Other		8%	13%	79%	24
	Prefer Not to Disclose	3%	8%	31%	58%	36
<b>Highest Level of Education</b>	Bachelors Degree	11%	15%	28%	46%	205
	DVM			9%	91%	11
	JD	30%	40%	10%	20%	10
	Masters Degree	10%	16%	29%	45%	516
	MD	7%	20%	20%	54%	56
	PhD	4%	9%	22%	64%	756
	Other	15%	15%	10%	60%	20
	Prefer Not to Disclose	15%		15%	70%	20
<b>Worked for Regulated Ind.</b>	Yes	14%	15%	19%	52%	176
	No	7%	13%	26%	55%	1,396
	Prefer Not to Disclose		4%	22%	74%	23

Q3 Approximately what percentage of your job duties involves science?

		1 - 25%	26 - 50%	51 - 75%	76 - 100%	N
<b>OVERALL</b>		8%	13%	25%	54%	1,828
<b>Years Working at Agency</b>	2 years or less	9%	11%	22%	58%	272
	2-5 years	7%	10%	22%	61%	356
	6-10 years	7%	15%	26%	53%	306
	11-15 years	8%	13%	24%	56%	221
	More than 15 years	9%	14%	28%	49%	663
	Prefer not to disclose		10%	20%	70%	10
<b>Gender</b>	Female	7%	15%	22%	55%	699
	Male	7%	11%	26%	56%	793
	Nonbinary	11%	11%	22%	56%	9
	Transgender	29%	14%	29%	29%	7
	Prefer Not to Disclose	9%	7%	33%	51%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	5%	12%	18%	65%	129
	Black or African American	13%	15%	14%	58%	78
	Hispanic or Latino/a	6%	10%	27%	58%	90
	Middle Eastern or North African		8%	17%	75%	12
	Mixed racial/ethnic background	8%	24%	16%	51%	37
	Native Am./Alaksa Native		21%	7%	71%	14
	Native Hawaiian or Other PI	33%	67%			3
	White, Caucasian	7%	13%	26%	53%	1,209
	Other			22%	78%	9
	Prefer Not to Disclose	7%	6%	27%	59%	108
<b>Sexual Orientation</b>	Asexual	13%	6%	25%	56%	32
	Bisexual	3%	11%	24%	63%	72
	Lesbian or gay	5%	11%	26%	59%	66
	Queer	29%	6%	6%	59%	17
	Straight or heterosexual	7%	14%	24%	55%	1,238
	Pansexual			20%	80%	5
	Questioning			33%	67%	3
	Other				100%	3
	Prefer not to disclose	8%	9%	33%	50%	141

Q4 How long have you been working at your agency?

		2 years or less	2-5 years	6-10 years	11-15 years	More than 15 years	N
<b>OVERALL</b>		15%	20%	17%	12%	36%	1,818
<b>Agency</b>	CDC	24%	21%	19%	9%	26%	376
	EPA	13%	16%	15%	12%	45%	295
	FDA	24%	23%	24%	12%	16%	274
	FWS	6%	24%	19%	17%	34%	224
	NOAA	5%	18%	12%	15%	50%	383
	USDA	17%	17%	14%	9%	44%	266
<b>% of Job Duties Involving Science</b>	1 - 25%	17%	18%	14%	12%	39%	147
	26 - 50%	12%	15%	20%	12%	40%	233
	51 - 75%	13%	17%	17%	12%	40%	452
	76 - 100%	16%	22%	16%	12%	33%	986
<b>Grade Level</b>	Commissioned Corps	9%	13%	17%	35%	26%	23
	Contractor	53%	22%	16%		9%	32
	Fellow	59%	26%	10%		5%	39
	GS-11 or lower	27%	29%	13%	11%	19%	193
	GS-12 and above	9%	17%	17%	13%	44%	1,241
	Student	100%					2
	Other	13%	21%	17%	17%	33%	24
	Prefer Not to Disclose	13%	29%	23%	13%	23%	31
<b>Highest Level of Education</b>	Bachelors Degree	15%	22%	10%	13%	40%	205
	DVM	27%	45%	9%		18%	11
	JD	20%	30%	10%	10%	30%	10
	Masters Degree	13%	16%	18%	13%	40%	514
	MD	22%	20%	31%	15%	13%	55
	PhD	12%	19%	18%	12%	40%	752
	Other	20%	15%	5%	30%	30%	20
	Prefer Not to Disclose	22%	17%	6%	17%	39%	18
<b>Worked for Regulated Ind.</b>	Yes	15%	19%	22%	17%	26%	175
	No	13%	18%	16%	12%	41%	1,389
	Prefer Not to Disclose	41%	32%	9%	14%	5%	22

Q4 How long have you been working at your agency?

		2 years or less	2-5 years	6-10 years	11-15 years	More than 15 years	N
<b>OVERALL</b>		15%	20%	17%	12%	36%	1,818
<b>Gender</b>	Female	15%	21%	19%	13%	32%	696
	Male	11%	17%	15%	12%	45%	788
	Nonbinary	22%	33%	11%	11%	22%	9
	Transgender	43%		14%		43%	7
	Prefer Not to Disclose	14%	19%	16%	13%	39%	80
<b>Race/Ethnicity</b>	Asian/ Pacific Islander	14%	26%	18%	17%	25%	127
	Black or African American	19%	24%	23%	9%	24%	78
	Hispanic or Latino/a	13%	27%	18%	16%	27%	90
	Middle Eastern or North African	25%	33%	17%	8%	17%	12
	Mixed racial/ethnic background	16%	27%	19%	8%	30%	37
	Native Am./Alaksa Native	14%	7%	29%	14%	36%	14
	Native Hawaiian or Other PI					100%	3
	White, Caucasian	13%	17%	16%	12%	42%	1,206
	Other	33%	22%		11%	33%	9
	Prefer Not to Disclose	14%	19%	16%	13%	37%	104
	<b>Sexual Orientation</b>	Asexual	13%	29%	29%	6%	23%
Bisexual		26%	24%	17%	8%	25%	72
Lesbian or gay		21%	18%	17%	14%	30%	66
Queer		35%	24%	24%	12%	6%	17
Straight or heterosexual		12%	18%	16%	13%	41%	1,234
Pansexual		40%			20%	40%	5
Questioning			33%	33%		33%	3
Other		33%		33%	33%		3
Prefer not to disclose		12%	20%	17%	12%	38%	138



Q5 Compared to two years ago, the effectiveness of your division or office has:

		Increased	Decreased	Stayed the Same	Don't Know	Not Applicable	Prefer Not to Disclose	N
<b>OVERALL</b>		39%	18%	30%	11%	1%	0%	1,813
<b>Agency</b>	CDC	36%	21%	25%	15%	2%	1%	374
	EPA	51%	12%	28%	9%		0%	294
	FDA	36%	16%	27%	17%	3%	1%	273
	FWS	43%	15%	35%	7%		0%	223
	NOAA	35%	20%	38%	6%	1%	1%	383
	USDA	37%	18%	29%	13%	3%		266
<b>% of Job Duties Involving Science</b>	1 - 25%	41%	19%	24%	13%	3%		147
	26 - 50%	38%	16%	34%	11%		0%	229
	51 - 75%	39%	18%	32%	9%	2%		450
	76 - 100%	39%	18%	29%	12%	1%	1%	987
<b>Grade Level</b>	Commissioned Corps	17%	39%	30%	13%			23
	Contractor	50%	13%	16%	19%	3%		32
	Fellow	41%	13%	10%	36%			39
	GS-11 or lower	38%	16%	30%	15%	2%		193
	GS-12 and above	41%	19%	32%	8%	1%	0%	1,244
	Student				50%	50%		2
	Other	54%	4%	17%	21%		4%	24
	Prefer Not to Disclose	42%	25%	19%	6%	3%	6%	36
<b>Highest Level of Education</b>	Bachelors Degree	36%	16%	35%	12%	1%	0%	205
	DVM	18%	18%	36%	18%		9%	11
	JD	70%		30%				10
	Masters Degree	44%	17%	28%	10%	1%		516
	MD	38%	21%	29%	11%	2%		56
	PhD	40%	20%	31%	8%	1%	0%	756
	Other	30%	10%	35%	20%	5%		20
	Prefer Not to Disclose	25%	40%	15%	15%		5%	20
<b>Worked for Regulated Ind.</b>	Yes	41%	20%	29%	9%	1%		176
	No	40%	18%	30%	10%	1%	0%	1,396
	Prefer Not to Disclose	39%	17%	17%	13%	4%	9%	23

Q5 Compared to two years ago, the effectiveness of your division or office has:

		Increased	Decreased	Stayed the Same	Don't Know	Not Applicable	Prefer Not to Disclose	N
<b>OVERALL</b>		39%	18%	30%	11%	1%	0%	1,813
<b>Years Working at Agency</b>	2 years or less	35%	7%	14%	35%	7%	1%	270
	2-5 years	44%	12%	33%	9%	1%	1%	352
	6-10 years	45%	16%	32%	6%	1%	0%	302
	11-15 years	40%	22%	31%	7%		0%	220
	More than 15 years	36%	24%	34%	6%			659
	Prefer not to disclose	10%	30%	30%	20%		10%	10
<b>Gender</b>	Female	43%	17%	27%	12%	1%		699
	Male	40%	19%	33%	7%	1%	0%	793
	Nonbinary	33%	22%	11%	33%			9
	Transgender	57%	14%	14%	14%			7
	Prefer Not to Disclose	28%	27%	32%	10%		2%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	39%	16%	33%	9%	2%	1%	129
	Black or African American	49%	12%	26%	10%	3%	1%	78
	Hispanic or Latino/a	48%	16%	27%	9%	1%		90
	Middle Eastern or North African	25%	25%	25%	25%			12
	Mixed racial/ethnic background	38%	22%	32%	5%	3%		37
	Native Am./Alaksa Native	50%	14%	21%	14%			14
	Native Hawaiian or Other PI	67%		33%				3
	White, Caucasian	40%	19%	30%	9%	1%	0%	1,209
	Other	56%	11%	22%	11%			9
	Prefer Not to Disclose	31%	28%	29%	10%	1%	2%	108
<b>Sexual Orientation</b>	Asexual	31%	3%	56%	6%	3%		32
	Bisexual	43%	18%	19%	18%	1%		72
	Lesbian or gay	50%	14%	23%	12%	2%		66
	Queer	35%	24%	24%	18%			17
	Straight or heterosexual	40%	19%	31%	9%	1%	0%	1,238
	Pansexual	60%		20%	20%			5
	Questioning	33%	33%		33%			3
	Other	33%			67%			3
Prefer not to disclose	39%	22%	27%	11%		1%	141	

Q6 Over the past year, your personal job satisfaction at your agency has:

		Increased	Decreased	Stayed the Same	Don't Know	Not Applicable	Prefer Not to Disclose	N
<b>OVERALL</b>		27%	30%	42%	0%	1%	0%	1,807
<b>Agency</b>	CDC	29%	33%	35%	1%	1%	0%	372
	EPA	35%	23%	42%	0%			293
	FDA	26%	27%	45%	1%	1%	0%	272
	FWS	27%	31%	41%			0%	223
	NOAA	21%	36%	41%	1%	1%	1%	382
	USDA	22%	26%	50%		1%	0%	265
<b>% of Job Duties Involving Science</b>	1 - 25%	32%	25%	42%		1%		144
	26 - 50%	24%	33%	43%		0%		229
	51 - 75%	24%	32%	42%	1%	1%		450
	76 - 100%	27%	29%	42%	1%	1%	1%	984
<b>Grade Level</b>	Commissioned Corps	35%	39%	26%				23
	Contractor	47%	6%	41%	6%			32
	Fellow	33%	21%	44%	3%			39
	GS-11 or lower	32%	28%	39%			1%	193
	GS-12 and above	26%	31%	42%	0%	0%	0%	1,243
	Student			100%				2
	Other	17%	29%	50%			4%	24
	Prefer Not to Disclose	14%	44%	36%			6%	36
<b>Highest Level of Education</b>	Bachelors Degree	26%	32%	40%	0%		1%	204
	DVM	27%	27%	36%			9%	11
	JD	60%	10%	30%				10
	Masters Degree	30%	31%	39%	1%	0%		516
	MD	34%	32%	32%		2%		56
	PhD	24%	30%	45%	0%	1%	0%	756
	Other	25%	25%	50%				20
	Prefer Not to Disclose	15%	35%	35%	5%		10%	20
<b>Worked for Regulated Ind.</b>	Yes	27%	32%	40%		1%		175
	No	27%	30%	42%	0%	0%	0%	1,396
	Prefer Not to Disclose	17%	30%	35%	9%		9%	23

Q6 Over the past year, your personal job satisfaction at your agency has:

		Increased	Decreased	Stayed the Same	Don't Know	Not Applicable	Prefer Not to Disclose	N
<b>OVERALL</b>		27%	30%	42%	0%	1%	0%	1,807
<b>Years Working at Agency</b>	2 years or less	40%	14%	40%	1%	4%	0%	268
	2-5 years	28%	26%	44%	1%		1%	351
	6-10 years	31%	32%	36%	0%		1%	301
	11-15 years	26%	32%	41%	0%		0%	219
	More than 15 years	19%	37%	44%			0%	658
	Prefer not to disclose	10%	60%	30%				10
<b>Gender</b>	Female	31%	31%	37%	1%	1%		699
	Male	24%	28%	47%	0%	0%	0%	792
	Nonbinary	33%	33%	33%				9
	Transgender	43%	29%	29%				7
	Prefer Not to Disclose	15%	46%	33%			6%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	27%	26%	43%	2%		2%	129
	Black or African American	35%	22%	41%	1%		1%	78
	Hispanic or Latino/a	39%	27%	34%				89
	Middle Eastern or North African	42%	25%	33%				12
	Mixed racial/ethnic background	38%	35%	27%				37
	Native Am./Alaksa Native	43%	21%	36%				14
	Native Hawaiian or Other PI	33%		67%				3
	White, Caucasian	26%	30%	43%	0%	0%		1,209
	Other	33%	56%	11%				9
	Prefer Not to Disclose	19%	42%	36%			4%	108
<b>Sexual Orientation</b>	Asexual	25%	31%	44%				32
	Bisexual	43%	25%	31%		1%		72
	Lesbian or gay	39%	26%	35%				66
	Queer	41%	29%	29%				17
	Straight or heterosexual	27%	30%	43%	0%	0%	0%	1,238
	Pansexual	40%	20%	40%				5
	Questioning	33%	33%	33%				3
	Other		33%	67%				3
	Prefer not to disclose	14%	41%	41%	1%		3%	140

Q7 How would you rate morale within your center/office/service?

		Excellent	Good	Fair	Poor	Extremely Poor	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		10%	46%	29%	10%	4%	1%	0%	1,808
<b>Agency</b>	CDC	9%	41%	32%	12%	4%	1%	0%	372
	EPA	9%	51%	27%	9%	2%	2%		294
	FDA	16%	48%	22%	8%	3%	2%	0%	272
	FWS	9%	47%	28%	9%	6%	0%	1%	223
	NOAA	5%	43%	35%	11%	5%	1%	1%	382
	USDA	12%	46%	28%	9%	4%	2%	0%	265
<b>% of Job Duties Involving Science</b>	1 - 25%	8%	51%	29%	9%	2%	1%		145
	26 - 50%	6%	45%	34%	9%	5%	2%		229
	51 - 75%	9%	45%	33%	9%	3%	1%	0%	450
	76 - 100%	11%	45%	27%	10%	4%	2%	1%	984
<b>Grade Level</b>	Commissioned Corps	9%	9%	48%	22%	9%	4%		23
	Contractor	19%	53%	25%			3%		32
	Fellow	8%	59%	21%	5%	5%	3%		39
	GS-11 or lower	11%	43%	32%	8%	6%	1%		193
	GS-12 and above	9%	46%	29%	10%	4%	1%	0%	1,244
	Student	50%	50%						2
	Other	17%	54%	25%				4%	24
Prefer Not to Disclose	8%	19%	39%	19%	6%	3%	6%	36	
<b>Highest Level of Education</b>	Bachelors Degree	10%	41%	30%	10%	7%	1%	0%	205
	DVM	18%	45%	27%				9%	11
	JD		80%	20%					10
	Masters Degree	9%	47%	32%	8%	3%	1%	0%	516
	MD	14%	34%	38%	9%	4%	2%		56
	PhD	9%	47%	28%	11%	4%	1%	0%	756
	Other	30%	35%	25%	10%				20
	Prefer Not to Disclose	5%	25%	30%	10%	10%	10%	10%	20
<b>Worked for Regulated Ind.</b>	Yes	14%	41%	29%	10%	5%	1%		176
	No	9%	46%	30%	10%	4%	1%	0%	1,396
	Prefer Not to Disclose	22%	39%	26%	4%			9%	23

Q7 How would you rate morale within your center/office/service?

		Excellent	Good	Fair	Poor	Extremely Poor	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		10%	46%	29%	10%	4%	1%	0%	1,808
<b>Years Working at Agency</b>	2 years or less	17%	55%	21%	5%	1%	1%	0%	268
	2-5 years	9%	48%	28%	9%	3%	2%	1%	351
	6-10 years	9%	43%	31%	10%	4%	2%	1%	301
	11-15 years	10%	42%	31%	8%	7%	2%	0%	220
	More than 15 years	8%	43%	31%	12%	4%	1%	0%	658
	Prefer not to disclose	20%		40%	30%	10%			10
<b>Gender</b>	Female	8%	46%	30%	11%	4%	1%		699
	Male	11%	47%	29%	8%	4%	1%	0%	793
	Nonbinary		11%	44%	11%	11%	11%	11%	9
	Transgender	14%	57%	14%		14%			7
	Prefer Not to Disclose	4%	25%	37%	15%	10%	5%	5%	81
<b>Race/Ethnicity</b>	Asian/ Pacific Islander	14%	48%	26%	8%	3%	1%	1%	129
	Black or African American	15%	49%	27%	4%	4%		1%	78
	Hispanic or Latino/a	13%	40%	24%	14%	6%	1%	1%	90
	Middle Eastern or North African		58%	42%					12
	Mixed racial/ethnic background	16%	38%	24%	11%	5%	5%		37
	Native Am./Alaksa Native	7%	50%	21%	7%	7%	7%		14
	Native Hawaiian or Other PI	33%	67%						3
	White, Caucasian	9%	47%	30%	9%	4%	1%	0%	1,209
	Other	11%	56%		33%				9
	Prefer Not to Disclose	5%	30%	36%	14%	9%	3%	4%	108
<b>Sexual Orientation</b>	Asexual	13%	47%	34%	3%		3%		32
	Bisexual	7%	54%	25%	8%	3%	1%	1%	72
	Lesbian or gay	12%	50%	27%	6%	3%	2%		66
	Queer	6%	41%	29%	12%	12%			17
	Straight or heterosexual	10%	46%	29%	10%	4%	1%	0%	1,238
	Pansexual	20%	40%			20%	20%		5
	Questioning				100%				3
	Other	33%	33%		33%				3
Prefer not to disclose	6%	30%	38%	11%	8%	4%	3%	141	

Q8 In your opinion, what are the greatest barriers to science-based decisions at your agency? (Select up to 3)

		Absence of leadership with needed scientific expertise	Complexity of the issue	Delay in leadership making a decision	Inefficient decision-making process within the Agency
<b>OVERALL</b>		16%	31%	24%	26%
<b>Agency</b>	CDC	16%	32%	26%	32%
	EPA	20%	29%	25%	23%
	FDA	13%	37%	21%	20%
	FWS	19%	28%	26%	23%
	NOAA	15%	37%	25%	29%
	USDA	16%	19%	21%	29%
<b>% of Job Duties Involving Science</b>	1 - 25%	10%	23%	29%	25%
	26 - 50%	15%	31%	25%	27%
	51 - 75%	18%	31%	19%	31%
	76 - 100%	17%	32%	25%	25%
<b>Grade Level</b>	Commissioned Corps	9%	30%	22%	43%
	Contractor	9%	34%	34%	19%
	Fellow	15%	33%	26%	18%
	GS-11 or lower	18%	23%	28%	31%
	GS-12 and above	18%	31%	23%	27%
	Student				
	Other	17%	54%	29%	8%
	Prefer Not to Disclose	6%	28%	14%	17%
<b>Highest Level of Education</b>	Bachelors Degree	15%	23%	29%	23%
	DVM	18%	36%	9%	18%
	JD	10%	10%	40%	30%
	Masters Degree	14%	32%	25%	27%
	MD	11%	36%	18%	27%
	PhD	21%	32%	22%	29%
	Other	5%	35%	30%	25%
	Prefer Not to Disclose		5%	30%	5%
<b>Worked for Regulated Ind.</b>	Yes	22%	30%	22%	25%
	No	17%	31%	25%	27%
	Prefer Not to Disclose	9%	13%	9%	13%

Q8 In your opinion, what are the greatest barriers to science-based decisions at your agency? (Select up to 3)

		Absence of leadership with needed scientific expertise	Complexity of the issue	Delay in leadership making a decision	Inefficient decision-making process within the Agency
<b>OVERALL</b>		16%	31%	24%	26%
<b>Years Working at Agency</b>	2 years or less	12%	35%	27%	25%
	2-5 years	14%	32%	27%	28%
	6-10 years	15%	33%	28%	28%
	11-15 years	18%	25%	19%	27%
	More than 15 years	20%	30%	21%	25%
	Prefer not to disclose	10%	10%	10%	20%
<b>Gender</b>	Female	17%	32%	25%	28%
	Male	18%	31%	23%	26%
	Nonbinary	11%	33%	11%	33%
	Transgender		43%	43%	14%
	Prefer Not to Disclose	17%	20%	26%	25%
<b>Race/Ethnicity</b>	Asian / Pacific Islander	23%	34%	17%	27%
	Black or African American	13%	32%	31%	17%
	Hispanic or Latino/a	12%	33%	24%	20%
	Middle Eastern or North African	17%	33%	33%	33%
	Mixed racial/ethnic background	11%	35%	38%	32%
	Native Am./Alaksa Native	7%	43%	14%	21%
	Native Hawaiian or Other PI	33%	33%		
	White, Caucasian	17%	31%	24%	29%
	Other	33%	22%	22%	11%
	Prefer Not to Disclose	20%	24%	21%	21%
	<b>Sexual Orientation</b>	Asexual	16%	31%	31%
Bisexual		26%	22%	38%	26%
Lesbian or gay		17%	38%	33%	24%
Queer		6%	24%	47%	41%
Straight or heterosexual		17%	32%	22%	28%
Pansexual			40%	40%	20%
Questioning		33%			33%
Other			67%		33%
Prefer not to disclose	13%	23%	26%	24%	



Q8 In your opinion, what are the greatest barriers to science-based decisions at your agency? (Select up to 3)

		Influence of Congress	Influence of industry stakeholders	Influence of non-governmental interests (such as advocacy groups)	Influence of other agencies
<b>OVERALL</b>		9%	15%	8%	4%
<b>Agency</b>	CDC	10%	7%	7%	5%
	EPA	10%	23%	10%	3%
	FDA	12%	24%	12%	2%
	FWS	7%	18%	10%	8%
	NOAA	9%	13%	7%	4%
	USDA	5%	11%	4%	3%
<b>% of Job Duties Involving Science</b>	1 - 25%	9%	13%	6%	6%
	26 - 50%	8%	22%	9%	6%
	51 - 75%	10%	16%	9%	4%
	76 - 100%	9%	14%	8%	3%
<b>Grade Level</b>	Commissioned Corps	13%	9%	13%	9%
	Contractor	9%	16%	13%	13%
	Fellow	15%	18%	8%	3%
	GS-11 or lower	3%	15%	7%	4%
	GS-12 and above	10%	15%	8%	4%
	Student	50%	50%		
	Other	8%	21%	17%	8%
	Prefer Not to Disclose	17%	14%	8%	6%
<b>Highest Level of Education</b>	Bachelors Degree	9%	17%	8%	4%
	DVM	9%	27%		9%
	JD	10%	10%	20%	10%
	Masters Degree	9%	17%	9%	5%
	MD	9%	30%	18%	5%
	PhD	9%	13%	7%	3%
	Other	5%	15%	5%	5%
	Prefer Not to Disclose	10%	5%	15%	5%
<b>Worked for Regulated Ind.</b>	Yes	11%	21%	11%	3%
	No	9%	15%	8%	4%
	Prefer Not to Disclose	13%	4%	9%	4%

Q8 In your opinion, what are the greatest barriers to science-based decisions at your agency? (Select up to 3)

		Influence of Congress	Influence of industry stakeholders	Influence of non-governmental interests (such as advocacy groups)	Influence of other agencies
<b>OVERALL</b>		9%	15%	8%	4%
<b>Years Working at Agency</b>	2 years or less	8%	12%	10%	5%
	2-5 years	9%	17%	9%	5%
	6-10 years	10%	16%	8%	3%
	11-15 years	9%	15%	8%	2%
	More than 15 years	9%	15%	7%	4%
	Prefer not to disclose	20%	10%		
<b>Gender</b>	Female	10%	18%	6%	3%
	Male	9%	14%	10%	5%
	Nonbinary	11%	11%		22%
	Transgender	14%	14%		
	Prefer Not to Disclose	9%	12%	14%	6%
<b>Race/Ethnicity</b>	Asian/ Pacific Islander	9%	17%	9%	4%
	Black or African American	12%	12%	6%	1%
	Hispanic or Latino/a	11%	22%	11%	2%
	Middle Eastern or North African		25%	8%	8%
	Mixed racial/ethnic background	3%	19%	16%	8%
	Native Am./Alaksa Native		7%	14%	14%
	Native Hawaiian or Other PI		67%		
	White, Caucasian	9%	16%	8%	4%
	Other				
	Prefer Not to Disclose	9%	10%	8%	7%
<b>Sexual Orientation</b>	Asexual	6%	25%	9%	
	Bisexual	8%	19%	8%	1%
	Lesbian or gay	12%	23%	8%	6%
	Queer	18%	18%		
	Straight or heterosexual	9%	15%	8%	4%
	Pansexual				
	Questioning		33%		
	Other		33%	33%	
Prefer not to disclose	12%	11%	9%	4%	

Q8 In your opinion, what are the greatest barriers to science-based decisions at your agency? (Select up to 3)

		Influence of political appointees in your agency or department	Influence of the White House	Limited staff capacity	Potential discrepancy with existing rules or regulations
<b>OVERALL</b>		14%	9%	43%	9%
<b>Agency</b>	CDC	15%	20%	34%	8%
	EPA	22%	9%	41%	10%
	FDA	7%	5%	31%	11%
	FWS	17%	7%	47%	4%
	NOAA	12%	6%	51%	9%
	USDA	13%	6%	51%	12%
<b>% of Job Duties Involving Science</b>	1 - 25%	19%	12%	42%	9%
	26 - 50%	12%	8%	41%	10%
	51 - 75%	14%	9%	46%	9%
	76 - 100%	14%	9%	41%	9%
<b>Grade Level</b>	Commissioned Corps	26%	30%	35%	4%
	Contractor	16%	9%	19%	6%
	Fellow	13%	13%	33%	13%
	GS-11 or lower	15%	6%	51%	12%
	GS-12 and above	14%	9%	44%	9%
	Student				
	Other	4%	4%	33%	8%
	Prefer Not to Disclose	19%	17%	36%	11%
<b>Highest Level of Education</b>	Bachelors Degree	16%	12%	43%	12%
	DVM	9%	9%	45%	9%
	JD	30%		30%	20%
	Masters Degree	16%	9%	47%	9%
	MD	7%	16%	29%	11%
	PhD	13%	8%	42%	8%
	Other	20%	5%	35%	15%
	Prefer Not to Disclose	20%	30%	35%	5%
<b>Worked for Regulated Ind.</b>	Yes	19%	9%	38%	11%
	No	14%	9%	44%	9%
	Prefer Not to Disclose	9%	9%	35%	9%

Q8 In your opinion, what are the greatest barriers to science-based decisions at your agency? (Select up to 3)

		Influence of political appointees in your agency or department	Influence of the White House	Limited staff capacity	Potential discrepancy with existing rules or regulations
<b>OVERALL</b>		14%	9%	43%	9%
<b>Years Working at Agency</b>	2 years or less	9%	9%	39%	12%
	2-5 years	14%	8%	45%	12%
	6-10 years	15%	7%	41%	9%
	11-15 years	14%	11%	44%	8%
	More than 15 years	15%	10%	43%	7%
	Prefer not to disclose	10%	20%	30%	10%
<b>Gender</b>	Female	15%	10%	44%	9%
	Male	13%	7%	45%	9%
	Nonbinary			11%	22%
	Transgender	29%	43%	14%	
	Prefer Not to Disclose	19%	23%	31%	7%
<b>Race/Ethnicity</b>	Asian/ Pacific Islander	9%	8%	40%	10%
	Black or African American	12%	4%	38%	13%
	Hispanic or Latino/a	12%	9%	50%	9%
	Middle Eastern or North African			33%	17%
	Mixed racial/ethnic background	14%	14%	38%	5%
	Native Am./Alaksa Native	14%		29%	7%
	Native Hawaiian or Other PI			100%	
	White, Caucasian	15%	9%	45%	9%
	Other			11%	33%
	Prefer Not to Disclose	21%	17%	32%	11%
	<b>Sexual Orientation</b>	Asexual	16%	3%	44%
Bisexual		21%	11%	44%	8%
Lesbian or gay		9%	6%	36%	9%
Queer		6%	6%	47%	6%
Straight or heterosexual		14%	8%	45%	9%
Pansexual		20%	40%		
Questioning		33%	33%	33%	33%
Other		33%		33%	33%
Prefer not to disclose	16%	18%	35%	11%	

Q8 In your opinion, what are the greatest barriers to science-based decisions at your agency? (Select up to 3)

		Uncertainty of Agency jurisdiction	Uncertainty or disagreement with the science	Other	Prefer Not to Disclose	N
<b>OVERALL</b>		3%	10%	16%	3%	1,776
<b>Agency</b>	CDC	5%	9%	22%	2%	364
	EPA	3%	10%	14%	1%	289
	FDA	5%	17%	9%	5%	264
	FWS	3%	8%	13%	3%	220
	NOAA	2%	10%	16%	3%	379
	USDA	3%	5%	20%	2%	260
<b>% of Job Duties Involving Science</b>	1 - 25%	2%	9%	12%	4%	139
	26 - 50%	4%	9%	21%	3%	226
	51 - 75%	2%	9%	15%	2%	441
	76 - 100%	4%	11%	16%	3%	970
<b>Grade Level</b>	Commissioned Corps	17%	4%	9%		23
	Contractor	3%	9%	9%	6%	32
	Fellow	3%	5%	18%	5%	39
	GS-11 or lower	4%	8%	16%	1%	193
	GS-12 and above	3%	10%	17%	2%	1,240
	Student				50%	2
	Other		4%	17%		24
	Prefer Not to Disclose	3%	8%	14%	14%	36
<b>Highest Level of Education</b>	Bachelors Degree	1%	9%	13%	2%	203
	DVM		9%	9%		11
	JD		10%	20%		10
	Masters Degree	3%	8%	17%	2%	516
	MD	5%	18%	16%	4%	56
	PhD	4%	10%	17%	2%	754
	Other	5%	20%	15%		20
	Prefer Not to Disclose	5%	10%	15%	10%	20
<b>Worked for Regulated Ind.</b>	Yes	6%	14%	11%	2%	175
	No	3%	9%	17%	2%	1,393
	Prefer Not to Disclose			9%	30%	23

Q8 In your opinion, what are the greatest barriers to science-based decisions at your agency? (Select up to 3)

		Uncertainty of Agency jurisdiction	Uncertainty or disagreement with the science	Other	Prefer Not to Disclose	N
<b>OVERALL</b>		3%	10%	16%	3%	1,776
<b>Years Working at Agency</b>	2 years or less	5%	11%	14%	4%	256
	2-5 years	4%	12%	14%	3%	348
	6-10 years	2%	9%	12%	3%	297
	11-15 years	4%	12%	19%	1%	216
	More than 15 years	3%	8%	19%	2%	649
	Prefer not to disclose		10%	20%	10%	10
<b>Gender</b>	Female	3%	9%	18%	1%	698
	Male	4%	10%	15%	3%	790
	Nonbinary			22%		9
	Transgender		29%		14%	7
	Prefer Not to Disclose	2%	14%	15%	5%	81
<b>Race/Ethnicity</b>	Asian/ Pacific Islander	3%	17%	8%	5%	129
	Black or African American	5%	12%	8%	1%	78
	Hispanic or Latino/a	2%	9%	14%	3%	90
	Middle Eastern or North African	8%	33%	17%		12
	Mixed racial/ethnic background	3%	14%	8%		37
	Native Am./Alaksa Native	7%	7%	14%	7%	14
	Native Hawaiian or Other PI			33%		3
	White, Caucasian	3%	8%	18%	1%	1,206
	Other	22%	11%	22%		9
	Prefer Not to Disclose	4%	12%	12%	7%	107
<b>Sexual Orientation</b>	Asexual	3%	13%	22%	3%	32
	Bisexual	1%	8%	11%		72
	Lesbian or gay	6%	9%	9%		66
	Queer		12%	12%	6%	17
	Straight or heterosexual	3%	9%	17%	2%	1,234
	Pansexual		20%	40%		5
	Questioning			67%		3
	Other		33%			3
	Prefer not to disclose	3%	11%	17%	6%	141

Q9 My direct supervisor consistently stands behind scientists who put forth scientifically defensible positions that may be politically contentious.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		38%	34%	15%	6%	6%	2%	1,768
<b>Agency</b>	CDC	35%	36%	16%	7%	4%	3%	359
	EPA	38%	32%	16%	7%	5%	2%	291
	FDA	34%	34%	16%	7%	7%	1%	262
	FWS	41%	35%	10%	4%	9%	2%	219
	NOAA	45%	33%	10%	6%	4%	2%	377
	USDA	32%	33%	22%	5%	8%	1%	260
<b>% of Job Duties Involving Science</b>	1 - 25%	31%	36%	17%	7%	7%	2%	137
	26 - 50%	32%	39%	17%	6%	5%	1%	223
	51 - 75%	39%	34%	15%	5%	5%	2%	439
	76 - 100%	39%	32%	14%	7%	6%	2%	969
<b>Grade Level</b>	Commissioned Corps	39%	35%	13%	9%	4%		23
	Contractor	34%	44%	9%	3%	6%	3%	32
	Fellow	28%	36%	18%	8%	8%	3%	39
	GS-11 or lower	37%	33%	16%	5%	8%	2%	193
	GS-12 and above	39%	33%	14%	7%	6%	1%	1,242
	Student	50%	50%					2
	Other	29%	46%	17%		4%	4%	24
	Prefer Not to Disclose	22%	42%	14%	3%	11%	8%	36
<b>Highest Level of Education</b>	Bachelors Degree	33%	29%	20%	5%	10%	3%	204
	DVM	55%	18%	9%	9%	9%		11
	JD	50%	30%	10%	10%			10
	Masters Degree	40%	35%	12%	6%	5%	2%	515
	MD	48%	29%	16%	5%	2%		56
	PhD	38%	34%	15%	7%	6%	1%	756
	Other	40%	40%	15%	5%			20
	Prefer Not to Disclose	20%	50%	10%	5%	5%	10%	20
<b>Worked for Regulated Ind.</b>	Yes	34%	29%	15%	11%	9%	2%	176
	No	39%	34%	14%	6%	6%	1%	1,394
	Prefer Not to Disclose	26%	35%	17%		9%	13%	23

Q9 My direct supervisor consistently stands behind scientists who put forth scientifically defensible positions that may be politically contentious.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		38%	34%	15%	6%	6%	2%	1,768
<b>Years Working at Agency</b>	2 years or less	36%	38%	17%	3%	5%	2%	254
	2-5 years	40%	34%	15%	4%	6%	2%	344
	6-10 years	41%	32%	14%	7%	5%	2%	295
	11-15 years	40%	33%	12%	9%	4%	2%	215
	More than 15 years	35%	33%	16%	7%	7%	2%	650
	Prefer not to disclose	40%	20%	10%	10%	10%	10%	10
<b>Gender</b>	Female	37%	35%	16%	6%	5%	1%	698
	Male	42%	32%	12%	6%	7%	1%	792
	Nonbinary	22%	44%	22%		11%		9
	Transgender	43%	29%	14%		14%		7
	Prefer Not to Disclose	20%	37%	23%	6%	9%	5%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	28%	32%	22%	6%	11%	2%	129
	Black or African American	28%	23%	36%	8%	4%	1%	78
	Hispanic or Latino/a	41%	28%	13%	10%	6%	2%	90
	Middle Eastern or North African	42%	50%	8%				12
	Mixed racial/ethnic background	30%	22%	27%	11%	11%		37
	Native Am./Alaksa Native	21%	36%	36%	7%			14
	Native Hawaiian or Other PI	33%		33%		33%		3
	White, Caucasian	42%	34%	12%	6%	6%	1%	1,207
	Other	22%	33%	33%	11%			9
	Prefer Not to Disclose	19%	37%	21%	6%	9%	7%	108
<b>Sexual Orientation</b>	Asexual	22%	47%	19%	9%	3%		32
	Bisexual	35%	28%	18%	4%	13%	3%	72
	Lesbian or gay	47%	32%	14%	3%	3%	2%	66
	Queer	35%	24%	29%		12%		17
	Straight or heterosexual	41%	33%	13%	6%	6%	1%	1,236
	Pansexual		40%	20%		40%		5
	Questioning		67%	33%				3
	Other	67%	33%					3
Prefer not to disclose	23%	38%	20%	7%	7%	6%	141	



Q10 I am provided adequate time and resources to keep up with advances in my profession, such as attending conferences and trainings and participating in scientific or professional societies.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		19%	37%	14%	21%	9%	0%	1,764
<b>Agency</b>	CDC	21%	35%	13%	23%	8%	1%	360
	EPA	16%	36%	19%	20%	9%		289
	FDA	25%	37%	11%	18%	9%		262
	FWS	15%	39%	14%	18%	13%		217
	NOAA	14%	39%	17%	22%	8%	0%	378
	USDA	24%	37%	9%	22%	7%	1%	258
<b>% of Job Duties Involving Science</b>	1 - 25%	13%	40%	16%	23%	7%		134
	26 - 50%	15%	34%	18%	24%	8%		224
	51 - 75%	17%	41%	13%	20%	8%	0%	439
	76 - 100%	22%	36%	13%	20%	9%	0%	967
<b>Grade Level</b>	Commissioned Corps	9%	35%	13%	30%	13%		23
	Contractor	34%	31%	13%	19%	3%		32
	Fellow	46%	31%	3%	15%	5%		39
	GS-11 or lower	19%	37%	13%	20%	10%	1%	193
	GS-12 and above	18%	38%	14%	22%	8%		1,244
	Student	50%	50%					2
	Other	29%	38%	4%	21%	8%		24
Prefer Not to Disclose	11%	31%	14%	19%	19%	6%	36	
<b>Highest Level of Education</b>	Bachelors Degree	15%	35%	15%	21%	14%	0%	205
	DVM	27%	27%	9%	27%	9%		11
	JD	30%	50%	10%	10%			10
	Masters Degree	16%	37%	15%	24%	8%		516
	MD	18%	45%	16%	16%	5%		56
	PhD	22%	37%	13%	21%	8%		756
	Other	20%	50%	10%	10%	10%		20
	Prefer Not to Disclose	10%	35%	5%	20%	20%	10%	20
<b>Worked for Regulated Ind.</b>	Yes	18%	37%	15%	20%	10%		176
	No	19%	37%	13%	22%	8%	0%	1,396
	Prefer Not to Disclose	22%	30%	22%	4%	13%	9%	23

Q10 I am provided adequate time and resources to keep up with advances in my profession, such as attending conferences and trainings and participating in scientific or professional societies.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		19%	37%	14%	21%	9%	0%	1,764
<b>Years Working at Agency</b>	2 years or less	31%	42%	12%	10%	4%	1%	250
	2-5 years	22%	37%	12%	21%	8%		345
	6-10 years	16%	39%	13%	23%	9%	0%	294
	11-15 years	19%	33%	16%	23%	10%		215
	More than 15 years	14%	37%	16%	23%	10%	0%	650
	Prefer not to disclose	20%		20%	40%	20%		10
<b>Gender</b>	Female	19%	36%	13%	23%	9%		699
	Male	20%	38%	15%	20%	7%		793
	Nonbinary	11%	33%	22%	22%	11%		9
	Transgender	14%	29%	29%	29%			7
	Prefer Not to Disclose	12%	32%	11%	23%	17%	4%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	23%	33%	14%	19%	9%	1%	129
	Black or African American	18%	42%	12%	22%	6%		78
	Hispanic or Latino/a	18%	42%	13%	21%	6%		90
	Middle Eastern or North African	25%	67%		8%			12
	Mixed racial/ethnic background	19%	32%	8%	30%	11%		37
	Native Am./Alaksa Native	21%	64%	7%	7%			14
	Native Hawaiian or Other PI	33%			33%	33%		3
	White, Caucasian	19%	37%	14%	21%	9%		1,209
	Other	11%	33%	33%	11%	11%		9
	Prefer Not to Disclose	13%	35%	13%	23%	14%	2%	108
<b>Sexual Orientation</b>	Asexual	19%	38%	9%	28%	6%		32
	Bisexual	21%	31%	13%	22%	14%		72
	Lesbian or gay	21%	45%	9%	20%	5%		66
	Queer	18%	29%	18%	18%	18%		17
	Straight or heterosexual	20%	38%	14%	21%	8%	0%	1,238
	Pansexual		20%	20%	40%	20%		5
	Questioning			67%	33%			3
	Other		33%		67%			3
Prefer not to disclose	15%	33%	13%	23%	15%	1%	141	

Q11 I can openly express any concerns about the mission-driven work of my agency without fear of retaliation (i.e., inappropriate criticism or consequences).

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		19%	44%	17%	13%	7%	1%	1,759
<b>Agency</b>	CDC	15%	43%	17%	17%	6%	1%	359
	EPA	20%	43%	18%	10%	8%	0%	288
	FDA	21%	46%	13%	12%	7%	1%	261
	FWS	21%	41%	19%	12%	7%	0%	217
	NOAA	19%	48%	13%	13%	7%	1%	376
	USDA	21%	41%	21%	11%	5%	1%	258
<b>% of Job Duties Involving Science</b>	1 - 25%	18%	46%	19%	12%	5%		134
	26 - 50%	13%	50%	18%	12%	7%		224
	51 - 75%	19%	45%	17%	13%	6%	1%	437
	76 - 100%	21%	42%	16%	13%	7%	1%	964
<b>Grade Level</b>	Commissioned Corps	13%	52%	13%	17%	4%		23
	Contractor	41%	34%	16%	6%		3%	32
	Fellow	23%	51%	13%	8%	5%		39
	GS-11 or lower	20%	45%	18%	12%	6%		193
	GS-12 and above	19%	44%	16%	13%	7%	1%	1,243
	Student		100%					2
	Other	33%	33%	29%			4%	24
	Prefer Not to Disclose	14%	28%	6%	28%	17%	8%	36
<b>Highest Level of Education</b>	Bachelors Degree	20%	38%	16%	16%	10%	1%	205
	DVM	18%	45%		27%	9%		11
	JD	20%	40%	20%	20%			10
	Masters Degree	18%	46%	16%	12%	7%	1%	515
	MD	21%	50%	14%	9%	5%		56
	PhD	20%	43%	17%	13%	6%	0%	756
	Other	20%	40%	25%	10%	5%		20
	Prefer Not to Disclose	15%	30%		15%	25%	15%	20
<b>Worked for Regulated Ind.</b>	Yes	22%	38%	14%	15%	10%	1%	176
	No	19%	44%	17%	13%	6%	1%	1,395
	Prefer Not to Disclose	17%	39%	9%	9%	13%	13%	23

Q11 I can openly express any concerns about the mission-driven work of my agency without fear of retaliation (i.e., inappropriate criticism or consequences).

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		19%	44%	17%	13%	7%	1%	1,759
<b>Years Working at Agency</b>	2 years or less	25%	47%	16%	7%	3%	2%	249
	2-5 years	20%	44%	21%	9%	5%	1%	345
	6-10 years	18%	47%	13%	17%	4%	1%	292
	11-15 years	19%	40%	16%	16%	8%	1%	212
	More than 15 years	17%	43%	16%	14%	10%	0%	651
	Prefer not to disclose		40%	10%	30%	20%		10
<b>Gender</b>	Female	19%	44%	18%	13%	5%	0%	698
	Male	21%	46%	14%	12%	7%	1%	793
	Nonbinary	11%	22%	22%	33%	11%		9
	Transgender	14%	57%	14%	14%			7
	Prefer Not to Disclose	11%	21%	22%	16%	25%	5%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	16%	44%	19%	12%	7%	2%	129
	Black or African American	21%	37%	21%	14%	6%	1%	78
	Hispanic or Latino/a	18%	46%	10%	13%	11%	2%	90
	Middle Eastern or North African	8%	58%	25%	8%			12
	Mixed racial/ethnic background	14%	43%	16%	11%	16%		37
	Native Am./Alaksa Native	14%	57%		14%	14%		14
	Native Hawaiian or Other PI	33%	33%	33%				3
	White, Caucasian	21%	46%	15%	12%	6%	0%	1,208
	Other	11%	33%	44%		11%		9
	Prefer Not to Disclose	9%	23%	26%	19%	19%	5%	108
<b>Sexual Orientation</b>	Asexual	16%	53%	9%	19%		3%	32
	Bisexual	14%	47%	19%	14%	6%		72
	Lesbian or gay	20%	55%	9%	12%	5%		66
	Queer	12%	35%	18%	29%	6%		17
	Straight or heterosexual	21%	45%	16%	12%	6%	0%	1,237
	Pansexual		20%	40%		40%		5
	Questioning			67%	33%			3
	Other	67%				33%		3
	Prefer not to disclose	16%	28%	21%	15%	17%	4%	141

Q12 I have been asked or told to omit certain words in my scientific work products because they are politically contentious.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		7%	19%	19%	33%	21%	2%	1,753
<b>Agency</b>	CDC	11%	25%	22%	27%	12%	3%	356
	EPA	9%	22%	17%	33%	17%	2%	287
	FDA	4%	21%	20%	31%	23%	1%	261
	FWS	6%	19%	15%	38%	20%	1%	217
	NOAA	5%	16%	15%	38%	26%	1%	376
	USDA	3%	12%	23%	32%	28%	2%	256
<b>% of Job Duties Involving Science</b>	1 - 25%	5%	19%	24%	37%	14%	1%	134
	26 - 50%	5%	21%	19%	33%	20%	1%	221
	51 - 75%	6%	22%	19%	32%	19%	2%	436
	76 - 100%	7%	18%	18%	33%	23%	2%	962
<b>Grade Level</b>	Commissioned Corps	9%	39%	22%	22%	9%		23
	Contractor	3%	19%	34%	19%	25%		32
	Fellow	3%	8%	31%	38%	13%	8%	39
	GS-11 or lower	4%	11%	27%	37%	20%	1%	193
	GS-12 and above	8%	21%	15%	33%	21%	1%	1,241
	Student		50%			50%		2
	Other		29%	17%	17%	29%	8%	24
	Prefer Not to Disclose	3%	17%	28%	31%	17%	6%	36
<b>Highest Level of Education</b>	Bachelors Degree	5%	13%	25%	33%	20%	3%	204
	DVM	18%	18%	36%	18%		9%	11
	JD	10%	20%	20%	40%	10%		10
	Masters Degree	8%	18%	17%	37%	19%	2%	515
	MD	2%	21%	20%	30%	27%		56
	PhD	7%	22%	16%	31%	23%	1%	755
	Other	5%	30%	35%	15%	15%		20
	Prefer Not to Disclose		30%	10%	35%	10%	15%	20
<b>Worked for Regulated Ind.</b>	Yes	5%	22%	18%	34%	20%	1%	176
	No	7%	19%	18%	33%	21%	2%	1,393
	Prefer Not to Disclose	9%	13%	17%	26%	17%	17%	23

Q12 I have been asked or told to omit certain words in my scientific work products because they are politically contentious.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		7%	19%	19%	33%	21%	2%	1,753
<b>Years Working at Agency</b>	2 years or less	4%	14%	23%	33%	23%	3%	248
	2-5 years	7%	16%	21%	34%	19%	3%	345
	6-10 years	8%	22%	16%	32%	21%	1%	290
	11-15 years	4%	27%	20%	29%	17%	3%	211
	More than 15 years	7%	19%	17%	33%	22%	1%	649
	Prefer not to disclose		10%	10%	60%	20%		10
<b>Gender</b>	Female	8%	22%	18%	32%	18%	2%	699
	Male	6%	17%	17%	34%	24%	1%	791
	Nonbinary	11%	22%	11%	44%	11%		9
	Transgender		14%	14%	29%	29%	14%	7
	Prefer Not to Disclose	5%	23%	26%	26%	11%	9%	80
<b>Race/Ethnicity</b>	Asian / Pacific Islander	4%	18%	29%	29%	16%	3%	129
	Black or African American	5%	17%	15%	35%	24%	4%	78
	Hispanic or Latino/a	12%	14%	16%	33%	23%	1%	90
	Middle Eastern or North African		8%	8%	25%	50%	8%	12
	Mixed racial/ethnic background	3%	30%	19%	32%	16%		37
	Native Am./Alaksa Native		21%	14%	36%	29%		14
	Native Hawaiian or Other PI		67%	33%				3
	White, Caucasian	7%	20%	16%	34%	22%	1%	1,207
	Other		22%	33%	11%	33%		9
	Prefer Not to Disclose	5%	24%	27%	23%	13%	7%	107
<b>Sexual Orientation</b>	Asexual		22%	9%	53%	13%	3%	32
	Bisexual	7%	29%	13%	29%	21%	1%	72
	Lesbian or gay	12%	26%	6%	36%	20%		66
	Queer	18%	6%	29%	29%	6%	12%	17
	Straight or heterosexual	7%	18%	19%	33%	22%	1%	1,236
	Pansexual	20%	20%	40%	20%			5
	Questioning		67%			33%		3
	Other		33%		33%	33%		3
Prefer not to disclose	5%	23%	21%	33%	14%	4%	140	

Q13 I have been asked or told to avoid work on specific scientific topics because they are politically contentious.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		4%	12%	16%	40%	26%	1%	1,750
<b>Agency</b>	CDC	6%	19%	18%	36%	20%	2%	355
	EPA	6%	16%	18%	37%	21%	1%	287
	FDA	4%	8%	17%	40%	30%	1%	260
	FWS	4%	12%	16%	46%	21%	1%	217
	NOAA	4%	9%	12%	41%	33%	1%	375
	USDA	2%	9%	18%	44%	27%	1%	256
<b>% of Job Duties Involving Science</b>	1 - 25%	5%	10%	23%	40%	19%	2%	134
	26 - 50%	2%	15%	18%	40%	25%	0%	220
	51 - 75%	3%	14%	15%	42%	26%	1%	436
	76 - 100%	6%	12%	15%	39%	27%	2%	960
<b>Grade Level</b>	Commissioned Corps	4%	22%	17%	39%	17%		23
	Contractor	3%	9%	25%	31%	25%	6%	32
	Fellow	3%	10%	10%	38%	38%		39
	GS-11 or lower	2%	11%	21%	45%	20%	1%	193
	GS-12 and above	5%	13%	15%	39%	27%	1%	1,241
	Student			50%		50%		2
	Other			13%	50%	33%	4%	24
	Prefer Not to Disclose		22%	17%	42%	11%	8%	36
<b>Highest Level of Education</b>	Bachelors Degree	5%	7%	21%	37%	26%	3%	204
	DVM		9%	45%	36%	9%		11
	JD	10%		20%	60%	10%		10
	Masters Degree	4%	14%	16%	42%	23%	1%	515
	MD	5%	9%	11%	46%	29%		56
	PhD	5%	13%	14%	40%	28%	1%	755
	Other		25%	30%	25%	20%		20
	Prefer Not to Disclose		25%	20%	25%	15%	15%	20
<b>Worked for Regulated Ind.</b>	Yes	5%	14%	19%	39%	22%	2%	176
	No	5%	13%	15%	40%	26%	1%	1,393
	Prefer Not to Disclose	4%	9%	17%	30%	22%	17%	23

Q13 I have been asked or told to avoid work on specific scientific topics because they are politically contentious.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		4%	12%	16%	40%	26%	1%	1,750
<b>Years Working at Agency</b>	2 years or less	2%	10%	16%	39%	31%	2%	247
	2-5 years	3%	12%	16%	41%	27%	1%	344
	6-10 years	4%	13%	16%	43%	22%	1%	291
	11-15 years	6%	13%	19%	41%	18%	2%	210
	More than 15 years	5%	13%	16%	38%	27%	1%	648
	Prefer not to disclose		10%		50%	30%	10%	10
<b>Gender</b>	Female	5%	15%	16%	40%	24%	1%	698
	Male	5%	10%	15%	42%	28%	1%	791
	Nonbinary	11%	22%	22%	33%	11%		9
	Transgender	14%	14%		29%	43%		7
	Prefer Not to Disclose	4%	17%	26%	30%	17%	6%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	3%	14%	21%	36%	22%	3%	129
	Black or African American	3%	9%	14%	40%	35%		78
	Hispanic or Latino/a	10%	11%	11%	39%	28%	1%	90
	Middle Eastern or North African		25%	8%	25%	42%		12
	Mixed racial/ethnic background	5%	19%	16%	38%	22%		37
	Native Am./Alaksa Native	7%		21%	43%	29%		14
	Native Hawaiian or Other PI		100%					3
	White, Caucasian	5%	12%	14%	42%	26%	1%	1,206
	Other		11%	33%	11%	44%		9
	Prefer Not to Disclose	4%	19%	24%	31%	16%	7%	108
<b>Sexual Orientation</b>	Asexual		13%	13%	50%	25%		32
	Bisexual	1%	18%	17%	38%	26%		72
	Lesbian or gay	5%	21%	14%	41%	20%		66
	Queer	18%	18%	18%	41%	6%		17
	Straight or heterosexual	5%	11%	15%	41%	27%	1%	1,235
	Pansexual	20%		20%	60%			5
	Questioning		33%	67%				3
	Other		33%		33%	33%		3
Prefer not to disclose	5%	15%	23%	34%	18%	6%	141	



Q14 I have avoided working on certain scientific topics or using certain scientific terms because they are politically contentious, though I was not explicitly told to avoid them.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		4%	19%	16%	34%	25%	1%	1,744
<b>Agency</b>	CDC	5%	24%	17%	32%	21%	1%	355
	EPA	6%	20%	17%	34%	22%	0%	285
	FDA	4%	16%	17%	35%	28%	0%	259
	FWS	4%	16%	18%	35%	26%	1%	217
	NOAA	3%	23%	13%	31%	29%	1%	372
	USDA	3%	13%	17%	42%	24%	2%	256
<b>% of Job Duties Involving Science</b>	1 - 25%	5%	17%	20%	40%	16%	1%	134
	26 - 50%	2%	18%	24%	35%	21%	0%	221
	51 - 75%	4%	21%	18%	29%	27%	1%	434
	76 - 100%	5%	19%	14%	35%	26%	1%	955
<b>Grade Level</b>	Commissioned Corps		17%	13%	48%	22%		23
	Contractor	6%	13%	19%	28%	28%	6%	32
	Fellow	3%	10%	15%	38%	33%		39
	GS-11 or lower	2%	13%	27%	39%	20%	1%	192
	GS-12 and above	5%	20%	15%	34%	25%	1%	1,242
	Student			50%		50%		2
	Other		25%	8%	25%	38%	4%	24
	Prefer Not to Disclose	8%	33%	6%	31%	14%	8%	36
<b>Highest Level of Education</b>	Bachelors Degree	7%	15%	21%	30%	25%	2%	203
	DVM		9%	36%	55%			11
	JD		10%	30%	60%			10
	Masters Degree	3%	19%	18%	35%	23%	1%	515
	MD	2%	14%	13%	52%	20%		56
	PhD	5%	21%	13%	33%	27%	1%	756
	Other		10%	30%	40%	20%		20
	Prefer Not to Disclose	5%	35%	5%	30%	10%	15%	20
<b>Worked for Regulated Ind.</b>	Yes	7%	19%	13%	33%	28%	1%	176
	No	4%	19%	17%	35%	25%	1%	1,393
	Prefer Not to Disclose	4%	17%	17%	30%	13%	17%	23

Q14 I have avoided working on certain scientific topics or using certain scientific terms because they are politically contentious, though I was not explicitly told to avoid them.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		4%	19%	16%	34%	25%	1%	1,744
<b>Years Working at Agency</b>	2 years or less	5%	14%	16%	34%	29%	2%	244
	2-5 years	2%	19%	18%	33%	27%	1%	344
	6-10 years	6%	17%	17%	36%	24%	0%	288
	11-15 years	4%	24%	15%	35%	21%	1%	210
	More than 15 years	4%	21%	16%	34%	24%	1%	648
	Prefer not to disclose	10%	20%	10%	30%	10%	20%	10
<b>Gender</b>	Female	4%	21%	17%	34%	23%	1%	698
	Male	4%	17%	15%	36%	28%	1%	791
	Nonbinary		44%	22%	11%	22%		9
	Transgender	14%	29%	14%	29%	14%		7
	Prefer Not to Disclose	14%	23%	21%	25%	14%	4%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	2%	20%	22%	31%	23%	2%	128
	Black or African American	3%	14%	15%	42%	26%		78
	Hispanic or Latino/a	9%	13%	16%	30%	30%	2%	90
	Middle Eastern or North African	8%	8%		42%	42%		12
	Mixed racial/ethnic background	5%	14%	22%	38%	22%		37
	Native Am./Alaksa Native	7%	7%	14%	36%	29%	7%	14
	Native Hawaiian or Other PI		33%	33%	33%			3
	White, Caucasian	4%	19%	16%	35%	26%	0%	1,207
	Other		11%	22%	33%	33%		9
	Prefer Not to Disclose	12%	22%	20%	24%	15%	6%	108
<b>Sexual Orientation</b>	Asexual	3%	9%	13%	47%	25%	3%	32
	Bisexual		24%	21%	25%	31%		72
	Lesbian or gay	6%	20%	23%	29%	21%	2%	66
	Queer	18%	18%	24%	35%	6%		17
	Straight or heterosexual	4%	19%	15%	36%	26%	1%	1,235
	Pansexual		40%		40%	20%		5
	Questioning		67%		33%			3
	Other				33%	67%		3
	Prefer not to disclose	11%	21%	20%	29%	16%	4%	141

Q15 I am allowed to publish work in peer-reviewed scientific journals regardless of the level of controversy of the topic.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		11%	32%	39%	10%	4%	3%	1,726
<b>Agency</b>	CDC	5%	27%	41%	17%	7%	4%	353
	EPA	5%	25%	51%	10%	4%	4%	276
	FDA	7%	30%	43%	13%	5%	3%	258
	FWS	14%	30%	44%	6%	1%	5%	215
	NOAA	16%	44%	28%	7%	2%	3%	370
	USDA	17%	37%	32%	7%	4%	2%	254
<b>% of Job Duties Involving Science</b>	1 - 25%	2%	27%	54%	6%	6%	5%	132
	26 - 50%	9%	29%	47%	10%	2%	4%	220
	51 - 75%	13%	31%	39%	10%	3%	5%	429
	76 - 100%	11%	35%	36%	11%	5%	3%	945
<b>Grade Level</b>	Commissioned Corps	9%	26%	30%	17%	9%	9%	23
	Contractor	6%	22%	53%	13%	3%	3%	32
	Fellow	10%	31%	49%	3%	3%	5%	39
	GS-11 or lower	8%	26%	53%	7%	2%	4%	192
	GS-12 and above	11%	34%	37%	10%	5%	3%	1,232
	Student		100%					2
	Other	13%	39%	39%	4%		4%	23
	Prefer Not to Disclose	17%	17%	36%	11%	6%	14%	36
<b>Highest Level of Education</b>	Bachelors Degree	4%	21%	61%	5%	3%	5%	201
	DVM		45%	9%	36%	9%		11
	JD	11%	22%	33%	11%		22%	9
	Masters Degree	8%	31%	44%	9%	3%	5%	511
	MD	16%	25%	43%	5%	11%		56
	PhD	14%	38%	29%	12%	5%	1%	753
	Other		32%	58%	5%		5%	19
	Prefer Not to Disclose	10%	10%	55%	10%		15%	20
<b>Worked for Regulated Ind.</b>	Yes	5%	28%	47%	12%	3%	5%	175
	No	11%	33%	38%	10%	4%	3%	1,383
	Prefer Not to Disclose	4%	17%	35%	4%	13%	26%	23

Q15 I am allowed to publish work in peer-reviewed scientific journals regardless of the level of controversy of the topic.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		11%	32%	39%	10%	4%	3%	1,726
<b>Years Working at Agency</b>	2 years or less	9%	27%	51%	6%	3%	4%	245
	2-5 years	10%	34%	34%	14%	3%	4%	336
	6-10 years	9%	32%	42%	7%	7%	4%	285
	11-15 years	13%	32%	40%	9%	3%	3%	206
	More than 15 years	12%	34%	36%	12%	4%	2%	644
	Prefer not to disclose		40%	20%		20%	20%	10
<b>Gender</b>	Female	8%	27%	44%	12%	4%	3%	689
	Male	13%	38%	35%	8%	4%	3%	789
	Nonbinary	11%	22%	44%		22%		9
	Transgender		29%	43%	14%		14%	7
	Prefer Not to Disclose	10%	21%	42%	12%	7%	7%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	7%	35%	42%	9%	5%	2%	128
	Black or African American	3%	23%	51%	12%	8%	4%	78
	Hispanic or Latino/a	14%	26%	34%	17%	4%	4%	90
	Middle Eastern or North African	17%	25%	50%	8%			12
	Mixed racial/ethnic background	8%	25%	42%	14%	11%		36
	Native Am./Alaksa Native	7%	14%	71%	7%			14
	Native Hawaiian or Other PI	50%	50%					2
	White, Caucasian	12%	34%	38%	9%	4%	3%	1,196
	Other	11%	22%	56%	11%			9
	Prefer Not to Disclose	7%	24%	44%	9%	9%	6%	108
<b>Sexual Orientation</b>	Asexual	3%	16%	58%	10%	10%	3%	31
	Bisexual	7%	34%	35%	14%	4%	6%	71
	Lesbian or gay	11%	29%	42%	11%	6%	2%	66
	Queer		18%	47%	18%	12%	6%	17
	Straight or heterosexual	11%	34%	39%	9%	4%	3%	1,230
	Pansexual		20%	40%	20%	20%		5
	Questioning			100%				3
	Other		33%	67%				3
Prefer not to disclose	11%	26%	40%	12%	5%	6%	140	

Q16 I am allowed to speak to the public and the news media (including at conferences and professional meetings) about my scientific research findings, regardless of the level of political contentiousness of the topic.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		5%	25%	35%	21%	10%	3%	1,716
<b>Agency</b>	CDC	2%	19%	32%	28%	16%	3%	349
	EPA	3%	18%	41%	24%	11%	4%	279
	FDA	4%	18%	46%	17%	10%	5%	254
	FWS	7%	24%	38%	19%	8%	4%	214
	NOAA	11%	40%	29%	15%	3%	2%	371
	USDA	4%	28%	30%	27%	10%	1%	249
<b>% of Job Duties Involving Science</b>	1 - 25%	2%	13%	47%	18%	15%	6%	131
	26 - 50%	5%	25%	39%	18%	9%	4%	218
	51 - 75%	6%	27%	32%	25%	8%	3%	428
	76 - 100%	6%	27%	34%	21%	10%	3%	939
<b>Grade Level</b>	Commissioned Corps		22%	26%	22%	22%	9%	23
	Contractor	3%	25%	47%	6%	13%	6%	32
	Fellow	5%	18%	41%	18%	15%	3%	39
	GS-11 or lower	6%	21%	42%	23%	6%	2%	191
	GS-12 and above	5%	26%	34%	22%	10%	3%	1,236
	Student		50%	50%				2
	Other	9%	22%	43%	17%	9%		23
	Prefer Not to Disclose	11%	17%	31%	11%	22%	8%	36
<b>Highest Level of Education</b>	Bachelors Degree	4%	20%	44%	18%	9%	5%	202
	DVM		9%	27%	55%	9%		11
	JD		11%	44%	11%	11%	22%	9
	Masters Degree	4%	26%	37%	22%	9%	2%	511
	MD	7%	21%	43%	11%	16%	2%	56
	PhD	7%	27%	32%	22%	10%	2%	754
	Other		25%	40%	20%	5%	10%	20
	Prefer Not to Disclose	5%	10%	35%	20%	15%	15%	20
<b>Worked for Regulated Ind.</b>	Yes	2%	18%	48%	21%	9%	2%	176
	No	6%	26%	34%	22%	10%	2%	1,385
	Prefer Not to Disclose	4%	9%	26%	13%	22%	26%	23

Q16 I am allowed to speak to the public and the news media (including at conferences and professional meetings) about my scientific research findings, regardless of the level of political contentiousness of the topic.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		5%	25%	35%	21%	10%	3%	1,716
<b>Years Working at Agency</b>	2 years or less	4%	20%	41%	21%	8%	5%	237
	2-5 years	5%	26%	38%	20%	10%	2%	333
	6-10 years	7%	23%	35%	22%	11%	3%	281
	11-15 years	6%	26%	32%	24%	9%	3%	209
	More than 15 years	5%	28%	33%	22%	9%	2%	646
	Prefer not to disclose		10%	30%	10%	40%	10%	10
<b>Gender</b>	Female	4%	22%	38%	23%	10%	2%	694
	Male	6%	29%	34%	19%	9%	3%	788
	Nonbinary		33%	22%	22%	22%		9
	Transgender		29%	14%	43%		14%	7
	Prefer Not to Disclose	5%	10%	37%	26%	14%	9%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	5%	22%	39%	22%	9%	4%	129
	Black or African American	1%	18%	36%	26%	18%	1%	78
	Hispanic or Latino/a	9%	22%	33%	20%	10%	6%	90
	Middle Eastern or North African		25%	50%	17%		8%	12
	Mixed racial/ethnic background	3%	14%	38%	24%	22%		37
	Native Am./Alaksa Native	7%	21%	36%	29%	7%		14
	Native Hawaiian or Other PI		33%	33%		33%		3
	White, Caucasian	5%	28%	35%	21%	9%	2%	1,199
	Other			67%	22%	11%		9
	Prefer Not to Disclose	5%	8%	41%	19%	19%	8%	108
<b>Sexual Orientation</b>	Asexual	3%	25%	34%	28%	6%	3%	32
	Bisexual	4%	26%	21%	33%	13%	3%	72
	Lesbian or gay	6%	15%	44%	17%	11%	8%	66
	Queer		12%	24%	29%	24%	12%	17
	Straight or heterosexual	5%	27%	36%	20%	10%	2%	1,231
	Pansexual		20%	20%	40%	20%		5
	Questioning			100%				3
	Other		33%	67%				3
	Prefer not to disclose	6%	18%	35%	26%	10%	6%	140

Q17 I fear repercussions as a result of exercising my rights under the Hatch Act to engage in advocacy and self-expression.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		5%	16%	27%	35%	13%	3%	1,696
<b>Agency</b>	CDC	4%	20%	28%	32%	13%	4%	341
	EPA	7%	18%	24%	36%	13%	3%	278
	FDA	6%	14%	25%	33%	17%	5%	250
	FWS	5%	15%	32%	36%	10%	1%	210
	NOAA	6%	15%	28%	38%	12%	2%	367
	USDA	4%	17%	25%	38%	15%	2%	250
<b>% of Job Duties Involving Science</b>	1 - 25%	3%	23%	28%	33%	11%	2%	128
	26 - 50%	5%	13%	27%	39%	13%	3%	211
	51 - 75%	5%	20%	27%	32%	15%	2%	423
	76 - 100%	6%	15%	27%	36%	13%	3%	934
<b>Grade Level</b>	Commissioned Corps	13%	22%	22%	26%	17%		23
	Contractor	6%	3%	35%	29%	19%	6%	31
	Fellow	3%	18%	28%	28%	15%	8%	39
	GS-11 or lower	5%	13%	34%	39%	8%	1%	192
	GS-12 and above	5%	18%	26%	36%	14%	2%	1,219
	Student					50%	50%	2
	Other	4%		26%	39%	22%	9%	23
	Prefer Not to Disclose	14%	20%	20%	23%	11%	11%	35
<b>Highest Level of Education</b>	Bachelors Degree	8%	16%	29%	30%	14%	4%	200
	DVM		27%	45%	27%			11
	JD			33%	33%	33%		9
	Masters Degree	6%	19%	24%	37%	13%	2%	506
	MD	4%	18%	21%	38%	20%		56
	PhD	5%	15%	28%	36%	13%	2%	744
	Other	5%	16%	42%	21%	16%		19
	Prefer Not to Disclose	15%	10%	30%	25%	10%	10%	20
<b>Worked for Regulated Ind.</b>	Yes	8%	20%	25%	29%	15%	3%	172
	No	5%	16%	27%	36%	13%	2%	1,371
	Prefer Not to Disclose		13%	26%	13%	9%	39%	23

Q17 I fear repercussions as a result of exercising my rights under the Hatch Act to engage in advocacy and self-expression.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		5%	16%	27%	35%	13%	3%	1,696
<b>Years Working at Agency</b>	2 years or less	3%	13%	25%	37%	19%	4%	237
	2-5 years	3%	18%	25%	35%	15%	4%	335
	6-10 years	4%	19%	26%	40%	9%	2%	277
	11-15 years	6%	17%	31%	34%	10%	3%	205
	More than 15 years	8%	15%	27%	34%	14%	1%	633
	Prefer not to disclose	11%	44%	22%	11%		11%	9
<b>Gender</b>	Female	4%	17%	25%	38%	14%	2%	687
	Male	6%	16%	28%	35%	13%	2%	778
	Nonbinary	13%		38%	50%			8
	Transgender			29%	43%	14%	14%	7
	Prefer Not to Disclose	18%	21%	30%	15%	10%	6%	80
<b>Race/Ethnicity</b>	Asian / Pacific Islander	3%	23%	38%	22%	9%	5%	124
	Black or African American	3%	12%	20%	39%	19%	7%	74
	Hispanic or Latino/a	6%	21%	27%	34%	11%	1%	90
	Middle Eastern or North African		9%	27%	36%	18%	9%	11
	Mixed racial/ethnic background	14%	25%	22%	22%	17%		36
	Native Am./Alaksa Native	8%	15%	31%	23%	15%	8%	13
	Native Hawaiian or Other PI			33%	67%			3
	White, Caucasian	5%	16%	26%	38%	14%	1%	1,191
	Other		22%	67%	11%			9
	Prefer Not to Disclose	16%	21%	29%	15%	11%	7%	107
<b>Sexual Orientation</b>	Asexual	3%	26%	13%	35%	19%	3%	31
	Bisexual	8%	28%	20%	27%	14%	3%	71
	Lesbian or gay	3%	24%	24%	30%	17%	2%	66
	Queer		24%	6%	59%		12%	17
	Straight or heterosexual	5%	15%	28%	37%	13%	2%	1,217
	Pansexual	40%		20%	40%			5
	Questioning		67%	33%				3
	Other		33%			67%		3
	Prefer not to disclose	12%	17%	29%	21%	13%	7%	137



Q18 Since 2021, my agency's scientific work on COVID-19 has consistently informed the policy decisions it should be informing.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Not Applicable	Prefer Not to Disclose	N
<b>OVERALL</b>		12%	27%	10%	7%	3%	39%	1%	1,718
<b>Agency</b>	CDC	17%	42%	11%	18%	7%	4%	1%	345
	EPA	11%	30%	15%	8%	3%	32%	1%	283
	FDA	28%	42%	10%	5%	3%	12%		253
	FWS	6%	10%	9%	3%	2%	70%	0%	214
	NOAA	4%	15%	6%	4%	1%	69%	1%	372
	USDA	10%	18%	12%	4%	2%	54%	0%	251
<b>% of Job Duties Involving Science</b>	1 - 25%	9%	21%	16%	14%	3%	36%	1%	130
	26 - 50%	11%	25%	12%	9%	2%	41%		220
	51 - 75%	10%	27%	9%	9%	3%	42%	1%	428
	76 - 100%	14%	28%	10%	5%	4%	38%	0%	940
<b>Grade Level</b>	Commissioned Corps	9%	39%	22%	22%	9%			23
	Contractor	25%	44%	6%	6%		19%		32
	Fellow	26%	28%	10%	10%	5%	21%		39
	GS-11 or lower	9%	15%	9%	6%	4%	55%	1%	193
	GS-12 and above	12%	28%	10%	7%	3%	39%	0%	1,243
	Student		50%				50%		2
	Other	33%	21%	4%			38%	4%	24
	Prefer Not to Disclose	6%	26%	17%	11%	9%	26%	6%	35
<b>Highest Level of Education</b>	Bachelors Degree	9%	20%	11%	6%	5%	47%	1%	205
	DVM	9%	64%	18%	9%				11
	JD	20%		20%			60%		10
	Masters Degree	11%	22%	9%	9%	3%	45%	1%	515
	MD	23%	45%	9%	11%	4%	9%		56
	PhD	14%	30%	11%	6%	3%	37%	0%	756
	Other	10%	40%	30%		10%	10%		20
	Prefer Not to Disclose		21%	16%	5%	16%	37%	5%	19
<b>Worked for Regulated Ind.</b>	Yes	15%	28%	11%	7%	6%	32%		176
	No	12%	26%	10%	7%	3%	41%	1%	1,395
	Prefer Not to Disclose	14%	41%	5%	14%	9%	14%	5%	22

Q18 Since 2021, my agency's scientific work on COVID-19 has consistently informed the policy decisions it should be informing.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Not Applicable	Prefer Not to Disclose	N
<b>OVERALL</b>		12%	27%	10%	7%	3%	39%	1%	1,718
<b>Years Working at Agency</b>	2 years or less	18%	30%	10%	9%	3%	29%	0%	237
	2-5 years	13%	27%	10%	10%	3%	36%	1%	332
	6-10 years	15%	29%	9%	8%	3%	36%	0%	282
	11-15 years	12%	21%	10%	5%	6%	45%	0%	210
	More than 15 years	9%	26%	12%	6%	3%	45%	0%	647
	Prefer not to disclose	20%	30%			20%	20%	10%	10
<b>Gender</b>	Female	14%	29%	11%	8%	3%	35%	0%	698
	Male	12%	26%	9%	6%	3%	43%	1%	793
	Nonbinary		22%	22%	11%	11%	33%		9
	Transgender		14%	14%	14%		57%		7
	Prefer Not to Disclose	5%	13%	16%	10%	13%	43%	1%	80
<b>Race/Ethnicity</b>	Asian / Pacific Islander	21%	33%	16%	9%	2%	20%		129
	Black or African American	33%	36%	6%	6%	1%	15%	1%	78
	Hispanic or Latino/a	13%	34%	9%	9%	4%	30%		90
	Middle Eastern or North African	25%	8%	8%			50%	8%	12
	Mixed racial/ethnic background	5%	35%	3%	3%	8%	46%		37
	Native Am./Alaksa Native	21%	36%	14%	7%		14%	7%	14
	Native Hawaiian or Other PI		100%						3
	White, Caucasian	11%	26%	10%	7%	3%	44%	0%	1,208
	Other	11%		11%	11%		67%		9
	Prefer Not to Disclose	8%	21%	13%	10%	10%	35%	2%	107
<b>Sexual Orientation</b>	Asexual	25%	28%	9%	6%		31%		32
	Bisexual	14%	25%	15%	6%	4%	36%		72
	Lesbian or gay	18%	27%	8%	12%	2%	32%	2%	66
	Queer	6%	24%	12%	18%		41%		17
	Straight or heterosexual	12%	28%	10%	7%	3%	39%	0%	1,237
	Pansexual		20%	20%		20%	40%		5
	Questioning	33%		33%			33%		3
	Other	33%	33%				33%		3
	Prefer not to disclose	7%	14%	12%	9%	9%	47%	1%	140

Q19 Since 2021, how often did political pressure inappropriately influence your agency's policy decisions on COVID-19?

		0% of the time	Approximately 25% of the time	Approximately 50% of the time	Approximately 75% of the time
<b>OVERALL</b>		10%	7%	6%	5%
<b>Agency</b>	CDC	6%	10%	13%	8%
	EPA	11%	7%	4%	4%
	FDA	13%	6%	4%	3%
	FWS	11%	7%	3%	4%
	NOAA	11%	5%	4%	2%
	USDA	11%	7%	3%	6%
<b>% of Job Duties Involving Science</b>	1 - 25%	8%	5%	7%	5%
	26 - 50%	10%	9%	9%	3%
	51 - 75%	11%	7%	6%	6%
	76 - 100%	10%	7%	5%	4%
<b>Grade Level</b>	Commissioned Corps	9%	4%	26%	22%
	Contractor	16%	9%	13%	3%
	Fellow	5%	8%	8%	3%
	GS-11 or lower	8%	8%	5%	8%
	GS-12 and above	11%	7%	5%	4%
	Student			50%	
	Other	4%	4%		
	Prefer Not to Disclose	6%	9%	12%	6%
<b>Highest Level of Education</b>	Bachelors Degree	9%	6%	6%	5%
	DVM	9%		9%	
	JD		30%	10%	
	Masters Degree	9%	7%	6%	5%
	MD	15%	11%	7%	7%
	PhD	12%	7%	5%	4%
	Other	15%		5%	20%
	Prefer Not to Disclose		6%	11%	
<b>Worked for Regulated Ind.</b>	Yes	10%	9%	8%	6%
	No	11%	7%	6%	4%
	Prefer Not to Disclose			10%	15%

Q19 Since 2021, how often did political pressure inappropriately influence your agency’s policy decisions on COVID-19?

		0% of the time	Approximately 25% of the time	Approximately 50% of the time	Approximately 75% of the time
<b>OVERALL</b>		10%	7%	6%	5%
<b>Years Working at Agency</b>	2 years or less	6%	4%	6%	5%
	2-5 years	6%	11%	8%	5%
	6-10 years	9%	9%	4%	6%
	11-15 years	13%	5%	7%	6%
	More than 15 years	14%	6%	5%	3%
	Prefer not to disclose		11%		
<b>Gender</b>	Female	8%	7%	7%	6%
	Male	14%	8%	5%	4%
	Nonbinary				
	Transgender		14%		
	Prefer Not to Disclose	5%	3%	14%	4%
<b>Race/Ethnicity</b>	Asian / Pacific Islander	10%	7%	6%	2%
	Black or African American	11%	5%	9%	7%
	Hispanic or Latino/a	7%	10%	11%	10%
	Middle Eastern or North African	8%			
	Mixed racial/ethnic background	3%	8%	5%	3%
	Native Am./Alaksa Native	14%		7%	7%
	Native Hawaiian or Other PI				
	White, Caucasian	11%	8%	5%	4%
	Other	11%			
	Prefer Not to Disclose	10%	3%	13%	6%
	<b>Sexual Orientation</b>	Asexual	23%	10%	
Bisexual		3%	7%	7%	7%
Lesbian or gay		6%	11%	6%	3%
Queer			6%	12%	
Straight or heterosexual		12%	7%	5%	4%
Pansexual				20%	
Questioning		33%	33%		
Other					
Prefer not to disclose	7%	7%	10%	4%	

Q19 Since 2021, how often did political pressure inappropriately influence your agency's policy decisions on COVID-19?

		Approximately 100% of the time	I don't know	Not applicable	N
<b>OVERALL</b>		4%	47%	21%	1,706
<b>Agency</b>	CDC	6%	52%	3%	343
	EPA	5%	51%	18%	282
	FDA	2%	65%	7%	248
	FWS	4%	39%	33%	213
	NOAA	4%	32%	41%	370
	USDA	3%	44%	26%	250
<b>% of Job Duties Involving Science</b>	1 - 25%	11%	48%	15%	130
	26 - 50%	2%	40%	28%	220
	51 - 75%	2%	48%	20%	426
	76 - 100%	5%	47%	21%	930
<b>Grade Level</b>	Commissioned Corps	4%	35%		23
	Contractor	3%	47%	9%	32
	Fellow	3%	62%	13%	39
	GS-11 or lower	4%	40%	27%	193
	GS-12 and above	4%	47%	21%	1,233
	Student			50%	2
	Other		70%	22%	23
	Prefer Not to Disclose	9%	41%	18%	34
<b>Highest Level of Education</b>	Bachelors Degree	9%	40%	25%	204
	DVM		82%		11
	JD	10%	10%	40%	10
	Masters Degree	4%	45%	24%	511
	MD		55%	5%	55
	PhD	3%	49%	20%	751
	Other		45%	15%	20
	Prefer Not to Disclose	28%	33%	22%	18
<b>Worked for Regulated Ind.</b>	Yes	5%	47%	16%	174
	No	4%	46%	22%	1,387
	Prefer Not to Disclose	20%	50%	5%	20

Q19 Since 2021, how often did political pressure inappropriately influence your agency’s policy decisions on COVID-19?

		Approximately 100% of the time	I don't know	Not applicable	N
<b>OVERALL</b>		4%	47%	21%	1,706
<b>Years Working at Agency</b>	2 years or less	3%	60%	15%	234
	2-5 years	3%	47%	19%	330
	6-10 years	3%	48%	20%	279
	11-15 years	5%	42%	22%	207
	More than 15 years	5%	42%	25%	647
	Prefer not to disclose	22%	56%	11%	9
<b>Gender</b>	Female	3%	48%	21%	693
	Male	4%	44%	23%	789
	Nonbinary	11%	67%	22%	9
	Transgender	14%	57%	14%	7
	Prefer Not to Disclose	17%	42%	16%	77
<b>Race/Ethnicity</b>	Asian / Pacific Islander	3%	61%	11%	126
	Black or African American	5%	55%	8%	76
	Hispanic or Latino/a	4%	42%	16%	90
	Middle Eastern or North African		50%	42%	12
	Mixed racial/ethnic background	11%	46%	24%	37
	Native Am./Alaksa Native	7%	57%	7%	14
	Native Hawaiian or Other PI		67%	33%	3
	White, Caucasian	3%	45%	24%	1,204
	Other	22%	67%		9
	Prefer Not to Disclose	15%	40%	13%	104
<b>Sexual Orientation</b>	Asexual		32%	23%	31
	Bisexual	3%	53%	21%	72
	Lesbian or gay	3%	52%	20%	66
	Queer	18%	47%	18%	17
	Straight or heterosexual	3%	46%	22%	1,230
	Pansexual		80%		5
	Questioning		33%		3
	Other		67%	33%	3
Prefer not to disclose	13%	40%	18%	136	

Q20 Since 2021, my agency makes transparent and science-based decisions that protect its staff from COVID-19.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		27%	44%	11%	11%	6%	1%	1,714
<b>Agency</b>	CDC	25%	41%	13%	15%	5%	1%	346
	EPA	20%	46%	12%	16%	5%	1%	282
	FDA	40%	43%	10%	2%	4%	1%	252
	FWS	25%	48%	10%	10%	6%	1%	210
	NOAA	24%	43%	12%	13%	8%	0%	373
	USDA	29%	44%	10%	10%	7%	0%	251
<b>% of Job Duties Involving Science</b>	1 - 25%	22%	43%	14%	12%	9%		130
	26 - 50%	24%	45%	12%	12%	5%	2%	217
	51 - 75%	25%	46%	11%	12%	6%	1%	427
	76 - 100%	29%	43%	11%	11%	6%	1%	940
<b>Grade Level</b>	Commissioned Corps	9%	35%	17%	30%	9%		23
	Contractor	34%	41%	19%	6%			32
	Fellow	36%	41%	13%	3%	8%		39
	GS-11 or lower	24%	43%	12%	14%	7%		193
	GS-12 and above	28%	45%	11%	11%	5%	1%	1,242
	Student		50%	50%				2
	Other	33%	50%		4%	8%	4%	24
	Prefer Not to Disclose	17%	39%	8%	14%	14%	8%	36
<b>Highest Level of Education</b>	Bachelors Degree	21%	42%	14%	12%	9%	1%	205
	DVM	18%	55%		18%	9%		11
	JD	20%	50%	20%	10%			10
	Masters Degree	26%	44%	12%	13%	5%	1%	514
	MD	41%	36%	9%	11%	4%		56
	PhD	29%	45%	10%	10%	5%	1%	756
	Other	15%	55%	15%	15%			20
	Prefer Not to Disclose	5%	45%	5%	10%	25%	10%	20
<b>Worked for Regulated Ind.</b>	Yes	29%	41%	11%	13%	5%	1%	175
	No	27%	45%	11%	11%	6%	1%	1,395
	Prefer Not to Disclose	30%	35%	9%	4%	13%	9%	23

Q20 Since 2021, my agency makes transparent and science-based decisions that protect its staff from COVID-19.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		27%	44%	11%	11%	6%	1%	1,714
<b>Years Working at Agency</b>	2 years or less	35%	39%	11%	8%	6%	1%	238
	2-5 years	20%	46%	12%	15%	5%	2%	332
	6-10 years	28%	43%	13%	10%	5%	1%	281
	11-15 years	23%	48%	12%	12%	4%	0%	209
	More than 15 years	28%	44%	9%	11%	7%	0%	644
	Prefer not to disclose	10%	30%	10%	20%	30%		10
<b>Gender</b>	Female	26%	46%	12%	11%	5%	0%	699
	Male	29%	43%	11%	11%	5%	1%	792
	Nonbinary	33%	33%	11%	11%	11%		9
	Transgender	14%	57%	14%	14%			7
	Prefer Not to Disclose	16%	34%	9%	18%	20%	4%	80
<b>Race/Ethnicity</b>	Asian / Pacific Islander	37%	39%	12%	9%	2%	1%	129
	Black or African American	33%	45%	8%	5%	6%	3%	78
	Hispanic or Latino/a	21%	47%	13%	10%	8%	1%	90
	Middle Eastern or North African	33%	42%	17%	8%			12
	Mixed racial/ethnic background	14%	49%	8%	14%	14%	3%	37
	Native Am./Alaksa Native	21%	36%	14%	21%	7%		14
	Native Hawaiian or Other PI		67%		33%			3
	White, Caucasian	27%	45%	11%	12%	5%	0%	1,207
	Other	44%	33%		11%	11%		9
	Prefer Not to Disclose	17%	35%	12%	16%	18%	3%	108
<b>Sexual Orientation</b>	Asexual	25%	53%	9%	6%	6%		32
	Bisexual	29%	40%	10%	17%	4%		72
	Lesbian or gay	32%	48%	11%	5%	5%		66
	Queer	24%	41%	12%	6%	18%		17
	Straight or heterosexual	28%	45%	11%	11%	5%	0%	1,237
	Pansexual	40%	40%			20%		5
	Questioning	33%		67%				3
	Other	33%	67%					3
	Prefer not to disclose	18%	38%	9%	16%	16%	4%	140



Q21 Since 2021, I feel that my agency has provided me the support and resources to do my job effectively during a pandemic.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		35%	44%	9%	8%	4%	0%	1,710
<b>Agency</b>	CDC	34%	43%	10%	8%	5%	1%	346
	EPA	34%	46%	9%	8%	4%		282
	FDA	46%	41%	6%	5%	2%		252
	FWS	39%	45%	7%	4%	4%	0%	210
	NOAA	30%	43%	11%	11%	4%	1%	370
	USDA	29%	44%	9%	12%	6%		250
<b>% of Job Duties Involving Science</b>	1 - 25%	32%	49%	10%	5%	4%		129
	26 - 50%	31%	49%	6%	8%	4%	1%	216
	51 - 75%	35%	44%	10%	8%	3%		427
	76 - 100%	35%	42%	9%	9%	5%	0%	938
<b>Grade Level</b>	Commissioned Corps	17%	57%	4%	17%	4%		23
	Contractor	41%	50%	9%				32
	Fellow	46%	36%	13%		5%		39
	GS-11 or lower	27%	48%	12%	6%	6%		193
	GS-12 and above	37%	42%	8%	9%	4%	0%	1,238
	Student	50%	50%					2
	Other	25%	54%	13%	4%	4%		24
	Prefer Not to Disclose	19%	42%	14%	3%	14%	8%	36
<b>Highest Level of Education</b>	Bachelors Degree	30%	41%	10%	13%	7%		204
	DVM	36%	27%	9%	27%			11
	JD	40%	50%	10%				10
	Masters Degree	36%	45%	9%	6%	4%	0%	514
	MD	45%	41%	5%	5%	4%		56
	PhD	36%	43%	8%	9%	4%		753
	Other	25%	65%	5%	5%			20
	Prefer Not to Disclose	10%	45%	15%	5%	5%	20%	20
<b>Worked for Regulated Ind.</b>	Yes	37%	47%	5%	7%	4%		175
	No	35%	43%	9%	8%	4%	0%	1,392
	Prefer Not to Disclose	32%	27%	5%	14%	14%	9%	22

Q21 Since 2021, I feel that my agency has provided me the support and resources to do my job effectively during a pandemic.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		35%	44%	9%	8%	4%	0%	1,710
<b>Years Working at Agency</b>	2 years or less	41%	45%	8%	3%	3%	1%	238
	2-5 years	31%	43%	11%	11%	4%	1%	331
	6-10 years	35%	48%	5%	7%	4%		281
	11-15 years	36%	41%	12%	8%	3%		208
	More than 15 years	34%	43%	8%	10%	5%	0%	643
	Prefer not to disclose	33%	22%	11%	11%	22%		9
<b>Gender</b>	Female	37%	41%	8%	9%	4%		698
	Male	34%	45%	9%	8%	4%	0%	789
	Nonbinary	44%	33%	22%				9
	Transgender	43%	57%					7
	Prefer Not to Disclose	25%	46%	6%	6%	11%	5%	80
<b>Race/Ethnicity</b>	Asian / Pacific Islander	41%	41%	9%	6%	3%		127
	Black or African American	42%	47%	3%	4%	3%	1%	78
	Hispanic or Latino/a	32%	46%	9%	11%	2%		90
	Middle Eastern or North African	42%	50%		8%			12
	Mixed racial/ethnic background	30%	57%	8%	3%	3%		37
	Native Am./Alaksa Native	29%	50%	7%	7%	7%		14
	Native Hawaiian or Other PI		100%					3
	White, Caucasian	35%	44%	9%	9%	4%		1,206
	Other	44%	44%		11%			9
	Prefer Not to Disclose	26%	42%	8%	7%	12%	4%	107
<b>Sexual Orientation</b>	Asexual	26%	58%	3%	13%			31
	Bisexual	40%	26%	15%	15%	3%		72
	Lesbian or gay	42%	44%	6%	6%	2%		66
	Queer	53%	24%	18%		6%		17
	Straight or heterosexual	36%	45%	8%	8%	4%		1,234
	Pansexual	40%	40%			20%		5
	Questioning	33%	33%	33%				3
	Other	33%	33%	33%				3
	Prefer not to disclose	24%	44%	10%	7%	11%	4%	140

Q22a I feel that my agency has a scientific workforce that reflects this country's diversity, including strong representation from historically marginalized groups.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		12%	31%	17%	29%	10%	1%	1,706
<b>Agency</b>	CDC	14%	37%	15%	23%	9%	2%	343
	EPA	9%	37%	20%	23%	10%	0%	281
	FDA	28%	46%	13%	9%	3%	1%	250
	FWS	5%	19%	20%	43%	10%	2%	210
	NOAA	3%	15%	19%	44%	17%	2%	372
	USDA	15%	34%	14%	27%	8%	2%	250
<b>% of Job Duties Involving Science</b>	1 - 25%	10%	32%	12%	31%	11%	4%	131
	26 - 50%	10%	31%	16%	29%	12%	2%	216
	51 - 75%	11%	34%	16%	32%	8%	0%	424
	76 - 100%	13%	29%	18%	27%	11%	1%	935
<b>Grade Level</b>	Commissioned Corps	26%	22%	13%	30%	9%		23
	Contractor	31%	47%	9%	13%			32
	Fellow	26%	54%	8%	10%	3%		39
	GS-11 or lower	9%	30%	19%	31%	10%	2%	193
	GS-12 and above	11%	30%	17%	30%	11%	1%	1,242
	Student	50%	50%					2
	Other	25%	17%	8%	29%	13%	8%	24
	Prefer Not to Disclose	3%	28%	31%	19%	6%	14%	36
<b>Highest Level of Education</b>	Bachelors Degree	9%	31%	22%	25%	8%	4%	204
	DVM	9%	45%	18%	9%	18%		11
	JD	10%	10%	20%	50%	10%		10
	Masters Degree	9%	29%	17%	33%	11%	1%	515
	MD	23%	43%	7%	18%	7%	2%	56
	PhD	13%	31%	16%	28%	11%	1%	756
	Other	30%	35%	10%	20%	5%		20
	Prefer Not to Disclose	15%	15%	30%	15%	10%	15%	20
<b>Worked for Regulated Ind.</b>	Yes	17%	36%	19%	20%	7%	1%	176
	No	11%	30%	17%	30%	11%	1%	1,394
	Prefer Not to Disclose	17%	35%	13%	13%	4%	17%	23

Q22a I feel that my agency has a scientific workforce that reflects this country's diversity, including strong representation from historically marginalized groups.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		12%	31%	17%	29%	10%	1%	1,706
<b>Years Working at Agency</b>	2 years or less	18%	42%	12%	21%	6%	1%	237
	2-5 years	12%	30%	16%	30%	10%	2%	330
	6-10 years	12%	31%	13%	33%	10%	0%	278
	11-15 years	14%	21%	23%	29%	14%	1%	207
	More than 15 years	9%	30%	19%	29%	11%	2%	644
	Prefer not to disclose	10%	20%	20%	30%	10%	10%	10
<b>Gender</b>	Female	10%	31%	14%	32%	12%	1%	698
	Male	12%	31%	18%	28%	9%	1%	792
	Nonbinary		11%	56%	11%	22%		9
	Transgender		43%	14%	43%			7
	Prefer Not to Disclose	22%	21%	30%	9%	9%	10%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	16%	37%	17%	15%	13%	2%	129
	Black or African American	13%	28%	12%	27%	18%	3%	78
	Hispanic or Latino/a	9%	43%	11%	22%	14%		90
	Middle Eastern or North African		58%	8%	8%	25%		12
	Mixed racial/ethnic background	22%	35%	8%	24%	11%		37
	Native Am./Alaksa Native	29%	21%	21%	21%	7%		14
	Native Hawaiian or Other PI			33%	33%	33%		3
	White, Caucasian	11%	29%	17%	33%	10%	1%	1,207
	Other	33%	22%	22%	11%	11%		9
	Prefer Not to Disclose	16%	31%	28%	11%	6%	7%	108
<b>Sexual Orientation</b>	Asexual	3%	34%	13%	31%	13%	6%	32
	Bisexual	14%	32%	11%	28%	13%	3%	72
	Lesbian or gay	17%	29%	15%	29%	11%		66
	Queer	6%	29%	18%	12%	35%		17
	Straight or heterosexual	12%	32%	17%	29%	10%	1%	1,237
	Pansexual	20%	20%	20%	20%	20%		5
	Questioning		33%	33%	33%			3
	Other		33%		67%			3
Prefer not to disclose	13%	25%	23%	23%	8%	9%	141	

Q22b I feel that my agency's senior leadership reflects this country's diversity, including strong representation from historically marginalized groups.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		8%	26%	20%	29%	16%	2%	1,700
<b>Agency</b>	CDC	7%	22%	16%	37%	16%	2%	342
	EPA	9%	35%	21%	22%	13%	1%	280
	FDA	11%	32%	23%	21%	11%	1%	249
	FWS	5%	21%	24%	27%	21%	2%	210
	NOAA	2%	9%	23%	38%	25%	2%	370
	USDA	14%	41%	16%	19%	9%	2%	249
<b>% of Job Duties Involving Science</b>	1 - 25%	8%	27%	16%	32%	16%	2%	129
	26 - 50%	7%	21%	21%	31%	18%	3%	215
	51 - 75%	7%	27%	23%	29%	13%	1%	424
	76 - 100%	8%	26%	20%	28%	17%	1%	932
<b>Grade Level</b>	Commissioned Corps	4%	17%	13%	48%	17%		23
	Contractor	6%	50%	28%	13%	3%		32
	Fellow	15%	26%	23%	28%	8%		39
	GS-11 or lower	6%	27%	20%	27%	18%	2%	193
	GS-12 and above	8%	25%	20%	29%	17%	1%	1,238
	Student		100%					2
	Other	8%	33%	4%	29%	17%	8%	24
	Prefer Not to Disclose	3%	19%	28%	25%	8%	17%	36
<b>Highest Level of Education</b>	Bachelors Degree	8%	25%	25%	23%	15%	4%	203
	DVM	18%	18%	9%	45%	9%		11
	JD		30%	10%	40%	20%		10
	Masters Degree	6%	25%	19%	29%	20%	1%	516
	MD	7%	30%	16%	36%	9%	2%	56
	PhD	9%	25%	20%	29%	16%	1%	752
	Other	5%	35%	15%	30%	15%		20
	Prefer Not to Disclose	15%	10%	35%	15%	10%	15%	20
<b>Worked for Regulated Ind.</b>	Yes	10%	35%	16%	24%	14%	1%	174
	No	7%	24%	21%	29%	17%	1%	1,392
	Prefer Not to Disclose	17%	22%	22%	4%	13%	22%	23

Q22b I feel that my agency's senior leadership reflects this country's diversity, including strong representation from historically marginalized groups.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		8%	26%	20%	29%	16%	2%	1,700
<b>Years Working at Agency</b>	2 years or less	12%	30%	19%	27%	11%	1%	237
	2-5 years	7%	23%	19%	32%	17%	2%	329
	6-10 years	8%	21%	18%	33%	21%	0%	278
	11-15 years	8%	22%	20%	28%	21%	1%	206
	More than 15 years	6%	28%	22%	27%	15%	2%	640
	Prefer not to disclose	10%	10%	30%	20%	20%	10%	10
<b>Gender</b>	Female	5%	20%	17%	36%	20%	1%	697
	Male	8%	31%	23%	23%	13%	1%	789
	Nonbinary		33%	11%	22%	33%		9
	Transgender	14%	14%	14%	43%	14%		7
	Prefer Not to Disclose	16%	20%	28%	11%	14%	11%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	10%	30%	17%	24%	19%	1%	127
	Black or African American	9%	18%	13%	32%	26%	3%	78
	Hispanic or Latino/a	7%	24%	11%	38%	20%		90
	Middle Eastern or North African		17%	17%	50%	17%		12
	Mixed racial/ethnic background	16%	16%	19%	22%	27%		37
	Native Am./Alaska Native	21%	21%	29%	7%	21%		14
	Native Hawaiian or Other PI			67%		33%		3
	White, Caucasian	7%	25%	21%	30%	16%	1%	1,205
	Other		33%	22%	22%	22%		9
	Prefer Not to Disclose	15%	20%	33%	10%	11%	10%	108
<b>Sexual Orientation</b>	Asexual		41%	25%	19%	16%		32
	Bisexual	4%	26%	15%	28%	25%	1%	72
	Lesbian or gay	3%	35%	15%	23%	24%		66
	Queer	6%	12%		47%	35%		17
	Straight or heterosexual	8%	26%	21%	30%	15%	1%	1,233
	Pansexual		20%	40%	20%	20%		5
	Questioning		33%		67%			3
	Other			33%	33%	33%		3
Prefer not to disclose	13%	18%	25%	19%	16%	9%	140	

Q22c I feel that my agency's scientific advisory committees reflect this country's diversity, including strong representation from historically marginalized groups.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		6%	21%	40%	21%	9%	3%	1,680
<b>Agency</b>	CDC	6%	25%	38%	21%	7%	3%	338
	EPA	5%	19%	49%	18%	7%	3%	275
	FDA	9%	33%	34%	15%	5%	3%	246
	FWS	4%	9%	49%	22%	12%	4%	208
	NOAA	2%	13%	36%	32%	14%	4%	368
	USDA	10%	26%	38%	17%	7%	2%	245
<b>% of Job Duties Involving Science</b>	1 - 25%	5%	27%	31%	23%	9%	6%	127
	26 - 50%	4%	17%	42%	23%	8%	5%	213
	51 - 75%	6%	19%	44%	20%	7%	3%	417
	76 - 100%	6%	21%	39%	21%	10%	3%	923
<b>Grade Level</b>	Commissioned Corps	4%	17%	35%	30%	13%		23
	Contractor	6%	47%	41%	6%			32
	Fellow	13%	34%	39%	5%	5%	3%	38
	GS-11 or lower	5%	23%	41%	20%	9%	2%	190
	GS-12 and above	6%	19%	40%	23%	9%	3%	1,222
	Student		100%					2
	Other	8%	21%	33%	21%	8%	8%	24
	Prefer Not to Disclose	3%	17%	39%	17%	8%	17%	36
<b>Highest Level of Education</b>	Bachelors Degree	5%	18%	52%	14%	6%	4%	201
	DVM	9%	27%	18%	36%	9%		11
	JD		20%	30%	30%	10%	10%	10
	Masters Degree	5%	19%	38%	24%	10%	4%	505
	MD	7%	23%	46%	18%	4%	2%	56
	PhD	6%	22%	37%	23%	10%	3%	745
	Other		20%	55%	20%	5%		20
	Prefer Not to Disclose	15%	10%	40%	15%	5%	15%	20
<b>Worked for Regulated Ind.</b>	Yes	8%	29%	36%	17%	8%	1%	173
	No	5%	19%	40%	22%	9%	3%	1,374
	Prefer Not to Disclose	17%	17%	26%	9%	9%	22%	23

Q22c I feel that my agency's scientific advisory committees reflect this country's diversity, including strong representation from historically marginalized groups.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		6%	21%	40%	21%	9%	3%	1,680
<b>Years Working at Agency</b>	2 years or less	8%	34%	35%	16%	4%	3%	235
	2-5 years	6%	17%	44%	21%	8%	4%	325
	6-10 years	5%	16%	35%	28%	13%	3%	274
	11-15 years	6%	17%	41%	21%	11%	3%	203
	More than 15 years	5%	21%	42%	21%	8%	3%	633
	Prefer not to disclose		10%	50%	10%	20%	10%	10
<b>Gender</b>	Female	4%	16%	40%	26%	11%	3%	687
	Male	6%	24%	40%	19%	7%	3%	780
	Nonbinary		11%	44%	22%	22%		9
	Transgender		14%	71%	14%			7
	Prefer Not to Disclose	16%	17%	36%	7%	10%	14%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	8%	28%	34%	16%	12%	3%	129
	Black or African American	9%	13%	29%	30%	16%	4%	77
	Hispanic or Latino/a	6%	21%	23%	38%	11%	1%	90
	Middle Eastern or North African			27%	45%	18%	9%	11
	Mixed racial/ethnic background	11%	24%	22%	32%	11%		37
	Native Am./Alaksa Native	7%	36%	43%	14%			14
	Native Hawaiian or Other PI		33%	33%		33%		3
	White, Caucasian	4%	20%	42%	22%	9%	3%	1,187
	Other		11%	56%	22%	11%		9
	Prefer Not to Disclose	15%	17%	40%	8%	8%	12%	108
<b>Sexual Orientation</b>	Asexual		23%	35%	32%	6%	3%	31
	Bisexual	1%	23%	38%	25%	10%	3%	71
	Lesbian or gay	5%	21%	36%	24%	11%	3%	66
	Queer		6%	35%	41%	18%		17
	Straight or heterosexual	6%	21%	41%	21%	9%	2%	1,220
	Pansexual		20%	40%	20%	20%		5
	Questioning		33%	33%			33%	3
	Other			67%		33%		3
Prefer not to disclose	12%	14%	39%	15%	9%	11%	140	



Q23 I have observed that agency staff from historically marginalized groups face additional barriers during hiring, promotion, and career development processes.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		6%	15%	30%	29%	17%	2%	1,697
<b>Agency</b>	CDC	7%	21%	31%	24%	14%	3%	340
	EPA	7%	17%	29%	30%	14%	3%	280
	FDA	2%	10%	31%	34%	21%	2%	248
	FWS	7%	16%	31%	29%	15%	2%	209
	NOAA	7%	16%	32%	31%	13%	1%	370
	USDA	5%	11%	27%	29%	26%	2%	250
<b>% of Job Duties Involving Science</b>	1 - 25%	6%	16%	29%	30%	15%	4%	130
	26 - 50%	5%	22%	28%	28%	14%	1%	215
	51 - 75%	4%	13%	30%	30%	21%	2%	420
	76 - 100%	7%	15%	31%	29%	16%	2%	932
<b>Grade Level</b>	Commissioned Corps	9%	22%	26%	35%	9%		23
	Contractor	3%	9%	41%	28%	16%	3%	32
	Fellow	3%	18%	24%	24%	26%	5%	38
	GS-11 or lower	9%	16%	34%	23%	16%	2%	193
	GS-12 and above	6%	15%	30%	31%	16%	2%	1,236
	Student		50%		50%			2
	Other	4%	4%	33%	29%	25%	4%	24
	Prefer Not to Disclose	3%	6%	28%	25%	22%	17%	36
<b>Highest Level of Education</b>	Bachelors Degree	5%	12%	29%	33%	17%	3%	203
	DVM	18%	9%	36%	9%	27%		11
	JD	10%	20%	30%	10%	30%		10
	Masters Degree	8%	17%	31%	26%	15%	2%	512
	MD	4%	18%	29%	34%	14%	2%	56
	PhD	6%	14%	30%	32%	16%	2%	753
	Other	10%	25%	35%	25%	5%		20
	Prefer Not to Disclose		15%	25%	10%	35%	15%	20
<b>Worked for Regulated Ind.</b>	Yes	5%	14%	27%	27%	26%	1%	176
	No	7%	15%	31%	30%	15%	2%	1,387
	Prefer Not to Disclose	9%	17%	17%	17%	17%	22%	23

Q23 I have observed that agency staff from historically marginalized groups face additional barriers during hiring, promotion, and career development processes.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		6%	15%	30%	29%	17%	2%	1,697
<b>Years Working at Agency</b>	2 years or less	3%	16%	34%	25%	19%	3%	235
	2-5 years	6%	18%	29%	28%	16%	3%	329
	6-10 years	8%	18%	30%	28%	14%	3%	277
	11-15 years	10%	16%	31%	26%	16%	2%	206
	More than 15 years	6%	13%	30%	33%	18%	1%	640
	Prefer not to disclose		10%	20%	40%	10%	20%	10
<b>Gender</b>	Female	10%	21%	31%	25%	12%	1%	693
	Male	4%	11%	30%	35%	18%	2%	790
	Nonbinary	11%	11%	56%	22%			9
	Transgender		14%	43%	29%		14%	7
	Prefer Not to Disclose	6%	5%	22%	19%	38%	10%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	9%	19%	31%	31%	8%	2%	129
	Black or African American	21%	26%	28%	15%	8%	3%	78
	Hispanic or Latino/a	11%	24%	29%	27%	8%	1%	90
	Middle Eastern or North African	17%	8%	25%	33%	8%	8%	12
	Mixed racial/ethnic background	5%	24%	30%	22%	19%		37
	Native Am./Alaksa Native		21%	43%	21%	14%		14
	Native Hawaiian or Other PI	33%	33%	33%				3
	White, Caucasian	5%	14%	32%	32%	16%	2%	1,201
	Other		11%	44%	22%	22%		9
	Prefer Not to Disclose	6%	6%	21%	20%	36%	9%	108
<b>Sexual Orientation</b>	Asexual	9%	19%	41%	16%	13%	3%	32
	Bisexual	11%	17%	38%	15%	14%	6%	72
	Lesbian or gay	6%	17%	32%	33%	9%	3%	66
	Queer	18%	35%	24%	12%	6%	6%	17
	Straight or heterosexual	6%	15%	30%	32%	15%	1%	1,230
	Pansexual	20%		40%	40%			5
	Questioning		33%	33%			33%	3
	Other		33%		33%	33%		3
	Prefer not to disclose	5%	11%	23%	21%	30%	9%	141

Q24 I feel that my agency values training staff to work respectfully and productively with people of a variety of cultures and backgrounds (e.g., through formal trainings, addressing inappropriate behaviors, and leadership modeling best practices).

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		29%	52%	10%	6%	2%	1%	1,700
<b>Agency</b>	CDC	28%	50%	10%	7%	3%	1%	341
	EPA	27%	53%	12%	6%	1%	0%	281
	FDA	29%	54%	12%	3%	2%	0%	249
	FWS	31%	52%	6%	6%	3%	0%	210
	NOAA	28%	51%	11%	7%	2%	1%	369
	USDA	30%	50%	10%	7%	2%	1%	250
<b>% of Job Duties Involving Science</b>	1 - 25%	29%	52%	11%	7%	1%	1%	130
	26 - 50%	30%	53%	10%	5%	1%	0%	215
	51 - 75%	30%	54%	9%	5%	1%	0%	423
	76 - 100%	28%	51%	11%	7%	3%	1%	932
<b>Grade Level</b>	Commissioned Corps	35%	48%		9%	9%		23
	Contractor	44%	44%	13%				32
	Fellow	36%	38%	13%	5%	5%	3%	39
	GS-11 or lower	27%	54%	7%	9%	3%	1%	193
	GS-12 and above	29%	53%	10%	6%	2%	0%	1,242
	Student	50%	50%					2
	Other	38%	38%	13%	8%	4%		24
	Prefer Not to Disclose	22%	42%	17%	3%	6%	11%	36
<b>Highest Level of Education</b>	Bachelors Degree	29%	50%	9%	6%	4%	1%	204
	DVM	27%	36%	9%	18%	9%		11
	JD	40%	40%	20%				10
	Masters Degree	28%	52%	11%	7%	2%	0%	516
	MD	29%	59%	7%	4%	2%		56
	PhD	30%	54%	9%	5%	2%	0%	755
	Other	45%	30%	20%	5%			20
	Prefer Not to Disclose	25%	35%	15%	10%		15%	20
<b>Worked for Regulated Ind.</b>	Yes	36%	45%	10%	6%	2%		176
	No	28%	53%	10%	6%	2%	0%	1,394
	Prefer Not to Disclose	43%	22%	9%	4%		22%	23

Q24 I feel that my agency values training staff to work respectfully and productively with people of a variety of cultures and backgrounds (e.g., through formal trainings, addressing inappropriate behaviors, and leadership modeling best practices).

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		29%	52%	10%	6%	2%	1%	1,700
<b>Years Working at Agency</b>	2 years or less	33%	50%	10%	4%	2%	1%	235
	2-5 years	28%	52%	12%	7%	1%	0%	329
	6-10 years	26%	52%	11%	6%	3%	1%	278
	11-15 years	31%	46%	12%	8%	1%	1%	207
	More than 15 years	28%	55%	9%	6%	2%	0%	641
	Prefer not to disclose	20%	40%	30%			10%	10
<b>Gender</b>	Female	28%	51%	11%	8%	2%	0%	698
	Male	30%	55%	9%	4%	2%	0%	792
	Nonbinary	22%	67%	11%				9
	Transgender	29%	71%					7
	Prefer Not to Disclose	33%	35%	12%	10%	4%	6%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	25%	48%	16%	6%	3%	2%	128
	Black or African American	23%	49%	17%	9%	3%		78
	Hispanic or Latino/a	28%	49%	14%	9%			90
	Middle Eastern or North African	8%	50%	25%	17%			12
	Mixed racial/ethnic background	32%	49%	8%	11%			37
	Native Am./Alaksa Native	43%	43%	14%				14
	Native Hawaiian or Other PI	33%	33%		33%			3
	White, Caucasian	30%	55%	8%	5%	2%	0%	1,208
	Other	22%	33%	44%				9
	Prefer Not to Disclose	31%	35%	15%	7%	5%	6%	108
<b>Sexual Orientation</b>	Asexual	25%	56%	9%	6%		3%	32
	Bisexual	19%	51%	17%	7%	4%	1%	72
	Lesbian or gay	36%	50%	6%	5%	3%		66
	Queer	12%	65%	6%	18%			17
	Straight or heterosexual	30%	53%	9%	6%	2%	0%	1,236
	Pansexual		60%	20%		20%		5
	Questioning		33%	33%	33%			3
	Other	67%	33%					3
	Prefer not to disclose	30%	41%	14%	7%	3%	5%	141

Q25 I feel that my agency fosters an environment where the perspectives, opinions, and contributions of scientists from historically marginalized groups are regularly included in scientific, programmatic, and policy work.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		16%	45%	27%	8%	3%	1%	1,694
<b>Agency</b>	CDC	15%	49%	22%	9%	3%	1%	341
	EPA	16%	42%	29%	9%	3%	1%	277
	FDA	22%	48%	22%	5%	2%	0%	247
	FWS	14%	42%	28%	10%	5%	1%	210
	NOAA	12%	42%	34%	9%	2%	2%	370
	USDA	19%	45%	26%	8%	2%	0%	249
<b>% of Job Duties Involving Science</b>	1 - 25%	15%	43%	28%	10%	2%	2%	129
	26 - 50%	13%	42%	32%	9%	3%	1%	214
	51 - 75%	17%	43%	31%	7%	1%	0%	421
	76 - 100%	17%	46%	24%	9%	4%	1%	930
<b>Grade Level</b>	Commissioned Corps	22%	43%	22%	13%			23
	Contractor	25%	53%	19%			3%	32
	Fellow	21%	54%	15%	5%	3%	3%	39
	GS-11 or lower	16%	45%	26%	9%	4%	1%	193
	GS-12 and above	16%	44%	27%	9%	3%	1%	1,239
	Student	50%	50%					2
	Other	29%	29%	33%	4%	4%		24
	Prefer Not to Disclose	8%	44%	25%	6%	6%	11%	36
<b>Highest Level of Education</b>	Bachelors Degree	19%	40%	28%	6%	4%	2%	203
	DVM	18%	55%		18%	9%		11
	JD	20%	20%	30%	20%	10%		10
	Masters Degree	14%	45%	26%	11%	3%	1%	514
	MD	27%	32%	29%	11%		2%	56
	PhD	16%	47%	26%	7%	3%	1%	755
	Other	20%	45%	25%	5%	5%		20
	Prefer Not to Disclose	15%	25%	35%	10%		15%	20
<b>Worked for Regulated Ind.</b>	Yes	26%	35%	26%	9%	3%	1%	176
	No	15%	46%	27%	9%	3%	1%	1,391
	Prefer Not to Disclose	17%	39%	13%		9%	22%	23

Q25 I feel that my agency fosters an environment where the perspectives, opinions, and contributions of scientists from historically marginalized groups are regularly included in scientific, programmatic, and policy work.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		16%	45%	27%	8%	3%	1%	1,694
<b>Years Working at Agency</b>	2 years or less	21%	49%	24%	4%	2%	1%	234
	2-5 years	17%	47%	25%	8%	2%	1%	328
	6-10 years	12%	48%	24%	12%	4%	1%	277
	11-15 years	19%	33%	30%	13%	3%	1%	207
	More than 15 years	15%	45%	29%	7%	3%	1%	638
	Prefer not to disclose	10%	50%	20%	10%		10%	10
<b>Gender</b>	Female	14%	43%	27%	12%	3%	0%	696
	Male	18%	48%	26%	6%	2%	1%	791
	Nonbinary	11%	56%	22%	11%			9
	Transgender	29%	43%	29%				7
	Prefer Not to Disclose	21%	31%	28%	5%	6%	9%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	13%	44%	29%	10%	2%	2%	128
	Black or African American	13%	35%	28%	19%	5%		78
	Hispanic or Latino/a	21%	34%	23%	18%	2%	1%	90
	Middle Eastern or North African		58%	17%	17%	8%		12
	Mixed racial/ethnic background	22%	35%	22%	19%	3%		37
	Native Am./Alaksa Native	21%	43%	21%	14%			14
	Native Hawaiian or Other PI		67%		33%			3
	White, Caucasian	16%	47%	26%	8%	2%	0%	1,205
	Other	11%	22%	56%	11%			9
	Prefer Not to Disclose	19%	36%	27%	5%	6%	8%	108
<b>Sexual Orientation</b>	Asexual	22%	44%	22%	9%		3%	32
	Bisexual	14%	38%	29%	14%	3%	3%	72
	Lesbian or gay	17%	50%	26%	6%	2%		66
	Queer	12%	53%	12%	12%	12%		17
	Straight or heterosexual	16%	46%	26%	8%	3%	0%	1,234
	Pansexual		60%	20%		20%		5
	Questioning			67%	33%			3
	Other	67%			33%			3
	Prefer not to disclose	16%	36%	30%	7%	4%	6%	141

Q26 Compared to two years ago, I feel that the retention of scientists from historically marginalized groups has:

		Increased	Decreased	Stayed the Same	Don't Know	Not Applicable	Prefer Not to Disclose	N
<b>OVERALL</b>		19%	6%	27%	45%	3%	1%	1,696
<b>Agency</b>	CDC	19%	8%	27%	43%	2%	1%	340
	EPA	22%	4%	25%	47%	1%	0%	279
	FDA	12%	5%	25%	52%	6%		248
	FWS	20%	6%	21%	50%	3%	0%	210
	NOAA	21%	10%	28%	38%	3%	1%	369
	USDA	16%	4%	32%	44%	4%	0%	250
<b>% of Job Duties Involving Science</b>	1 - 25%	20%	2%	26%	46%	4%	2%	129
	26 - 50%	20%	9%	22%	46%	3%		214
	51 - 75%	22%	5%	25%	45%	3%	0%	421
	76 - 100%	17%	7%	28%	45%	3%	1%	932
<b>Grade Level</b>	Commissioned Corps	22%	4%	17%	52%	4%		23
	Contractor	25%	3%	16%	50%	6%		32
	Fellow	23%	8%	15%	44%	8%	3%	39
	GS-11 or lower	18%	7%	22%	49%	4%	1%	193
	GS-12 and above	19%	7%	29%	43%	2%	0%	1,240
	Student				100%			2
	Other	21%	4%	17%	46%	13%		24
	Prefer Not to Disclose	8%	8%	19%	56%	3%	6%	36
<b>Highest Level of Education</b>	Bachelors Degree	19%	6%	22%	49%	3%	1%	204
	DVM	27%	27%		36%	9%		11
	JD	10%	10%	30%	50%			10
	Masters Degree	20%	7%	27%	43%	3%	0%	514
	MD	18%	5%	25%	48%	4%		56
	PhD	19%	6%	29%	43%	2%	0%	755
	Other	20%	5%	25%	45%	5%		20
	Prefer Not to Disclose	10%	10%	15%	45%	10%	10%	20
<b>Worked for Regulated Ind.</b>	Yes	20%	5%	28%	44%	3%		176
	No	19%	7%	27%	44%	3%	0%	1,392
	Prefer Not to Disclose	13%	9%	26%	39%	4%	9%	23

Q26 Compared to two years ago, I feel that the retention of scientists from historically marginalized groups has:

		Increased	Decreased	Stayed the Same	Don't Know	Not Applicable	Prefer Not to Disclose	N
<b>OVERALL</b>		19%	6%	27%	45%	3%	1%	1,696
<b>Years Working at Agency</b>	2 years or less	15%	3%	15%	55%	11%	1%	234
	2-5 years	18%	7%	25%	48%	2%	0%	330
	6-10 years	17%	9%	27%	46%	1%	1%	277
	11-15 years	18%	7%	28%	44%	2%		207
	More than 15 years	21%	6%	31%	40%	1%	1%	638
	Prefer not to disclose		10%	40%	50%			10
<b>Gender</b>	Female	18%	8%	26%	45%	2%	0%	696
	Male	19%	5%	30%	42%	3%	0%	793
	Nonbinary	11%			89%			9
	Transgender	43%		14%	43%			7
	Prefer Not to Disclose	20%	8%	16%	48%	4%	5%	80
<b>Race/Ethnicity</b>	Asian / Pacific Islander	14%	11%	27%	44%	3%	1%	129
	Black or African American	22%	10%	28%	33%	6%		78
	Hispanic or Latino/a	18%	12%	30%	38%	2%		90
	Middle Eastern or North African	17%	17%	8%	58%			12
	Mixed racial/ethnic background	22%	8%	19%	49%	3%		37
	Native Am./Alaksa Native	29%	7%	21%	43%			14
	Native Hawaiian or Other PI		33%	33%	33%			3
	White, Caucasian	19%	5%	27%	45%	2%	0%	1,206
	Other			33%	67%			9
	Prefer Not to Disclose	19%	7%	21%	46%	4%	4%	107
<b>Sexual Orientation</b>	Asexual	22%	3%	31%	44%			32
	Bisexual	18%	8%	26%	43%	3%	1%	72
	Lesbian or gay	29%	5%	27%	38%	2%		66
	Queer	6%	6%	29%	59%			17
	Straight or heterosexual	19%	6%	28%	44%	3%	0%	1,236
	Pansexual	20%		40%	40%			5
	Questioning	33%			67%			3
	Other		33%	33%		33%		3
Prefer not to disclose	17%	8%	22%	47%	3%	3%	139	



Q27a My agency regularly considers the impact on underserved communities and/or historically marginalized groups in its scientific work.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		16%	42%	28%	9%	3%	2%	1,674
<b>Agency</b>	CDC	29%	47%	14%	6%	3%	1%	336
	EPA	25%	47%	17%	8%	2%	1%	277
	FDA	16%	43%	33%	5%	1%	1%	243
	FWS	7%	33%	40%	13%	4%	3%	207
	NOAA	5%	45%	35%	12%	2%	1%	364
	USDA	14%	34%	36%	10%	3%	3%	247
<b>% of Job Duties Involving Science</b>	1 - 25%	13%	44%	26%	13%	1%	3%	127
	26 - 50%	15%	43%	27%	11%	2%	2%	208
	51 - 75%	15%	43%	31%	8%	2%	1%	420
	76 - 100%	18%	42%	28%	8%	3%	2%	919
<b>Grade Level</b>	Commissioned Corps	30%	61%	9%				23
	Contractor	25%	38%	31%	3%		3%	32
	Fellow	36%	41%	15%	3%	3%	3%	39
	GS-11 or lower	10%	36%	34%	11%	5%	3%	193
	GS-12 and above	16%	43%	28%	9%	3%	1%	1,236
	Student		100%					2
	Other	13%	38%	46%			4%	24
	Prefer Not to Disclose	11%	36%	28%	8%	3%	14%	36
<b>Highest Level of Education</b>	Bachelors Degree	12%	42%	31%	8%	4%	2%	204
	DVM	18%	9%	55%	9%	9%		11
	JD	33%	22%	33%	11%			9
	Masters Degree	17%	43%	26%	10%	3%	1%	514
	MD	20%	55%	16%	7%		2%	55
	PhD	16%	42%	30%	8%	3%	1%	753
	Other	10%	60%	20%	10%			20
	Prefer Not to Disclose	10%	40%	30%	5%		15%	20
<b>Worked for Regulated Ind.</b>	Yes	25%	36%	25%	9%	3%	2%	176
	No	15%	43%	29%	9%	3%	1%	1,389
	Prefer Not to Disclose	9%	39%	26%	4%	4%	17%	23

Q27a My agency regularly considers the impact on underserved communities and/or historically marginalized groups in its scientific work.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		16%	42%	28%	9%	3%	2%	1,674
<b>Years Working at Agency</b>	2 years or less	26%	44%	22%	5%	1%	2%	232
	2-5 years	18%	42%	25%	10%	2%	2%	326
	6-10 years	15%	42%	28%	12%	3%	1%	274
	11-15 years	13%	43%	30%	9%	3%	2%	205
	More than 15 years	14%	42%	32%	8%	3%	1%	628
	Prefer not to disclose	11%	22%	33%	11%		22%	9
<b>Gender</b>	Female	18%	42%	25%	11%	3%	1%	696
	Male	14%	44%	32%	7%	2%	1%	791
	Nonbinary		56%	22%	22%			9
	Transgender	29%	57%	14%				7
	Prefer Not to Disclose	24%	33%	21%	6%	6%	10%	80
<b>Race/Ethnicity</b>	Asian / Pacific Islander	16%	39%	29%	11%	2%	4%	129
	Black or African American	13%	46%	22%	9%	8%	3%	78
	Hispanic or Latino/a	12%	47%	26%	9%	4%	2%	90
	Middle Eastern or North African	8%	58%	25%		8%		12
	Mixed racial/ethnic background	22%	51%	14%	11%	3%		37
	Native Am./Alaksa Native	7%	50%	36%	7%			14
	Native Hawaiian or Other PI	33%			33%	33%		3
	White, Caucasian	16%	43%	29%	9%	2%	0%	1,205
	Other	11%	22%	44%	11%	11%		9
	Prefer Not to Disclose	20%	36%	25%	5%	4%	10%	106
<b>Sexual Orientation</b>	Asexual	13%	44%	25%	9%	3%	6%	32
	Bisexual	18%	39%	28%	11%	3%	1%	72
	Lesbian or gay	20%	45%	24%	9%	2%		66
	Queer	12%	59%	18%	6%	6%		17
	Straight or heterosexual	16%	43%	28%	9%	3%	1%	1,235
	Pansexual	40%		40%		20%		5
	Questioning			67%	33%			3
	Other	33%	33%			33%		3
Prefer not to disclose	17%	35%	30%	6%	3%	10%	139	

Q27b My agency regularly considers the impact on underserved communities and/or historically marginalized groups in its policy work.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		16%	39%	32%	8%	2%	2%	1,669
<b>Agency</b>	CDC	24%	41%	21%	9%	3%	2%	335
	EPA	28%	47%	16%	6%	3%	1%	277
	FDA	18%	37%	36%	6%	1%	2%	243
	FWS	6%	37%	38%	11%	4%	3%	207
	NOAA	7%	42%	37%	11%	2%	2%	362
	USDA	14%	29%	47%	5%	2%	2%	245
<b>% of Job Duties Involving Science</b>	1 - 25%	16%	41%	27%	12%	1%	3%	126
	26 - 50%	14%	44%	27%	10%	1%	3%	209
	51 - 75%	17%	39%	33%	9%	2%	1%	420
	76 - 100%	17%	38%	33%	7%	3%	2%	914
<b>Grade Level</b>	Commissioned Corps	30%	48%	17%	4%			23
	Contractor	25%	38%	34%			3%	32
	Fellow	21%	46%	23%	5%	3%	3%	39
	GS-11 or lower	13%	37%	34%	9%	4%	3%	193
	GS-12 and above	17%	40%	31%	8%	2%	1%	1,232
	Student		50%				50%	2
	Other	4%	43%	48%			4%	23
	Prefer Not to Disclose	8%	28%	42%	3%	6%	14%	36
<b>Highest Level of Education</b>	Bachelors Degree	13%	37%	33%	9%	3%	4%	203
	DVM	18%	9%	55%		9%	9%	11
	JD	40%	20%	20%	20%			10
	Masters Degree	15%	41%	30%	10%	3%	2%	514
	MD	16%	51%	16%	13%		4%	55
	PhD	18%	39%	33%	6%	2%	1%	748
	Other	10%	55%	20%	15%			20
	Prefer Not to Disclose	10%	30%	40%		5%	15%	20
<b>Worked for Regulated Ind.</b>	Yes	23%	35%	30%	7%	3%	2%	176
	No	16%	40%	32%	8%	2%	2%	1,384
	Prefer Not to Disclose	13%	30%	26%	4%		26%	23

Q27b My agency regularly considers the impact on underserved communities and/or historically marginalized groups in its policy work.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		16%	39%	32%	8%	2%	2%	1,669
<b>Years Working at Agency</b>	2 years or less	23%	41%	26%	6%	1%	3%	232
	2-5 years	18%	36%	31%	9%	2%	3%	324
	6-10 years	14%	38%	35%	9%	3%	2%	274
	11-15 years	15%	40%	30%	9%	2%	3%	203
	More than 15 years	15%	41%	33%	7%	3%	1%	627
	Prefer not to disclose	11%	22%	44%	11%		11%	9
<b>Gender</b>	Female	17%	37%	31%	12%	3%	1%	693
	Male	15%	43%	33%	5%	2%	2%	789
	Nonbinary	11%	44%	33%	11%			9
	Transgender	29%	29%	29%	14%			7
	Prefer Not to Disclose	23%	25%	31%	4%	5%	13%	80
<b>Race/Ethnicity</b>	Asian / Pacific Islander	13%	46%	27%	9%	2%	3%	128
	Black or African American	8%	44%	31%	8%	6%	4%	78
	Hispanic or Latino/a	14%	37%	30%	14%	2%	2%	90
	Middle Eastern or North African	17%	33%	33%		8%	8%	12
	Mixed racial/ethnic background	19%	54%	19%	8%			37
	Native Am./Alaksa Native	7%	43%	43%			7%	14
	Native Hawaiian or Other PI		33%	33%	33%			3
	White, Caucasian	17%	41%	32%	7%	2%	1%	1,201
	Other	11%	11%	67%		11%		9
	Prefer Not to Disclose	18%	26%	35%	6%	4%	11%	106
<b>Sexual Orientation</b>	Asexual	16%	41%	31%	9%		3%	32
	Bisexual	15%	31%	35%	15%	4%		72
	Lesbian or gay	12%	41%	38%	8%		2%	66
	Queer	12%	53%	18%	12%	6%		17
	Straight or heterosexual	17%	42%	31%	8%	2%	1%	1,232
	Pansexual	40%		40%		20%		5
	Questioning			100%				3
	Other	33%			33%	33%		3
Prefer not to disclose	18%	26%	36%	4%	4%	12%	138	

Q28a My agency regularly incorporates the viewpoints and perspectives of people outside the agency who are from underserved communities and/or historically marginalized groups in its scientific work.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		8%	31%	43%	13%	3%	1%	1,656
<b>Agency</b>	CDC	8%	35%	38%	15%	3%	1%	333
	EPA	14%	35%	37%	11%	3%	0%	273
	FDA	9%	33%	48%	6%	2%	1%	237
	FWS	4%	28%	46%	16%	4%	3%	206
	NOAA	3%	30%	49%	13%	4%	2%	363
	USDA	11%	25%	44%	14%	4%	2%	244
<b>% of Job Duties Involving Science</b>	1 - 25%	3%	36%	45%	10%	2%	2%	124
	26 - 50%	6%	26%	46%	16%	2%	3%	208
	51 - 75%	9%	35%	43%	10%	2%	1%	416
	76 - 100%	9%	30%	43%	13%	4%	1%	908
<b>Grade Level</b>	Commissioned Corps	4%	26%	52%	13%	4%		23
	Contractor	3%	44%	50%	3%			32
	Fellow	18%	41%	28%	8%	3%	3%	39
	GS-11 or lower	6%	34%	42%	12%	4%	2%	193
	GS-12 and above	8%	30%	43%	14%	3%	1%	1,232
	Student		50%	50%				2
	Other	13%	17%	57%	13%			23
	Prefer Not to Disclose	3%	14%	64%	3%	3%	14%	36
<b>Highest Level of Education</b>	Bachelors Degree	8%	36%	38%	10%	4%	3%	203
	DVM		36%	45%	9%	9%		11
	JD	10%	30%	40%	10%	10%		10
	Masters Degree	8%	31%	43%	14%	3%	1%	513
	MD	11%	40%	38%	9%		2%	55
	PhD	8%	29%	45%	14%	3%	1%	749
	Other		25%	65%	5%	5%		20
	Prefer Not to Disclose		30%	45%	10%		15%	20
<b>Worked for Regulated Ind.</b>	Yes	14%	33%	41%	7%	3%	1%	176
	No	7%	30%	44%	14%	3%	1%	1,384
	Prefer Not to Disclose	9%	30%	39%		4%	17%	23

Q28a My agency regularly incorporates the viewpoints and perspectives of people outside the agency who are from underserved communities and/or historically marginalized groups in its scientific work.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		8%	31%	43%	13%	3%	1%	1,656
<b>Years Working at Agency</b>	2 years or less	10%	37%	40%	9%	3%	2%	230
	2-5 years	9%	30%	42%	14%	4%	2%	317
	6-10 years	8%	27%	43%	17%	4%	1%	271
	11-15 years	8%	28%	45%	16%	2%	1%	202
	More than 15 years	7%	33%	45%	11%	3%	1%	627
	Prefer not to disclose	11%	22%	44%	11%		11%	9
<b>Gender</b>	Female	6%	30%	41%	18%	4%	1%	694
	Male	9%	32%	46%	9%	3%	1%	788
	Nonbinary		22%	67%	11%			9
	Transgender	29%	71%					7
	Prefer Not to Disclose	16%	16%	46%	5%	6%	10%	80
<b>Race/Ethnicity</b>	Asian / Pacific Islander	8%	32%	40%	15%	4%	2%	129
	Black or African American	6%	28%	40%	17%	8%	1%	78
	Hispanic or Latino/a	10%	31%	39%	14%	6%		90
	Middle Eastern or North African		42%	42%	8%	8%		12
	Mixed racial/ethnic background	16%	38%	24%	22%			37
	Native Am./Alaksa Native		43%	50%	7%			14
	Native Hawaiian or Other PI		33%	33%	33%			3
	White, Caucasian	7%	32%	44%	13%	3%	1%	1,202
	Other	11%	11%	67%		11%		9
	Prefer Not to Disclose	12%	24%	46%	6%	3%	9%	106
<b>Sexual Orientation</b>	Asexual	3%	41%	31%	22%		3%	32
	Bisexual	8%	33%	33%	22%	3%		72
	Lesbian or gay	6%	36%	44%	12%	2%		66
	Queer	12%	24%	47%	12%	6%		17
	Straight or heterosexual	8%	31%	44%	13%	3%	1%	1,232
	Pansexual	20%	40%	20%		20%		5
	Questioning			67%	33%			3
	Other		67%			33%		3
Prefer not to disclose	11%	22%	47%	7%	4%	9%	139	

Q28b My agency regularly incorporates the viewpoints and perspectives of people outside the agency who are from underserved communities and/or historically marginalized groups in its policy work.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		9%	31%	44%	11%	3%	2%	1,653
<b>Agency</b>	CDC	8%	32%	43%	13%	2%	2%	332
	EPA	16%	36%	34%	10%	3%	1%	274
	FDA	9%	31%	49%	6%	2%	2%	237
	FWS	5%	36%	38%	14%	3%	3%	206
	NOAA	4%	31%	48%	13%	3%	2%	362
	USDA	13%	21%	51%	11%	3%	2%	242
<b>% of Job Duties Involving Science</b>	1 - 25%	6%	35%	44%	11%	2%	3%	124
	26 - 50%	5%	34%	42%	13%	2%	4%	208
	51 - 75%	10%	35%	41%	12%	2%	1%	416
	76 - 100%	10%	29%	46%	11%	3%	2%	905
<b>Grade Level</b>	Commissioned Corps	4%	30%	52%	9%	4%		23
	Contractor	3%	34%	59%	3%			32
	Fellow	15%	28%	46%	5%	3%	3%	39
	GS-11 or lower	7%	32%	43%	12%	4%	2%	193
	GS-12 and above	9%	32%	43%	12%	3%	2%	1,229
	Student			50%			50%	2
	Other	9%	22%	61%	9%			23
	Prefer Not to Disclose	3%	14%	61%	6%	3%	14%	36
<b>Highest Level of Education</b>	Bachelors Degree	9%	33%	42%	11%	3%	2%	203
	DVM	9%	18%	64%		9%		11
	JD	10%	30%	40%	20%			10
	Masters Degree	9%	30%	44%	13%	3%	2%	512
	MD	9%	47%	33%	7%		4%	55
	PhD	9%	30%	46%	11%	3%	2%	747
	Other		35%	55%	5%	5%		20
	Prefer Not to Disclose		30%	45%	5%	5%	15%	20
<b>Worked for Regulated Ind.</b>	Yes	13%	34%	43%	5%	4%	1%	176
	No	8%	31%	45%	12%	2%	2%	1,381
	Prefer Not to Disclose	9%	26%	35%	4%	4%	22%	23

Q28b My agency regularly incorporates the viewpoints and perspectives of people outside the agency who are from underserved communities and/or historically marginalized groups in its policy work.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		9%	31%	44%	11%	3%	2%	1,653
<b>Years Working at Agency</b>	2 years or less	11%	33%	41%	10%	3%	2%	230
	2-5 years	9%	30%	42%	12%	3%	3%	316
	6-10 years	7%	28%	47%	13%	3%	1%	271
	11-15 years	9%	29%	45%	14%	1%	2%	202
	More than 15 years	9%	34%	44%	10%	3%	1%	626
	Prefer not to disclose	13%		63%	13%		13%	8
<b>Gender</b>	Female	7%	29%	43%	16%	3%	1%	693
	Male	9%	33%	46%	8%	2%	2%	786
	Nonbinary		33%	56%	11%			9
	Transgender	14%	86%					7
	Prefer Not to Disclose	15%	23%	41%	5%	6%	10%	80
<b>Race/Ethnicity</b>	Asian / Pacific Islander	8%	25%	48%	14%	2%	2%	128
	Black or African American	4%	23%	50%	17%	5%	1%	78
	Hispanic or Latino/a	10%	23%	50%	13%	3%		90
	Middle Eastern or North African		25%	42%	17%	8%	8%	12
	Mixed racial/ethnic background	16%	32%	41%	11%			37
	Native Am./Alaksa Native	7%	29%	57%	7%			14
	Native Hawaiian or Other PI			67%	33%			3
	White, Caucasian	8%	34%	44%	11%	2%	1%	1,200
	Other	11%	22%	56%		11%		9
	Prefer Not to Disclose	12%	24%	43%	8%	2%	10%	106
<b>Sexual Orientation</b>	Asexual	3%	35%	29%	29%		3%	31
	Bisexual	10%	29%	33%	22%	3%	3%	72
	Lesbian or gay	8%	27%	53%	9%	2%	2%	66
	Queer	12%	29%	41%	12%	6%		17
	Straight or heterosexual	9%	32%	45%	11%	3%	1%	1,230
	Pansexual	20%	20%	40%		20%		5
	Questioning			100%				3
	Other		33%	33%		33%		3
	Prefer not to disclose	9%	29%	42%	6%	4%	9%	139



Q29a What best describes your work?

		I never engage in work with an equity component	I rarely engage in work with an equity component	I sometimes engage in work with an equity component
<b>OVERALL</b>		5%	20%	35%
<b>Agency</b>	CDC	5%	12%	37%
	EPA	3%	16%	42%
	FDA	9%	22%	26%
	FWS	7%	28%	34%
	NOAA	5%	22%	36%
	USDA	5%	25%	32%
<b>% of Job Duties Involving Science</b>	1 - 25%	3%	19%	42%
	26 - 50%	5%	21%	38%
	51 - 75%	4%	20%	36%
	76 - 100%	6%	20%	33%
<b>Grade Level</b>	Commissioned Corps	9%	9%	35%
	Contractor	3%	16%	25%
	Fellow	8%	8%	36%
	GS-11 or lower	8%	26%	30%
	GS-12 and above	5%	20%	37%
	Student			
	Other	4%	29%	21%
Prefer Not to Disclose	8%	17%	19%	
<b>Highest Level of Education</b>	Bachelors Degree	6%	19%	28%
	DVM	36%		9%
	JD			50%
	Masters Degree	5%	22%	37%
	MD		18%	44%
	PhD	5%	21%	37%
	Other	15%	10%	25%
Prefer Not to Disclose	5%	10%	25%	
<b>Worked for Regulated Ind.</b>	Yes	5%	23%	30%
	No	5%	20%	36%
	Prefer Not to Disclose		17%	17%

Q29a What best describes your work?

		I never engage in work with an equity component	I rarely engage in work with an equity component	I sometimes engage in work with an equity component
<b>OVERALL</b>		5%	20%	35%
<b>Years Working at Agency</b>	2 years or less	7%	20%	28%
	2-5 years	5%	20%	31%
	6-10 years	6%	24%	36%
	11-15 years	6%	20%	34%
	More than 15 years	4%	19%	39%
	Prefer not to disclose		22%	33%
<b>Gender</b>	Female	6%	18%	39%
	Male	4%	23%	34%
	Nonbinary		56%	22%
	Transgender		43%	14%
	Prefer Not to Disclose	10%	11%	23%
<b>Race/Ethnicity</b>	Asian/ Pacific Islander	3%	23%	31%
	Black or African American	8%	21%	35%
	Hispanic or Latino/a	6%	21%	34%
	Middle Eastern or North African		33%	25%
	Mixed racial/ethnic background	5%	30%	30%
	Native Am./Alaksa Native			36%
	Native Hawaiian or Other PI		33%	67%
	White, Caucasian	5%	21%	37%
	Other		33%	
	Prefer Not to Disclose	7%	8%	31%
<b>Sexual Orientation</b>	Asexual	3%	25%	41%
	Bisexual	10%	18%	27%
	Lesbian or gay	5%	18%	23%
	Queer		29%	41%
	Straight or heterosexual	5%	21%	37%
	Pansexual		40%	
	Questioning		33%	67%
	Other		33%	
Prefer not to disclose	5%	13%	29%	

Q29a What best describes your work?

		I regularly engage in work with an equity component	The fundamental nature of my work makes it nearly impossible to incorporate equity	Prefer not to answer	N
<b>OVERALL</b>		20%	13%	6%	1,652
<b>Agency</b>	CDC	33%	10%	4%	333
	EPA	25%	10%	4%	275
	FDA	17%	17%	8%	238
	FWS	10%	14%	7%	204
	NOAA	17%	13%	7%	362
	USDA	15%	18%	6%	240
<b>% of Job Duties Involving Science</b>	1 - 25%	22%	9%	5%	124
	26 - 50%	22%	8%	6%	209
	51 - 75%	21%	15%	5%	412
	76 - 100%	20%	14%	7%	907
<b>Grade Level</b>	Commissioned Corps	30%	13%	4%	23
	Contractor	25%	22%	9%	32
	Fellow	18%	28%	3%	39
	GS-11 or lower	13%	17%	6%	191
	GS-12 and above	21%	12%	5%	1,230
	Student	50%	50%		2
	Other	17%	25%	4%	24
	Prefer Not to Disclose	19%	14%	22%	36
<b>Highest Level of Education</b>	Bachelors Degree	19%	18%	10%	202
	DVM	27%	18%	9%	11
	JD	30%	10%	10%	10
	Masters Degree	19%	12%	5%	511
	MD	27%	5%	5%	55
	PhD	20%	14%	4%	749
	Other	40%		10%	20
	Prefer Not to Disclose	25%		35%	20
<b>Worked for Regulated Ind.</b>	Yes	22%	15%	6%	176
	No	20%	13%	5%	1,380
	Prefer Not to Disclose	17%	13%	35%	23

Q29a What best describes your work?

		I regularly engage in work with an equity component	The fundamental nature of my work makes it nearly impossible to incorporate equity	Prefer not to answer	N
<b>OVERALL</b>		20%	13%	6%	1,652
<b>Years Working at Agency</b>	2 years or less	27%	13%	4%	227
	2-5 years	24%	13%	7%	316
	6-10 years	16%	14%	5%	272
	11-15 years	18%	14%	7%	203
	More than 15 years	19%	13%	6%	625
	Prefer not to disclose		11%	33%	9
<b>Gender</b>	Female	23%	10%	4%	692
	Male	18%	16%	6%	786
	Nonbinary	11%		11%	9
	Transgender	43%			7
	Prefer Not to Disclose	20%	15%	21%	80
<b>Race/Ethnicity</b>	Asian / Pacific Islander	28%	9%	5%	128
	Black or African American	17%	13%	8%	78
	Hispanic or Latino/a	27%	8%	4%	90
	Middle Eastern or North African	25%	8%	8%	12
	Mixed racial/ethnic background	19%	8%	8%	37
	Native Am./Alaksa Native	14%	29%	21%	14
	Native Hawaiian or Other PI				3
	White, Caucasian	19%	14%	4%	1,198
	Other	11%	33%	22%	9
	Prefer Not to Disclose	17%	15%	21%	107
<b>Sexual Orientation</b>	Asexual	9%	13%	9%	32
	Bisexual	23%	18%	4%	71
	Lesbian or gay	38%	14%	3%	66
	Queer	18%	6%	6%	17
	Straight or heterosexual	19%	13%	4%	1,228
	Pansexual	20%		40%	5
	Questioning				3
	Other	33%	33%		3
	Prefer not to disclose	20%	15%	17%	139

Q29b My direct supervisor, management, or senior leadership encourages me to consider the equity implications of my work.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		28%	44%	20%	6%	2%	0%	912
<b>Agency</b>	CDC	40%	42%	15%	3%	0%	1%	231
	EPA	29%	46%	19%	4%	2%		184
	FDA	25%	43%	25%	6%	1%		104
	FWS	24%	47%	25%	1%	3%		89
	NOAA	20%	46%	20%	11%	2%		192
	USDA	25%	42%	21%	11%	2%		112
<b>% of Job Duties Involving Science</b>	1 - 25%	33%	44%	18%	5%			79
	26 - 50%	27%	46%	20%	6%	2%		125
	51 - 75%	27%	50%	18%	4%	1%		235
	76 - 100%	29%	41%	20%	7%	2%	0%	473
<b>Grade Level</b>	Commissioned Corps	40%	47%	13%				15
	Contractor	31%	50%	13%			6%	16
	Fellow	48%	24%	24%	5%			21
	GS-11 or lower	27%	44%	23%	5%	1%		82
	GS-12 and above	27%	45%	19%	7%	2%	0%	716
	Student		100%					1
	Other	11%	56%	33%				9
	Prefer Not to Disclose	36%	57%	7%				14
<b>Highest Level of Education</b>	Bachelors Degree	26%	38%	32%	3%	1%		95
	DVM		50%	50%				4
	JD	50%	13%	25%	13%			8
	Masters Degree	28%	46%	17%	7%	2%	0%	284
	MD	33%	33%	31%	3%			39
	PhD	28%	46%	18%	7%	2%	0%	420
	Other	23%	54%	15%		8%		13
	Prefer Not to Disclose	20%	60%	10%	10%			10
<b>Worked for Regulated Ind.</b>	Yes	33%	47%	14%	5%		1%	92
	No	28%	44%	20%	6%	2%	0%	773
	Prefer Not to Disclose	13%	50%	13%	25%			8

Q29b My direct supervisor, management, or senior leadership encourages me to consider the equity implications of my work.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		28%	44%	20%	6%	2%	0%	912
<b>Years Working at Agency</b>	2 years or less	37%	41%	15%	6%	1%		126
	2-5 years	25%	49%	20%	5%	1%	1%	174
	6-10 years	37%	38%	13%	10%	2%		140
	11-15 years	27%	43%	23%	5%	2%		106
	More than 15 years	24%	45%	23%	6%	2%	0%	363
	Prefer not to disclose		67%	33%				
<b>Gender</b>	Female	30%	41%	19%	8%	2%	0%	428
	Male	25%	49%	20%	4%	1%	0%	404
	Nonbinary	33%	33%	33%				3
	Transgender	50%	50%					4
	Prefer Not to Disclose	35%	35%	24%	3%	3%		34
<b>Race/Ethnicity</b>	Asian / Pacific Islander	26%	45%	21%	5%	3%		76
	Black or African American	21%	51%	18%	8%		3%	39
	Hispanic or Latino/a	31%	40%	20%	5%	2%	2%	55
	Middle Eastern or North African	33%	17%	17%	33%			6
	Mixed racial/ethnic background	17%	39%	28%	11%	6%		18
	Native Am./Alaksa Native	14%	57%	29%				7
	Native Hawaiian or Other PI			50%		50%		2
	White, Caucasian	28%	46%	19%	6%	1%		667
	Other		100%					1
	Prefer Not to Disclose	27%	35%	27%	6%	4%		51
<b>Sexual Orientation</b>	Asexual	38%	31%	19%	13%			16
	Bisexual	31%	43%	11%	11%	3%		35
	Lesbian or gay	38%	50%	10%		3%		40
	Queer	40%	30%	20%		10%		10
	Straight or heterosexual	27%	45%	19%	6%	2%	0%	695
	Pansexual		100%					1
	Questioning		50%		50%			2
	Other	100%						1
	Prefer not to disclose	23%	41%	30%	4%	1%		69

Q29c My direct supervisor, management, or senior leadership discourages me from considering the equity implications of my work.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		2%	3%	27%	41%	27%	0%	422
<b>Agency</b>	CDC			29%	31%	40%		55
	EPA	4%	2%	23%	40%	32%		53
	FDA	3%	5%	36%	28%	27%		74
	FWS	4%	3%	26%	46%	21%		72
	NOAA	1%	3%	22%	45%	28%	1%	97
	USDA	1%	1%	27%	54%	17%		71
<b>% of Job Duties Involving Science</b>	1 - 25%	4%		36%	18%	43%		28
	26 - 50%			19%	54%	28%		54
	51 - 75%	2%	3%	27%	47%	21%		98
	76 - 100%	2%	3%	28%	39%	27%	0%	242
<b>Grade Level</b>	Commissioned Corps			50%	25%	25%		4
	Contractor			33%	33%	33%		6
	Fellow			17%	33%	50%		6
	GS-11 or lower	3%		28%	46%	23%		65
	GS-12 and above	2%	3%	25%	42%	28%	0%	306
	Other			25%	50%	25%		8
	Prefer Not to Disclose	11%		56%	33%			9
<b>Highest Level of Education</b>	Bachelors Degree	4%		20%	54%	22%		50
	DVM			25%	25%	50%		4
	Masters Degree	2%	2%	28%	38%	30%	1%	138
	MD			40%	30%	30%		10
	PhD	2%	3%	26%	44%	26%		195
	Other			60%	20%	20%		5
	Prefer Not to Disclose			33%	33%	33%		3
<b>Worked for Regulated Ind.</b>	Yes	4%	4%	25%	25%	42%		48
	No	2%	2%	27%	44%	25%	0%	353
	Prefer Not to Disclose			25%	75%			4

Q29c My direct supervisor, management, or senior leadership discourages me from considering the equity implications of my work.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		2%	3%	27%	41%	27%	0%	422
<b>Years Working at Agency</b>	2 years or less		3%	26%	35%	35%		62
	2-5 years	2%	4%	22%	38%	33%		81
	6-10 years	3%	1%	29%	48%	20%		80
	11-15 years	6%	4%	40%	38%	13%		53
	More than 15 years	1%	1%	24%	44%	28%	1%	144
	Prefer not to disclose		50%	50%				2
<b>Gender</b>	Female	4%	2%	26%	44%	23%		167
	Male	1%	2%	25%	40%	31%	0%	210
	Nonbinary			20%	80%			5
	Transgender				67%	33%		3
	Prefer Not to Disclose	6%		47%	24%	24%		17
<b>Race/Ethnicity</b>	Asian / Pacific Islander	3%		45%	30%	21%		33
	Black or African American	5%		27%	27%	41%		22
	Hispanic or Latino/a			17%	63%	21%		24
	Middle Eastern or North African				25%	75%		4
	Mixed racial/ethnic background			8%	38%	54%		13
	Native Hawaiian or Other PI				100%			1
	White, Caucasian	2%	3%	23%	44%	27%	0%	315
	Other				67%	33%		3
	Prefer Not to Disclose			47%	35%	18%		17
<b>Sexual Orientation</b>	Asexual			22%	56%	22%		9
	Bisexual	5%	10%	20%	25%	40%		20
	Lesbian or gay			33%	40%	20%	7%	15
	Queer		20%	20%	40%	20%		5
	Straight or heterosexual	2%	2%	25%	43%	27%		322
	Pansexual	50%			50%			2
	Questioning				100%			1
	Other					100%		1
Prefer not to disclose			40%	36%	24%		25	



Q30a In the last two years, I have noticed scientific workforce reductions at my agency due to staff departures, retirements, and/or hiring freezes.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		25%	34%	15%	19%	6%	1%	1,664
<b>Agency</b>	CDC	25%	34%	20%	15%	5%	1%	332
	EPA	23%	35%	16%	18%	7%	0%	276
	FDA	18%	34%	17%	22%	7%	2%	241
	FWS	25%	33%	17%	18%	6%	1%	206
	NOAA	29%	36%	14%	18%	3%	1%	364
	USDA	27%	33%	7%	22%	10%		245
<b>% of Job Duties Involving Science</b>	1 - 25%	21%	36%	18%	13%	10%	2%	123
	26 - 50%	23%	34%	21%	15%	6%	1%	213
	51 - 75%	25%	37%	14%	19%	5%	0%	415
	76 - 100%	26%	33%	14%	20%	6%	1%	913
<b>Grade Level</b>	Commissioned Corps	26%	39%	17%	17%			23
	Contractor	9%	22%	38%	25%	6%		32
	Fellow	18%	44%	23%	10%		5%	39
	GS-11 or lower	30%	28%	13%	23%	5%	1%	193
	GS-12 and above	25%	36%	14%	18%	6%	0%	1,244
	Student			50%			50%	2
	Other	17%	25%	17%	29%	13%		24
	Prefer Not to Disclose	25%	25%	19%	19%	6%	6%	36
<b>Highest Level of Education</b>	Bachelors Degree	31%	35%	16%	15%	4%	0%	205
	DVM	36%	18%	18%	9%	18%		11
	JD	20%	20%	10%	40%		10%	10
	Masters Degree	24%	34%	18%	17%	5%	1%	516
	MD	16%	27%	23%	29%	5%		56
	PhD	25%	34%	12%	21%	7%	0%	756
	Other	15%	45%	20%	20%			20
	Prefer Not to Disclose	25%	35%	15%	15%		10%	20
<b>Worked for Regulated Ind.</b>	Yes	26%	32%	14%	23%	5%	1%	176
	No	25%	34%	15%	19%	6%	0%	1,396
	Prefer Not to Disclose	17%	35%	26%		9%	13%	23

Q30a In the last two years, I have noticed scientific workforce reductions at my agency due to staff departures, retirements, and/or hiring freezes.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		25%	34%	15%	19%	6%	1%	1,664
<b>Years Working at Agency</b>	2 years or less	17%	27%	22%	24%	8%	3%	225
	2-5 years	23%	30%	17%	21%	8%	1%	320
	6-10 years	26%	32%	14%	21%	6%	1%	273
	11-15 years	25%	36%	13%	21%	4%	0%	204
	More than 15 years	28%	39%	13%	14%	5%	0%	632
	Prefer not to disclose	30%	40%	10%	10%	10%		10
<b>Gender</b>	Female	28%	36%	14%	15%	5%	1%	699
	Male	21%	34%	16%	22%	7%	0%	793
	Nonbinary	33%	11%	11%	44%			9
	Transgender	29%	29%	14%	29%			7
	Prefer Not to Disclose	32%	22%	15%	20%	7%	4%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	24%	40%	16%	16%	5%		129
	Black or African American	14%	40%	24%	14%	6%	1%	78
	Hispanic or Latino/a	23%	34%	14%	20%	8%		90
	Middle Eastern or North African	17%	33%	17%	25%	8%		12
	Mixed racial/ethnic background	14%	30%	11%	30%	16%		37
	Native Am./Alaksa Native	21%	29%	14%	21%	14%		14
	Native Hawaiian or Other PI	33%				67%		3
	White, Caucasian	25%	34%	14%	21%	6%	0%	1,209
	Other	11%	11%		44%	33%		9
	Prefer Not to Disclose	35%	24%	17%	16%	5%	4%	108
<b>Sexual Orientation</b>	Asexual	19%	34%	13%	25%	9%		32
	Bisexual	28%	38%	14%	15%	6%		72
	Lesbian or gay	18%	45%	3%	27%	6%		66
	Queer	24%	29%	18%	29%			17
	Straight or heterosexual	25%	35%	16%	19%	5%	0%	1,238
	Pansexual	60%		20%	20%			5
	Questioning	100%						3
	Other		33%	33%		33%		3
Prefer not to disclose	30%	26%	18%	14%	10%	3%	141	

Q30b Such workforce reductions have made it more difficult for my agency to fulfill its science-based mission.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		40%	48%	8%	4%	0%	0%	986
<b>Agency</b>	CDC	39%	44%	12%	4%	1%	1%	196
	EPA	39%	49%	10%	2%			161
	FDA	23%	61%	8%	8%			126
	FWS	46%	44%	8%	3%			119
	NOAA	47%	45%	6%	2%			236
	USDA	39%	49%	7%	4%	1%	1%	148
<b>% of Job Duties Involving Science</b>	1 - 25%	33%	49%	14%	4%			70
	26 - 50%	41%	53%	4%	2%			121
	51 - 75%	40%	49%	9%	2%			255
	76 - 100%	40%	46%	8%	5%	0%	0%	540
<b>Grade Level</b>	Commissioned Corps	33%	47%	13%	7%			15
	Contractor	20%	40%	20%		10%	10%	10
	Fellow	29%	50%	17%	4%			24
	GS-11 or lower	54%	35%	7%	4%		1%	113
	GS-12 and above	39%	50%	8%	3%			757
	Other	30%	70%					10
	Prefer Not to Disclose	39%	33%	17%	11%			18
<b>Highest Level of Education</b>	Bachelors Degree	38%	49%	9%	4%		1%	134
	DVM	50%	33%		17%			6
	JD	25%	75%					4
	Masters Degree	41%	47%	9%	3%	0%	0%	302
	MD	33%	42%	13%	13%			24
	PhD	42%	47%	8%	3%			452
	Other	25%	67%	8%				12
Prefer Not to Disclose	33%	42%	17%	8%			12	
<b>Worked for Regulated Ind.</b>	Yes	35%	49%	10%	5%		1%	102
	No	41%	48%	8%	3%	0%	0%	832
	Prefer Not to Disclose	50%	17%	8%	25%			12

Q30b Such workforce reductions have made it more difficult for my agency to fulfill its science-based mission.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		40%	48%	8%	4%	0%	0%	986
<b>Years Working at Agency</b>	2 years or less	34%	51%	9%	5%	1%		98
	2-5 years	46%	39%	9%	5%		1%	170
	6-10 years	39%	49%	9%	3%			158
	11-15 years	40%	46%	11%	3%			126
	More than 15 years	38%	51%	7%	3%	0%	0%	427
	Prefer not to disclose	43%	43%	14%				7
<b>Gender</b>	Female	40%	46%	10%	4%			453
	Male	41%	49%	7%	3%	0%	0%	437
	Nonbinary	75%	25%					4
	Transgender	50%	50%					4
	Prefer Not to Disclose	36%	52%	9%			2%	44
<b>Race/Ethnicity</b>	Asian / Pacific Islander	39%	44%	10%	6%		1%	82
	Black or African American	21%	45%	17%	17%			42
	Hispanic or Latino/a	42%	38%	15%	2%		2%	52
	Middle Eastern or North African	50%	17%	17%	17%			6
	Mixed racial/ethnic background	25%	56%	13%	6%			16
	Native Am./Alaksa Native	14%	71%	14%				7
	Native Hawaiian or Other PI	100%						1
	White, Caucasian	42%	49%	6%	3%	0%		714
	Other	50%	50%					2
	Prefer Not to Disclose	38%	47%	14%	2%			64
<b>Sexual Orientation</b>	Asexual	35%	59%	6%				17
	Bisexual	38%	47%	2%	13%			47
	Lesbian or gay	36%	52%	12%				42
	Queer	67%	22%	11%				9
	Straight or heterosexual	41%	47%	9%	3%	0%	0%	735
	Pansexual	67%	33%					3
	Questioning	67%	33%					3
	Other		100%					1
	Prefer not to disclose	33%	56%	8%	3%			78

Q31 Over the past two years, I have noticed that resource allocations (e.g., funding, staff time) have been distributed away from programs and offices whose work is viewed as politically contentious.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		3%	6%	42%	35%	13%	2%	1,650
<b>Agency</b>	CDC	3%	8%	44%	31%	10%	4%	331
	EPA	4%	9%	37%	39%	9%	2%	272
	FDA	2%	2%	42%	36%	16%	2%	238
	FWS	3%	7%	52%	27%	9%	2%	205
	NOAA	3%	4%	37%	41%	13%	2%	362
	USDA	2%	2%	43%	33%	19%	2%	242
<b>% of Job Duties Involving Science</b>	1 - 25%	2%	5%	40%	40%	9%	4%	121
	26 - 50%	3%	6%	42%	35%	13%	1%	211
	51 - 75%	3%	7%	39%	38%	11%	2%	412
	76 - 100%	3%	5%	43%	33%	14%	2%	906
<b>Grade Level</b>	Commissioned Corps			52%	35%	13%		23
	Contractor	3%	3%	56%	25%	9%	3%	32
	Fellow		8%	46%	31%	5%	10%	39
	GS-11 or lower	3%	6%	54%	30%	6%	2%	192
	GS-12 and above	3%	6%	39%	37%	14%	2%	1,235
	Student			50%			50%	2
	Other		4%	29%	46%	17%	4%	24
	Prefer Not to Disclose	14%	3%	44%	25%	3%	11%	36
<b>Highest Level of Education</b>	Bachelors Degree	6%	5%	48%	31%	9%	1%	203
	DVM	9%		45%	27%	18%		11
	JD		10%	20%	40%	10%	20%	10
	Masters Degree	2%	8%	42%	37%	10%	2%	512
	MD	4%	2%	32%	43%	16%	4%	56
	PhD	3%	5%	39%	36%	15%	2%	752
	Other	5%	10%	50%	20%	15%		20
	Prefer Not to Disclose	5%	5%	55%	15%		20%	20
<b>Worked for Regulated Ind.</b>	Yes	5%	7%	46%	27%	13%	1%	175
	No	3%	5%	41%	37%	13%	2%	1,388
	Prefer Not to Disclose	9%	9%	43%	17%		22%	23

Q31 Over the past two years, I have noticed that resource allocations (e.g., funding, staff time) have been distributed away from programs and offices whose work is viewed as politically contentious.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		3%	6%	42%	35%	13%	2%	1,650
<b>Years Working at Agency</b>	2 years or less	1%	5%	47%	31%	13%	3%	225
	2-5 years	3%	5%	41%	36%	12%	3%	315
	6-10 years	4%	5%	44%	34%	11%	2%	272
	11-15 years	3%	7%	44%	30%	14%	3%	200
	More than 15 years	3%	6%	39%	38%	14%	1%	629
	Prefer not to disclose	11%		56%	11%	11%	11%	9
<b>Gender</b>	Female	2%	6%	45%	36%	10%	2%	694
	Male	3%	5%	39%	35%	15%	2%	790
	Nonbinary			44%	56%			9
	Transgender		29%	43%	14%	14%		7
	Prefer Not to Disclose	5%	11%	33%	31%	11%	9%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	4%	7%	49%	29%	10%	2%	129
	Black or African American	1%	5%	46%	27%	15%	5%	78
	Hispanic or Latino/a	2%	10%	43%	30%	12%	2%	90
	Middle Eastern or North African			33%	42%	17%	8%	12
	Mixed racial/ethnic background	3%	5%	19%	49%	24%		37
	Native Am./Alaksa Native	7%		36%	43%	14%		14
	Native Hawaiian or Other PI				100%			3
	White, Caucasian	3%	5%	40%	38%	13%	1%	1,203
	Other			56%	22%	22%		9
	Prefer Not to Disclose	7%	9%	40%	23%	10%	10%	108
<b>Sexual Orientation</b>	Asexual		9%	34%	38%	16%	3%	32
	Bisexual	1%	7%	46%	29%	14%	3%	72
	Lesbian or gay	5%	3%	36%	38%	15%	3%	66
	Queer		13%	56%	31%			16
	Straight or heterosexual	3%	5%	41%	36%	13%	1%	1,234
	Pansexual			60%	40%			5
	Questioning			100%				3
	Other			33%	33%	33%		3
	Prefer not to disclose	6%	8%	41%	29%	9%	7%	140

Q32 Compared to two years ago, my agency is better able to recruit new scientific staff.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		6%	25%	36%	22%	9%	1%	1,654
<b>Agency</b>	CDC	3%	19%	40%	27%	8%	3%	331
	EPA	13%	40%	29%	12%	6%	1%	272
	FDA	6%	24%	36%	22%	9%	3%	238
	FWS	5%	22%	36%	22%	13%	1%	205
	NOAA	2%	21%	38%	26%	13%	0%	363
	USDA	11%	22%	37%	20%	10%	0%	245
<b>% of Job Duties Involving Science</b>	1 - 25%	6%	23%	45%	17%	7%	2%	121
	26 - 50%	4%	24%	36%	26%	8%	2%	213
	51 - 75%	7%	22%	39%	21%	9%	2%	414
	76 - 100%	6%	26%	34%	22%	10%	1%	906
<b>Grade Level</b>	Commissioned Corps	4%	22%	26%	48%			23
	Contractor	6%	38%	41%	13%	3%		32
	Fellow	3%	11%	42%	26%	5%	13%	38
	GS-11 or lower	6%	20%	41%	21%	11%	1%	192
	GS-12 and above	7%	26%	35%	22%	9%	1%	1,241
	Student			50%			50%	2
	Other	8%	17%	50%	21%	4%		24
Prefer Not to Disclose	3%	8%	39%	22%	19%	8%	36	
<b>Highest Level of Education</b>	Bachelors Degree	8%	21%	38%	20%	12%	0%	202
	DVM	9%		36%	27%	18%	9%	11
	JD	10%	40%	40%	10%			10
	Masters Degree	6%	27%	36%	20%	9%	1%	514
	MD	5%	38%	27%	25%	2%	4%	56
	PhD	6%	23%	36%	24%	10%	1%	756
	Other		40%	45%	15%			20
	Prefer Not to Disclose		5%	50%	15%	20%	10%	20
<b>Worked for Regulated Ind.</b>	Yes	8%	26%	37%	22%	7%		175
	No	6%	25%	36%	22%	10%	1%	1,392
	Prefer Not to Disclose	4%	9%	48%	13%	9%	17%	23

Q32 Compared to two years ago, my agency is better able to recruit new scientific staff.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		6%	25%	36%	22%	9%	1%	1,654
<b>Years Working at Agency</b>	2 years or less	9%	23%	46%	14%	2%	5%	222
	2-5 years	6%	21%	34%	26%	11%	2%	317
	6-10 years	5%	24%	37%	25%	8%	1%	273
	11-15 years	4%	27%	36%	21%	11%	0%	201
	More than 15 years	6%	26%	34%	22%	11%	0%	631
	Prefer not to disclose	10%	10%	30%	30%	20%		10
<b>Gender</b>	Female	6%	25%	34%	24%	10%	1%	695
	Male	7%	26%	38%	21%	8%	1%	792
	Nonbinary	11%	22%	33%	11%	22%		9
	Transgender	29%	29%	14%	29%			7
	Prefer Not to Disclose	2%	12%	41%	20%	20%	5%	81
<b>Race/Ethnicity</b>	Asian/ Pacific Islander	9%	22%	35%	23%	11%		129
	Black or African American	4%	33%	40%	14%	4%	5%	78
	Hispanic or Latino/a	6%	28%	36%	21%	9%	1%	90
	Middle Eastern or North African	8%	33%	25%	8%	17%	8%	12
	Mixed racial/ethnic background	11%	24%	27%	24%	14%		37
	Native Am./Alaksa Native	14%	14%	43%	7%	21%		14
	Native Hawaiian or Other PI	33%	33%			33%		3
	White, Caucasian	7%	25%	35%	23%	9%	1%	1,204
	Other	11%	11%	44%	22%	11%		9
	Prefer Not to Disclose	4%	10%	45%	20%	16%	5%	108
<b>Sexual Orientation</b>	Asexual	13%	41%	25%	16%	6%		32
	Bisexual	10%	25%	29%	26%	8%	1%	72
	Lesbian or gay	11%	21%	41%	18%	6%	3%	66
	Queer	6%	19%	38%	25%	13%		16
	Straight or heterosexual	6%	26%	36%	23%	8%	1%	1,234
	Pansexual	20%	20%	40%		20%		5
	Questioning		33%	33%	33%			3
	Other		33%	33%		33%		3
Prefer not to disclose	6%	14%	41%	18%	17%	4%	141	



Q33a In the past two years, I have experienced burnout (e.g., overwhelming stress and exhaustion).

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		27%	35%	13%	19%	5%	1%	1,661
<b>Agency</b>	CDC	34%	31%	12%	19%	3%	2%	331
	EPA	23%	34%	12%	23%	7%	1%	274
	FDA	17%	33%	16%	25%	6%	2%	241
	FWS	31%	36%	10%	17%	5%	1%	206
	NOAA	34%	40%	10%	11%	4%	1%	364
	USDA	20%	32%	18%	22%	8%	1%	245
<b>% of Job Duties Involving Science</b>	1 - 25%	29%	40%	11%	11%	8%	1%	122
	26 - 50%	27%	38%	10%	20%	3%	2%	213
	51 - 75%	29%	35%	13%	17%	4%	1%	415
	76 - 100%	26%	32%	13%	21%	6%	1%	911
<b>Grade Level</b>	Commissioned Corps	52%	22%	9%	9%	9%		23
	Contractor	9%	34%	13%	44%			32
	Fellow	21%	23%	23%	23%	8%	3%	39
	GS-11 or lower	26%	36%	12%	20%	5%	2%	193
	GS-12 and above	28%	35%	13%	19%	5%	1%	1,243
	Student			50%			50%	2
	Other	25%	29%	17%	21%	8%		24
	Prefer Not to Disclose	31%	39%	6%	17%		8%	36
<b>Highest Level of Education</b>	Bachelors Degree	34%	34%	13%	12%	6%	1%	205
	DVM	45%	18%	27%		9%		11
	JD	10%	20%	30%	30%	10%		10
	Masters Degree	29%	36%	10%	19%	5%	1%	515
	MD	29%	30%	11%	25%	5%		56
	PhD	24%	35%	14%	21%	5%	1%	756
	Other	25%	20%	25%	20%	10%		20
Prefer Not to Disclose	35%	25%	15%	10%		15%	20	
<b>Worked for Regulated Ind.</b>	Yes	19%	39%	11%	23%	7%		176
	No	28%	34%	13%	18%	5%	1%	1,396
	Prefer Not to Disclose	17%	17%	13%	30%		22%	23

Q33a In the past two years, I have experienced burnout (e.g., overwhelming stress and exhaustion).

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		27%	35%	13%	19%	5%	1%	1,661
<b>Years Working at Agency</b>	2 years or less	16%	27%	17%	26%	12%	2%	226
	2-5 years	30%	33%	11%	19%	5%	1%	318
	6-10 years	31%	37%	10%	17%	3%	1%	274
	11-15 years	31%	36%	13%	16%	3%	1%	202
	More than 15 years	27%	36%	13%	18%	5%	1%	631
	Prefer not to disclose	30%	40%		20%	10%		10
<b>Gender</b>	Female	34%	36%	8%	17%	5%	0%	699
	Male	21%	34%	16%	22%	6%	1%	793
	Nonbinary	44%	22%	22%		11%		9
	Transgender	43%	29%	29%				7
	Prefer Not to Disclose	33%	32%	11%	12%	4%	7%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	25%	29%	19%	21%	5%	2%	129
	Black or African American	15%	31%	15%	32%	5%	1%	78
	Hispanic or Latino/a	32%	34%	11%	18%	4%		90
	Middle Eastern or North African	25%	33%		42%			12
	Mixed racial/ethnic background	30%	22%	30%	14%	5%		37
	Native Am./Alaksa Native	14%	21%	29%	29%	7%		14
	Native Hawaiian or Other PI		33%	33%	33%			3
	White, Caucasian	28%	36%	12%	18%	5%	0%	1,209
	Other	11%	44%		33%	11%		9
	Prefer Not to Disclose	33%	28%	11%	16%	4%	8%	108
<b>Sexual Orientation</b>	Asexual	28%	31%	9%	25%	6%		32
	Bisexual	35%	29%	13%	18%	6%		72
	Lesbian or gay	24%	32%	17%	21%	6%		66
	Queer	53%	35%	6%		6%		17
	Straight or heterosexual	26%	35%	13%	20%	6%	1%	1,238
	Pansexual	60%	20%			20%		5
	Questioning	67%	33%					3
	Other	33%	67%					3
Prefer not to disclose	34%	33%	10%	14%	3%	6%	141	

Q33b I feel burnout at my agency due to: (select all that apply)

		Lack of staff capacity	Stressors at home or in my personal life	Stressors related to the pandemic	Workplace conditions	Other	Prefer Not to Disclose	N
<b>OVERALL</b>		70%	38%	56%	36%	26%	1%	1,022
<b>Agency</b>	CDC	65%	39%	69%	35%	26%	0%	213
	EPA	74%	32%	43%	31%	26%	3%	152
	FDA	63%	31%	55%	31%	23%	1%	121
	FWS	75%	40%	47%	32%	27%	1%	138
	NOAA	76%	41%	59%	41%	28%	0%	270
	USDA	60%	39%	55%	39%	24%	2%	128
<b>% of Job Duties Involving Science</b>	1 - 25%	67%	33%	57%	30%	29%		83
	26 - 50%	69%	40%	50%	33%	35%	1%	139
	51 - 75%	74%	42%	58%	31%	25%	1%	268
	76 - 100%	68%	36%	56%	40%	24%	1%	532
<b>Grade Level</b>	Commissioned Corps	71%	53%	94%	41%	35%		17
	Contractor	36%	36%	71%	21%	29%		14
	Fellow	53%	59%	76%	53%	35%		17
	GS-11 or lower	67%	46%	52%	39%	18%		120
	GS-12 and above	72%	37%	55%	35%	26%	1%	777
	Other	62%	38%	77%	38%	31%		13
	Prefer Not to Disclose	52%	12%	48%	40%	40%	4%	25
<b>Highest Level of Education</b>	Bachelors Degree	67%	36%	41%	36%	35%	1%	138
	DVM	71%	29%	43%	29%	14%		7
	JD	100%	33%	67%				3
	Masters Degree	71%	42%	57%	34%	27%	1%	336
	MD	76%	21%	64%	33%	24%		33
	PhD	71%	37%	58%	37%	23%	1%	446
	Other	33%	33%	78%	44%	11%		9
	Prefer Not to Disclose	58%	42%	83%	58%	17%		12
<b>Worked for Regulated Ind.</b>	Yes	68%	34%	50%	32%	34%	1%	103
	No	70%	38%	56%	36%	25%	1%	874
	Prefer Not to Disclose	63%	75%	75%	63%	38%	13%	8

Q33b I feel burnout at my agency due to: (select all that apply)

		Lack of staff capacity	Stressors at home or in my personal life	Stressors related to the pandemic	Workplace conditions	Other	Prefer Not to Disclose	N
<b>OVERALL</b>		70%	38%	56%	36%	26%	1%	1,022
<b>Years Working at Agency</b>	2 years or less	53%	51%	59%	29%	27%		96
	2-5 years	73%	43%	59%	39%	20%		201
	6-10 years	74%	42%	55%	37%	24%	2%	188
	11-15 years	70%	34%	54%	40%	26%	1%	134
	More than 15 years	70%	32%	55%	34%	29%	1%	396
	Prefer not to disclose	71%	14%	43%	43%	43%	14%	7
<b>Gender</b>	Female	70%	41%	60%	38%	24%	0%	486
	Male	71%	36%	52%	32%	27%	1%	432
	Nonbinary	83%	33%	67%	50%	17%		6
	Transgender	60%	80%	80%	20%			5
	Prefer Not to Disclose	68%	21%	45%	47%	40%	2%	53
<b>Race/Ethnicity</b>	Asian/ Pacific Islander	70%	43%	58%	41%	20%		69
	Black or African American	53%	36%	64%	22%	28%		36
	Hispanic or Latino/a	75%	38%	57%	38%	25%		60
	Middle Eastern or North African	86%	43%	57%	43%	43%		7
	Mixed racial/ethnic background	74%	58%	58%	37%	37%		19
	Native Am./Alaksa Native	60%	40%	60%	20%	40%		5
	Native Hawaiian or Other PI	100%	100%	100%	100%			1
	White, Caucasian	72%	39%	56%	35%	25%	1%	770
	Other	40%	60%	20%	40%	80%		5
	Prefer Not to Disclose	64%	24%	55%	45%	38%	2%	66
<b>Sexual Orientation</b>	Asexual	63%	37%	58%	32%	16%		19
	Bisexual	72%	50%	72%	41%	22%		46
	Lesbian or gay	70%	38%	57%	43%	27%		37
	Queer	73%	40%	47%	40%	27%		15
	Straight or heterosexual	71%	39%	55%	34%	24%	1%	750
	Pansexual	50%	75%	75%	50%	25%		4
	Questioning	100%	33%	33%	100%			3
	Other	67%	33%	67%	33%	67%		3
	Prefer not to disclose	65%	26%	54%	43%	39%	1%	95

Q34 My agency has made mentorship opportunities available to me and I found them to be helpful.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		27%	35%	21%	11%	5%	1%	227
<b>Agency</b>	CDC	29%	33%	21%	11%	4%	1%	72
	EPA	34%	38%	19%	6%	3%		32
	FDA	36%	32%	18%	13%	2%		56
	FWS	9%	55%	18%		18%		11
	NOAA	13%	44%	19%	13%	6%	6%	16
	USDA	15%	33%	30%	13%	10%		40
<b>% of Job Duties Involving Science</b>	1 - 25%	21%	37%	37%	5%			19
	26 - 50%	20%	28%	28%	12%	12%		25
	51 - 75%	32%	38%	15%	11%	4%		47
	76 - 100%	27%	35%	20%	11%	5%	1%	136
<b>Grade Level</b>	Commissioned Corps	50%	50%					2
	Contractor	12%	29%	35%	12%	12%		17
	Fellow	52%	30%	4%	9%	4%		23
	GS-11 or lower	19%	42%	19%	17%	4%		53
	GS-12 and above	29%	35%	24%	6%	6%		109
	Student		50%	50%				2
	Other	33%	33%	33%				3
	Prefer Not to Disclose		50%				50%	4
<b>Highest Level of Education</b>	Bachelors Degree	23%	30%	27%	13%	7%		30
	DVM		100%					3
	JD	50%	50%					2
	Masters Degree	25%	36%	16%	17%	6%		69
	MD	67%	17%	8%	8%			12
	PhD	26%	40%	25%	3%	6%		89
	Other	50%	25%	25%				4
	Prefer Not to Disclose			50%			50%	4
<b>Worked for Regulated Ind.</b>	Yes	26%	37%	15%	15%	7%		27
	No	28%	36%	23%	8%	5%		177
	Prefer Not to Disclose	11%	44%	11%	11%		22%	9

Q34 My agency has made mentorship opportunities available to me and I found them to be helpful.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		27%	35%	21%	11%	5%	1%	227
<b>Gender</b>	Female	28%	36%	17%	12%	7%		107
	Male	27%	36%	26%	8%	4%		90
	Nonbinary		50%	50%				2
	Transgender	33%	67%					3
	Prefer Not to Disclose	27%	27%	27%			18%	11
<b>Race/Ethnicity</b>	Asian / Pacific Islander	39%	33%	22%	6%			18
	Black or African American	33%	20%	20%	27%			15
	Hispanic or Latino/a	25%	50%	25%				12
	Middle Eastern or North African		67%	33%				3
	Mixed racial/ethnic background	33%	33%	17%	17%			6
	Native Am./Alaska Native	50%	50%					2
	White, Caucasian	27%	36%	20%	10%	7%		159
	Other			67%		33%		3
	Prefer Not to Disclose	20%	47%	20%			13%	15
	<b>Sexual Orientation</b>	Asexual		25%	50%	25%		
Bisexual		42%	21%	11%	21%	5%		19
Lesbian or gay		21%	50%	7%		21%		14
Queer		33%	50%			17%		6
Straight or heterosexual		27%	36%	23%	9%	4%		151
Pansexual			50%		50%			2
Other		100%						1
Prefer not to disclose		19%	38%	31%			13%	16

Q35 I was able to navigate the agency's hiring process with ease.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		7%	30%	13%	31%	19%	1%	226
<b>Agency</b>	CDC	1%	24%	15%	37%	21%	1%	71
	EPA	19%	22%	13%	28%	19%		32
	FDA	9%	36%	14%	20%	20%	2%	56
	FWS	9%	36%	9%	36%	9%		11
	NOAA	6%	19%	13%	25%	31%	6%	16
	USDA	5%	40%	8%	38%	10%		40
<b>% of Job Duties Involving Science</b>	1 - 25%		26%	16%	32%	26%		19
	26 - 50%		24%	16%	44%	16%		25
	51 - 75%	13%	28%	9%	30%	21%		47
	76 - 100%	7%	32%	13%	28%	17%	2%	135
<b>Grade Level</b>	Commissioned Corps		50%			50%		2
	Contractor		29%	29%	24%	18%		17
	Fellow	5%	36%	9%	32%	18%		22
	GS-11 or lower	9%	23%	9%	43%	15%		53
	GS-12 and above	7%	32%	14%	27%	20%		109
	Student		50%				50%	2
	Other		33%		33%	33%		3
	Prefer Not to Disclose		50%				50%	4
<b>Highest Level of Education</b>	Bachelors Degree	13%	23%	13%	27%	23%		30
	DVM		33%		67%			3
	JD			50%	50%			2
	Masters Degree	4%	35%	7%	32%	21%		68
	MD		42%	17%	25%	17%		12
	PhD	8%	30%	15%	30%	16%	1%	89
	Other		25%		25%	50%		4
	Prefer Not to Disclose			50%			50%	4
<b>Worked for Regulated Ind.</b>	Yes	4%	37%	19%	30%	11%		27
	No	7%	30%	13%	31%	20%		176
	Prefer Not to Disclose		33%		22%	11%	33%	9

Q35 I was able to navigate the agency's hiring process with ease.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		7%	30%	13%	31%	19%	1%	226
<b>Gender</b>	Female	8%	27%	10%	37%	18%		106
	Male	7%	37%	13%	22%	20%	1%	90
	Nonbinary			50%	50%			2
	Transgender		33%		33%	33%		3
	Prefer Not to Disclose		18%	27%	27%	9%	18%	11
<b>Race/Ethnicity</b>	Asian / Pacific Islander	17%	39%	22%	11%	11%		18
	Black or African American		33%	20%	47%			15
	Hispanic or Latino/a	8%	25%		50%	17%		12
	Middle Eastern or North African			33%	33%	33%		3
	Mixed racial/ethnic background		50%	17%	33%			6
	Native Am./Alaksa Native		50%		50%			2
	White, Caucasian	7%	32%	11%	29%	21%		158
	Other		67%		33%			3
	Prefer Not to Disclose		13%	20%	33%	13%	20%	15
<b>Sexual Orientation</b>	Asexual				75%	25%		4
	Bisexual	11%	42%		37%	11%		19
	Lesbian or gay		36%		29%	36%		14
	Queer		17%		50%	33%		6
	Straight or heterosexual	8%	31%	15%	27%	18%		150
	Pansexual				100%			2
	Other			100%				1
	Prefer not to disclose		25%	19%	25%	13%	19%	16



Q36 My agency collects the scientific and monitoring information needed to effectively meet its mission.

		Always	Frequently	Occasionally	Seldom
<b>OVERALL</b>		16%	52%	19%	5%
<b>Agency</b>	CDC	15%	56%	19%	4%
	EPA	13%	52%	22%	5%
	FDA	23%	50%	12%	4%
	FWS	9%	47%	26%	12%
	NOAA	17%	55%	19%	4%
	USDA	18%	51%	15%	2%
<b>% of Job Duties Involving Science</b>	1 - 25%	11%	51%	25%	3%
	26 - 50%	13%	50%	23%	4%
	51 - 75%	13%	53%	22%	6%
	76 - 100%	19%	53%	15%	5%
<b>Grade Level</b>	Commissioned Corps	17%	35%	39%	
	Contractor	31%	38%	6%	
	Fellow	28%	41%	10%	10%
	GS-11 or lower	18%	55%	18%	4%
	GS-12 and above	15%	53%	20%	5%
	Student		100%		
	Other	21%	50%	13%	4%
	Prefer Not to Disclose	11%	47%	8%	14%
<b>Highest Level of Education</b>	Bachelors Degree	21%	45%	21%	4%
	DVM	18%	73%	9%	
	JD	10%	60%	20%	10%
	Masters Degree	15%	55%	19%	4%
	MD	29%	45%	16%	2%
	PhD	14%	53%	19%	6%
	Other	25%	40%	25%	5%
	Prefer Not to Disclose	25%	25%	20%	5%
<b>Worked for Regulated Ind.</b>	Yes	17%	50%	21%	3%
	No	16%	53%	19%	5%
	Prefer Not to Disclose	26%	30%	17%	4%

Q36 My agency collects the scientific and monitoring information needed to effectively meet its mission.

		Always	Frequently	Occasionally	Seldom
<b>OVERALL</b>		16%	52%	19%	5%
<b>Years Working at Agency</b>	2 years or less	22%	51%	14%	2%
	2-5 years	16%	57%	18%	4%
	6-10 years	14%	56%	18%	5%
	11-15 years	14%	49%	22%	6%
	More than 15 years	16%	50%	21%	6%
	Prefer not to disclose	30%	40%		20%
<b>Gender</b>	Female	15%	56%	18%	4%
	Male	18%	51%	19%	6%
	Nonbinary		67%	11%	
	Transgender	14%	29%	43%	
	Prefer Not to Disclose	14%	36%	27%	7%
<b>Race/Ethnicity</b>	Asian / Pacific Islander	21%	47%	19%	5%
	Black or African American	31%	45%	15%	3%
	Hispanic or Latino/a	18%	54%	21%	
	Middle Eastern or North African	8%	75%	8%	
	Mixed racial/ethnic background	3%	70%	14%	3%
	Native Am./Alaksa Native	29%	43%	14%	
	Native Hawaiian or Other PI		67%		
	White, Caucasian	14%	55%	19%	5%
	Other	22%	44%	22%	
	Prefer Not to Disclose	15%	39%	22%	8%
<b>Sexual Orientation</b>	Asexual	16%	59%	19%	
	Bisexual	19%	46%	22%	4%
	Lesbian or gay	15%	59%	14%	3%
	Queer		71%	12%	
	Straight or heterosexual	16%	53%	19%	5%
	Pansexual		20%	40%	
	Questioning		67%		
	Other		67%		33%
Prefer not to disclose	16%	44%	23%	6%	

Q36 My agency collects the scientific and monitoring information needed to effectively meet its mission.

		Never	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		0%	7%	0%	1,662
<b>Agency</b>	CDC	0%	5%	0%	332
	EPA		7%	0%	274
	FDA		10%	1%	241
	FWS	0%	5%	1%	206
	NOAA	1%	4%	0%	363
	USDA	0%	13%	0%	246
<b>% of Job Duties Involving Science</b>	1 - 25%	1%	9%		122
	26 - 50%	1%	8%	0%	213
	51 - 75%		6%	0%	415
	76 - 100%	0%	7%	1%	912
<b>Grade Level</b>	Commissioned Corps		9%		23
	Contractor		25%		32
	Fellow		10%		39
	GS-11 or lower		5%		193
	GS-12 and above	0%	7%	0%	1,244
	Student				2
	Other		8%	4%	24
	Prefer Not to Disclose	3%	11%	6%	36
<b>Highest Level of Education</b>	Bachelors Degree	0%	8%	0%	205
	DVM				11
	JD				10
	Masters Degree	0%	6%	0%	516
	MD		9%		56
	PhD	0%	7%	0%	756
	Other		5%		20
Prefer Not to Disclose		15%	10%	20	
<b>Worked for Regulated Ind.</b>	Yes		9%		176
	No	0%	7%	0%	1,396
	Prefer Not to Disclose		13%	9%	23

Q36 My agency collects the scientific and monitoring information needed to effectively meet its mission.

		Never	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		0%	7%	0%	1,662
<b>Years Working at Agency</b>	2 years or less	0%	10%	1%	227
	2-5 years		4%	1%	317
	6-10 years	0%	7%	1%	274
	11-15 years	0%	8%	0%	202
	More than 15 years	0%	7%	0%	632
	Prefer not to disclose		10%		10
<b>Gender</b>	Female	0%	7%	0%	699
	Male	0%	7%	0%	793
	Nonbinary		22%		9
	Transgender		14%		7
	Prefer Not to Disclose		12%	4%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	1%	7%	2%	129
	Black or African American		6%		78
	Hispanic or Latino/a		6%	1%	90
	Middle Eastern or North African		8%		12
	Mixed racial/ethnic background	3%	8%		37
	Native Am./Alaksa Native	7%	7%		14
	Native Hawaiian or Other PI		33%		3
	White, Caucasian	0%	7%	0%	1,209
	Other		11%		9
	Prefer Not to Disclose	1%	12%	3%	108
	<b>Sexual Orientation</b>	Asexual		6%	
Bisexual			8%		72
Lesbian or gay			9%		66
Queer			18%		17
Straight or heterosexual		0%	7%	0%	1,238
Pansexual			40%		5
Questioning			33%		3
Other					3
Prefer not to disclose			7%	3%	141

Q37 My agency's determinations and actions are consistent with the scientific findings contained in agency documents and reports.

		Always	Frequently	Occasionally	Seldom
<b>OVERALL</b>		21%	52%	11%	2%
<b>Agency</b>	CDC	15%	56%	14%	2%
	EPA	15%	59%	10%	3%
	FDA	32%	51%	5%	0%
	FWS	14%	51%	18%	4%
	NOAA	23%	52%	9%	3%
	USDA	27%	42%	7%	1%
<b>% of Job Duties Involving Science</b>	1 - 25%	12%	52%	16%	3%
	26 - 50%	18%	54%	12%	1%
	51 - 75%	17%	58%	11%	2%
	76 - 100%	24%	50%	9%	3%
<b>Grade Level</b>	Commissioned Corps		65%	13%	4%
	Contractor	41%	34%	13%	
	Fellow	41%	26%	10%	3%
	GS-11 or lower	20%	50%	12%	2%
	GS-12 and above	20%	55%	10%	2%
	Student	50%	50%		
	Other	25%	50%	8%	
	Prefer Not to Disclose	11%	49%	9%	6%
<b>Highest Level of Education</b>	Bachelors Degree	23%	44%	12%	4%
	DVM	18%	64%	9%	
	JD		60%	40%	
	Masters Degree	19%	54%	11%	2%
	MD	27%	55%	13%	
	PhD	21%	55%	9%	2%
	Other	20%	60%	5%	5%
	Prefer Not to Disclose	15%	35%	10%	10%
<b>Worked for Regulated Ind.</b>	Yes	25%	54%	10%	2%
	No	20%	53%	11%	2%
	Prefer Not to Disclose	13%	35%	4%	4%

Q37 My agency's determinations and actions are consistent with the scientific findings contained in agency documents and reports.

		Always	Frequently	Occasionally	Seldom
<b>OVERALL</b>		21%	52%	11%	2%
<b>Years Working at Agency</b>	2 years or less	26%	46%	7%	0%
	2-5 years	20%	52%	12%	3%
	6-10 years	19%	56%	11%	1%
	11-15 years	17%	54%	12%	3%
	More than 15 years	21%	53%	11%	3%
	Prefer not to disclose	40%	20%		
<b>Gender</b>	Female	19%	57%	9%	2%
	Male	23%	51%	12%	2%
	Nonbinary	11%	44%	22%	11%
	Transgender		57%	14%	
	Prefer Not to Disclose	10%	43%	17%	7%
<b>Race/Ethnicity</b>	Asian / Pacific Islander	26%	45%	16%	2%
	Black or African American	32%	37%	8%	3%
	Hispanic or Latino/a	19%	60%	8%	1%
	Middle Eastern or North African	8%	67%	8%	
	Mixed racial/ethnic background	14%	43%	16%	5%
	Native Am./Alaksa Native	15%	62%	8%	8%
	Native Hawaiian or Other PI	33%		33%	
	White, Caucasian	20%	56%	10%	2%
	Other	33%	33%	11%	
	Prefer Not to Disclose	16%	43%	14%	6%
<b>Sexual Orientation</b>	Asexual	25%	59%	9%	
	Bisexual	21%	58%	7%	1%
	Lesbian or gay	12%	64%	5%	6%
	Queer	13%	19%	38%	
	Straight or heterosexual	21%	54%	11%	2%
	Pansexual	20%	40%		20%
	Questioning		33%		
	Other	67%			33%
Prefer not to disclose	17%	44%	15%	4%	

Q37 My agency's determinations and actions are consistent with the scientific findings contained in agency documents and reports.

		Never	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		0%	13%	1%	1,649
<b>Agency</b>	CDC	0%	11%	1%	328
	EPA		13%	1%	272
	FDA		10%	0%	239
	FWS		12%	0%	205
	NOAA		11%	1%	361
	USDA		23%	0%	244
<b>% of Job Duties Involving Science</b>	1 - 25%		17%		122
	26 - 50%		14%	0%	211
	51 - 75%		11%	0%	412
	76 - 100%	0%	13%	1%	904
<b>Grade Level</b>	Commissioned Corps	4%	13%		23
	Contractor		13%		32
	Fellow		21%		39
	GS-11 or lower		16%		193
	GS-12 and above		12%	0%	1,240
	Student				2
	Other		17%		24
	Prefer Not to Disclose		14%	11%	35
<b>Highest Level of Education</b>	Bachelors Degree		17%	1%	202
	DVM			9%	11
	JD				10
	Masters Degree		12%	1%	514
	MD		5%		56
	PhD	0%	13%		756
	Other		10%		20
	Prefer Not to Disclose		20%	10%	20
<b>Worked for Regulated Ind.</b>	Yes		10%		175
	No	0%	13%	0%	1,393
	Prefer Not to Disclose		26%	17%	23

Q37 My agency's determinations and actions are consistent with the scientific findings contained in agency documents and reports.

		Never	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		0%	13%	1%	1,649
<b>Years Working at Agency</b>	2 years or less		19%	1%	225
	2-5 years		12%	2%	312
	6-10 years		12%	0%	272
	11-15 years		13%		201
	More than 15 years	0%	12%	0%	629
	Prefer not to disclose		30%	10%	10
<b>Gender</b>	Female		13%	0%	697
	Male	0%	11%	0%	791
	Nonbinary		11%		9
	Transgender		29%		7
	Prefer Not to Disclose		19%	4%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander		12%		129
	Black or African American		19%	1%	78
	Hispanic or Latino/a	1%	11%		90
	Middle Eastern or North African		17%		12
	Mixed racial/ethnic background	3%	19%		37
	Native Am./Alaksa Native		8%		13
	Native Hawaiian or Other PI		33%		3
	White, Caucasian		12%	0%	1,205
	Other		22%		9
	Prefer Not to Disclose		18%	4%	108
<b>Sexual Orientation</b>	Asexual		6%		32
	Bisexual		13%		72
	Lesbian or gay		14%		66
	Queer		31%		16
	Straight or heterosexual	0%	12%	0%	1,236
	Pansexual		20%		5
	Questioning		67%		3
	Other				3
	Prefer not to disclose		17%	2%	140



Q38 Expert advice from scientific advisory committees is heeded and incorporated into agency decisions.

		Always	Frequently	Occasionally	Seldom
<b>OVERALL</b>		12%	46%	13%	3%
<b>Agency</b>	CDC	14%	45%	13%	2%
	EPA	10%	51%	14%	2%
	FDA	17%	57%	8%	3%
	FWS	9%	40%	19%	4%
	NOAA	11%	47%	15%	3%
	USDA	12%	37%	14%	2%
<b>% of Job Duties Involving Science</b>	1 - 25%	6%	45%	22%	1%
	26 - 50%	9%	46%	15%	1%
	51 - 75%	13%	47%	15%	3%
	76 - 100%	13%	46%	11%	3%
<b>Grade Level</b>	Commissioned Corps	9%	39%	26%	9%
	Contractor	28%	22%	13%	
	Fellow	31%	36%	5%	5%
	GS-11 or lower	10%	39%	18%	4%
	GS-12 and above	12%	49%	13%	3%
	Student		50%		
	Other	8%	50%	4%	
	Prefer Not to Disclose	17%	31%	14%	3%
<b>Highest Level of Education</b>	Bachelors Degree	9%	38%	19%	3%
	DVM		64%	9%	9%
	JD	10%	50%	10%	
	Masters Degree	11%	46%	14%	2%
	MD	18%	63%	7%	
	PhD	13%	49%	11%	4%
	Other	15%	45%	25%	5%
	Prefer Not to Disclose	30%	10%	15%	
<b>Worked for Regulated Ind.</b>	Yes	18%	47%	16%	3%
	No	12%	47%	13%	3%
	Prefer Not to Disclose	17%	35%	9%	

Q38 Expert advice from scientific advisory committees is heeded and incorporated into agency decisions.

		Always	Frequently	Occasionally	Seldom
<b>OVERALL</b>		12%	46%	13%	3%
<b>Years Working at Agency</b>	2 years or less	18%	40%	9%	0%
	2-5 years	12%	45%	14%	4%
	6-10 years	10%	51%	12%	3%
	11-15 years	9%	46%	16%	2%
	More than 15 years	12%	48%	15%	3%
	Prefer not to disclose	11%	22%	11%	11%
<b>Gender</b>	Female	13%	47%	12%	2%
	Male	12%	48%	14%	3%
	Nonbinary		56%	11%	
	Transgender		43%	29%	
	Prefer Not to Disclose	9%	36%	15%	6%
<b>Race/Ethnicity</b>	Asian / Pacific Islander	14%	42%	14%	4%
	Black or African American	24%	44%	13%	
	Hispanic or Latino/a	18%	39%	17%	3%
	Middle Eastern or North African	8%	58%		
	Mixed racial/ethnic background	11%	46%	22%	5%
	Native Am./Alaska Native	7%	64%	14%	
	Native Hawaiian or Other PI			33%	
	White, Caucasian	12%	49%	13%	3%
	Other	11%	44%	11%	
	Prefer Not to Disclose	9%	36%	14%	3%
<b>Sexual Orientation</b>	Asexual	3%	56%	13%	3%
	Bisexual	15%	44%	11%	3%
	Lesbian or gay	6%	65%	8%	3%
	Queer	6%	41%	12%	
	Straight or heterosexual	13%	47%	14%	3%
	Pansexual		20%	20%	
	Questioning		33%		
	Other		67%		
	Prefer not to disclose	15%	36%	11%	2%

Q38 Expert advice from scientific advisory committees is heeded and incorporated into agency decisions.

		Never	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		0%	24%	1%	1,649
<b>Agency</b>	CDC	0%	24%	1%	328
	EPA		22%		272
	FDA		15%	2%	240
	FWS		27%	1%	205
	NOAA	0%	24%	1%	361
	USDA	0%	35%		243
<b>% of Job Duties Involving Science</b>	1 - 25%		26%		121
	26 - 50%	0%	28%	0%	210
	51 - 75%	0%	21%	0%	411
	76 - 100%	0%	25%	1%	907
<b>Grade Level</b>	Commissioned Corps		17%		23
	Contractor	3%	31%	3%	32
	Fellow		23%		39
	GS-11 or lower		28%		193
	GS-12 and above	0%	23%	0%	1,241
	Student		50%		2
	Other		33%	4%	24
	Prefer Not to Disclose		22%	14%	36
<b>Highest Level of Education</b>	Bachelors Degree		29%	1%	204
	DVM		18%		11
	JD		30%		10
	Masters Degree		26%	0%	516
	MD		11%	2%	56
	PhD	0%	22%	0%	754
	Other		10%		20
	Prefer Not to Disclose		30%	15%	20
<b>Worked for Regulated Ind.</b>	Yes		15%	1%	176
	No	0%	25%	1%	1,393
	Prefer Not to Disclose		26%	13%	23

Q38 Expert advice from scientific advisory committees is heeded and incorporated into agency decisions.

		Never	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		0%	24%	1%	1,649
<b>Years Working at Agency</b>	2 years or less		32%	1%	225
	2-5 years		24%	1%	313
	6-10 years	0%	22%	1%	273
	11-15 years	1%	27%	1%	200
	More than 15 years	0%	22%	0%	629
	Prefer not to disclose		33%	11%	9
<b>Gender</b>	Female		26%	0%	698
	Male	0%	22%	1%	791
	Nonbinary		33%		9
	Transgender		29%		7
	Prefer Not to Disclose	1%	28%	5%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	1%	24%	2%	129
	Black or African American		19%		78
	Hispanic or Latino/a		22%	1%	90
	Middle Eastern or North African		33%		12
	Mixed racial/ethnic background		16%		37
	Native Am./Alaska Native		14%		14
	Native Hawaiian or Other PI	33%	33%		3
	White, Caucasian	0%	24%	0%	1,206
	Other		33%		9
	Prefer Not to Disclose	1%	31%	6%	108
<b>Sexual Orientation</b>	Asexual		25%		32
	Bisexual	1%	25%		72
	Lesbian or gay		18%		66
	Queer		41%		17
	Straight or heterosexual	0%	23%	0%	1,236
	Pansexual		60%		5
	Questioning		67%		3
	Other		33%		3
	Prefer not to disclose	1%	30%	4%	141

Q39 Advisory committees at my agency are constituted by individuals with appropriate expertise and who are able to provide independent scientific advice.

		Strongly Agree	Agree	Do not agree or disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		16%	42%	31%	6%	2%	2%	1,623
<b>Agency</b>	CDC	23%	38%	30%	4%	2%	2%	323
	EPA	12%	47%	28%	7%	2%	3%	268
	FDA	22%	50%	18%	5%	3%	2%	236
	FWS	9%	40%	44%	5%	1%	2%	199
	NOAA	13%	43%	31%	8%	2%	3%	356
	USDA	14%	37%	40%	5%	3%	2%	241
<b>% of Job Duties Involving Science</b>	1 - 25%	11%	54%	28%	2%	2%	4%	121
	26 - 50%	17%	40%	37%	3%	1%	2%	205
	51 - 75%	15%	43%	31%	6%	2%	3%	403
	76 - 100%	17%	41%	31%	7%	2%	2%	894
<b>Grade Level</b>	Commissioned Corps	4%	65%	30%				23
	Contractor	19%	42%	32%		3%	3%	31
	Fellow	33%	26%	21%	8%	8%	5%	39
	GS-11 or lower	10%	42%	41%	4%	2%	2%	190
	GS-12 and above	16%	43%	30%	6%	2%	2%	1,226
	Student		50%	50%				2
	Other	21%	54%	21%	4%			24
	Prefer Not to Disclose	14%	34%	31%	6%	3%	11%	35
<b>Highest Level of Education</b>	Bachelors Degree	9%	35%	44%	7%	2%	3%	201
	DVM	27%	36%	9%	9%	18%		11
	JD	30%	20%	30%			20%	10
	Masters Degree	14%	44%	34%	5%	1%	2%	508
	MD	30%	41%	20%	7%	2%		56
	PhD	17%	44%	28%	6%	3%	2%	745
	Other	10%	70%	15%	5%			20
	Prefer Not to Disclose	10%	35%	25%	5%	10%	15%	20
<b>Worked for Regulated Ind.</b>	Yes	18%	50%	22%	6%	2%	3%	175
	No	15%	42%	33%	6%	2%	2%	1,375
	Prefer Not to Disclose	17%	43%	17%	4%		17%	23

Q39 Advisory committees at my agency are constituted by individuals with appropriate expertise and who are able to provide independent scientific advice.

		Strongly Agree	Agree	Do not agree or disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		16%	42%	31%	6%	2%	2%	1,623
<b>Years Working at Agency</b>	2 years or less	20%	44%	27%	4%	3%	3%	222
	2-5 years	17%	41%	31%	5%	2%	4%	303
	6-10 years	14%	45%	30%	6%	2%	3%	269
	11-15 years	15%	43%	32%	7%	2%	1%	197
	More than 15 years	15%	42%	34%	6%	2%	2%	623
	Prefer not to disclose	11%	22%	22%	11%	22%	11%	9
<b>Gender</b>	Female	16%	43%	32%	4%	2%	2%	687
	Male	16%	44%	30%	6%	2%	2%	783
	Nonbinary	11%	33%	56%				9
	Transgender		43%	43%			14%	7
	Prefer Not to Disclose	7%	35%	32%	14%	5%	7%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	13%	38%	34%	5%	8%	2%	128
	Black or African American	27%	45%	21%	6%		1%	78
	Hispanic or Latino/a	16%	48%	26%	7%	2%	2%	90
	Middle Eastern or North African	17%	42%	33%			8%	12
	Mixed racial/ethnic background	19%	54%	19%	3%	3%	3%	37
	Native Am./Alaksa Native	38%	38%	15%	8%			13
	Native Hawaiian or Other PI			50%			50%	2
	White, Caucasian	16%	44%	31%	5%	2%	2%	1,189
	Other	11%	33%	33%	11%	11%		9
	Prefer Not to Disclose	11%	28%	40%	11%	4%	6%	108
<b>Sexual Orientation</b>	Asexual	16%	47%	38%				32
	Bisexual	23%	41%	24%	7%	4%	1%	71
	Lesbian or gay	20%	50%	21%	5%	2%	3%	66
	Queer	6%	38%	44%		6%	6%	16
	Straight or heterosexual	15%	44%	31%	6%	2%	2%	1,222
	Pansexual		40%	60%				5
	Questioning			100%				3
	Other		33%	67%				3
	Prefer not to disclose	15%	30%	36%	10%	2%	6%	139

Q40 In the last two years, the expertise on scientific advisory committees at my agency has:

		Significantly Deteriorated	Somewhat Deteriorated	No Change	Somewhat Improved
<b>OVERALL</b>		2%	7%	26%	10%
<b>Agency</b>	CDC	2%	8%	25%	10%
	EPA	3%	6%	14%	19%
	FDA	1%	8%	32%	7%
	FWS	2%	6%	25%	13%
	NOAA	3%	9%	32%	6%
	USDA	1%	2%	29%	4%
<b>% of Job Duties Involving Science</b>	1 - 25%	2%	4%	25%	11%
	26 - 50%	0%	8%	28%	8%
	51 - 75%	2%	8%	26%	11%
	76 - 100%	3%	6%	26%	9%
<b>Grade Level</b>	Commissioned Corps		4%	39%	
	Contractor		6%	13%	23%
	Fellow	3%	8%	28%	3%
	GS-11 or lower	2%	8%	19%	9%
	GS-12 and above	2%	7%	27%	10%
	Student				
	Other	4%	8%	38%	
Prefer Not to Disclose	6%	11%	23%	3%	
<b>Highest Level of Education</b>	Bachelors Degree	3%	8%	19%	9%
	DVM		9%	18%	27%
	JD			30%	20%
	Masters Degree	1%	7%	22%	12%
	MD		5%	43%	11%
	PhD	2%	7%	29%	8%
	Other			47%	5%
Prefer Not to Disclose	10%	15%	30%		
<b>Worked for Regulated Ind.</b>	Yes	2%	10%	29%	14%
	No	2%	7%	26%	9%
	Prefer Not to Disclose	4%	9%	17%	

Q40 In the last two years, the expertise on scientific advisory committees at my agency has:

		Significantly Deteriorated	Somewhat Deteriorated	No Change	Somewhat Improved
<b>OVERALL</b>		2%	7%	26%	10%
<b>Years Working at Agency</b>	2 years or less		3%	17%	9%
	2-5 years	1%	7%	22%	11%
	6-10 years	2%	7%	26%	10%
	11-15 years	3%	9%	31%	8%
	More than 15 years	3%	7%	29%	9%
	Prefer not to disclose	22%	11%	56%	
<b>Gender</b>	Female	2%	6%	23%	10%
	Male	2%	7%	30%	10%
	Nonbinary	11%		11%	
	Transgender			14%	
	Prefer Not to Disclose	5%	17%	23%	10%
<b>Race/Ethnicity</b>	Asian / Pacific Islander	3%	6%	33%	11%
	Black or African American		1%	30%	11%
	Hispanic or Latino/a	3%	2%	29%	18%
	Middle Eastern or North African			25%	8%
	Mixed racial/ethnic background	3%	8%	32%	14%
	Native Am./Alaksa Native	8%		31%	8%
	Native Hawaiian or Other PI			50%	
	White, Caucasian	2%	7%	25%	9%
	Other		22%	22%	
	Prefer Not to Disclose	6%	17%	20%	8%
<b>Sexual Orientation</b>	Asexual		6%	19%	25%
	Bisexual		10%	31%	6%
	Lesbian or gay	2%	5%	20%	17%
	Queer	13%		25%	6%
	Straight or heterosexual	2%	6%	28%	9%
	Pansexual		20%		
	Questioning				
	Other		33%		
Prefer not to disclose	5%	14%	19%	12%	



Q40 In the last two years, the expertise on scientific advisory committees at my agency has:

		Significantly Improved	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		5%	50%	1%	1,624
<b>Agency</b>	CDC	3%	51%	2%	324
	EPA	18%	41%	0%	268
	FDA	1%	51%	0%	235
	FWS	2%	52%	1%	199
	NOAA	1%	48%	1%	356
	USDA	4%	60%		242
<b>% of Job Duties Involving Science</b>	1 - 25%	5%	52%	2%	121
	26 - 50%	6%	49%	0%	207
	51 - 75%	4%	49%	1%	399
	76 - 100%	5%	50%	1%	897
<b>Grade Level</b>	Commissioned Corps	4%	52%		23
	Contractor	6%	48%	3%	31
	Fellow	5%	54%		39
	GS-11 or lower	2%	59%	1%	190
	GS-12 and above	5%	48%	0%	1,227
	Student		100%		2
	Other	4%	46%		24
	Prefer Not to Disclose	9%	40%	9%	35
<b>Highest Level of Education</b>	Bachelors Degree	3%	56%	0%	201
	DVM		45%		11
	JD	10%	40%		10
	Masters Degree	6%	50%	1%	507
	MD	2%	39%		56
	PhD	5%	49%		748
	Other		47%		19
	Prefer Not to Disclose		35%	10%	20
<b>Worked for Regulated Ind.</b>	Yes	7%	38%	1%	174
	No	4%	51%	0%	1,376
	Prefer Not to Disclose	4%	57%	9%	23

Q40 In the last two years, the expertise on scientific advisory committees at my agency has:

		Significantly Improved	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		5%	50%	1%	1,624
<b>Years Working at Agency</b>	2 years or less	4%	66%	1%	224
	2-5 years	3%	54%	1%	305
	6-10 years	5%	49%	1%	268
	11-15 years	6%	42%		196
	More than 15 years	5%	46%	0%	622
	Prefer not to disclose		11%		9
<b>Gender</b>	Female	5%	54%	0%	688
	Male	5%	46%	1%	782
	Nonbinary		78%		9
	Transgender	14%	71%		7
	Prefer Not to Disclose	1%	41%	2%	81
<b>Race/Ethnicity</b>	Asian/ Pacific Islander	3%	44%		127
	Black or African American	7%	51%		76
	Hispanic or Latino/a	3%	43%	1%	90
	Middle Eastern or North African		67%		12
	Mixed racial/ethnic background	3%	41%		37
	Native Am./Alaksa Native	8%	46%		13
	Native Hawaiian or Other PI		50%		2
	White, Caucasian	5%	51%	0%	1,192
	Other	11%	44%		9
	Prefer Not to Disclose	4%	43%	3%	108
<b>Sexual Orientation</b>	Asexual		50%		32
	Bisexual	3%	51%		71
	Lesbian or gay	6%	52%		66
	Queer		56%		16
	Straight or heterosexual	5%	49%	0%	1,221
	Pansexual	20%	60%		5
	Questioning		100%		3
	Other		67%		3
	Prefer not to disclose	4%	45%	2%	139

Q41a The level of consideration of political interests hinders the ability of my agency to make science-based decisions.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		9%	26%	29%	25%	8%	2%	1,633
<b>Agency</b>	CDC	14%	30%	30%	17%	6%	3%	322
	EPA	14%	34%	29%	17%	4%	2%	272
	FDA	6%	23%	33%	24%	11%	2%	238
	FWS	10%	33%	30%	22%	5%	2%	200
	NOAA	6%	20%	27%	34%	11%	2%	358
	USDA	2%	15%	28%	37%	15%	3%	243
<b>% of Job Duties Involving Science</b>	1 - 25%	11%	24%	36%	21%	5%	3%	121
	26 - 50%	6%	27%	31%	29%	4%	2%	207
	51 - 75%	10%	28%	29%	23%	7%	2%	405
	76 - 100%	9%	25%	28%	26%	10%	2%	900
<b>Grade Level</b>	Commissioned Corps	17%	43%	22%	17%			23
	Contractor	3%	31%	34%	19%	9%	3%	32
	Fellow	10%	15%	46%	15%	5%	8%	39
	GS-11 or lower	7%	31%	30%	23%	8%	1%	191
	GS-12 and above	9%	26%	28%	27%	8%	2%	1,235
	Student			50%			50%	2
	Other		21%	33%	25%	21%		24
	Prefer Not to Disclose	23%	17%	26%	17%	3%	14%	35
<b>Highest Level of Education</b>	Bachelors Degree	12%	25%	33%	21%	8%	1%	203
	DVM		9%	64%	27%			11
	JD	20%	40%	30%	10%			10
	Masters Degree	8%	31%	28%	25%	6%	3%	511
	MD	13%	18%	27%	27%	14%	2%	56
	PhD	8%	24%	28%	28%	10%	2%	751
	Other		25%	40%	30%	5%		20
	Prefer Not to Disclose	35%	20%	30%	5%		10%	20
<b>Worked for Regulated Ind.</b>	Yes	12%	33%	25%	23%	6%	2%	175
	No	9%	25%	29%	26%	9%	2%	1,386
	Prefer Not to Disclose	9%	9%	39%	13%		30%	23

Q41a The level of consideration of political interests hinders the ability of my agency to make science-based decisions.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		9%	26%	29%	25%	8%	2%	1,633
<b>Years Working at Agency</b>	2 years or less	7%	18%	37%	25%	9%	5%	224
	2-5 years	8%	30%	28%	24%	9%	3%	305
	6-10 years	10%	28%	25%	28%	6%	3%	271
	11-15 years	10%	26%	30%	23%	9%	3%	198
	More than 15 years	9%	26%	28%	27%	9%	1%	626
	Prefer not to disclose	22%	11%	22%	11%	22%	11%	9
<b>Gender</b>	Female	8%	28%	30%	25%	7%	2%	691
	Male	8%	25%	28%	27%	10%	2%	790
	Nonbinary	11%	56%	11%	22%			9
	Transgender	14%	43%	29%	14%			7
	Prefer Not to Disclose	28%	15%	27%	14%	6%	10%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	6%	27%	37%	20%	7%	2%	128
	Black or African American	6%	15%	33%	24%	15%	5%	78
	Hispanic or Latino/a	10%	29%	28%	18%	9%	6%	89
	Middle Eastern or North African		25%	17%	42%	8%	8%	12
	Mixed racial/ethnic background	11%	28%	14%	36%	11%		36
	Native Am./Alaksa Native	8%	31%	23%	15%	23%		13
	Native Hawaiian or Other PI			50%	50%			2
	White, Caucasian	8%	27%	28%	28%	8%	1%	1,201
	Other	22%	22%	22%	22%	11%		9
	Prefer Not to Disclose	22%	19%	31%	16%	5%	8%	108
<b>Sexual Orientation</b>	Asexual	6%	31%	19%	28%	13%	3%	32
	Bisexual	8%	36%	26%	21%	7%	1%	72
	Lesbian or gay	11%	33%	20%	27%	8%	2%	66
	Queer	41%	12%	18%	24%		6%	17
	Straight or heterosexual	7%	25%	30%	27%	8%	2%	1,230
	Pansexual	20%	40%	20%	20%			5
	Questioning		67%				33%	3
	Other		67%	33%				3
Prefer not to disclose	19%	20%	28%	17%	8%	7%	139	

Q41b The level of consideration of business interests hinders the ability of my agency to make science-based decisions.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		7%	23%	30%	28%	9%	2%	1,631
<b>Agency</b>	CDC	6%	17%	34%	30%	9%	4%	324
	EPA	14%	31%	27%	21%	4%	2%	272
	FDA	8%	27%	24%	29%	11%	2%	238
	FWS	9%	27%	34%	23%	7%	2%	200
	NOAA	5%	23%	28%	32%	9%	1%	354
	USDA	3%	15%	35%	32%	14%	2%	243
<b>% of Job Duties Involving Science</b>	1 - 25%	9%	20%	37%	23%	7%	4%	121
	26 - 50%	7%	28%	27%	32%	3%	2%	206
	51 - 75%	7%	25%	31%	27%	9%	2%	403
	76 - 100%	8%	22%	30%	29%	11%	2%	901
<b>Grade Level</b>	Commissioned Corps	9%	26%	35%	26%	4%		23
	Contractor	3%	25%	31%	28%	9%	3%	32
	Fellow	10%	21%	31%	26%	3%	10%	39
	GS-11 or lower	6%	26%	30%	28%	9%	1%	192
	GS-12 and above	8%	23%	30%	29%	9%	2%	1,235
	Student		50%	50%				2
	Other	4%	22%	30%	22%	22%		23
	Prefer Not to Disclose	11%	17%	26%	26%	3%	17%	35
<b>Highest Level of Education</b>	Bachelors Degree	9%	22%	34%	25%	9%	1%	202
	DVM	9%	45%	18%	18%	9%		11
	JD	20%	30%	50%				10
	Masters Degree	7%	25%	28%	29%	7%	3%	511
	MD	7%	23%	23%	36%	9%	2%	56
	PhD	7%	22%	30%	28%	10%	2%	752
	Other	5%	25%	30%	30%	10%		20
	Prefer Not to Disclose	15%	15%	45%	15%		10%	20
<b>Worked for Regulated Ind.</b>	Yes	11%	27%	25%	27%	7%	1%	175
	No	7%	23%	31%	28%	9%	2%	1,386
	Prefer Not to Disclose		9%	43%	17%	4%	26%	23

Q41b The level of consideration of business interests hinders the ability of my agency to make science-based decisions.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		7%	23%	30%	28%	9%	2%	1,631
<b>Years Working at Agency</b>	2 years or less	5%	21%	28%	33%	9%	4%	224
	2-5 years	6%	24%	32%	25%	10%	3%	306
	6-10 years	10%	24%	25%	30%	9%	3%	270
	11-15 years	10%	24%	28%	29%	7%	2%	199
	More than 15 years	7%	23%	33%	27%	9%	1%	622
	Prefer not to disclose	20%	10%	10%	30%	20%	10%	10
<b>Gender</b>	Female	7%	23%	32%	28%	9%	2%	692
	Male	7%	24%	29%	29%	9%	2%	789
	Nonbinary	11%	44%		33%	11%		9
	Transgender	29%	14%	29%	29%			7
	Prefer Not to Disclose	14%	19%	33%	17%	9%	9%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	7%	20%	41%	21%	10%	1%	128
	Black or African American	1%	9%	33%	38%	13%	5%	78
	Hispanic or Latino/a	9%	23%	27%	27%	9%	6%	90
	Middle Eastern or North African		17%	33%	25%	17%	8%	12
	Mixed racial/ethnic background	8%	28%	31%	25%	8%		36
	Native Am./Alaksa Native		8%	38%	38%	15%		13
	Native Hawaiian or Other PI			50%	50%			2
	White, Caucasian	7%	25%	28%	30%	9%	1%	1,200
	Other	11%	22%	44%	22%			9
	Prefer Not to Disclose	12%	14%	40%	17%	8%	9%	108
<b>Sexual Orientation</b>	Asexual	6%	28%	34%	22%	9%		32
	Bisexual	6%	29%	28%	26%	7%	4%	72
	Lesbian or gay	11%	27%	24%	24%	12%	2%	66
	Queer	29%	35%	6%	12%	12%	6%	17
	Straight or heterosexual	7%	22%	31%	30%	9%	1%	1,231
	Pansexual	20%	40%	20%	20%			5
	Questioning		67%			33%		3
	Other		33%	33%	33%			3
	Prefer not to disclose	8%	20%	35%	21%	9%	7%	138

Q42 The presence of senior decision makers in my agency who come from regulated industry or those with financial interest in regulatory outcomes inappropriately influences the decisions made by the agency.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		4%	10%	33%	33%	17%	3%	1,624
<b>Agency</b>	CDC	3%	5%	34%	33%	20%	5%	324
	EPA	6%	21%	31%	30%	10%	3%	272
	FDA	6%	15%	30%	29%	18%	2%	236
	FWS	6%	9%	35%	36%	12%	3%	200
	NOAA	3%	7%	32%	38%	18%	3%	352
	USDA	2%	7%	35%	31%	23%	3%	240
<b>% of Job Duties Involving Science</b>	1 - 25%	5%	11%	32%	36%	13%	2%	121
	26 - 50%	4%	13%	33%	32%	17%	3%	206
	51 - 75%	4%	10%	32%	35%	16%	3%	403
	76 - 100%	4%	10%	33%	32%	18%	3%	894
<b>Grade Level</b>	Commissioned Corps	9%	9%	26%	35%	22%		23
	Contractor		10%	48%	19%	16%	6%	31
	Fellow	8%	5%	42%	21%	11%	13%	38
	GS-11 or lower	4%	14%	40%	30%	10%	3%	191
	GS-12 and above	4%	10%	31%	34%	18%	2%	1,232
	Student		50%	50%				2
	Other			35%	35%	26%	4%	23
	Prefer Not to Disclose	6%	20%	26%	26%	9%	14%	35
<b>Highest Level of Education</b>	Bachelors Degree	7%	15%	36%	29%	12%	3%	200
	DVM			64%	9%	27%		11
	JD		10%	50%	30%	10%		10
	Masters Degree	4%	11%	32%	34%	15%	4%	512
	MD	4%	13%	23%	41%	18%	2%	56
	PhD	4%	8%	32%	34%	19%	2%	747
	Other	5%	25%	30%	15%	25%		20
	Prefer Not to Disclose	10%	5%	45%	20%	5%	15%	20
<b>Worked for Regulated Ind.</b>	Yes	5%	14%	30%	32%	17%	2%	175
	No	4%	10%	33%	33%	17%	3%	1,380
	Prefer Not to Disclose		4%	35%	17%	9%	35%	23

Q42 The presence of senior decision makers in my agency who come from regulated industry or those with financial interest in regulatory outcomes inappropriately influences the decisions made by the agency.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		4%	10%	33%	33%	17%	3%	1,624
<b>Years Working at Agency</b>	2 years or less	2%	8%	31%	33%	20%	5%	223
	2-5 years	3%	9%	32%	34%	16%	5%	302
	6-10 years	3%	12%	32%	33%	17%	3%	271
	11-15 years	7%	12%	31%	29%	17%	3%	197
	More than 15 years	5%	10%	34%	33%	16%	1%	621
	Prefer not to disclose	10%	10%	40%	20%	10%	10%	10
<b>Gender</b>	Female	4%	10%	35%	32%	18%	2%	691
	Male	4%	10%	31%	35%	17%	3%	784
	Nonbinary	11%	11%	22%	56%			9
	Transgender	14%		29%	43%		14%	7
	Prefer Not to Disclose	9%	15%	33%	23%	10%	10%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	5%	11%	39%	29%	13%	3%	126
	Black or African American	4%	5%	37%	27%	23%	4%	78
	Hispanic or Latino/a	6%	10%	31%	27%	17%	10%	90
	Middle Eastern or North African			33%	33%	17%	17%	12
	Mixed racial/ethnic background	3%	8%	36%	33%	17%	3%	36
	Native Am./Alaksa Native		8%	23%	31%	38%		13
	Native Hawaiian or Other PI			100%				1
	White, Caucasian	4%	10%	31%	36%	17%	2%	1,196
	Other	11%	22%	33%	33%			9
	Prefer Not to Disclose	7%	13%	38%	20%	11%	10%	108
<b>Sexual Orientation</b>	Asexual	3%	19%	13%	44%	19%	3%	32
	Bisexual	3%	14%	32%	29%	17%	6%	72
	Lesbian or gay	3%	8%	39%	32%	17%	2%	66
	Queer	12%		35%	35%	6%	12%	17
	Straight or heterosexual	4%	10%	33%	34%	17%	2%	1,225
	Pansexual	20%	20%	60%				5
	Questioning		33%	33%		33%		3
	Other		33%	33%		33%		3
Prefer not to disclose	6%	12%	34%	27%	13%	9%	139	



Q43 Are you able to review, prior to publication, the final drafts of agency communications that are being published under your name and/or that substantially rely on your research?

		Yes	No	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		63%	5%	29%	3%	1,624
<b>Agency</b>	CDC	65%	6%	26%	3%	325
	EPA	64%	6%	26%	4%	267
	FDA	61%	4%	31%	3%	235
	FWS	60%	5%	32%	4%	200
	NOAA	63%	5%	30%	2%	355
	USDA	63%	6%	29%	2%	242
<b>% of Job Duties Involving Science</b>	1 - 25%	46%	6%	39%	9%	119
	26 - 50%	59%	4%	33%	3%	207
	51 - 75%	63%	5%	31%	2%	400
	76 - 100%	66%	6%	26%	2%	898
<b>Grade Level</b>	Commissioned Corps	61%		39%		23
	Contractor	56%	9%	34%		32
	Fellow	54%	3%	38%	5%	39
	GS-11 or lower	51%	7%	40%	3%	192
	GS-12 and above	66%	5%	26%	3%	1,233
	Student	50%		50%		2
	Other	70%		30%		23
	Prefer Not to Disclose	56%	8%	25%	11%	36
<b>Highest Level of Education</b>	Bachelors Degree	48%	8%	41%	4%	200
	DVM	64%	9%	18%	9%	11
	JD	60%	10%	30%		10
	Masters Degree	60%	4%	33%	4%	513
	MD	75%	2%	21%	2%	56
	PhD	69%	6%	24%	1%	751
	Other	70%		30%		20
	Prefer Not to Disclose	40%	10%	40%	10%	20
<b>Worked for Regulated Ind.</b>	Yes	64%	6%	26%	4%	174
	No	63%	5%	29%	2%	1,386
	Prefer Not to Disclose	39%	9%	30%	22%	23

Q43 Are you able to review, prior to publication, the final drafts of agency communications that are being published under your name and/or that substantially rely on your research?

		Yes	No	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		63%	5%	29%	3%	1,624
<b>Years Working at Agency</b>	2 years or less	48%	6%	43%	3%	224
	2-5 years	63%	5%	29%	4%	302
	6-10 years	67%	4%	27%	1%	272
	11-15 years	57%	4%	34%	5%	198
	More than 15 years	68%	6%	23%	3%	618
	Prefer not to disclose	50%	10%	40%		10
<b>Gender</b>	Female	64%	4%	30%	2%	694
	Male	65%	5%	27%	3%	787
	Nonbinary	56%	11%	33%		9
	Transgender	57%	14%	14%	14%	7
	Prefer Not to Disclose	47%	10%	33%	10%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	62%	5%	28%	5%	128
	Black or African American	58%	6%	29%	6%	78
	Hispanic or Latino/a	57%	10%	29%	4%	90
	Middle Eastern or North African			17%		12
	Mixed racial/ethnic background	61%	6%	33%		36
	Native Am./Alaksa Native	86%	7%	7%		14
	Native Hawaiian or Other PI	50%		50%		2
	White, Caucasian	66%	4%	28%	2%	1,199
	Other	33%	11%	56%		9
	Prefer Not to Disclose	45%	10%	38%	6%	108
<b>Sexual Orientation</b>	Asexual	59%	3%	38%		32
	Bisexual	58%	8%	31%	3%	72
	Lesbian or gay	68%	5%	24%	3%	66
	Queer	25%	25%	38%	13%	16
	Straight or heterosexual	65%	4%	28%	2%	1,230
	Pansexual	40%		60%		5
	Questioning	33%		67%		3
	Other	67%		33%		3
Prefer not to disclose	54%	10%	29%	6%	140	

Q44 Are you required to obtain agency pre-approval to communicate with journalists?

		Yes	No	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		71%	11%	16%	1%	1,632
<b>Agency</b>	CDC	81%	2%	16%	1%	326
	EPA	80%	2%	17%	1%	270
	FDA	71%	3%	25%	2%	235
	FWS	68%	11%	18%	2%	202
	NOAA	51%	34%	13%	1%	356
	USDA	83%	7%	10%		243
<b>% of Job Duties Involving Science</b>	1 - 25%	69%	11%	17%	2%	122
	26 - 50%	74%	12%	12%	2%	207
	51 - 75%	69%	12%	17%	1%	402
	76 - 100%	72%	10%	17%	1%	901
<b>Grade Level</b>	Commissioned Corps	91%		9%		23
	Contractor	47%	6%	47%		32
	Fellow	59%	3%	31%	8%	39
	GS-11 or lower	61%	9%	28%	1%	192
	GS-12 and above	74%	12%	13%	1%	1,240
	Student			100%		2
	Other	71%	4%	25%		24
	Prefer Not to Disclose	67%	6%	19%	8%	36
<b>Highest Level of Education</b>	Bachelors Degree	56%	19%	23%	3%	204
	DVM	45%		55%		11
	JD	100%				10
	Masters Degree	66%	15%	17%	2%	513
	MD	79%	5%	16%		56
	PhD	79%	8%	13%	0%	755
	Other	75%		25%		20
	Prefer Not to Disclose	75%		15%	10%	20
<b>Worked for Regulated Ind.</b>	Yes	72%	7%	20%	1%	175
	No	72%	11%	15%	1%	1,392
	Prefer Not to Disclose	48%	9%	35%	9%	23

Q44 Are you required to obtain agency pre-approval to communicate with journalists?

		Yes	No	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		71%	11%	16%	1%	1,632
<b>Years Working at Agency</b>	2 years or less	58%	2%	38%	2%	223
	2-5 years	65%	12%	21%	2%	303
	6-10 years	71%	10%	18%	1%	272
	11-15 years	77%	11%	12%	1%	200
	More than 15 years	77%	15%	7%	1%	624
	Prefer not to disclose	80%	10%	10%		10
<b>Gender</b>	Female	75%	7%	18%	0%	696
	Male	69%	15%	15%	1%	791
	Nonbinary	78%		22%		9
	Transgender	57%	14%	14%	14%	7
	Prefer Not to Disclose	69%	9%	15%	7%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	74%	8%	17%	1%	129
	Black or African American	74%	6%	18%	1%	78
	Hispanic or Latino/a	71%	10%	18%	1%	90
	Middle Eastern or North African	58%		42%		12
	Mixed racial/ethnic background	73%	5%	22%		37
	Native Am./Alaksa Native	71%	7%	21%		14
	Native Hawaiian or Other PI	100%				3
	White, Caucasian	71%	12%	16%	1%	1,205
	Other	89%	11%			9
	Prefer Not to Disclose	69%	6%	19%	5%	108
<b>Sexual Orientation</b>	Asexual	81%	3%	16%		31
	Bisexual	69%	8%	21%	1%	72
	Lesbian or gay	71%	14%	15%		66
	Queer	76%		18%	6%	17
	Straight or heterosexual	72%	12%	16%	1%	1,235
	Pansexual	80%		20%		5
	Questioning	67%		33%		3
	Other	67%		33%		3
	Prefer not to disclose	69%	9%	17%	5%	140

Q45 In the past two years, how has your ability to communicate your scientific work to the public and to the media, including the use of social media, changed?

		Significantly Deteriorated	Somewhat Deteriorated	No Change	Somewhat Improved
<b>OVERALL</b>		3%	7%	51%	13%
<b>Agency</b>	CDC	5%	10%	44%	9%
	EPA	1%	4%	49%	15%
	FDA	4%	6%	54%	7%
	FWS	3%	7%	49%	17%
	NOAA	3%	7%	56%	17%
	USDA	3%	9%	58%	10%
<b>% of Job Duties Involving Science</b>	1 - 25%	3%	4%	45%	13%
	26 - 50%	1%	6%	51%	17%
	51 - 75%	4%	7%	49%	13%
	76 - 100%	3%	8%	54%	12%
<b>Grade Level</b>	Commissioned Corps	4%	13%	52%	4%
	Contractor	3%	3%	38%	16%
	Fellow		13%	34%	11%
	GS-11 or lower	2%	7%	44%	14%
	GS-12 and above	4%	7%	54%	13%
	Student				50%
	Other	4%	4%	50%	17%
	Prefer Not to Disclose	3%	14%	39%	3%
<b>Highest Level of Education</b>	Bachelors Degree	3%	6%	45%	14%
	DVM		9%	45%	9%
	JD	10%		50%	10%
	Masters Degree	2%	7%	49%	16%
	MD	7%	2%	55%	9%
	PhD	4%	8%	55%	11%
	Other		10%	60%	5%
	Prefer Not to Disclose	5%	15%	45%	
<b>Worked for Regulated Ind.</b>	Yes	2%	7%	52%	10%
	No	3%	7%	52%	13%
	Prefer Not to Disclose	4%	4%	22%	9%

Q45 In the past two years, how has your ability to communicate your scientific work to the public and to the media, including the use of social media, changed?

		Significantly Deteriorated	Somewhat Deteriorated	No Change	Somewhat Improved
<b>OVERALL</b>		3%	7%	51%	13%
<b>Years Working at Agency</b>	2 years or less	2%	3%	32%	8%
	2-5 years	1%	7%	54%	13%
	6-10 years	4%	5%	54%	9%
	11-15 years	3%	7%	55%	14%
	More than 15 years	4%	9%	55%	16%
	Prefer not to disclose	11%	11%	44%	
<b>Gender</b>	Female	3%	6%	49%	13%
	Male	3%	8%	54%	14%
	Nonbinary	11%		22%	22%
	Transgender			43%	
	Prefer Not to Disclose	2%	11%	51%	5%
<b>Race/Ethnicity</b>	Asian / Pacific Islander	3%	3%	57%	13%
	Black or African American	1%	6%	47%	13%
	Hispanic or Latino/a	7%	3%	42%	13%
	Middle Eastern or North African		8%	33%	17%
	Mixed racial/ethnic background	8%	5%	41%	16%
	Native Am./Alaksa Native		7%	57%	7%
	Native Hawaiian or Other PI			67%	
	White, Caucasian	3%	8%	52%	13%
	Other		11%	67%	
	Prefer Not to Disclose	4%	11%	47%	6%
<b>Sexual Orientation</b>	Asexual		6%	47%	25%
	Bisexual		10%	54%	7%
	Lesbian or gay	8%	8%	52%	12%
	Queer			63%	6%
	Straight or heterosexual	3%	7%	51%	14%
	Pansexual	20%		40%	
	Questioning			33%	
	Other		33%	33%	33%
Prefer not to disclose	4%	11%	50%	9%	

Q45 In the past two years, how has your ability to communicate your scientific work to the public and to the media, including the use of social media, changed?

		Significantly Improved	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		3%	21%	1%	1,628
<b>Agency</b>	CDC	2%	28%	2%	325
	EPA	7%	23%	1%	271
	FDA	1%	28%	1%	235
	FWS	6%	18%	1%	199
	NOAA	3%	13%	1%	356
	USDA	3%	17%		242
<b>% of Job Duties Involving Science</b>	1 - 25%	5%	28%	2%	120
	26 - 50%	4%	19%	1%	207
	51 - 75%	3%	24%	0%	401
	76 - 100%	3%	19%	1%	900
<b>Grade Level</b>	Commissioned Corps		26%		23
	Contractor	6%	34%		32
	Fellow	3%	37%	3%	38
	GS-11 or lower	2%	30%	1%	193
	GS-12 and above	4%	19%	0%	1,240
	Student		50%		2
	Other		25%		24
	Prefer Not to Disclose	3%	25%	14%	36
<b>Highest Level of Education</b>	Bachelors Degree	5%	25%	1%	204
	DVM		36%		11
	JD	20%	10%		10
	Masters Degree	4%	22%	1%	513
	MD	4%	23%		56
	PhD	3%	19%	0%	755
	Other		25%		20
	Prefer Not to Disclose		25%	10%	20
<b>Worked for Regulated Ind.</b>	Yes	6%	22%	1%	175
	No	3%	21%	0%	1,392
	Prefer Not to Disclose	4%	35%	22%	23

Q45 In the past two years, how has your ability to communicate your scientific work to the public and to the media, including the use of social media, changed?

		Significantly Improved	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		3%	21%	1%	1,628
<b>Years Working at Agency</b>	2 years or less	2%	51%	1%	222
	2-5 years	3%	21%	2%	303
	6-10 years	4%	22%	1%	272
	11-15 years	3%	17%	2%	199
	More than 15 years	4%	11%	0%	623
	Prefer not to disclose		22%	11%	9
<b>Gender</b>	Female	3%	25%	0%	695
	Male	4%	17%	1%	792
	Nonbinary		44%		9
	Transgender	29%	29%		7
	Prefer Not to Disclose	1%	25%	5%	81
<b>Race/Ethnicity</b>	Asian/ Pacific Islander	6%	15%	2%	129
	Black or African American	4%	24%	4%	78
	Hispanic or Latino/a	3%	30%	1%	90
	Middle Eastern or North African		42%		12
	Mixed racial/ethnic background	3%	27%		37
	Native Am./Alaksa Native		29%		14
	Native Hawaiian or Other PI	33%			3
	White, Caucasian	3%	20%		1,204
	Other		22%		9
	Prefer Not to Disclose	1%	27%	5%	108
	<b>Sexual Orientation</b>	Asexual	9%	13%	
Bisexual			28%	1%	72
Lesbian or gay		5%	15%	2%	66
Queer			31%		16
Straight or heterosexual		4%	21%	0%	1,236
Pansexual		20%	20%		5
Questioning			67%		3
Other					3
Prefer not to disclose		1%	20%	4%	140



Q46a During the past two years, I have experienced harassment or bullying from individuals outside of the government as a result of my scientific work.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		3%	7%	10%	38%	41%	2%	1,624
<b>Agency</b>	CDC	4%	12%	11%	36%	35%	2%	325
	EPA	2%	6%	12%	36%	44%	0%	272
	FDA	2%	4%	11%	38%	43%	2%	233
	FWS	2%	11%	13%	39%	33%	2%	199
	NOAA	3%	7%	8%	39%	41%	2%	354
	USDA	3%	1%	6%	41%	48%	1%	241
<b>% of Job Duties Involving Science</b>	1 - 25%	3%	7%	14%	36%	38%	3%	120
	26 - 50%	1%	7%	13%	38%	40%	1%	207
	51 - 75%	3%	8%	11%	36%	40%	2%	400
	76 - 100%	3%	6%	8%	39%	41%	2%	897
<b>Grade Level</b>	Commissioned Corps	9%	4%	13%	48%	26%		23
	Contractor	3%	13%	13%	31%	41%		32
	Fellow	3%	5%	8%	23%	59%	3%	39
	GS-11 or lower	3%	10%	10%	40%	36%	1%	193
	GS-12 and above	3%	7%	10%	38%	41%	1%	1,240
	Student					50%	50%	2
	Other	4%		4%	29%	58%	4%	24
	Prefer Not to Disclose	3%		11%	44%	28%	14%	36
<b>Highest Level of Education</b>	Bachelors Degree	4%	10%	19%	31%	34%	2%	205
	DVM		18%	9%	36%	36%		11
	JD			20%	40%	40%		10
	Masters Degree	2%	9%	9%	39%	40%	2%	513
	MD	2%	9%	9%	43%	38%		56
	PhD	4%	5%	7%	39%	44%	1%	755
	Other			30%	20%	50%		20
	Prefer Not to Disclose	5%		10%	45%	30%	10%	20
<b>Worked for Regulated Ind.</b>	Yes	2%	6%	15%	35%	42%		176
	No	3%	7%	9%	39%	41%	1%	1,392
	Prefer Not to Disclose	4%		9%	22%	43%	22%	23

Q46a During the past two years, I have experienced harassment or bullying from individuals outside of the government as a result of my scientific work.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		3%	7%	10%	38%	41%	2%	1,624
<b>Years Working at Agency</b>	2 years or less	2%	8%	12%	28%	48%	3%	221
	2-5 years	3%	10%	8%	37%	42%	1%	303
	6-10 years	4%	6%	10%	42%	37%	2%	271
	11-15 years	3%	6%	8%	46%	36%	2%	198
	More than 15 years	3%	6%	11%	39%	41%	1%	622
	Prefer not to disclose	11%	11%	22%	11%	33%	11%	9
<b>Gender</b>	Female	1%	7%	10%	40%	41%	1%	696
	Male	4%	7%	9%	36%	42%	2%	792
	Nonbinary		33%		56%	11%		9
	Transgender		29%	29%		29%	14%	7
	Prefer Not to Disclose	4%	1%	15%	41%	37%	2%	81
<b>Race/Ethnicity</b>	Asian/ Pacific Islander	1%	8%	10%	38%	41%	2%	129
	Black or African American	1%	5%	4%	29%	59%	1%	78
	Hispanic or Latino/a	8%	9%	9%	41%	31%	2%	90
	Middle Eastern or North African		17%		58%	25%		12
	Mixed racial/ethnic background		16%	5%	38%	41%		37
	Native Am./Alaksa Native		14%	14%	29%	43%		14
	Native Hawaiian or Other PI				33%	67%		3
	White, Caucasian	3%	8%	9%	38%	41%	1%	1,206
	Other			11%	11%	78%		9
	Prefer Not to Disclose	5%	3%	18%	39%	31%	5%	108
<b>Sexual Orientation</b>	Asexual		9%	9%	41%	41%		32
	Bisexual	1%	13%	7%	38%	42%		72
	Lesbian or gay		14%	12%	33%	38%	3%	66
	Queer		18%		41%	35%	6%	17
	Straight or heterosexual	3%	6%	9%	39%	42%	1%	1,235
	Pansexual		40%	20%	20%	20%		5
	Questioning				67%	33%		3
	Other			67%		33%		3
Prefer not to disclose	4%	6%	16%	36%	32%	5%	140	

Q46b I am aware of the process by which I may report external harassment or bullying to my agency and feel like it would sufficiently protect me from harm.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		10%	35%	26%	21%	7%	1%	1,611
<b>Agency</b>	CDC	6%	31%	27%	24%	10%	2%	321
	EPA	10%	36%	26%	22%	5%	1%	268
	FDA	8%	31%	33%	22%	3%	2%	232
	FWS	16%	41%	22%	14%	6%	1%	197
	NOAA	10%	36%	26%	18%	8%	2%	354
	USDA	13%	38%	20%	22%	7%	1%	239
<b>% of Job Duties Involving Science</b>	1 - 25%	8%	36%	32%	21%	3%	1%	120
	26 - 50%	6%	38%	27%	19%	7%	1%	206
	51 - 75%	10%	35%	27%	21%	6%	1%	397
	76 - 100%	12%	35%	24%	21%	7%	2%	888
<b>Grade Level</b>	Commissioned Corps	9%	26%	22%	26%	17%		23
	Contractor	6%	47%	34%	6%	6%		32
	Fellow	13%	23%	36%	15%	10%	3%	39
	GS-11 or lower	10%	37%	24%	23%	7%	1%	191
	GS-12 and above	10%	36%	26%	21%	6%	1%	1,230
	Student		50%				50%	2
	Other	17%	38%	29%	13%		4%	24
	Prefer Not to Disclose	11%	19%	22%	25%	14%	8%	36
<b>Highest Level of Education</b>	Bachelors Degree	11%	40%	22%	19%	8%	1%	200
	DVM		20%	30%	40%		10%	10
	JD	11%	67%	11%	11%			9
	Masters Degree	11%	35%	27%	21%	5%	1%	512
	MD	5%	46%	25%	18%	5%		56
	PhD	11%	33%	26%	21%	7%	1%	751
	Other	5%	45%	20%	20%	10%		20
	Prefer Not to Disclose		25%	30%	20%	15%	10%	20
<b>Worked for Regulated Ind.</b>	Yes	12%	37%	26%	19%	4%	2%	172
	No	10%	35%	26%	21%	7%	1%	1,384
	Prefer Not to Disclose	13%	30%	17%	9%	9%	22%	23

Q46b I am aware of the process by which I may report external harassment or bullying to my agency and feel like it would sufficiently protect me from harm.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		10%	35%	26%	21%	7%	1%	1,611
<b>Years Working at Agency</b>	2 years or less	11%	32%	26%	25%	4%	2%	221
	2-5 years	7%	36%	24%	22%	9%	2%	297
	6-10 years	8%	33%	26%	24%	7%	1%	267
	11-15 years	14%	30%	23%	22%	8%	3%	198
	More than 15 years	11%	39%	27%	16%	6%	0%	620
	Prefer not to disclose	13%		25%	38%	25%		8
<b>Gender</b>	Female	8%	34%	25%	25%	7%	0%	691
	Male	12%	37%	26%	17%	6%	1%	785
	Nonbinary		22%	44%	33%			9
	Transgender		57%	14%	29%			7
	Prefer Not to Disclose	10%	26%	26%	22%	9%	7%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	15%	31%	27%	19%	5%	3%	127
	Black or African American	16%	43%	21%	13%	4%	3%	75
	Hispanic or Latino/a	9%	39%	19%	23%	9%	1%	90
	Middle Eastern or North African		25%	25%	42%	8%		12
	Mixed racial/ethnic background	5%	32%	19%	38%	3%	3%	37
	Native Am./Alaksa Native		43%	43%	7%	7%		14
	Native Hawaiian or Other PI			67%			33%	3
	White, Caucasian	9%	36%	26%	22%	7%	0%	1,199
	Other	22%	33%	33%	11%			9
	Prefer Not to Disclose	11%	26%	26%	19%	11%	6%	108
<b>Sexual Orientation</b>	Asexual		32%	29%	29%	10%		31
	Bisexual	8%	30%	28%	25%	7%	1%	71
	Lesbian or gay	12%	33%	23%	20%	11%	2%	66
	Queer	6%	25%	13%	50%	6%		16
	Straight or heterosexual	11%	37%	25%	21%	6%	1%	1,229
	Pansexual		40%	40%		20%		5
	Questioning			50%	50%			2
	Other		33%	33%		33%		3
Prefer not to disclose	9%	29%	30%	17%	9%	6%	139	

Q47 My agency adheres to its scientific integrity policy.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		28%	51%	12%	5%	3%	1%	1,602
<b>Agency</b>	CDC	26%	52%	15%	3%	2%	1%	317
	EPA	21%	53%	15%	6%	4%	0%	270
	FDA	30%	51%	12%	5%	1%	1%	229
	FWS	24%	50%	14%	7%	3%	2%	195
	NOAA	31%	49%	10%	6%	3%	2%	353
	USDA	36%	51%	7%	3%	3%	0%	238
<b>% of Job Duties Involving Science</b>	1 - 25%	20%	47%	23%	4%	3%	3%	118
	26 - 50%	28%	55%	11%	4%	1%	1%	204
	51 - 75%	27%	52%	13%	7%	2%	1%	396
	76 - 100%	30%	50%	11%	5%	3%	1%	884
<b>Grade Level</b>	Commissioned Corps	9%	61%	22%	9%			23
	Contractor	25%	53%	22%				32
	Fellow	49%	36%	10%	5%			39
	GS-11 or lower	24%	54%	15%	5%	2%	1%	192
	GS-12 and above	29%	51%	11%	5%	3%	1%	1,237
	Student	50%	50%					2
	Other	33%	54%	8%		4%		24
	Prefer Not to Disclose	23%	31%	23%	11%	3%	9%	35
<b>Highest Level of Education</b>	Bachelors Degree	29%	44%	16%	6%	4%	1%	203
	DVM	9%	73%	18%				11
	JD	30%	40%		10%	10%	10%	10
	Masters Degree	25%	54%	13%	5%	3%	1%	513
	MD	27%	54%	13%	5%		2%	56
	PhD	31%	52%	10%	4%	2%	1%	752
	Other	25%	60%	10%		5%		20
	Prefer Not to Disclose	15%	20%	25%	15%	10%	15%	20
<b>Worked for Regulated Ind.</b>	Yes	25%	51%	17%	5%	2%	1%	174
	No	29%	51%	11%	5%	3%	1%	1,390
	Prefer Not to Disclose	26%	39%	13%		4%	17%	23

Q47 My agency adheres to its scientific integrity policy.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		28%	51%	12%	5%	3%	1%	1,602
<b>Years Working at Agency</b>	2 years or less	37%	50%	10%	0%	0%	2%	217
	2-5 years	31%	51%	13%	3%	1%	2%	296
	6-10 years	26%	57%	9%	5%	3%	0%	267
	11-15 years	26%	46%	16%	8%	5%		197
	More than 15 years	26%	51%	12%	6%	3%	1%	616
	Prefer not to disclose	22%	33%	22%		11%	11%	9
<b>Gender</b>	Female	28%	53%	13%	4%	2%	1%	696
	Male	30%	51%	10%	5%	3%	1%	791
	Nonbinary	11%	44%	22%	11%	11%		9
	Transgender	14%	71%	14%				7
	Prefer Not to Disclose	15%	33%	25%	13%	9%	6%	80
<b>Race/Ethnicity</b>	Asian / Pacific Islander	27%	51%	16%	2%	5%		128
	Black or African American	38%	49%	6%	3%	3%	1%	77
	Hispanic or Latino/a	24%	57%	10%	6%	2%	1%	90
	Middle Eastern or North African	42%	58%					12
	Mixed racial/ethnic background	31%	44%	14%	8%	3%		36
	Native Am./Alaksa Native	54%	23%	8%	15%			13
	Native Hawaiian or Other PI		33%	67%				3
	White, Caucasian	29%	52%	12%	5%	2%	1%	1,205
	Other	22%	56%	11%	11%			9
	Prefer Not to Disclose	18%	38%	18%	13%	7%	6%	107
<b>Sexual Orientation</b>	Asexual	31%	63%		3%	3%		32
	Bisexual	29%	47%	18%	3%		3%	72
	Lesbian or gay	31%	52%	6%	3%	8%		65
	Queer	13%	50%	19%	6%	13%		16
	Straight or heterosexual	29%	53%	11%	5%	2%	1%	1,236
	Pansexual		80%			20%		5
	Questioning		67%	33%				3
	Other	33%	33%	33%				3
Prefer not to disclose	22%	36%	21%	10%	6%	4%	139	

Q48 I have received adequate training regarding the contents and procedures in my agency's scientific integrity policy.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		23%	50%	13%	12%	2%	1%	1,603
<b>Agency</b>	CDC	27%	47%	10%	13%	2%	1%	318
	EPA	25%	54%	10%	9%	2%	0%	271
	FDA	20%	50%	17%	10%	2%	0%	229
	FWS	20%	52%	12%	13%	3%	1%	195
	NOAA	18%	46%	18%	15%	2%	1%	353
	USDA	29%	51%	9%	9%	2%	0%	237
<b>% of Job Duties Involving Science</b>	1 - 25%	14%	51%	20%	9%	3%	3%	118
	26 - 50%	20%	51%	15%	13%	1%		205
	51 - 75%	22%	54%	11%	11%	1%	1%	396
	76 - 100%	25%	47%	12%	12%	3%	1%	884
<b>Grade Level</b>	Commissioned Corps	30%	39%	9%	17%	4%		23
	Contractor	19%	56%	16%	9%			32
	Fellow	33%	41%	10%	8%	3%	5%	39
	GS-11 or lower	19%	52%	16%	13%	1%	1%	192
	GS-12 and above	23%	50%	13%	12%	2%	0%	1,238
	Student		100%					2
	Other	33%	42%	17%	4%	4%		24
	Prefer Not to Disclose	23%	40%	11%	14%	3%	9%	35
<b>Highest Level of Education</b>	Bachelors Degree	18%	53%	14%	12%	2%	1%	204
	DVM	9%	55%	27%		9%		11
	JD	10%	50%	10%	10%	10%	10%	10
	Masters Degree	23%	45%	13%	16%	2%	1%	514
	MD	18%	54%	20%	9%			56
	PhD	25%	52%	12%	9%	2%	0%	751
	Other	20%	60%	10%	5%	5%		20
	Prefer Not to Disclose	30%	15%	30%	10%		15%	20
<b>Worked for Regulated Ind.</b>	Yes	21%	50%	13%	12%	3%	1%	175
	No	23%	49%	13%	12%	2%	0%	1,390
	Prefer Not to Disclose	22%	61%	4%			13%	23

Q48 I have received adequate training regarding the contents and procedures in my agency's scientific integrity policy.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		23%	50%	13%	12%	2%	1%	1,603
<b>Years Working at Agency</b>	2 years or less	26%	47%	13%	11%	2%	2%	216
	2-5 years	27%	48%	13%	10%	1%	1%	298
	6-10 years	20%	51%	13%	13%	3%	1%	267
	11-15 years	24%	45%	15%	13%	3%		197
	More than 15 years	22%	52%	12%	12%	2%	0%	617
	Prefer not to disclose	13%	50%	25%			13%	8
<b>Gender</b>	Female	23%	49%	12%	13%	2%	0%	696
	Male	24%	51%	13%	10%	2%	1%	791
	Nonbinary	22%	33%	22%	22%			9
	Transgender		71%		14%		14%	7
	Prefer Not to Disclose	16%	42%	17%	19%	2%	4%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	20%	53%	15%	6%	5%	1%	127
	Black or African American	32%	51%	6%	8%		3%	77
	Hispanic or Latino/a	28%	48%	10%	14%			90
	Middle Eastern or North African	33%	58%	8%				12
	Mixed racial/ethnic background	24%	49%	11%	14%	3%		37
	Native Am./Alaksa Native	38%	46%	15%				13
	Native Hawaiian or Other PI		67%	33%				3
	White, Caucasian	23%	49%	13%	12%	2%	0%	1,207
	Other	11%	56%	11%	22%			9
	Prefer Not to Disclose	19%	46%	13%	16%	2%	4%	106
<b>Sexual Orientation</b>	Asexual	26%	52%	3%	16%		3%	31
	Bisexual	26%	42%	13%	15%	4%		72
	Lesbian or gay	26%	50%	15%	8%	2%		66
	Queer	6%	29%	29%	12%	18%	6%	17
	Straight or heterosexual	23%	51%	12%	11%	2%	0%	1,235
	Pansexual		60%	20%		20%		5
	Questioning		67%		33%			3
	Other		67%	33%				3
Prefer not to disclose	20%	43%	15%	16%	3%	3%	140	



Q49 During the Trump administration, have you – or anyone you are aware of in your unit, branch, or office – raised any complaints either internally or externally about scientific integrity violations that you believed rose to a degree of seriousness that would be protected under whistleblower laws?

		I am not aware of problems discovered by myself or other agency staff that rose to this level.	I or other agency staff discovered problems, but did not raise concerns because of doubt problem would be addressed.	I or other agency staff discovered problems, but did not raise concerns for fear of retaliation.
<b>OVERALL</b>		48%	6%	3%
<b>Agency</b>	CDC	40%	9%	3%
	EPA	36%	8%	4%
	FDA	52%	2%	2%
	FWS	49%	7%	5%
	NOAA	56%	4%	2%
	USDA	57%	3%	1%
<b>% of Job Duties Involving Science</b>	1 - 25%	38%	7%	3%
	26 - 50%	47%	7%	3%
	51 - 75%	48%	6%	4%
	76 - 100%	50%	5%	3%
<b>Grade Level</b>	Commissioned Corps	30%	9%	13%
	Contractor	31%		
	Fellow	28%		
	GS-11 or lower	50%	5%	2%
	GS-12 and above	49%	6%	3%
	Student	50%		
	Other	54%		
	Prefer Not to Disclose	39%	8%	6%
<b>Highest Level of Education</b>	Bachelors Degree	48%	5%	3%
	DVM	55%	9%	
	JD	30%	10%	
	Masters Degree	46%	6%	4%
	MD	40%	4%	4%
	PhD	50%	5%	2%
	Other	35%	15%	10%
	Prefer Not to Disclose	55%		
<b>Worked for Regulated Ind.</b>	Yes	40%	5%	4%
	No	50%	6%	3%
	Prefer Not to Disclose	26%		

Q49 During the Trump administration, have you – or anyone you are aware of in your unit, branch, or office – raised any complaints either internally or externally about scientific integrity violations that you believed rose to a degree of seriousness that would be protected under whistleblower laws?

		I am not aware of problems discovered by myself or other agency staff that rose to this level.	I or other agency staff discovered problems, but did not raise concerns because of doubt problem would be addressed.	I or other agency staff discovered problems, but did not raise concerns for fear of retaliation.
<b>OVERALL</b>		48%	6%	3%
<b>Years Working at Agency</b>	2 years or less	24%	1%	0%
	2-5 years	53%	4%	2%
	6-10 years	50%	6%	4%
	11-15 years	48%	5%	6%
	More than 15 years	55%	8%	3%
	Prefer not to disclose	11%		
<b>Gender</b>	Female	48%	7%	2%
	Male	49%	5%	3%
	Nonbinary	11%	11%	11%
	Transgender	43%		14%
	Prefer Not to Disclose	48%	4%	2%
<b>Race/Ethnicity</b>	Asian / Pacific Islander	37%	6%	2%
	Black or African American	45%	4%	1%
	Hispanic or Latino/a	38%	4%	4%
	Middle Eastern or North African	50%	8%	
	Mixed racial/ethnic background	57%	8%	
	Native Am./Alaksa Native	57%	7%	
	Native Hawaiian or Other PI			
	White, Caucasian	50%	6%	3%
	Other	89%		
	Prefer Not to Disclose	44%	1%	3%
<b>Sexual Orientation</b>	Asexual	53%		3%
	Bisexual	50%	6%	
	Lesbian or gay	39%	11%	2%
	Queer	41%		12%
	Straight or heterosexual	49%	6%	3%
	Pansexual	40%		20%
	Questioning	33%	33%	33%
	Other	33%		
Prefer not to disclose	47%	4%	2%	

Q49 During the Trump administration, have you – or anyone you are aware of in your unit, branch, or office – raised any complaints either internally or externally about scientific integrity violations that you believed rose to a degree of seriousness that would be protected under whistleblower laws?

		I or other agency staff discovered problems, raised concerns, and did not experience retaliation.	I or other agency staff discovered problems, raised concerns, and experienced retaliation.	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		4%	5%	32%	2%	1,589
<b>Agency</b>	CDC	3%	3%	39%	3%	315
	EPA	7%	9%	33%	2%	269
	FDA	2%	2%	38%	2%	229
	FWS	4%	6%	28%	1%	196
	NOAA	6%	6%	24%	2%	350
	USDA	1%	2%	34%	1%	230
<b>% of Job Duties Involving Science</b>	1 - 25%	6%	3%	42%	3%	119
	26 - 50%	5%	4%	32%	2%	203
	51 - 75%	5%	6%	29%	2%	393
	76 - 100%	3%	5%	33%	2%	874
<b>Grade Level</b>	Commissioned Corps	4%	4%	30%	9%	23
	Contractor			59%	9%	32
	Fellow	5%		67%		39
	GS-11 or lower	1%	1%	40%	1%	192
	GS-12 and above	5%	6%	29%	2%	1,231
	Student				50%	2
	Other			46%		24
	Prefer Not to Disclose			39%	8%	36
<b>Highest Level of Education</b>	Bachelors Degree	4%	4%	34%	1%	204
	DVM			36%		11
	JD	10%	10%	40%		10
	Masters Degree	4%	5%	33%	2%	511
	MD	4%	5%	44%		55
	PhD	4%	5%	30%	2%	749
	Other		5%	35%		20
	Prefer Not to Disclose			35%	10%	20
<b>Worked for Regulated Ind.</b>	Yes	6%	8%	35%	2%	176
	No	4%	5%	32%	2%	1,383
	Prefer Not to Disclose			52%	22%	23

Q49 During the Trump administration, have you – or anyone you are aware of in your unit, branch, or office – raised any complaints either internally or externally about scientific integrity violations that you believed rose to a degree of seriousness that would be protected under whistleblower laws?

		I or other agency staff discovered problems, raised concerns, and did not experience retaliation.	I or other agency staff discovered problems, raised concerns, and experienced retaliation.	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		4%	5%	32%	2%	1,589
<b>Years Working at Agency</b>	2 years or less	0%	1%	71%	1%	215
	2-5 years	3%	5%	30%	3%	296
	6-10 years	5%	6%	27%	2%	264
	11-15 years	3%	7%	29%	3%	195
	More than 15 years	6%	5%	23%	1%	610
	Prefer not to disclose			67%	22%	9
<b>Gender</b>	Female	4%	5%	32%	2%	692
	Male	4%	5%	33%	1%	787
	Nonbinary	22%		44%		9
	Transgender			43%		7
	Prefer Not to Disclose	2%	6%	32%	5%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	2%	4%	48%	1%	128
	Black or African American	5%	5%	36%	3%	77
	Hispanic or Latino/a	1%	3%	44%	4%	90
	Middle Eastern or North African			42%		12
	Mixed racial/ethnic background	3%	3%	30%		37
	Native Am./Alaksa Native			29%	7%	14
	Native Hawaiian or Other PI			100%		3
	White, Caucasian	4%	5%	30%	1%	1,201
	Other			11%		9
	Prefer Not to Disclose	5%	8%	34%	6%	107
<b>Sexual Orientation</b>	Asexual	3%	3%	34%	3%	32
	Bisexual	3%	3%	38%	1%	72
	Lesbian or gay	3%	11%	35%		66
	Queer	6%	6%	35%		17
	Straight or heterosexual	4%	5%	32%	2%	1,229
	Pansexual	20%		20%		5
	Questioning					3
	Other			67%		3
	Prefer not to disclose	4%	6%	31%	5%	140

Q50 If I were to obtain knowledge about a potential scientific integrity violation, I would most likely:

		Be willing to come forward, although I do not trust that the agency would fairly assess and address the issue.	Be willing to come forward. I trust that the agency would fairly assess and address the issue.	Not feel comfortable coming forward because I would fear suffering retaliation for reporting the violation.	Not feel comfortable coming forward, although I do trust that the agency would fairly assess and address the issue.
<b>OVERALL</b>		24%	45%	6%	4%
<b>Agency</b>	CDC	23%	41%	7%	5%
	EPA	27%	42%	8%	3%
	FDA	20%	47%	4%	4%
	FWS	30%	42%	5%	4%
	NOAA	23%	51%	6%	5%
	USDA	22%	48%	5%	6%
<b>% of Job Duties Involving Science</b>	1 - 25%	25%	41%	4%	4%
	26 - 50%	18%	51%	6%	4%
	51 - 75%	25%	45%	6%	5%
	76 - 100%	25%	45%	6%	5%
<b>Grade Level</b>	Commissioned Corps	26%	30%	9%	9%
	Contractor	16%	47%	3%	
	Fellow	15%	51%		5%
	GS-11 or lower	30%	42%	4%	5%
	GS-12 and above	24%	46%	6%	4%
	Student				50%
	Other	13%	46%	4%	4%
	Prefer Not to Disclose	20%	23%	11%	3%
<b>Highest Level of Education</b>	Bachelors Degree	22%	44%	6%	4%
	DVM	36%	36%	9%	9%
	JD		60%	10%	
	Masters Degree	25%	43%	6%	4%
	MD	23%	57%	4%	
	PhD	24%	46%	5%	5%
	Other	15%	55%	10%	10%
Prefer Not to Disclose	15%	20%	15%		
<b>Worked for Regulated Ind.</b>	Yes	26%	43%	6%	3%
	No	24%	46%	6%	5%
	Prefer Not to Disclose	9%	39%	9%	4%

Q50 If I were to obtain knowledge about a potential scientific integrity violation, I would most likely:

		Be willing to come forward, although I do not trust that the agency would fairly assess and address the issue.	Be willing to come forward. I trust that the agency would fairly assess and address the issue.	Not feel comfortable coming forward because I would fear suffering retaliation for reporting the violation.	Not feel comfortable coming forward, although I do trust that the agency would fairly assess and address the issue.
<b>OVERALL</b>		24%	45%	6%	4%
<b>Years Working at Agency</b>	2 years or less	19%	50%	2%	5%
	2-5 years	20%	45%	5%	7%
	6-10 years	32%	42%	6%	3%
	11-15 years	24%	44%	9%	3%
	More than 15 years	24%	46%	7%	4%
	Prefer not to disclose	11%	22%	11%	11%
<b>Gender</b>	Female	26%	42%	6%	5%
	Male	21%	50%	5%	4%
	Nonbinary	56%	22%	11%	11%
	Transgender	14%	86%		
	Prefer Not to Disclose	26%	21%	16%	2%
<b>Race/Ethnicity</b>	Asian / Pacific Islander	22%	38%	6%	6%
	Black or African American	19%	44%	3%	4%
	Hispanic or Latino/a	20%	48%	3%	4%
	Middle Eastern or North African	17%	67%		8%
	Mixed racial/ethnic background	31%	36%	6%	6%
	Native Am./Alaska Native	31%	54%		
	Native Hawaiian or Other PI	50%	50%		
	White, Caucasian	25%	48%	5%	5%
	Other	33%	33%		11%
	Prefer Not to Disclose	21%	23%	15%	1%
<b>Sexual Orientation</b>	Asexual	19%	53%	3%	13%
	Bisexual	39%	32%		3%
	Lesbian or gay	26%	56%		
	Queer	12%	41%	6%	12%
	Straight or heterosexual	23%	47%	6%	5%
	Pansexual	40%	40%	20%	
	Questioning	33%		33%	
	Other	33%	67%		
Prefer not to disclose	21%	34%	13%	2%	

Q50 If I were to obtain knowledge about a potential scientific integrity violation, I would most likely:

		Not feel comfortable coming forward. I do not trust that the agency would fairly assess and address the issue.	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		8%	11%	2%	1,589
<b>Agency</b>	CDC	10%	12%	2%	317
	EPA	10%	9%	1%	267
	FDA	6%	16%	3%	231
	FWS	8%	10%	1%	194
	NOAA	5%	9%	1%	349
	USDA	8%	10%	1%	231
<b>% of Job Duties Involving Science</b>	1 - 25%	5%	17%	3%	116
	26 - 50%	9%	9%	2%	202
	51 - 75%	9%	10%	1%	393
	76 - 100%	8%	11%	2%	878
<b>Grade Level</b>	Commissioned Corps	17%	9%		23
	Contractor		28%	6%	32
	Fellow	5%	21%	3%	39
	GS-11 or lower	7%	11%	1%	193
	GS-12 and above	8%	10%	1%	1,236
	Student			50%	2
	Other	4%	25%	4%	24
	Prefer Not to Disclose	14%	17%	11%	35
<b>Highest Level of Education</b>	Bachelors Degree	11%	9%	3%	203
	DVM	9%			11
	JD	10%	20%		10
	Masters Degree	6%	12%	2%	513
	MD	5%	11%		56
	PhD	8%	10%	1%	752
	Other	5%	5%		20
	Prefer Not to Disclose	15%	20%	15%	20
<b>Worked for Regulated Ind.</b>	Yes	10%	9%	2%	175
	No	8%	11%	1%	1,389
	Prefer Not to Disclose		17%	22%	23

Q50 If I were to obtain knowledge about a potential scientific integrity violation, I would most likely:

		Not feel comfortable coming forward. I do not trust that the agency would fairly assess and address the issue.	Don't Know	Prefer Not to Disclose	N
<b>OVERALL</b>		8%	11%	2%	1,589
<b>Years Working at Agency</b>	2 years or less	6%	17%	2%	214
	2-5 years	8%	12%	4%	297
	6-10 years	7%	10%	0%	264
	11-15 years	9%	10%	2%	195
	More than 15 years	9%	9%	1%	610
	Prefer not to disclose	33%		11%	9
<b>Gender</b>	Female	8%	11%	2%	697
	Male	7%	11%	2%	787
	Nonbinary				9
	Transgender				7
	Prefer Not to Disclose	20%	11%	4%	81
<b>Race/Ethnicity</b>	Asian/ Pacific Islander	10%	16%	2%	128
	Black or African American	5%	21%	5%	78
	Hispanic or Latino/a	12%	9%	2%	89
	Middle Eastern or North African		8%		12
	Mixed racial/ethnic background	11%	11%		36
	Native Am./Alaksa Native	8%	8%		13
	Native Hawaiian or Other PI				2
	White, Caucasian	7%	9%	1%	1,204
	Other	22%			9
	Prefer Not to Disclose	17%	16%	7%	107
	<b>Sexual Orientation</b>	Asexual	6%	6%	
Bisexual		14%	13%		72
Lesbian or gay		5%	14%		66
Queer		24%	6%		17
Straight or heterosexual		7%	11%	1%	1,233
Pansexual					5
Questioning		33%			3
Other					3
Prefer not to disclose		11%	13%	6%	140



Q51a I am aware of the Biden administration's White House's actions to strengthen scientific integrity across the federal government.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		14%	46%	19%	16%	4%	1%	1,592
<b>Agency</b>	CDC	13%	39%	19%	21%	5%	2%	318
	EPA	25%	58%	10%	4%	1%	1%	267
	FDA	9%	35%	29%	22%	4%	2%	230
	FWS	12%	46%	17%	20%	4%		195
	NOAA	15%	53%	16%	12%	5%	0%	350
	USDA	8%	42%	26%	19%	4%	0%	232
<b>% of Job Duties Involving Science</b>	1 - 25%	15%	57%	15%	12%		1%	117
	26 - 50%	13%	50%	20%	13%	2%	1%	203
	51 - 75%	14%	46%	18%	16%	5%	1%	395
	76 - 100%	14%	44%	20%	17%	4%	1%	877
<b>Grade Level</b>	Commissioned Corps	4%	52%	13%	26%	4%		23
	Contractor	19%	34%	22%	9%	9%	6%	32
	Fellow	5%	36%	28%	23%	5%	3%	39
	GS-11 or lower	10%	46%	17%	19%	7%	1%	193
	GS-12 and above	15%	47%	19%	15%	3%	0%	1,239
	Student				50%		50%	2
	Other		42%	33%	17%	4%	4%	24
	Prefer Not to Disclose	3%	25%	28%	22%	11%	11%	36
<b>Highest Level of Education</b>	Bachelors Degree	12%	43%	20%	17%	6%	1%	205
	DVM		45%	27%	9%	9%	9%	11
	JD	40%	50%	10%				10
	Masters Degree	14%	50%	16%	15%	4%	1%	515
	MD	11%	45%	20%	23%	2%		56
	PhD	15%	45%	21%	16%	3%	1%	751
	Other	5%	40%	35%	15%	5%		20
	Prefer Not to Disclose	5%	5%	20%	30%	25%	15%	20
<b>Worked for Regulated Ind.</b>	Yes	16%	47%	19%	13%	5%	1%	176
	No	14%	46%	19%	16%	4%	1%	1,390
	Prefer Not to Disclose	4%	22%	39%	9%	4%	22%	23

Q51a I am aware of the Biden administration's White House's actions to strengthen scientific integrity across the federal government.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		14%	46%	19%	16%	4%	1%	1,592
<b>Years Working at Agency</b>	2 years or less	14%	43%	19%	17%	5%	2%	214
	2-5 years	13%	41%	20%	20%	4%	2%	295
	6-10 years	12%	44%	20%	20%	3%	2%	265
	11-15 years	17%	43%	22%	14%	4%		197
	More than 15 years	14%	52%	18%	12%	4%	0%	613
	Prefer not to disclose	13%	50%		25%	13%		8
<b>Gender</b>	Female	16%	47%	18%	17%	2%	0%	697
	Male	13%	47%	20%	14%	5%	1%	790
	Nonbinary	11%	44%		33%	11%		9
	Transgender	14%	71%		14%			7
	Prefer Not to Disclose	6%	28%	22%	23%	14%	6%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	14%	45%	27%	12%	1%	1%	129
	Black or African American	18%	40%	23%	13%	1%	5%	78
	Hispanic or Latino/a	11%	43%	22%	20%	1%	2%	90
	Middle Eastern or North African	17%	58%	8%	17%			12
	Mixed racial/ethnic background	11%	46%	19%	14%	11%		37
	Native Am./Alaksa Native	7%	57%	21%		14%		14
	Native Hawaiian or Other PI		67%	33%				3
	White, Caucasian	14%	49%	18%	16%	3%	0%	1,207
	Other	11%	22%		56%	11%		9
	Prefer Not to Disclose	9%	27%	25%	18%	15%	6%	106
<b>Sexual Orientation</b>	Asexual	16%	53%	19%	13%			32
	Bisexual	13%	42%	19%	21%	6%		72
	Lesbian or gay	23%	41%	12%	21%	3%		66
	Queer	6%	59%	18%	18%			17
	Straight or heterosexual	14%	48%	19%	15%	3%	1%	1,236
	Pansexual	40%	40%			20%		5
	Questioning		33%		67%			3
	Other		67%	33%				3
	Prefer not to disclose	11%	33%	21%	19%	12%	4%	141

Q51b These actions by the Biden administration’s White House to strengthen scientific integrity will better protect scientists and their work from undue political interference.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		14%	49%	28%	6%	2%	0%	952
<b>Agency</b>	CDC	15%	48%	28%	8%	2%		164
	EPA	17%	41%	29%	9%	4%		222
	FDA	19%	51%	24%	3%	3%		100
	FWS	12%	54%	27%	6%	1%		113
	NOAA	10%	56%	28%	5%	2%	0%	236
	USDA	13%	46%	34%	4%	2%	1%	117
<b>% of Job Duties Involving Science</b>	1 - 25%	8%	46%	31%	11%	4%		84
	26 - 50%	11%	51%	28%	8%	1%	1%	127
	51 - 75%	14%	51%	28%	4%	3%	0%	236
	76 - 100%	16%	48%	28%	6%	3%		505
<b>Grade Level</b>	Commissioned Corps	8%	38%	31%	23%			13
	Contractor	12%	71%	18%				17
	Fellow	19%	63%	19%				16
	GS-11 or lower	14%	45%	31%	7%	1%	1%	108
	GS-12 and above	14%	49%	28%	6%	3%	0%	776
	Other	20%	30%	40%	10%			10
	Prefer Not to Disclose	11%	33%	33%	11%	11%		9
<b>Highest Level of Education</b>	Bachelors Degree	11%	47%	31%	6%	4%	1%	114
	DVM		60%	40%				5
	JD	11%	56%	22%	11%			9
	Masters Degree	14%	47%	31%	7%	2%	0%	331
	MD	26%	39%	29%	6%			31
	PhD	14%	50%	27%	6%	3%		448
	Other		78%	11%		11%		9
Prefer Not to Disclose		100%					2	
<b>Worked for Regulated Ind.</b>	Yes	15%	43%	27%	11%	4%		111
	No	14%	50%	28%	6%	2%	0%	834
	Prefer Not to Disclose	17%	17%	67%				6

Q51b These actions by the Biden administration’s White House to strengthen scientific integrity will better protect scientists and their work from undue political interference.

		Strongly Agree	Agree	Do Not Agree or Disagree	Disagree	Strongly Disagree	Prefer Not to Disclose	N
<b>OVERALL</b>		14%	49%	28%	6%	2%	0%	952
<b>Years Working at Agency</b>	2 years or less	21%	50%	21%	6%	2%		121
	2-5 years	15%	43%	34%	7%	1%		160
	6-10 years	16%	47%	31%	3%	3%		148
	11-15 years	13%	51%	24%	8%	3%	1%	119
	More than 15 years	11%	51%	28%	7%	3%	0%	399
	Prefer not to disclose	20%	20%	60%				5
<b>Gender</b>	Female	11%	51%	29%	7%	2%		437
	Male	17%	48%	27%	6%	2%	0%	473
	Nonbinary	20%	60%	20%				5
	Transgender		67%	33%				6
	Prefer Not to Disclose	11%	25%	36%	7%	18%	4%	28
<b>Race/Ethnicity</b>	Asian / Pacific Islander	25%	45%	24%	5%	1%		76
	Black or African American	31%	33%	31%	4%			45
	Hispanic or Latino/a	18%	45%	29%	6%	2%		49
	Middle Eastern or North African	11%	67%	22%				9
	Mixed racial/ethnic background	10%	52%	24%	5%	10%		21
	Native Am./Alaksa Native		75%	25%				8
	Native Hawaiian or Other PI		100%					2
	White, Caucasian	12%	51%	29%	6%	2%	0%	757
	Other	33%	67%					3
	Prefer Not to Disclose	10%	38%	28%	8%	13%	3%	39
	<b>Sexual Orientation</b>	Asexual	14%	45%	32%	5%	5%	
Bisexual		13%	36%	41%	8%	3%		39
Lesbian or gay		33%	52%	12%		2%		42
Queer		9%	27%	45%	18%			11
Straight or heterosexual		13%	50%	28%	6%	2%	0%	763
Pansexual			100%					4
Questioning			100%					1
Other				50%	50%			2
Prefer not to disclose	12%	38%	37%	3%	10%		60	

Q52 What is your current grade level?

		Commissioned				
		Corps	Contractor	Fellow	GS-11 or lower	GS-12 and above
<b>OVERALL</b>		1%	2%	2%	12%	78%
<b>Agency</b>	CDC	6%	6%	7%	5%	72%
	EPA		0%		6%	91%
	FDA	2%	4%	7%	3%	78%
	FWS				35%	61%
	NOAA			0%	10%	85%
	USDA		1%		22%	74%
<b>% of Job Duties Involving Science</b>	1 - 25%	2%	2%	1%	15%	80%
	26 - 50%	2%	2%	3%	9%	81%
	51 - 75%	1%	0%	2%	16%	77%
	76 - 100%	1%	3%	3%	11%	78%
<b>Highest Level of Education</b>	Bachelors Degree		3%	2%	34%	58%
	DVM					91%
	JD				10%	90%
	Masters Degree	1%	2%	3%	18%	74%
	MD	11%	4%	2%	4%	80%
	PhD	1%	1%	3%	4%	87%
	Other	20%	5%		5%	60%
	Prefer Not to Disclose	5%	10%			35%
<b>Worked for Regulated Ind.</b>	Yes	1%	5%	1%	9%	81%
	No	2%	2%	3%	13%	78%
	Prefer Not to Disclose		9%	4%	9%	48%

Q52 What is your current grade level?

		Commissioned				
		Corps	Contractor	Fellow	GS-11 or lower	GS-12 and above
<b>OVERALL</b>		1%	2%	2%	12%	78%
<b>Years Working at Agency</b>	2 years or less	1%	8%	11%	25%	51%
	2-5 years	1%	2%	3%	19%	70%
	6-10 years	2%	2%	2%	10%	81%
	11-15 years	4%			11%	81%
	More than 15 years	1%	0%	0%	6%	90%
	Prefer not to disclose					38%
<b>Gender</b>	Female	2%	2%	3%	14%	77%
	Male	1%	2%	2%	10%	82%
	Nonbinary		11%		33%	56%
	Transgender			14%	29%	57%
	Prefer Not to Disclose		2%	2%	14%	60%
<b>Race/Ethnicity</b>	Asian / Pacific Islander	2%	4%	5%	7%	78%
	Black or African American	1%	4%	6%	10%	71%
	Hispanic or Latino/a	2%	3%	1%	16%	77%
	Middle Eastern or North African		8%		8%	75%
	Mixed racial/ethnic background	3%	5%	3%	22%	65%
	Native Am./Alaksa Native	7%	7%		14%	64%
	Native Hawaiian or Other PI		33%		33%	33%
	White, Caucasian	1%	1%	2%	13%	80%
	Other				38%	63%
	Prefer Not to Disclose	2%	4%	5%	10%	58%
<b>Sexual Orientation</b>	Asexual		3%	6%	25%	66%
	Bisexual		1%	8%	18%	68%
	Lesbian or gay	2%	2%	3%	15%	77%
	Queer			6%	18%	76%
	Straight or heterosexual	2%	2%	2%	11%	81%
	Pansexual		20%			80%
	Questioning				67%	33%
	Other			33%		67%
	Prefer not to disclose		2%	3%	10%	65%

Q52 What is your current grade level?

		Student	Other	Prefer Not to Disclose	N
<b>OVERALL</b>		0%	2%	2%	1,593
<b>Agency</b>	CDC		1%	3%	317
	EPA			2%	268
	FDA	0%	3%	4%	231
	FWS		1%	3%	195
	NOAA		3%	2%	351
	USDA	0%	1%	1%	231
<b>% of Job Duties Involving Science</b>	1 - 25%			1%	116
	26 - 50%		1%	1%	204
	51 - 75%		1%	3%	395
	76 - 100%	0%	2%	2%	878
<b>Highest Level of Education</b>	Bachelors Degree	0%	1%	1%	205
	DVM		9%		11
	JD				10
	Masters Degree		1%	2%	516
	MD				56
	PhD	0%	2%	2%	754
	Other		10%		20
	Prefer Not to Disclose			50%	20
<b>Worked for Regulated Ind.</b>	Yes		1%	3%	176
	No	0%	2%	2%	1,393
	Prefer Not to Disclose	4%		26%	23

Q52 What is your current grade level?

		Student	Other	Prefer Not to Disclose	N
<b>OVERALL</b>		0%	2%	2%	1,593
<b>Years Working at Agency</b>	2 years or less	1%	1%	2%	213
	2-5 years		2%	3%	296
	6-10 years		2%	3%	265
	11-15 years		2%	2%	197
	More than 15 years		1%	1%	614
	Prefer not to disclose			63%	8
<b>Gender</b>	Female		1%	1%	699
	Male	0%	2%	1%	791
	Nonbinary				9
	Transgender				7
	Prefer Not to Disclose			21%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander		4%		129
	Black or African American		5%	3%	78
	Hispanic or Latino/a			1%	90
	Middle Eastern or North African		8%		12
	Mixed racial/ethnic background		3%		37
	Native Am./Alaksa Native			7%	14
	Native Hawaiian or Other PI				3
	White, Caucasian	0%	1%	1%	1,208
	Other				8
	Prefer Not to Disclose	1%		20%	108
<b>Sexual Orientation</b>	Asexual				32
	Bisexual		3%	1%	72
	Lesbian or gay		2%		66
	Queer				17
	Straight or heterosexual	0%	2%	1%	1,237
	Pansexual				5
	Questioning				3
	Other				3
	Prefer not to disclose	1%	1%	18%	141



Q53 Have you ever worked for regulated industry or a group representing them?

		Yes	No	Prefer Not to Disclose	N
<b>OVERALL</b>		11%	88%	1%	1,595
<b>Agency</b>	CDC	7%	90%	3%	317
	EPA	20%	79%	1%	268
	FDA	23%	76%	1%	231
	FWS	8%	92%	1%	196
	NOAA	5%	93%	2%	351
	USDA	6%	94%	0%	232
<b>% of Job Duties Involving Science</b>	1 - 25%	21%	79%		116
	26 - 50%	13%	86%	0%	204
	51 - 75%	8%	90%	1%	395
	76 - 100%	10%	88%	2%	880
<b>Grade Level</b>	Commissioned Corps	4%	96%		23
	Contractor	25%	69%	6%	32
	Fellow	5%	92%	3%	39
	GS-11 or lower	8%	91%	1%	193
	GS-12 and above	11%	88%	1%	1,243
	Student		50%	50%	2
	Other	8%	92%		24
	Prefer Not to Disclose	14%	69%	17%	36
<b>Highest Level of Education</b>	Bachelors Degree	17%	81%	2%	205
	DVM	18%	73%	9%	11
	JD	10%	90%		10
	Masters Degree	12%	86%	1%	515
	MD	7%	93%		56
	PhD	9%	90%	1%	756
	Other	10%	90%		20
	Prefer Not to Disclose	10%	75%	15%	20

Q53 Have you ever worked for regulated industry or a group representing them?

		Yes	No	Prefer Not to Disclose	N
<b>OVERALL</b>		11%	88%	1%	1,595
<b>Years Working at Agency</b>	2 years or less	13%	83%	4%	213
	2-5 years	11%	86%	2%	297
	6-10 years	15%	85%	1%	265
	11-15 years	15%	84%	2%	197
	More than 15 years	7%	92%	0%	614
	Prefer not to disclose	11%	78%	11%	9
<b>Gender</b>	Female	8%	90%	1%	699
	Male	13%	87%	1%	793
	Nonbinary	11%	89%		9
	Transgender		100%		7
	Prefer Not to Disclose	21%	70%	9%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	8%	90%	2%	129
	Black or African American	21%	74%	5%	78
	Hispanic or Latino/a	11%	88%	1%	90
	Middle Eastern or North African		100%		12
	Mixed racial/ethnic background	11%	89%		37
	Native Am./Alaksa Native	14%	86%		14
	Native Hawaiian or Other PI	33%	67%		3
	White, Caucasian	10%	89%	0%	1,209
	Other	11%	89%		9
	Prefer Not to Disclose	18%	73%	9%	108
<b>Sexual Orientation</b>	Asexual	9%	91%		32
	Bisexual	17%	82%	1%	72
	Lesbian or gay	11%	89%		66
	Queer	12%	88%		17
	Straight or heterosexual	10%	89%	1%	1,238
	Pansexual		100%		5
	Questioning		100%		3
	Other	67%	33%		3
	Prefer not to disclose	14%	79%	6%	141

Q54 What is the highest level of education you have completed?

		Bachelors Degree	DVM	JD	Masters Degree	MD
<b>OVERALL</b>		13%	1%	1%	32%	4%
<b>Agency</b>	CDC	5%	3%	1%	32%	8%
	EPA	21%		1%	43%	
	FDA	6%	1%		13%	13%
	FWS	22%		1%	51%	1%
	NOAA	15%		1%	36%	
	USDA	10%			18%	
<b>% of Job Duties Involving Science</b>	1 - 25%	20%		3%	44%	3%
	26 - 50%	15%		2%	41%	5%
	51 - 75%	14%	0%	0%	38%	3%
	76 - 100%	11%	1%	0%	26%	3%
<b>Grade Level</b>	Commissioned Corps				13%	26%
	Contractor	19%			34%	6%
	Fellow	10%			33%	3%
	GS-11 or lower	36%		1%	48%	1%
	GS-12 and above	9%	1%	1%	31%	4%
	Student	50%				
	Other	13%	4%		17%	
	Prefer Not to Disclose	8%			25%	
<b>Worked for Regulated Ind.</b>	Yes	20%	1%	1%	36%	2%
	No	12%	1%	1%	32%	4%
	Prefer Not to Disclose	17%	4%		30%	

Q54 What is the highest level of education you have completed?

		Bachelors Degree	DVM	JD	Masters Degree	MD
<b>OVERALL</b>		13%	1%	1%	32%	4%
<b>Years Working at Agency</b>	2 years or less	14%	1%	1%	32%	6%
	2-5 years	15%	2%	1%	28%	4%
	6-10 years	8%	0%	0%	34%	6%
	11-15 years	14%		1%	33%	4%
	More than 15 years	14%	0%	0%	34%	1%
	Prefer not to disclose				22%	11%
<b>Gender</b>	Female	12%	1%	1%	36%	3%
	Male	13%	0%	1%	30%	4%
	Nonbinary	22%			33%	
	Transgender	71%			14%	
	Prefer Not to Disclose	15%	1%		28%	4%
<b>Race/Ethnicity</b>	Asian / Pacific Islander	6%			22%	11%
	Black or African American	13%	1%	1%	40%	6%
	Hispanic or Latino/a	14%	1%	1%	31%	2%
	Middle Eastern or North African				25%	8%
	Mixed racial/ethnic background	22%			30%	5%
	Native Am./Alaksa Native	21%			14%	7%
	Native Hawaiian or Other PI	33%			33%	
	White, Caucasian	13%	1%	1%	34%	3%
	Other				44%	
Prefer Not to Disclose	19%			24%	3%	
<b>Sexual Orientation</b>	Asexual	22%			28%	3%
	Bisexual	11%	1%		39%	1%
	Lesbian or gay	9%	2%	2%	36%	2%
	Queer	24%			41%	
	Straight or heterosexual	12%	1%	1%	32%	4%
	Pansexual	80%				
	Questioning	67%				
	Other				33%	33%
Prefer not to disclose	16%		1%	32%	3%	

Q54 What is the highest level of education you have completed?

		PhD	Other	Prefer Not to Disclose	N
<b>OVERALL</b>		47%	1%	1%	1,594
<b>Agency</b>	CDC	48%	2%	2%	318
	EPA	33%	1%	0%	267
	FDA	60%	4%	3%	231
	FWS	24%	1%	1%	196
	NOAA	46%	0%	1%	351
	USDA	71%		0%	231
<b>% of Job Duties Involving Science</b>	1 - 25%	25%	3%	3%	116
	26 - 50%	35%	1%		204
	51 - 75%	43%	1%	1%	394
	76 - 100%	55%	1%	2%	880
<b>Grade Level</b>	Commissioned Corps	39%	17%	4%	23
	Contractor	31%	3%	6%	32
	Fellow	54%			39
	GS-11 or lower	14%	1%		193
	GS-12 and above	53%	1%	1%	1,243
	Student	50%			2
	Other	58%	8%		24
	Prefer Not to Disclose	39%		28%	36
<b>Worked for Regulated Ind.</b>	Yes	38%	1%	1%	176
	No	49%	1%	1%	1,394
	Prefer Not to Disclose	35%		13%	23

Q54 What is the highest level of education you have completed?

		PhD	Other	Prefer Not to Disclose	N
<b>OVERALL</b>		47%	1%	1%	1,594
<b>Years Working at Agency</b>	2 years or less	42%	2%	2%	213
	2-5 years	48%	1%	1%	297
	6-10 years	50%	0%	0%	265
	11-15 years	44%	3%	2%	197
	More than 15 years	49%	1%	1%	613
	Prefer not to disclose	44%		22%	9
<b>Gender</b>	Female	45%	2%	1%	699
	Male	51%	1%	0%	792
	Nonbinary	44%			9
	Transgender	14%			7
	Prefer Not to Disclose	36%		16%	81
<b>Race/Ethnicity</b>	Asian / Pacific Islander	57%	3%	1%	129
	Black or African American	36%	1%	1%	78
	Hispanic or Latino/a	49%	1%		90
	Middle Eastern or North African	67%			12
	Mixed racial/ethnic background	43%			37
	Native Am./Alaska Native	50%	7%		14
	Native Hawaiian or Other PI	33%			3
	White, Caucasian	47%	1%	0%	1,208
	Other	56%			9
	Prefer Not to Disclose	43%		12%	108
<b>Sexual Orientation</b>	Asexual	44%	3%		32
	Bisexual	47%			72
	Lesbian or gay	48%	2%		66
	Queer	35%			17
	Straight or heterosexual	49%	1%	0%	1,237
	Pansexual	20%			5
	Questioning	33%			3
	Other	33%			3
	Prefer not to disclose	39%		10%	141

Q55 With which racial or ethnic group(s) do you most identify? (Select all that apply)

		Asian / Pacific Islander	Black or African American	Hispanic or Latino/a	Middle Eastern or North African	Mixed racial or ethnic background
<b>OVERALL</b>		8%	5%	6%	1%	2%
<b>Agency</b>	CDC	9%	11%	8%	1%	2%
	EPA	9%	3%	6%	1%	2%
	FDA	17%	7%	6%	2%	3%
	FWS	2%	1%	5%		3%
	NOAA	6%	1%	4%	0%	2%
	USDA	7%	5%	6%	1%	4%
<b>% of Job Duties Involving Science</b>	1 - 25%	6%	9%	4%		3%
	26 - 50%	7%	6%	4%	0%	4%
	51 - 75%	6%	3%	6%	1%	2%
	76 - 100%	10%	5%	6%	1%	2%
<b>Grade Level</b>	Commissioned Corps	13%	4%	9%		4%
	Contractor	16%	9%	9%	3%	6%
	Fellow	15%	13%	3%		3%
	GS-11 or lower	5%	4%	7%	1%	4%
	GS-12 and above	8%	4%	6%	1%	2%
	Student					
	Other	21%	17%		4%	4%
	Prefer Not to Disclose		6%	3%		
<b>Highest Level of Education</b>	Bachelors Degree	4%	5%	6%		4%
	DVM		9%	9%		
	JD		10%	10%		
	Masters Degree	5%	6%	5%	1%	2%
	MD	25%	9%	4%	2%	4%
	PhD	10%	4%	6%	1%	2%
	Other	20%	5%	5%		
	Prefer Not to Disclose	5%	5%			
<b>Worked for Regulated Ind.</b>	Yes	6%	9%	6%		2%
	No	8%	4%	6%	1%	2%
	Prefer Not to Disclose	14%	18%	5%		

Q55 With which racial or ethnic group(s) do you most identify? (Select all that apply)

		Asian / Pacific Islander	Black or African American	Hispanic or Latino/a	Middle Eastern or North African	Mixed racial or ethnic background
<b>OVERALL</b>		8%	5%	6%	1%	2%
<b>Years Working at Agency</b>	2 years or less	8%	7%	6%	1%	3%
	2-5 years	11%	6%	8%	1%	3%
	6-10 years	9%	7%	6%	1%	3%
	11-15 years	11%	4%	7%	1%	2%
	More than 15 years	5%	3%	4%	0%	2%
	Prefer not to disclose	22%				
<b>Gender</b>	Female	8%	6%	6%	1%	2%
	Male	9%	5%	6%	1%	2%
	Nonbinary				11%	11%
	Transgender		14%			
	Prefer Not to Disclose	2%	1%			1%
<b>Race/Ethnicity</b>	Asian / Pacific Islander	100%		2%	2%	8%
	Black or African American		100%	1%		5%
	Hispanic or Latino/a	2%	1%	100%	2%	11%
	Middle Eastern or North African	17%		17%	100%	17%
	Mixed racial/ethnic background	27%	11%	27%	5%	100%
	Native Am./Alaksa Native	7%	14%	14%		43%
	Native Hawaiian or Other PI	67%				67%
	White, Caucasian	1%	0%	2%	0%	2%
	Other		22%			
	Prefer Not to Disclose					
<b>Sexual Orientation</b>	Asexual	16%	6%	6%	3%	3%
	Bisexual	8%	6%	7%	1%	1%
	Lesbian or gay	12%	2%	8%	3%	3%
	Queer	18%	6%	6%	6%	12%
	Straight or heterosexual	8%	5%	6%	1%	2%
	Pansexual					
	Questioning					
	Other					
Prefer not to disclose	4%	1%	4%		1%	



Q55 With which racial or ethnic group(s) do you most identify? (Select all that apply)

		Native American or American Indian or Alaskan Native	Native Hawaiian or Other Pacific Islander	White, Caucasian	Other	Prefer Not to Disclose	N
<b>OVERALL</b>		1%	0%	76%	1%	7%	1,582
<b>Agency</b>	CDC	0%		68%	0%	7%	314
	EPA	1%	0%	79%		7%	267
	FDA	2%		62%	1%	10%	227
	FWS	1%		88%	1%	5%	194
	NOAA	0%	0%	85%	0%	5%	351
	USDA	1%	0%	76%	1%	7%	229
<b>% of Job Duties Involving Science</b>	1 - 25%		1%	77%		7%	116
	26 - 50%	1%	1%	80%		3%	202
	51 - 75%	0%		80%	1%	7%	394
	76 - 100%	1%		74%	1%	7%	870
<b>Grade Level</b>	Commissioned Corps	4%		65%		9%	23
	Contractor	3%	3%	56%		13%	32
	Fellow			62%		13%	39
	GS-11 or lower	1%	1%	80%	2%	6%	192
	GS-12 and above	1%	0%	79%	0%	5%	1,232
	Student			50%		50%	2
	Other			67%			24
	Prefer Not to Disclose	3%		33%		61%	36
<b>Highest Level of Education</b>	Bachelors Degree	1%	0%	79%		10%	205
	DVM			82%			11
	JD			90%			10
	Masters Degree	0%	0%	80%	1%	5%	513
	MD	2%		56%		5%	55
	PhD	1%	0%	76%	1%	6%	747
	Other	5%		65%			20
	Prefer Not to Disclose			25%		65%	20
<b>Worked for Regulated Ind.</b>	Yes	1%	1%	70%	1%	11%	176
	No	1%	0%	78%	1%	6%	1,384
	Prefer Not to Disclose			18%		45%	22

Q55 With which racial or ethnic group(s) do you most identify? (Select all that apply)

		Native American or American Indian or Alaskan Native	Native Hawaiian or Other Pacific Islander	White, Caucasian	Other	Prefer Not to Disclose	N
<b>OVERALL</b>		1%	0%	76%	1%	7%	1,582
<b>Years Working at Agency</b>	2 years or less	1%		75%	1%	7%	213
	2-5 years	0%		70%	1%	7%	294
	6-10 years	2%		75%		6%	263
	11-15 years	1%		72%	1%	7%	196
	More than 15 years	1%	0%	83%	0%	6%	607
	Prefer not to disclose			33%		44%	9
<b>Gender</b>	Female	1%	0%	80%	0%	3%	694
	Male	1%	0%	79%	1%	3%	788
	Nonbinary			100%			9
	Transgender			100%			7
	Prefer Not to Disclose			14%	1%	80%	81
<b>Race/Ethnicity</b>	Asian/ Pacific Islander	1%	2%	13%			129
	Black or African American	3%		8%	3%		78
	Hispanic or Latino/a	2%		31%			90
	Middle Eastern or North African			33%			12
	Mixed racial/ethnic background	16%	5%	65%			37
	Native Am./Alaksa Native	100%		79%			14
	Native Hawaiian or Other PI		100%	67%			3
	White, Caucasian	1%	0%	100%	0%		1,209
	Other			22%	100%		9
	Prefer Not to Disclose					100%	108
<b>Sexual Orientation</b>	Asexual			72%			32
	Bisexual			82%	1%	1%	72
	Lesbian or gay	3%		85%			66
	Queer			88%			17
	Straight or heterosexual	1%	0%	80%	1%	2%	1,231
	Pansexual			100%			5
	Questioning			100%			3
	Other			100%			3
Prefer not to disclose	1%		36%	1%	56%	140	

Q56 What gender do you most closely identify with?

		Female	Male	Nonbinary	Transgender	Prefer Not to Disclose	N
<b>OVERALL</b>		44%	50%	1%	0%	5%	1,589
<b>Agency</b>	CDC	63%	33%	1%	1%	3%	316
	EPA	44%	49%	1%		7%	268
	FDA	51%	42%			7%	230
	FWS	40%	52%	2%	2%	5%	196
	NOAA	32%	63%	0%	0%	4%	350
	USDA	32%	61%	0%	0%	6%	229
<b>% of Job Duties Involving Science</b>	1 - 25%	44%	47%	1%	2%	6%	116
	26 - 50%	51%	45%	0%	0%	3%	204
	51 - 75%	40%	52%	1%	1%	7%	393
	76 - 100%	44%	50%	1%	0%	5%	876
<b>Grade Level</b>	Commissioned Corps	70%	30%				23
	Contractor	44%	47%	3%		6%	32
	Fellow	54%	38%		3%	5%	39
	GS-11 or lower	51%	40%	2%	1%	6%	191
	GS-12 and above	43%	52%	0%	0%	4%	1,240
	Student		100%				2
	Other	25%	75%				24
	Prefer Not to Disclose	25%	28%			47%	36
<b>Highest Level of Education</b>	Bachelors Degree	40%	51%	1%	2%	6%	204
	DVM	73%	18%			9%	11
	JD	50%	50%				10
	Masters Degree	49%	46%	1%	0%	4%	515
	MD	39%	55%			5%	56
	PhD	42%	54%	1%	0%	4%	752
	Other	70%	30%				20
	Prefer Not to Disclose	25%	10%			65%	20
<b>Worked for Regulated Ind.</b>	Yes	32%	57%	1%		10%	176
	No	45%	49%	1%	1%	4%	1,391
	Prefer Not to Disclose	45%	23%			32%	22

Q56 What gender do you most closely identify with?

		Female	Male	Nonbinary	Transgender	Prefer Not to Disclose	N
<b>OVERALL</b>		44%	50%	1%	0%	5%	1,589
<b>Years Working at Agency</b>	2 years or less	50%	42%	1%	1%	5%	213
	2-5 years	49%	45%	1%		5%	294
	6-10 years	50%	45%	0%	0%	5%	265
	11-15 years	46%	48%	1%		5%	197
	More than 15 years	36%	58%	0%	0%	5%	611
	Prefer not to disclose	33%	56%			11%	9
<b>Race/Ethnicity</b>	Asian / Pacific Islander	43%	55%			2%	129
	Black or African American	51%	46%		1%	1%	78
	Hispanic or Latino/a	49%	51%				90
	Middle Eastern or North African	42%	50%	8%			12
	Mixed racial/ethnic background	46%	49%	3%		3%	37
	Native Am./Alaksa Native	29%	71%				14
	Native Hawaiian or Other PI	67%	33%				3
	White, Caucasian	46%	52%	1%	1%	1%	1,207
	Other	33%	56%			11%	9
	Prefer Not to Disclose	18%	21%			61%	107
<b>Sexual Orientation</b>	Asexual	72%	22%		3%	3%	32
	Bisexual	72%	24%	3%	1%		72
	Lesbian or gay	32%	65%	2%	2%		66
	Queer	59%	12%	18%	12%		17
	Straight or heterosexual	44%	55%	0%		1%	1,237
	Pansexual	40%		20%	40%		5
	Questioning	67%		33%			3
	Other	33%	67%				3
	Prefer not to disclose	27%	23%			50%	141

Q57 Which of the following best represents how you think of yourself?

		Asexual	Bisexual	Lesbian or gay	Pansexual
<b>OVERALL</b>		2%	5%	5%	0%
<b>Agency</b>	CDC	1%	7%	6%	0%
	EPA	3%	4%	3%	0%
	FDA	4%	8%	7%	0%
	FWS	2%	2%	5%	1%
	NOAA	1%	3%	4%	0%
	USDA	4%	5%	2%	
<b>% of Job Duties Involving Science</b>	1 - 25%	4%	2%	3%	
	26 - 50%	1%	4%	4%	
	51 - 75%	2%	5%	5%	0%
	76 - 100%	2%	6%	5%	1%
<b>Grade Level</b>	Commissioned Corps			4%	
	Contractor	3%	3%	3%	3%
	Fellow	6%	17%	6%	
	GS-11 or lower	5%	7%	6%	
	GS-12 and above	2%	4%	4%	0%
	Student				
	Other		9%	5%	
	Prefer Not to Disclose		9%		
<b>Highest Level of Education</b>	Bachelors Degree	4%	4%	3%	2%
	DVM		9%	9%	
	JD			11%	
	Masters Degree	2%	6%	5%	
	MD	2%	2%	2%	
	PhD	2%	5%	5%	0%
	Other	5%		5%	
	Prefer Not to Disclose				
<b>Worked for Regulated Ind.</b>	Yes	2%	8%	5%	
	No	2%	5%	5%	0%
	Prefer Not to Disclose		8%		

Q57 Which of the following best represents how you think of yourself?

		Asexual	Bisexual	Lesbian or gay	Pansexual
<b>OVERALL</b>		2%	5%	5%	0%
<b>Years Working at Agency</b>	2 years or less	2%	10%	7%	1%
	2-5 years	3%	6%	5%	
	6-10 years	4%	5%	5%	
	11-15 years	1%	3%	5%	1%
	More than 15 years	1%	3%	4%	0%
	Prefer not to disclose	20%			
<b>Gender</b>	Female	3%	8%	3%	0%
	Male	1%	2%	6%	
	Nonbinary		22%	11%	11%
	Transgender	14%	14%	14%	29%
	Prefer Not to Disclose	10%			
<b>Race/Ethnicity</b>	Asian / Pacific Islander	4%	5%	6%	
	Black or African American	3%	5%	1%	
	Hispanic or Latino/a	2%	6%	6%	
	Middle Eastern or North African	8%	8%	17%	
	Mixed racial/ethnic background	3%	3%	6%	
	Native Am./Alaska Native			15%	
	Native Hawaiian or Other PI				
	White, Caucasian	2%	5%	5%	0%
	Other		13%		
	Prefer Not to Disclose		3%		

Q57 Which of the following best represents how you think of yourself?

		Queer	Questioning	Straight or heterosexual	Other	N
<b>OVERALL</b>		1%	0%	86%	0%	1,436
<b>Agency</b>	CDC	2%		84%	0%	290
	EPA	2%		87%		238
	FDA	0%		80%	1%	210
	FWS	1%	1%	89%		174
	NOAA	1%		91%		314
	USDA	1%	1%	86%		210
<b>% of Job Duties Involving Science</b>	1 - 25%	5%		87%		104
	26 - 50%	1%		90%		189
	51 - 75%	0%	0%	87%		345
	76 - 100%	1%	0%	85%	0%	798
<b>Grade Level</b>	Commissioned Corps			96%		23
	Contractor			86%		29
	Fellow	3%		66%	3%	35
	GS-11 or lower	2%	1%	80%		176
	GS-12 and above	1%	0%	88%	0%	1,138
	Student			100%		1
	Other			86%		22
	Prefer Not to Disclose			91%		11
<b>Highest Level of Education</b>	Bachelors Degree	2%	1%	83%		182
	DVM			82%		11
	JD			89%		9
	Masters Degree	2%		85%	0%	466
	MD			92%	2%	52
	PhD	1%	0%	87%	0%	689
	Other			90%		20
	Prefer Not to Disclose			100%		6
<b>Worked for Regulated Ind.</b>	Yes	1%		83%	1%	154
	No	1%	0%	87%	0%	1,269
	Prefer Not to Disclose			92%		13

Q57 Which of the following best represents how you think of yourself?

		Queer	Questioning	Straight or heterosexual	Other	N
<b>OVERALL</b>		1%	0%	86%	0%	1,436
<b>Years Working at Agency</b>	2 years or less	3%		77%	1%	197
	2-5 years	2%	0%	84%		264
	6-10 years	2%	0%	84%	0%	239
	11-15 years	1%		88%	1%	178
	More than 15 years	0%	0%	91%		553
	Prefer not to disclose			80%		5
<b>Gender</b>	Female	2%	0%	83%	0%	658
	Male	0%		91%	0%	751
	Nonbinary	33%	11%	11%		9
	Transgender	29%				7
	Prefer Not to Disclose			90%		10
<b>Race/Ethnicity</b>	Asian / Pacific Islander	2%		82%		124
	Black or African American	1%		89%		73
	Hispanic or Latino/a	1%		84%		83
	Middle Eastern or North African	8%		58%		12
	Mixed racial/ethnic background	6%		83%		35
	Native Am./Alaksa Native			85%		13
	Native Hawaiian or Other PI			100%		3
	White, Caucasian	1%	0%	86%	0%	1,151
	Other			88%		8
	Prefer Not to Disclose			97%		29