

# Inclusion Survey Questions

Please note in the interest of length we've omitted several questions specific to Square, our internal processes, and/or our org structure.

## INCLUSION

Each of these questions were bucketed by themes with a five-point sentiment scale for answers.

STRONGLY DISAGREE

SOMEWHAT DISAGREE

NEUTRAL

SOMEWHAT AGREE

STRONGLY AGREE

### OVERALL

- I am proud to work at Square.
- I would recommend Square as a great place to work.
- I rarely think about looking for a job at another company.

### FAIRNESS

- My job performance is evaluated fairly.
- I believe that my total compensation is fair, relative to similar roles in the company.
- Administrative tasks that don't have a specific owner (e.g., taking notes in meetings, scheduling events, cleaning up shared space) are fairly divided at Square.

### OPPORTUNITIES & RESOURCES

- When there are career opportunities at Square, I am aware of them.
- Square believes that people can always improve and grow.
- My job gives me the flexibility I need to take care of personal needs.

### DECISION-MAKING

- Perspectives like mine are included in the decision-making at Square.
- I am included in decisions that affect my work.

### VOICE

- There is open and honest two-way communication between my manager and my team.
- I can voice a contrary opinion without fear of negative consequences.
- When I speak up, my opinion is valued.
- Square has forums available for me to ask questions and have my voice heard.

### BELONGING

- I feel like I belong at Square.
- I feel respected at work.
- I can be my authentic self at work.
- I have at least one close friend at work.
- Even when something bad happens (e.g., when I get critical feedback from my manager, I have a negative social interaction with a peer, etc.), I don't question whether or not I belong at Square.

### PERSONAL IMPORTANCE

- The diversity of the people I work with is important to me.
- Our purpose of economic empowerment is a big reason I stay at Square.

### TAKING ACTION

- My lead actively fosters an inclusive environment on my team.
- Square values diversity.
- Square is taking productive steps to improve inclusion and diversity.
- I do my part to build an inclusive Square culture.
- Square creates space to celebrate the range of backgrounds that exist here.

### OPEN ANSWER

What is one thing Square could do to create a more inclusive culture?

## DIVERSITY

All of these questions were multiple choice, many enabling multiple answers.

### AGE

- Under 18
- 19-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+
- Prefer not to say

### VETERAN STATUS

- Veteran
- Not a veteran
- Prefer not to say

### RACE/ETHNICITY

Select as many options as you want or leave all unselected if you'd prefer not to say

- African-American/Black
- East Asian  
*Including Chinese, Japanese, Korean, Mongolian, Tibetan, and Taiwanese*
- Hispanic/LatinX
- Middle Eastern
- Pacific Islander
- South Asian  
*Including Bangladeshi, Bhutanese, Indian, Nepali, Pakistani, and Sri Lankan*
- Southeast Asian  
*Including Burmese, Cambodian, Filipino, Hmong, Indonesian, Laotian, Malaysian, Mien, Singaporean, Thai, and Vietnamese*
- White

### GENDER IDENTITY

Select as many options as you want or leave all unselected if you'd prefer not to say

- Woman
- Man
- Non-binary/third gender
- Prefer to self-describe

### DO YOU IDENTIFY AS TRANSGENDER?

- Yes
- No
- Prefer not to say

### SEXUAL ORIENTATION

Select as many options as you want or leave all unselected if you'd prefer not to say

- Asexual
- Bisexual
- Gay
- Heterosexual
- Lesbian
- Pansexual
- Queer
- Other: \_\_\_\_\_

### FAMILY STATUS

- No children
- Partnered parent/legal guardian
- Single parent/legal guardian
- Prefer not to say

### DO YOU PROVIDE REGULAR CARE FOR SOMEONE OTHER THAN YOUR CHILD?

- Yes
- No
- Prefer not to say

### IMMIGRATION GENERATION STATUS

- Immigrant
- Native-born child of immigrants
- Ancestors immigrated or lived in the country two or more generations ago
- Prefer not to say
- Other: \_\_\_\_\_

### ENGLISH PROFICIENCY

- Basic
- Proficient
- Fluent
- First language
- Prefer not to say

### ABILITY

Select as many options as you want or leave all unselected if you'd prefer not to say. **I identify as...**

- Having a visible physical disability
- Having an invisible physical disability
- Having a mental or cognitive disability
- Having a mental health disorder
- Neuroatypical
- None of these apply to me
- Other: \_\_\_\_\_

### WHAT KIND OF GEOGRAPHIC AREA DID YOU GROW UP IN?

- Rural
- Suburban
- Urban
- Prefer not to say

### HOW WOULD YOU DESCRIBE THE SOCIOECONOMIC BACKGROUND YOU GREW UP IN?

- Low-income
- Working class
- Middle class
- Upper middle class
- Upper class
- Other: \_\_\_\_\_
- Prefer not to say