

**Voluntary Supplemental Questionnaire  
Applicant/Employee Ancestry and Ethnicity Information**

**PURPOSE.** Agencies of the U.S. Intelligence Community (IC) have need of detailed ancestry and ethnicity information from job applicants and employees. The information collected below will enable the IC to assess progress in recruiting and retaining U.S. citizens who possess native or near-native familiarity with the culture and customs of countries and geographic regions relevant to national security interests. Aggregated ancestry and ethnicity data will inform the IC's heritage community outreach and education efforts, recruiting strategies and materials, and employee retention programs

**PRIVACY STATEMENT.** Section 1011 of the Intelligence Reform and Terrorism Prevention Act of 2004 (IRTPA), Public Law 108-458, December 17, 2004 authorizes collection of information necessary for the hiring of personnel of diverse backgrounds in order to enhance the capabilities of the IC.. The IC will analyze the data collected to understand its posture with respect to critical cultural expertise, and to identify and implement appropriate initiatives to attract and retain employees from various heritage groups. The IC will use the data for no other purpose.

The information collected on this form does not identify you individually. The form is anonymous, includes no potentially identifying data elements, and is stored separately from your application or employment records. The data will be used in aggregate form only, and, in the absence of identifiers, retrieval of particular individuals' forms is not possible.

Completing the form is voluntary; your completing or failing to complete the form will not be recorded or made known to any hiring, selecting or supervising official and will have no impact on your employment status.

**PAPERWORK REDUCTION ACT STATEMENT:** Pursuant to the Paperwork Reduction Act of 1995, 42 U.S.C. 3501-3530, an agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless the collection displays a valid Office of Management and Budget (OMB) control number. The control number signals OMB's determination that the information requested is necessary for the collecting agency to properly perform its functions. This collection does not duplicate any existing collection of information associated with the identified purpose.

The public reporting burden for this collection of information is estimated at 1 minute per response for a total of 3 minutes, including the time for reviewing instructions, gathering and maintaining the data needed, and completing and reviewing the collection of information.

**REQUESTED INFORMATION.** The US Census Bureau defines *ancestry* as one's country of origin or ethnic heritage, i.e., one's "roots." Ancestry refers to presumed lineage usually, but not necessarily, associated with one's country or region of origin through birth, or the place of birth of one or both of your parents or one of your grandparents before their arrival in the United States. *Ethnicity* is defined as a lived experience within a community where you identify with the community as having a shared ethnic background through sharing of common culture or language. Accordingly, please consider responding to the three questions below, as applicable.

**QUESTION 1: ANCESTRY** – Please identify your country of origin from the list provided. If none of the choices apply, please check the category labeled "other" and write in the appropriate country or region. If you, one or both of your parents, or one of your grandparents are

naturalized US citizens, please identify your (or their) country or countries of origin from the list provided; please list all that apply. If your family’s country/countries of origin are not listed, please check the category labeled “other” and write in the appropriate country.

**QUESTION 2: ETHNICITY** – If you, one or both of your parents, or one of your grandparents belong to or consider themselves part of a particular ethnic group (for example, Kurd, Yoruba, Berber, etc.), please identify that group from the list of ethnic groups from the list provided; please list all that apply. If your family’s ethnicity is not listed, please check the “other” category and write in the particular ethnic group to which your family belongs.

**QUESTION 3: CULTURAL EXPERTISE** – If you have personal knowledge or experience regarding the culture of particular country or countries, or of a particular ethnic group(s), please identify the country or countries from the list of countries or ethnic group(s) provided; please list all that apply. If the country or ethnic group of your cultural expertise is not listed, please check the category labeled “other” and write in the appropriate country or ethnic group.

Country of Origin
1. _____
2. _____
3. _____

Ethnicity
1. _____
2. _____
3. _____

Cultural Expertise
1. _____
2. _____
3. _____

**Question 1:**

<input type="checkbox"/> Afghanistan	<input type="checkbox"/> Cuba	<input type="checkbox"/> Kuwait	<input type="checkbox"/> Qatar	<input type="checkbox"/> Uganda
<input type="checkbox"/> Algeria	<input type="checkbox"/> Egypt	<input type="checkbox"/> Kyrgyzstan	<input type="checkbox"/> Russia	<input type="checkbox"/> Ukraine
<input type="checkbox"/> Argentina	<input type="checkbox"/> Eritrea	<input type="checkbox"/> Lebanon	<input type="checkbox"/> Rwanda	<input type="checkbox"/> Venezuela
<input type="checkbox"/> Armenia	<input type="checkbox"/> Ethiopia	<input type="checkbox"/> Liberia	<input type="checkbox"/> Saudi Arabia	<input type="checkbox"/> Yemen
<input type="checkbox"/> Azerbaijan	<input type="checkbox"/> Georgia	<input type="checkbox"/> Libya	<input type="checkbox"/> Serbia	<input type="checkbox"/> Other
<input type="checkbox"/> Bahrain	<input type="checkbox"/> Guinea	<input type="checkbox"/> Malaysia	<input type="checkbox"/> Somalia	
<input type="checkbox"/> Belarus	<input type="checkbox"/> India	<input type="checkbox"/> Morocco	<input type="checkbox"/> South Africa	
<input type="checkbox"/> Bosnia and Herzegovina	<input type="checkbox"/> Indonesia	<input type="checkbox"/> Nigeria	<input type="checkbox"/> Sudan	
<input type="checkbox"/> Burma (Myanmar)	<input type="checkbox"/> Iran	<input type="checkbox"/> North Korea	<input type="checkbox"/> Syria	
<input type="checkbox"/> Cambodia	<input type="checkbox"/> Iraq	<input type="checkbox"/> Oman	<input type="checkbox"/> Taiwan	
<input type="checkbox"/> Central African Republic	<input type="checkbox"/> Israel	<input type="checkbox"/> Pakistan	<input type="checkbox"/> Thailand	
<input type="checkbox"/> Chad	<input type="checkbox"/> Jordan	<input type="checkbox"/> Palestinian Terr.	<input type="checkbox"/> Tunisia	
<input type="checkbox"/> China	<input type="checkbox"/> Kenya	<input type="checkbox"/> Philippines	<input type="checkbox"/> Turkey	
<input type="checkbox"/> Colombia	<input type="checkbox"/> Kosovo		<input type="checkbox"/> Turkmenistan	

**Question 2:**

<input type="checkbox"/> Afro-Asian	<input type="checkbox"/> Circassian	<input type="checkbox"/> Kyrgyz	<input type="checkbox"/> Taiwanese
<input type="checkbox"/> Albanian	<input type="checkbox"/> Dagestani	<input type="checkbox"/> Luhya	<input type="checkbox"/> Tajik
<input type="checkbox"/> Amara	<input type="checkbox"/> Dravidian	<input type="checkbox"/> Malinke	<input type="checkbox"/> Tatar
<input type="checkbox"/> Arab	<input type="checkbox"/> Egyptian	<input type="checkbox"/> Mestizo	<input type="checkbox"/> Thai
<input type="checkbox"/> Armenian	<input type="checkbox"/> Fulani	<input type="checkbox"/> Oromo	<input type="checkbox"/> Tigre
<input type="checkbox"/> Azeri	<input type="checkbox"/> Georgian	<input type="checkbox"/> Pashtun	<input type="checkbox"/> Tigrinya
<input type="checkbox"/> Baganda	<input type="checkbox"/> Han Chinese	<input type="checkbox"/> Persian	<input type="checkbox"/> Turkish
<input type="checkbox"/> Bahraini	<input type="checkbox"/> Hausa	<input type="checkbox"/> Peuhl	<input type="checkbox"/> Turkmen
<input type="checkbox"/> Balarusian	<input type="checkbox"/> Hungarian	<input type="checkbox"/> Punjabi	<input type="checkbox"/> Ukrainian
<input type="checkbox"/> Baluchi	<input type="checkbox"/> Hutu	<input type="checkbox"/> Russian	<input type="checkbox"/> Uzbek
<input type="checkbox"/> Banda	<input type="checkbox"/> Indo-Aryan	<input type="checkbox"/> Sara	<input type="checkbox"/> White
<input type="checkbox"/> Bantu	<input type="checkbox"/> Japanese	<input type="checkbox"/> Serb	<input type="checkbox"/> Yezidi
<input type="checkbox"/> Banyakole	<input type="checkbox"/> Javanese	<input type="checkbox"/> Shan	<input type="checkbox"/> Zhuag
<input type="checkbox"/> Bassa	<input type="checkbox"/> Jewish	<input type="checkbox"/> Sindhi	<input type="checkbox"/> Other
<input type="checkbox"/> Baya	<input type="checkbox"/> Kazakh	<input type="checkbox"/> Somali	
<input type="checkbox"/> Berber	<input type="checkbox"/> Khmer	<input type="checkbox"/> Spanish	
<input type="checkbox"/> Black African	<input type="checkbox"/> Kikuyu	<input type="checkbox"/> Sudanese	
<input type="checkbox"/> Bosniak	<input type="checkbox"/> Kpelle	<input type="checkbox"/> Tagalog	
<input type="checkbox"/> Bamar	<input type="checkbox"/> Kurdish		
<input type="checkbox"/> Cebuano	<input type="checkbox"/> Kuwaiti		
<input type="checkbox"/> Chinese			

**Question 3:**

<input type="checkbox"/> Afro-Asian	<input type="checkbox"/> Bamar	<input type="checkbox"/> Indo-Aryan	<input type="checkbox"/> Malinke	<input type="checkbox"/> South Africa
<input type="checkbox"/> Afghanistan	<input type="checkbox"/> Cambodia	<input type="checkbox"/> Indonesia	<input type="checkbox"/> Mestizo	<input type="checkbox"/> Spanish
<input type="checkbox"/> Albanian	<input type="checkbox"/> Cebuano	<input type="checkbox"/> Iran	<input type="checkbox"/> Morocco	<input type="checkbox"/> Sudan
<input type="checkbox"/> Algeria	<input type="checkbox"/> Central African Republic	<input type="checkbox"/> Iraq	<input type="checkbox"/> Nigeria	<input type="checkbox"/> Syria
<input type="checkbox"/> Amara	<input type="checkbox"/> Chad	<input type="checkbox"/> Israel	<input type="checkbox"/> North Korea	<input type="checkbox"/> Tagalog
<input type="checkbox"/> Arab	<input type="checkbox"/> Chinese	<input type="checkbox"/> Japanese	<input type="checkbox"/> Oman	<input type="checkbox"/> Taiwan
<input type="checkbox"/> Argentina	<input type="checkbox"/> Circassian	<input type="checkbox"/> Javanese	<input type="checkbox"/> Oromo	<input type="checkbox"/> Tajik
<input type="checkbox"/> Armenia	<input type="checkbox"/> Colombia	<input type="checkbox"/> Jewish	<input type="checkbox"/> Pakistan	<input type="checkbox"/> Tatar
<input type="checkbox"/> Azerbaijan	<input type="checkbox"/> Cuba	<input type="checkbox"/> Jordan	<input type="checkbox"/> Palestinian Terr.	<input type="checkbox"/> Thai
<input type="checkbox"/> Azeri	<input type="checkbox"/> Dagestani	<input type="checkbox"/> Kazakh	<input type="checkbox"/> Pashtun	<input type="checkbox"/> Thailand
<input type="checkbox"/> Baganda	<input type="checkbox"/> Dravidia	<input type="checkbox"/> Kenya	<input type="checkbox"/> Persian	<input type="checkbox"/> Tigre
<input type="checkbox"/> Bahrain	<input type="checkbox"/> Egyptian	<input type="checkbox"/> Khmer	<input type="checkbox"/> Peuhl	<input type="checkbox"/> Tigrinya
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<input type="checkbox"/> Baluchi	<input type="checkbox"/> Ethiopia	<input type="checkbox"/> Kosovo	<input type="checkbox"/> Punjabi	<input type="checkbox"/> Turkish
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<input type="checkbox"/> Baya	<input type="checkbox"/> Hausa	<input type="checkbox"/> Kyrgyzstan	<input type="checkbox"/> Saudi Arabia	<input type="checkbox"/> Yezidi
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<input type="checkbox"/> Bosnia and Herzegovina		<input type="checkbox"/> Luhya	<input type="checkbox"/> Somali	
		<input type="checkbox"/> Malaysia	<input type="checkbox"/> Somalia	