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Accent Discrimination in the Workplace

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Accent Discrimination in the Workplace

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Dedication

I would like to dedicate this thesis to my loving parents for their unconditional support and encouragement throughout the duration of my studies. I would especially like to thank my father without whose insight, guidance, and support I would not have been able to complete this thesis. He has not only been there for me throughout this process, but has been there for me throughout my entire life as the best father one could ask for.

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Abstract

Accent Discrimination in the Workplace

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Purpose: The purpose of the present study was to determine if accent related discrimination exists in the work place for persons who speak with an Indian, Pakistani, or Bangladeshi accent. An additional purpose was to explore the participants' knowledge and willingness to enroll in accent modification therapy and their general feelings regarding this type of therapy.

Method: A 57 item survey that was developed to address our research questions was distributed through Survey Monkey to various listservs, organizations and personal contacts. These methods yielded a total of 279 participants, with 110 participants included in the present study.

Results: Majority of participants reported that they do not think their accent is difficult to understand and also felt that their accent was accepted. No significant trends were found between length of time living and working in the United States and accent discrimination. However, per participant report, discrimination appears to be more prevalent in the initial part of the employment process (applying for a position and during the beginning portion

of their employment). Most participants had never heard of and/or previously enrolled in accent modification therapy. In addition, approximately half said that they would not voluntarily enroll in accent modification therapy, but the remaining participants either responded that they would consider enrolling or they would definitely enroll. Further, half the participants reported that they would not have negative feelings if it was recommended by their employer that they enroll in therapy.

Conclusions: This preliminary data suggests that accent discrimination towards individuals who speak with an Indian, Pakistani, or Bangladeshi accent does exist in the workplace. Results also indicate a disconnect between existence of discrimination and awareness of discrimination, either due to the survey limitations or an emerging awareness on the part of the participants. Additionally, few participants reported knowledge of accent modification therapy. Negative feelings towards enrolling in accent modification therapy were within in minority. This data, in addition to reasons to enroll in therapy provided by participants, will aid speech-language pathologists in creating appropriate therapy programs for this unique population.

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INTRODUCTION

The foreign born population in the United States is a sizable part of the workforce. Statistics indicate that in 1990, 9.3% of the total workforce was comprised of individuals who were foreign born. This number has grown greatly over the years. In 2007, 15.6% of the people who were working in the United States were foreign born and these numbers are likely to rise (Newburger & Gryn, 2009). This increase in diversity has contributed to an increase in individuals who speak with an accent that is different from the standard American accent. Individuals who speak with an accent that differs from the standard American accent may experience discrimination, particularly in the workplace (Hosoda & Stone-Romero, 2010). For example, Wated and Sanchez (2006) found that individuals who speak with a Hispanic accent felt that they were discriminated against because they did not speak or sound like the majority. This feeling of discrimination reportedly led to decreased job satisfaction and increased work tension. The need for understanding the potential for discrimination among the Hispanic population is evident in the marked rise in this population in the United States. To date, to these authors' knowledge, there have been no studies that have explored accent discrimination in another population that has also recently increased in the US workforce. Specifically, given the current trend of outsourcing to India, the largely critical attention this strategy has received within our country, and the standard negative stereotype of this particular accent in US popular media (i.e. Apu from *The Simpsons* and characters from the TV show *Outsourced*), we explored the perception of discrimination among persons who live and work within the United States who speak with accents characteristic of the Indo-Pakistani subcontinent (Juluri, 2010; Crossette, 2010). We also explored the relationship between the person's perceived discrimination and his/her decision to enroll in accent

modification therapy, along with his/her thoughts and feelings about enrollment in accent modification therapy. Investigating these issues provided preliminary data regarding accent discrimination towards people of Indo-Pakistani origin in the United States. As accent modification therapy is growing in popularity, this information will help speech-language pathologists to understand the experiences and emotions of individuals who participate in the accent modification programs, along with their motives and reasons for enrolling. An understanding of both the emotions and the objectives will allow speech-language pathologists to better empathize with their clients, and thus provide better services.

UNDERSTANDING ACCENTS, STIGMAS, AND ACCENT MODIFICATION

Definition of an accent

An accent is the distinctive way in which a person pronounces speech. It is usually categorized by a group of people speaking the same language and is a natural aspect of speech production (American Speech-Language Hearing Association [ASHA], n.d.). The characteristics that define accents include the pitch flow, the rate of speech, word stress, and how vowels and consonants vary within particular sounds. These variances are due to acoustic and phonetic differences. Phonetic confusions occur when a phone is pronounced in a different way (ex. Saying “z” for “zh”), while acoustic confusions occur when an individual produces a sound that lies in between two phones (ex. Articulating a sound that is in between “z” and “zh”) (Fung and Liu, 2005).

One does not have to be from another country to speak with an accent (Uffen, 2001). Accents can be divided into regional accents and foreign accents (ASHA, n.d.). Individuals who speak with regional accents are from the same country, but speak a little differently. For instance, people from Chicago speak tend to speak differently than people from Louisiana. Individuals from the northern part of India speak differently than the individuals from south India. From the perspective of the people from Chicago, Indians would speak with a foreign accent and vice versa. Foreign accents can generally be differentiated by country, although people from India, Pakistan, and Bangladesh (the Indo-Pakistani subcontinent) generally speak with the same accent. Before the partition of 1947, these three countries were a single country under the name India, which is why their accents are more similar than different, and are generally categorized under the umbrella of "Indian" (Kamat, 2011). There are some variations within the countries (regional accents) and also variations that are related to schooling. For instance, many of

the participants in the present study identified themselves as speaking with an Indian-British or a Pakistani-British accent (there were no Bangladeshi participants who identified themselves as such). This indicates that they were educated in a British school within India, Pakistan, and potentially Bangladesh, which slightly alters the traditional accent. Again, all of these accents are generally categorized under the umbrella term of “Indian.” Although this has not been documented thus far, the significant number of responses that indicated a British-Indian or British-Pakistani accent in the present study, along with interviews with individuals from the Indo-Pakistani culture reveal that this variation from typical accent is distinct enough to be labeled separately. Accents may affect communication in many ways including: inability to understand an individual with an accent, avoidance of social situations for fear of not being understood, frustration due to having to repeat, and more attention being given to the accent that the individual is speaking with than on what he/she is saying (ASHA, n.d.).

Stereotypes

An accent can expose personal information. It has the potential to reveal where a person is from, race, ethnicity, regional origin, and schooling. Certain stigmas are attached to various accents (Newman, 2002). Stereotypes associated with accents can either elevate or lessen a person in the eyes of others (Ingram, 2009). That is, some accents can denote a level of sophistication and a sense that a person is highborn. In contrast, other accents can trigger a stigma of laziness or lower socioeconomic class. For example, Nesdale and Rooney (1996) conducted a study in which the participants ranked Italian and Vietnamese accented speakers lower in terms of status than people who spoke with an Australian accent. In a study conducted by Gill (1994) native English speakers responded to Standard English accents more positively than other accents. Toro (1997)

surveyed Puerto Rican children and found that they preferred English spoken in the standard American accent over English spoken with a Greek, South American, or Puerto Rican accent. To the authors' knowledge, there is not current published data regarding the perception of Indian, Pakistani, and Bangladeshi accents. However, as stated above, portrayal in the media has been largely negative. One can then assume that a person who speaks with an Indo-Pakistani accent may be at risk for discrimination.

The stigmas attached to certain accents can not only affect one personally in terms of self-esteem and self worth, but can also affect one's career (Wated & Sanchez, 2006). Crocker and Major (1989) found that this in turn can lead to reduced mental health and life satisfaction. For instance, de Castro, Gee, and Takeuchi (2008) found that there was a significant positive relationship in Filipino immigrants between health and discrimination in the workplace. The researchers found a positive relationship between the two and provided preliminary evidence of the effect work related discrimination has on the morbidity rate of minority populations in the United States.

Discrimination

Along with increased stressors at work, Reitz (2001) found that immigrants have higher rates of unemployment and earn significantly less than those people who do not speak with an accent. According to Newburger and Gryn (2009), people who were foreign born were employed in all sectors in the United States, but low wage industries employed more people who were foreign born than natives. For example, 23.1% of the foreign born population held service related jobs, while only 16.7% of the native population did.

Furthermore, the US General Accounting Office conducted a survey and found that 10% of employers (approximately 461,000 employers) said that they discriminated

based on a person's foreign appearance and accent. Through a telephone hiring audit intended to identify discrimination of individuals with foreign accents, employers reported that 41% of people who applied for jobs who presented with foreign accents were informed that the jobs were filled, but that they told people with the standard American accent that the job was still available. No specificity was given regarding the type of accent that they would be more likely to discriminate against (Hosoda & Stone-Romero, 2010). In 1990, 9.3% of the U.S. workforce or 11.6 million people were foreign born (Newburger & Gryn, 2009). If 10% of employers discriminate based on accent and foreign appearance, approximately 1.2 million people would have been affected assuming that they were all applying for jobs at the time. The statement must be qualified, however, as some accents may be less subject to discrimination than others.

The Civil Rights Act of 1964 disallowed discrimination based on race, color, religion, sex, and national origin in the workplace. In 1987 the Equal Employment Opportunity Commission extended the definition of national origin to include foreign accents. This protection prohibited employers to discriminate based on accent, however they could refuse employment if the accent impeded in the company's material gain. Regional accents have not yet received protection under United States law (Ingram, 2009). Nevertheless, according to the aforementioned survey completed by the US General Accounting Office in 1990, employers continued to discriminate even after the law was passed, perhaps for valid reasons and perhaps not.

Social Identity Theory

Bresnahan, Ohashi, Nebashi, Liu, and Shearman (2002) theorized that reactions to accents have to do with group identity. According to Tajfel and Turner's social identity theory, individuals will engage in a social comparison process in which they will find

individuals who are similar to them or in their “in-group” (Stets & Burke, 2000). Many studies have illustrated that a different accent is an important indicator that someone is different. Numerous studies have indicated that accents that are a part of the “in-group” will evoke more positive reactions from people than accents that are not a part of that group. Lots of Americans consider some European accents to be a part of their “in-group” along with the standard American accent (Bresnahan et al., 2002). This may partially explain why some foreign accents are looked upon favorably whereas others are not. In a study conducted by Deprez-Sims and Morris (2010), French, Columbian, and American Midwestern accents were compared during an interview to determine if the accents had any influence over the interviewer. They found that the interviewers preferred the American Midwestern and Columbian accents over French. Deprez-Sims and Morris attributed this difference to the similarity-attraction hypothesis which is very similar to the social identify theory. It states that individuals are drawn more to individuals that they consider similar to themselves. It is also important to note that intelligibility is a major factor when discussing accent related discrimination. Bresnahan et al. (2002) found that college students rated foreign accents more favorably when they also considered these accents to be more intelligible. It is interesting to note here that strong foreign accents and low ratings of intelligibility are terms that are often confused (Munro & Derwing, 1995).

Demographics

The foreign born population has continued to rise over the years. In 1970, 4.7% (9.6 million) of the population was foreign born. It grew to 7.9% (19.8 million) by 1990 and in 2009, 12.5% or 38.5 million people who were working in the United States were foreign born. Approximately 56% of these people were originally from Latin America,

26% from Asia, 11% from Europe, and 7% from other places (Grieco & Trevelyan, 2010). Nearly 85% of the foreign born population aged 5 years and older reported that they spoke a language other than English in the home. 52% of the foreign born population aged 5 years and older rated themselves as speaking English less than “very well.” These statistics indicate that a significant portion of the foreign born population speaks with an accent, and many do not speak English well at all. Thus, it is critical that we continue to explore the potential for workplace discrimination among people with foreign accents.

Public opinion

The general perception surrounding India is that the common man has taken jobs away from Americans and is continuing to do so. In 2009 Lacity and Rudramuniyaiah conducted a study in which they explored the content of political cartoons to determine public opinion in regards to outsourcing. These researchers explained that analyzing political cartoons would help them to reach their goal as these cartoons reflect public opinion. Researchers analyzed cartoons from both the United States and India. They found that the cartoons from the United States portrayed outsourcing negatively with the main theme being that it contributed to significant job loss and unsatisfactory customer service. Cartoons from India, on the other hand, portrayed outsourcing positively due to the increase in jobs and prosperity in India. Recently, President Obama commented on how Americans must overcome stereotypes of Indians “stealing” American jobs, indicating that this stereotype is still very prevalent in United States (Jackson, 2010).

History of outsourcing

Outsourcing has been a common strategy used by large American corporations for many years before the term "outsourcing" became a household name. While many other nations offer outsourcing to USA (such as China), none is more significant and well known than India. The first American companies began to outsource to India in the mid 1980s. It became more prevalent when Y2K became a problem. Scores of Indians were hired by the top tier United States IT companies including IBM, Microsoft, and Oracle, to solve the simple problem of coding the two-digit year to a 4-digit number. The 1990s saw a 40%-50% growth in outsourcing to India. Once the Y2K issue was resolved, it was logical for the companies to keep using persons in India for technical support. Their skills were comparable to the level of skill found in the United States, but they could be hired at a fraction of the cost (SourcingLine, 2009).

The initial thrust of this outsourcing to India was in the Business Process Operations (BPO) sector, including service related jobs such as call centers that did not seem to threaten the IT jobs in the United States. However, many customers voiced their dissatisfaction to these companies about how difficult it was to understand the accents of support personnel in India. Corporations reacted by offering training to their Indian support team in accent neutralization which worked to some extent, but there was still a cultural gap that the common American person could not easily accept. Companies continued to observe customer complaints and realized in actuality it was more expensive to outsource when the long term risk was taken into consideration. Many companies (Dell for example) started closing support centers and moved them back to the United States. Meanwhile, to increase cost effectiveness, higher tier industries such as programming, new software/application development, and network and infrastructure technical support

moved to India. These jobs were followed by higher level professional services such as legal research, transcribing medical records, and reading of X-rays by Indian physicians, perhaps because these jobs require minimal interaction with clients. (Rose India Technologies, n.d.).

INDOPHOBIA

In times of high unemployment and the continued outsourcing to India, it is plausible that this population has become uniquely vulnerable to discrimination. There is some evidence that Indophobia (a term coined by Thomas Trautmann) or prejudice against Indians is on the rise. For instance, an article in the Washington Post reported that there was a huge surge of abusive phone calls made to call centers in 2005 (Lakshmi, 2005). In her article in Foreign Policy, Barbara Crossette called India the “global villain” (2010). Also, Vamsee Juluri reported that in addition to the examples of Indophobia listed above, a general debasing of India’s image is taking place. Images of poverty, corruption, and general inferiority are becoming common. Physical violence such as beating, burning, and murdering of Indians is being reported as well (Juluri, 2010). Due to similarity in accents and appearance, it is reasonable to assume that Pakistanis and Bangladeshis may face the same level of discrimination as individuals from India. For this reason, they may be more likely to seek accent modification therapy.

As businesses globalize and the number of people with varying accents that come into contact with one another rises, accent modification has become increasingly popular. ASHA estimated a 15% increase in inquiries regarding accent modification therapy from 2005 to 2006 (Gorman, 2007). Accent modification or accent reduction is traditionally conducted by licensed speech-language pathologists (SLPs). The aim is not to eliminate the accent, but simply change it so that listeners stop concentrating on the accent (Uffen,

2001). Accent modification is a systematic therapy program in which a speech-language pathologist will evaluate an individual's pronunciation of vowels and consonants, stress, rhythm, and intonation of speech (ASHA, n.d.) and then devise a treatment plan based off of the results. This process is briefly described in the following sections.

Accent modification

ASSESSMENT

Accent modification therapy starts with an assessment period in which the SLP administers both standardized assessments and non-standardized assessments to determine an individual's strengths and needs. Standardized assessments that an SLP may choose to administer include, but are not limited to: the Pronunciation in Oral English Communication: An Assessment Battery of Accented Oral English (POEC), Frenchay Dysarthria Assessment-Second Edition (FDA-2), and/or the Assessment of Intelligibility of Dysarthric Speech (AIDS). The POEC assesses speech skills such as articulation, intonation, and articulatory discrimination, along with language skills and pragmatics. The FDA-2 and the AIDS assess an individual's intelligibility. Standardized tests provide useful information about an individual's performance in controlled tasks; however these scores will provide limited information of an individual's performance in a more natural or conversational setting (Rupp, 2009).

Colantoni and Steele found that people tend to hyperarticulate their speech during formal settings such as when they are taking a standardized test, but hypoarticulate their speech during conversation and natural settings. For this reason SLPs will administer non-standardized assessments as well. An SLP considers an individual's intelligibility (the percentage of an individuals' speech that is understood), comprehensibility (the ease with which people understand one's speech), and suprasegmental aspects of speech

including rate, stress, intonation, and rhythm. Conversational samples aid the SLP in obtaining this invaluable information. An SLP may also evaluate articulatory setting or where one habitually places his/her tongue. Tongue placement is important for resonance purposes. The consonants that are most commonly used in an individual's primary language affect the habitual placement of the tongue. Assessment will be an ongoing process throughout treatment as a client's needs may change as treatment progresses (Rupp, 2009).

TREATMENT

In the past, accent modification programs have mainly been comprised of drill exercises, however recently, there has been a shift towards providing therapy that mimics more natural settings. In this way, an individual is able to practice his/her speech in environments that will be similar to the environments in which they will be required to speak. An SLP will begin the program with setting some goals. These goals will reflect an individual's expectations of treatment outcomes (Rupp, 2009). In a survey conducted by Derwing and Rossister (2002), researchers found that many individuals perceived differing suprasegmental aspects of speech to be a greater hindrance to their intelligibility than pronunciation. It is important to note that achieving a native accent in the language that the person is seeking to modify in an unrealistic goal. An SLP will work with the individual to modify stress, rhythm, intonation, rate, articulatory setting. The primary goals will be improved intelligibility and communication effectiveness (Rupp, 2009).

Bresnahan et al. (2002) conducted a study in which they found that although standard American accents were preferred by participants, an intelligible foreign accent was viewed more positively and affectively than foreign accents that were unintelligible. An important aspect to consider when aiming to improve intelligibility and

communication effectiveness is a person's grammar and vocabulary skills or their command of the English language. As these language skills can significantly affect communication effectiveness and intelligibility, an SLP may work with a linguist or suggest an English as a Second Language (ESL) class to improve upon these skills during the course of the treatment program (Rupp, 2009).

REASONS TO SEEK THERAPY

Individuals may seek accent modification therapy for a variety of reasons. Communication effectiveness or the ability to convey one's message to the listener is a common reason to seek therapy. If individuals perceive that they are not being understood, they may seek to remedy the situation. Research has shown that native speakers of English find it more difficult to understand non-native speakers than to understand native speakers. For example, professors and teaching assistants who speak with an accent frequently receive lower ratings than those who do not, as students have a difficult time understanding what is being taught in class (Rupp, 2009).

The desire to assimilate into mainstream culture is another reason individuals seek accent modification therapy. Those who feel alienated or simply wish to feel like they belong may be inclined to seek accent reduction therapy. One reason individuals who speak with foreign accents may feel as though they do not belong is because they may feel that their status in society may rate lower than the status of those who speak with the culturally dominant accent. Accent prestige theory which was developed in the 1970s, suggests this to be true. Studies such as Gill's study, in which individual's ratings of accents similar to their own are rated higher when compared to foreign accents (rated lower) support this theory (Rupp, 2009).

Discrimination may be another reason individuals seek accent modification therapy. As discussed above, many people prefer accents that are part of their “in-group.” Numerous studies have found that people do feel discriminated against or find that others react negatively to their accents (Lippi-Green, 1997; Cargile & Bradac, 2001; Podberesky, Deluty, & Feldstein, 1990, as cited by Hosoda & Stone-Romero, 2010). As stated above communication effectiveness and the desire to assimilate are common reasons for enrolling in accent modification programs. Is discrimination a reason as well?

Present study

The first purpose of the present study was to determine if persons who speak with Indian, Pakistani, and/or Bangladeshi accents experience discrimination in the workplace. The second purpose was to explore their knowledge of accent modification therapy, their feelings regarding this type of therapy, and their reason(s) for enrolling in accent reduction programs. Each of these purposes were explored relative to factors such as the amount of time the person has lived in the US, the nature of their job, their personal perception of the understandability of their accent, etc. The following specific questions were addressed:

1. How do individuals with Indian, Pakistani, and/or Bangladeshi accents perceive the general intelligibility and acceptance of their accent?
2. Do individuals with Indian, Pakistani, and/or Bangladeshi accents perceive that they are discriminated against by superiors, co-workers, clients, and/or potential employers due to their accents, and if yes, in what specific ways do they perceive it manifests?

3. Are individuals with Indian, Pakistani, and/or Bangladeshi accents likely to seek speech therapy to reduce their accents and, if yes, what are the common reasons for doing so?

METHOD

Pilot study

After the development of the survey was completed, a group of individuals took the survey before it was released for circulation. It was sent via email to three volunteers who presented with an Indian accent, a Spanish accent, and a Panamanian accent, who completed and returned the survey with comments. This step was taken to ensure that the survey was written in a clear and easy-to-understand way. However, pilot study participants were not limited to comments about only the wording of questions, but were also invited to make any and all suggestions regarding the survey. Most of the returned comments pertained to enhancing the clarity of a couple of the questions; however, a few of the comments suggested the inclusion of additional questions. The survey completed by the pilot participants consisted of 55 questions. After the revisions and the incorporation of the suggested questions, the final experimental survey included 57 questions. A detailed description of the survey is provided below.

Survey development

A 57-item survey was created to determine perceptions of accent discrimination in the workplace along with feelings associated with accent modification programs (See Appendix A to view complete survey). Questions to determine background information such as age, length of employment, position in their area of employment, area of residence, and type of accent were posed first. These questions were followed by questions that explored the participants' views of the intelligibility of their accents. The next series of questions in the survey were designed to discern the degree of discrimination participants feel in the workplace in various situations via the use of a Likert scale. Situations included promotions, relationships with co-workers, clients, and

superiors, and general feelings of acceptance. Questions inquiring the amount of verbal interaction with clients, co-workers, and employers were incorporated into this section as well. Participants were asked to provide their perceptions of how others felt about their accent and also how they felt about their own accents. Participants were asked if they had heard any negative remarks about their accent as well.

The last set of questions in the survey was developed to detect the participants' awareness and feelings regarding accent modification programs. Participants were asked about prior knowledge of these programs, whether they would consider enrolling, how they would feel if their employers suggested or demanded that they enroll, and if they had enrolled in a program in the past.

Participants

RECRUITMENT AND INFORMED CONSENT

The survey was loaded onto Survey Monkey (<http://www.surveymonkey.com>) for circulation. A cover letter that was approved by the University of Texas Institutional Review Board was used to electronically distribute the survey. This letter detailed the purpose of the study, confidentiality information, and also included a link to the Survey Monkey page. The letter also included a paragraph ensuring the enrollment was voluntary and that participants could withdraw at anytime. Participants were then directed either to click on the link to take the survey if they were interested, or were instructed to click on X in the upper right hand corner to exit.

Three recruitment strategies were used to obtain participants. The first strategy consisted of sending out the cover letter via email to cultural organizations and companies to invite them to send the survey out to their members. This strategy yielded no participants. Most of these organizations and companies indicated that it was against

policy to send emails that were from an outside source over their networks. The next strategy was to send an email over two national listserves: 1) the Council on American-Islamic Relations and 2) the Muslim Youth of North America. The third and final strategy was for the first author, who is of Pakistani-Indian descent, to send email requests to 37 personal contacts who she knew would meet the participant criteria described in detail below. These individuals, in turn, distributed the survey to other potential participants. Thus, unlike the first recruitment strategy, the final two recruitment strategies yielded a significant number of responses, with a total of 279 individuals completing the survey between October 19, 2010 and December 19, 2010.

EXCLUSIONARY CRITERIA

Requests to take the survey were distributed through listservs and emails. The survey was therefore, accessible to many individuals who did not fit the purpose of the present study. Reasons for exclusion included: 1) indication that the individual spoke with an accent other than Indian, Pakistani, and/or Bangladeshi, 2) indication that an individual had not worked in the United States within the past 10 years, 3) failure to complete at least 75% of the survey, and 4) failure to provide a description of their accent. Sixty-four people stated that they spoke with an American accent or regional accent native to a certain area of the United States and 47 people stated that they spoke with one of the following accents: Middle Eastern, British, Russian, Afghani, Haitian, Malaysian, Singaporean, African, German, French, and an accent that participants classified as other. Twenty-two people completed less than 75% of the survey. Nineteen people indicated that they had not worked in the United States within the past 10 years. Seventeen individuals did not provide their accent. As a result, a total of 169 participants were excluded from the original 279 individuals who filled the survey out. This yielded

110 participants for inclusion in the study. See Tables 1-9 for related demographic information on included participants and Figure 1 for information on excluded participants.

FINAL PARTICIPANT POOL

To review, 279 individuals completed the survey. Of these individuals, 169 were excluded for the reasons detailed above, yielding a total of 110 participants for the final data corpus. Tables 1-9 detail the descriptive characteristics of the included participants.

Accent

35.5% indicated that they spoke with a Pakistani accent; 32.7% spoke with an Indian accent; 15.5% with an Indian-British accent; 14.5% spoke with a Pakistani- British accent; and finally, 1.8% spoke with a Bangladeshi accent.

Age

The mean age of the participants was 46.6 years, ranging from 26 years of age to 75 years. Sixty-eight of the participants were from Texas (47 of the 68 were from Austin, Texas), while others were from California, Pennsylvania, Georgia, Florida, Virginia, Colorado, New York, Illinois, Missouri, Ohio, Oregon, and Massachusetts. One participant indicated that he/she moved around for a living so his/her area of residence was classified as “other.”

Education

72.7% of the participants had a graduate degree, 26.4% had a bachelor’s degree, and 0.9% completed high school (only one participant). None of the participants indicated an education level lower than high school. Of the 80 participants who indicated that they had a graduate degree, 72.5% (58 individuals) earned it in the United States. Of

the 29 participants with a bachelor's degree, 34.5% (10 individuals) earned it in the United States. The participant who indicated that he/she had a high school diploma earned it in Pakistan.

Length of residency in United States

8.2% of the participants indicated that they had lived in the United States for more than 35 years, 25.5% indicated residence of 26-35 years, 33.6% have been living in the U.S.A. for 16-25 years, 26.4% for 6-15 years, and 5.5% for 5 years or less. 0.9% of the participants did not provide this information.

Length of time working in United States

5.5% of the participants indicated that they had worked in the United States for more than 35 years, 15.5% indicated employment in the United States for 26-35 years, 31.8% have been working in the United States for 16-25 years, 35.5% for 6-15 years, and 10.9% for 5 years or less. 0.9% of the participants did not provide this information. None of the participants indicated that they had worked in their current place of employment for more than 35 years, 6.3% indicated working in their current place of employment for 26-35 years, 8.1% have been working in their current place of employment for 16-25 years, 31.8% for 6-15 years, and 46.4% for 5 years or less. 2.7% of the participants indicated that they were currently unemployed, 1.8% stated that they were retired, and 0.8% stated that they were self employed. 1.9% of the participants did not provide this information. Table 9 lists current job positions of the included participants.

RESULTS

The purpose of the present study was to explore whether or not individuals who speak with an Indian, Pakistani, or Bangladeshi accent perceive that they are discriminated against in the workplace. The study also explored this populations' knowledge and feelings towards accent modification therapy. Specifically, we explored issues such as feelings of acceptance in the workplace, perceptions surrounding promotions and recognitions, ease with which participants' accents are understood by others, and perceptions of treatment of individuals who speak with other accents in comparison to those who speak with Indian, Pakistani, and Bangladeshi accents. These issues were explored in comparison to demographic considerations such as length of time in the U.S., length of time participants have been employed in the U.S., length of time at a particular place of employment, and education. The number of participants varied as each participant did not choose to answer every question. The results are organized relative to the specific questions posed. See Appendix C for a review of individual participant responses on the survey.

How do individuals with Indian, Pakistani, or Bangladeshi accents perceive the general intelligibility and acceptance of their accents?

Participants were first asked if they felt their accent was difficult to understand. 72.7% did not feel that their accent was difficult to understand, 24.5% felt their accent was difficult to understand some of the time, 1.8% felt their accent was difficult to understand, and 0.9% were not sure. These results are reported relative to both the length of time living and working in the United States as well as the respondent's perception of co-workers and superior's perspective on their intelligibility.

PARTICIPANTS WHO REPORTED ACCENT WAS NOT DIFFICULT TO UNDERSTAND

80 respondents (72.7%) reported that they did not feel that their accent was difficult to understand.

Length of time living and working in United States

70% (56/110) of the participants who had reported that their accent was not difficult to understand have been living in the United States for at least 16 years with 10% (8/110) of those individuals reporting that they had been living in the United States for more than 35 years. 53.9% (43/110) have been working in the United States for at least 16 years with 6.3% (5/110) reporting that they had been working in the United States for more than 35 years.

Perceptions of co-workers, superiors, and/or clients regarding intelligibility of accent

The majority of the people who did not think that their accent was difficult to understand also reported that they did not think their co-workers (74/80) or clients (74/80) or superiors (73/80) had difficulty understanding them. Of the remaining 6 individuals, 3 reported that they were not sure if his/her coworkers, superiors or clients found them difficult to understand and 1 reported that he felt as though his/her co-workers, superiors, *and* clients had trouble understanding him/her. The two remaining respondents reported that they were not sure about how their co-workers felt. One of these participants was also not sure if his/her clients had difficulty understanding him/her, but was sure that his/her superiors could understand him/her. The other participant felt that his/her clients and superiors could understand him/her.

PARTICIPANTS WHO REPORTED ACCENT WAS SOMETIMES DIFFICULT TO UNDERSTAND

Twenty-seven respondents (24.5%) felt that their accent was sometimes difficult to understand.

Length of time living and working in United States

Interestingly, 62.9% (17/110) of these participants have been living in the United States for 16 years or more with 3.7% (1/110) of those individuals reporting that they had been living in the US for more than 35 years. 51.8% of the respondents have been working in the United States for 16 years or more with 3.7% (1/110) reporting that they had been working in the United States for more than 35 years.

Perceptions of co-workers, superiors, and/or clients regarding intelligibility of accent

Twenty of the twenty-seven (74.1%) of the individuals who answered that they felt their accent was "sometimes" difficult to understand, did not feel that their co-workers had any trouble understanding them. 15 out of these 20 individuals felt that superiors and clients did not have any trouble understanding them either. 1 out of the 20 was not sure if the same applied to superiors, and 4 out of the 20 were not sure if the same applied to clients.

Two out of the twenty-seven (7.4%) people who said their accent was "sometimes" difficult to understand reported that they were unsure if their co-workers, superiors, and clients had a difficult time understanding their accent. And the remaining 5 (18.5%) people who answered "sometimes" thought that their co-workers, superiors, and clients found them difficult to understand.

A few of the respondents who thought that their accent was "sometimes" difficult to understand provided explanations for their perception of this reduced intelligibility.

For instance, one respondent thought that he/she pronounced words differently, while another said that he/she replaced /w/ for /v/. One person, who thought that clients had a difficult time understanding him/her, said that these clients were from different countries where they were not accustomed to hearing an Indian, Pakistani, and/or Bangladeshi accent. These respondents were the only ones who provided reasons for their opinion of their accents.

PARTICIANTS WHO REPORTED ACCENT WAS ALWAYS DIFFICULT TO UNDERSTAND

Two respondents (1.8%) felt that they were always difficult to understand.

Length of time living and working in United States

One person said that he/she had lived and worked in the United States for 12 years and the other said that he/she had lived and worked in the United States for 30 years.

Perceptions of co-workers, superiors, and/or clients regarding intelligibility of accent

Interestingly one of these people did not feel that co-workers, clients, and superiors had any trouble understanding him/her. The other person said that he/she did feel that clients, co-workers, and superiors had trouble understanding him/her.

PARTICIPANTS WHO REPORTED THEY WERE UNSURE IF ACCENT WAS DIFFICULT TO UNDERSTAND

Finally, one respondent (0.9%) was unsure if his/her accent was difficult to understand.

Length of time living and working in United States

This client said that he/she had lived and worked in the United States for 11 years.

Perceptions of co-workers, superiors, and/or clients regarding intelligibility of accent

This participant was also unsure if his/her co-workers and superiors had a difficult time understanding him/her. He/she however, was sure that clients had a difficult time understanding his/her accent. He/she elaborated and said he/she was sometimes asked to restate what he/she said over the phone in an email.

INTELLIGIBILITY OF OTHER ACCENTS

Participants were also asked if there were accents that they themselves had difficulty understanding. Although there were only 73 respondents who indicated that there were accents that they felt were difficult to understand, there were 76 answers in total for this particular question because participants had the option of providing up to 3 answers. 66.4% (73/110) of the participants said that there were accents that they felt were difficult to understand, while 33.6% (37/110) of the participants felt that there were no accents that were difficult to understand. Accents that were listed by the participants as difficult to understand included: Chinese, Vietnamese, East Asian, Korean, Southern, African, American, Australian, British, Indian, Nigerian, African American, Middle Eastern, East European, European, Russian, and Spanish. One participant elaborated and explained that it was not the type of accents that made it uniquely difficult to understand, rather it was the extent of the accent (e.g., slight versus severe). Nevertheless, the most common response was that the Chinese accent was difficult to understand (41/110). For details see Table 10.

ACCEPTANCE

Participants were asked questions to assess if they felt as though their Indian, Pakistani, or Bangladeshi accents were accepted in the workplace. When asked if there were accents more accepted in the workplace than their own, the majority (79.1%)

responded negatively. 20% of the respondents felt as though there were accents that were more accepted in the workplace than their own. These accents (as the participants listed them) included the standard American accent, American dialects (African American accent, New England accent, and New York accent), Asian accent, Australian accent, British accent, Chinese accent, European accent, French accent, German accent, Indian accent, Japanese accent, Korean accent, Mexican accent, Russian or Slavic accent, South Indian accent, Spanish accent, Swedish accent, and Vietnamese accent. One individual said that he/she was the only one in the office who spoke with a foreign accent. Please see Table 11 for details.

Do individuals with Indian, Pakistani, or Bangladeshi accents perceive that they are discriminated against by supervisors, co-workers, clients, and/or potential employers due to their accents, and if yes, in what specific ways do they perceive it manifests?

PERCEPTIONS OF DISCRIMINATION

Applying for a position

Respondents were asked if they perceived whether or not discrimination was taking place. The results indicated that the potential for accent discrimination was very significant, as 58.2% (64/110) of participants felt that they would be discriminated against either to a great extent, somewhat, or very little (3.6% (4/110), 29.1% (32/110), and 25.5% (28/110) respectively). Out of 110 participants, 39.1% (43/110) felt that they would not be discriminated against at all when they applied for a job. 3 respondents (2.7%) chose not to answer this question.

Initial discrimination resolved over time

Many individuals who participated in the survey felt as that they were discriminated against when they first joined their place of employment, but felt as though

this discrimination resolved as a result of the time they spent in the workplace. 18.2% (20/110) of the participants felt this “to a great extent,” 23.6% (26/110) felt that this was “somewhat” true, 26.4% (29/110) answered “very little” or felt that this was true to a small degree, and 30.9% (34/110) said “not at all” and felt that this statement was not true in the slightest. 0.9% (1/110) of the participants chose not to answer this question.

Relationships in the workplace

Although, the majority of respondents reported that they thought there was a potential for discrimination due to their accents to some degree, 70% (77/110) reported that their accent did not negatively impact their relationships at work. Only 0.9% (1/110) of the participants thought that their accent significantly affected their relationships at work. 19.1% (21/110) thought that their accent somewhat affected their relationships at work, and 9.1% (10/110) were not sure. 0.9% (1/110) of the participants chose not to answer this question.

Participants who felt that relationships were not affected by accent

92.2% (71/77) of the respondents who felt that their accents did not negatively impact their relationships at work also said that they had a great deal of verbal interaction at work. Interestingly enough, 61.1% (47/77) of these individuals also felt that discrimination resolved as a result of the time they spent at their place of employment either to a great extent (7.8% or 6/77), somewhat (22.1% or 17/77), or very little (31.2% or 24/77). 39% (30/77) of these individuals did not feel that discrimination resolved as a result of the time they spent.

Participants who felt that relationships were “somewhat” affected by accent

90.5% (19/21) of the respondents who answered that they felt their accent “somewhat” affected their relationships at work, reported that they had a great deal of

verbal interaction at work. Additionally, none of these individuals felt that discrimination had resolved as a result of the time that they had spent at the company. All of these individuals felt that discrimination did in fact exist and resolved over time, either to a great extent (52.4% or 11/21), somewhat (42.9% or 9/21), or very little (4.8% or 1/21).

Participants who felt that relationships were affected by accent

Only one respondent felt that his/her accent affected relationships at work. This person said that he/she had a great deal of verbal interaction at work and the time he/she spent at his/her place of employment had resolved the discrimination he/she felt to a small extent.

Participants who were unsure if relationships were affected by accent

Of the individuals who were not sure if their accents affected their relationships at work, 80% (8/10) responded that they did have a great deal of verbal interaction at work. The remaining 20% (2/10) responded that they had some verbal interaction at work. None of these individuals said that they had very little verbal interaction or no interaction. 60% (6/10) of these respondents felt that discrimination had resolved due to the amount of time that they had spent at the company. 30% (3/10) said that this was true to a great extent, while the other 30% (3/10) said that this was true, but to a very little degree. 40% (4/10) of these individuals said that discrimination had not changed at all due to the time they had spent at their place of employment.

Feelings of “fitting in”

Participants were also asked to rate how well they felt they fit into the workplace. 74.5% (82/110) thought that they fit into the workplace “to a great extent,” 21.8% (24/110) thought they fit into the workplace “somewhat,” and 0.9% (1/110) thought that

they did not fit into the workplace at all. None of the participants felt that they fit in “very little” and 2.7% (3/110) of the participants chose not to answer this question.

Respondents were then asked if they felt they would fit in better if they spoke with the standard accent. Interestingly 44.5% (49/110) of the participants felt as though they would. 51.8% (57/110) felt that they would not fit in better if they spoke with the standard accent and 3.6% (4/110) of the participants did not answer this question.

19 out of the 49 (38.8%) people who said that they would fit in better with a standard accent felt that they fit into the workplace "somewhat" and 30 out of 49 (61.2%) people felt that they fit into the workplace "to a great extent." Additionally, 5 out of the 49 individuals heard sensitive remarks from both superiors and co-workers and 7 heard sensitive remarks only from superiors. The remaining individuals reported hearing no sensitive remarks. The person who answered "not at all" did not feel that he/she would fit into the workplace better if he/she spoke with the standard accent. This person also reported hearing no sensitive remarks from superiors or co-workers and spoke with an Indian accent.

Ideal accent

Finally, participants were asked if they were given a choice, what accent would they ideally like to speak with. 40% (44/110) of the respondents said that they would ideally like to speak with an American accent. 16.4% (18/110) said that they would not change their current accent. 12.7% (14/110) said that they would like to speak with a British accent. 3.6% (4/110) said that they would like to speak with a neutral accent or no accent at all. 7.2% (8/110) chose an American dialect. These dialects included: American Midwest (2.7%), American New England (1.8%), American Southern (0.9%), Bostonian (0.9%), and a Californian accent (0.9%). 0.9% (1/110) said that they would ideally like to

speak with a Native American accent. 1.8% (2/110) said that they would like to speak with a British/American mixed accent. 1.8% (2/110) said that they would choose to speak with an Australian accent. Lastly, 0.9% (1/110) said that they had no preference. 14.5% (16/110) of the participants chose not to answer this question.

POTENTIAL MANIFESTATION OF DISCRIMINATION

Promotions

After discerning if they perceived that they were being discriminated against in the workplace, survey participants were asked questions to determine if discrimination was taking place. Participants were asked if their place of employment was someplace where a promotion was possible. 77.3% (85/110) of the participants answered “yes” to this question, 20.9% (23/110) answered “no,” and 1.8% (2/110) chose not to answer this question.

Those who answered “yes” were then asked if they felt if they were ever passed over for a promotion owing to the fact that they spoke with an Indian, Pakistani, or Bangladeshi accent. 14.1% (12/85) of these individuals felt as though they had been passed over for a promotion due to their accent, while 77.6% (66/85) felt as though they had never been passed over for a promotion. 8.2% (7/85) chose not to answer this question.

Equality of pay

Participants were also asked if they felt that they were paid less than those who spoke with other accents. 10.9% (12/110) of the respondents felt as though they did in fact get paid less due to their accent, while 86.4% (95/110) did not feel this way. 2.7% (3/110) of the participants chose not to answer this question.

Additionally, 31.8% (35/110) of the respondents felt that they could earn more if they spoke with the standard accent, while 65.5% (72/110) felt as though they would not earn more if they spoke with the standard accent. 2.7% (3/110) of the participants chose not to answer this question.

74.7% (71/95) of the participants who felt as though they did not get paid less due to their accent also felt that speaking with the standard accent would not help them to earn more. 24.2% (23/95) of the participants who felt as though they did not get paid less due to their accent felt that speaking with the standard accent would enable them to earn more. 91.7% (11/12) of the participants who felt that they got paid less due to their accent also felt as though they could potentially earn more if they spoke with the standard accent. 8.3% (1/12) of the participants who felt that they got paid less due to their accent felt as though they could not earn more if they spoke with the standard accent.

Recognition for contributions

84.5% (93/110) of the participants said that they had been recognized for the contributions they had made in their place of employment, while 13.6% (15/110) said that they had not been recognized. 1.8% (2/110) of the respondents chose not to answer this question.

Also, 33.6% (37/110) of the survey participants felt that those who do not speak with a foreign accent were recognized more after contributing less. 64.5% (71/110) did not feel that this was true. 1.8% (2/110) of the participants chose not to answer this question.

Participants were also asked if they felt as though they had to work harder than those who speak with the standard accent to be recognized as much as those individuals. These results differed than previously stated results in that answers were nearly split in

half. 56.4% (62/110) of the respondents thought that they did not have to work harder than individuals who spoke with the standard accent to be recognized, while 40.9% (45/110) felt that they did. 2.7% (3/110) of the respondents chose not to answer this question.

Individuals who were not recognized for their contributions

66.7% (10/15) of the people who said that they had not been recognized for their contributions also thought that individuals who speak with the standard accent did not receive any undeserved recognition. However, 33.3% (5/15) of the people who said that they had not been recognized for their contributions, did think that people who speak with the standard accent did get recognized more even when they contributed equally or less than people with accents. Also, 46.7% (7/15) of the individuals who said that they had not been recognized for the impact that they had made on their company, also said that they did have to work harder to be recognized equally. The remaining 53.3% (8/15) did not feel this way.

Individuals who have been recognized for their contributions

Of the people who said that they had been recognized for their achievements, 65.6% (61/93) felt that those who speak with the standard accent were not recognized more. However, 34.4% (32/93) of the participants who had been recognized for their contributions felt that those who speak with the standard accent were in fact recognized more for equal or lesser achievements. Moreover, 41.9% (39/93) of the individuals who have been recognized for their contributions felt that they did in fact have to work harder than those who speak with a standard accent to be recognized equally. 58.1% (54/93) of the individuals who have been recognized for their contributions felt that they did not have to work harder to be recognized equally.

Sensitive remarks

Participants were asked if they had heard any sensitive or offensive remarks from persons in a superior position about their accent. 67.3% (71/110) answered “no” to this question, while 6.4% (7/110) answered “yes.” 23.6% (26/110) said that this question was not applicable, while 2.7% (3/110) chose not to answer this question. Respondents were also asked if they had heard sensitive remarks regarding their accents from co-workers. 74.5% (82/110) of the participants said they had heard no sensitive remarks and 16.4% (18/110) said that they had. 6.4% (7/110) of the survey participants said that this question was not applicable and 2.7% (3/110) of the respondents chose not to answer this question.

Individuals who have heard sensitive remarks from superiors

Moreover, of the people who said that they had heard sensitive remarks from superiors, 5 out of 7 also said that they had heard sensitive remarks from co-workers. These 5 people also thought that they fit into the workplace "somewhat." The remaining 2 out of the 7 people who had heard sensitive remarks from superiors, heard no sensitive remarks from co-workers and thought that they fit into the workplace "to a great extent." All 7 individuals felt that they would fit in better if they spoke with the standard accent.

Individuals who have heard sensitive remarks from co-workers

Of the people who said that they had heard sensitive remarks from co-workers, 5 out of 18 people also said that they had heard sensitive remarks from superiors. Also, 10 out of 18 people (55.6%) thought that they fit into the workplace "to a great extent", while the remaining 8 people (44.4%) thought that they fit in "somewhat." Furthermore, 15 out of the 18 people who had heard sensitive remarks from co-workers, (83.3%) thought that they would fit in better if they did not speak with a foreign accent. 3 out of

18 people (16/7%) thought that speaking with the standard accent would not help them to fit in better.

Superiors with accents

53.6% (59/110) of the participants reported that no one in a superior position in their workplace spoke with a foreign accent, while 44.5% (49/110) reported that there were people in superior positions who spoke with a foreign accent. 1.8% (2/110) of the participants did not answer this question.

Of the 49 participants who said that there were people in a superior position in their place of employment with a foreign accent, the number of superiors present in their respective workplaces ranged from the 1000s to only 1. Nine people did not know how many superiors spoke with a foreign accent. The foreign accents listed as the accents of superiors included: African, Asian, Australian, Bosnian, British, Bulgarian, Chinese, Dutch, European, French, German, Greek, Indian, Iranian, Israeli, Italian, Jamaican, Japanese, Korean, Middle Eastern, North African, Filipino, Romanian, Russian, Spanish, Sri Lankan, Swedish, and Vietnamese. Of the 44 foreign accents listed, the two most commonly reported accents were Indian (11/44; 25%) and Chinese (8/44; 18.2%).

Participants were also asked if they felt that persons in a superior position preferred others who spoke with the same accent as them. 46.4% (51/110) felt that this was not the case, while 18.2% (20/110) felt that this was true. A large number of respondents (35.5%, 39/110) chose not to answer this question.

Are individuals with Indian, Pakistani, or Bangladeshi accents likely to seek speech therapy to reduce their accents and, if yes, what are the common reasons for doing so?

GENERAL AWARENESS

In the last section of the survey, participants were asked about their knowledge and options regarding the subject of accent modification therapy. 68.2% (75/110) of the participants revealed that they were not aware that accent modification therapy was available, while 27.3% (30/110) said that they were aware that therapy was available. 4.5% (5/110) of the respondents chose not to answer this question.

ACCENT MODIFICATION THERAPY IN THE WORKPLACE

Participants were then asked if accent modification therapy was offered at their place of employment. Results indicated that the majority (96.4%) of these companies and corporations did not offer accent modification therapy. In fact, only 0.9% of the respondents (1 individual) said that his/her workplace did offer accent modification therapy. 2.7% of the respondents chose not to answer this question.

Respondents were also asked how they would feel if their company offered a program. 40.9% (45/110) said that they would feel neutral, 30% (33/110) said they would feel positively, 17.3% (19/110) said they would feel extremely positively, 4.5% (5/110) said they would feel negatively, 1.8% (2/110) said that they would feel extremely negatively, and 5.5% (6/110) of the participants chose not to answer this question.

Feelings surrounding recommended and/or mandatory enrollment in therapy

Respondents were further questioned as to how they would feel if employers suggested that they enroll in an accent modification therapy program and how they would feel if they were required to enroll in a program.

Recommended enrollment

When asked how they would feel if their employer suggested that participants enroll in an accent modification program, 30.9% (34/110) felt neutral, 22.7% (25/110) said they would feel positively, 17.3% (19/110) said that they would feel negatively, 12.7% said that they would feel extremely positively, 10% (14/110) said that they would feel extremely negatively, and 6.4% (7/110) of participants chose not to answer this question.

Required enrollment

Respondents were then asked how they would feel if their employers required that they enroll in an accent modification program. 27.3% (30/110) said that they would feel negatively, 24.5% (27/110) said that they would feel neutral, 21.8% (24/110) said that they would feel extremely negatively, 16.4% (18/110) said that they would feel positively, 7.3% (8/110) said that they would feel extremely positively, and 2.7% (3/110) chose not to answer this question.

Relationship between perspective on workplace offering program and enrollment recommendation/requirement

Participants who would feel neutral if their workplace offered therapy

Participants who felt neutral towards their workplace offering a program offered diverse results. Fifteen of the forty-five participants who said that they would react neutrally if their company offered an accent reduction program, also said that they would react neutrally if their employer suggested or required that they enroll in an accent modification program. Seven of the forty-five participants said that they would feel neutral if their employer suggested that they enroll in a therapy program. Six of the seven said that they would feel negatively if they were required to enroll in a program. The 7th

person said he/she would respond positively if their employer suggested that they enroll in a program. Five out of the forty-five people said that they would feel neutral if their company offered a program, but would feel extremely negatively if it was suggested or required that they enroll in one. Six out of the forty-five respondents said that they would feel negatively if suggestions or requirements were made. Eight out of the forty-five participants said that they would feel negatively if an employer suggested that they enroll in a program, and would feel extremely negatively if they required it. Finally, 3 out of the 45 respondents said that they would feel positively if employers suggested or required therapy. The remaining person chose not to disclose how they felt if it was suggested or required that they enroll in a program.

Participants who would feel positively if their workplace offered therapy

Thirty-three participants said that they would feel positively if their company offered an accent modification program. Of these respondents, 7 also said they would feel positively if employers suggested or required that they enroll in a program. Eleven out of thirty-three said that they would feel positively if suggestions were made, but would feel either neutral (3/11), negatively (4/11), or extremely negatively (4/11) if therapy was required. Eleven participants said that they would feel neutral if an employer suggested that they enroll in therapy. Of these 11 respondents, 5 also felt neutral if therapy was required, 5 felt negative, and 1 felt positive. One out of the eleven respondents felt positively if it was suggested that he/she enroll in therapy and extremely negative if it was required. Finally 3 out of the 11 respondents said that they would feel extremely negatively if their employer either suggested or required that they enroll in therapy.

Participants who would feel extremely positively if their workplace offered therapy

The answers of the participants who said that they would feel extremely positive if their place of employment offered a program were the most varied. Six of the nineteen respondents who said they would feel extremely positively if their company offered a program, also said that they would respond extremely positively to suggestions and requirements to enroll in an accent reduction program. Five out of the nineteen respondents said that they would respond positively if their employers suggested that they enroll in an accent modification program. However, 1 of these 5 people said that they would respond negatively if they were required to enroll in a program, 3 said that they would respond neutrally, and one said positively. Four out of the nineteen respondents felt that they would respond positively to suggestions to enroll in therapy. Of these 4 respondents 1 said he/she would also respond positively to requirements to enroll in a program, 1 said that he/she would feel neutral, and 2 people felt that he/she would respond negatively. Three out of the nineteen respondents said that they would feel neutral if suggestions were made to enroll in a program, however they said they would feel either negatively or extremely negatively if it was required of them. Finally, 1 out of the 19 respondents said that he/she would feel negatively if suggestions or requirements were made to enroll in therapy.

Participants who would feel negatively if their workplace offered therapy

Three of the five participants who said that they would react negatively if their company offered an accent modification program, also said that they would react negatively if employers suggested or required that they enroll in an accent modification program. One of the five individuals said he/she would feel negatively if his/her employer suggested that he/she enroll in a program and extremely negatively if the employer required it. One of the five individuals who said he/she would feel negatively if

their company offered a program, said that he/she would feel extremely negatively if it was suggested or required that he/she enroll.

Participants who would feel extremely negatively if their workplace offered therapy

Participants who answered "extremely negatively" (2/110) when asked how they would feel if their company offered an accent modification program, also said that that they would feel "extremely negatively" if their employers suggested or required that they enroll in a program.

Previous and/or future enrollment in accent modification therapy

When asked if participants had ever enrolled in therapy, 91.8% (101/110) said no, 3.6% (4/110) said that they had, and 4.5% (5/110) chose not to answer. Respondents were then asked if they would ever consider enrolling in an accent modification therapy program. 40% (44/110) said that it was not likely, 30.9% (34/110) responded maybe, 14.5% (16/110) said never, 11.8% (13/110) said definitely, and 2.7% (3/110) did not answer this question. 75.5% (83/110) of the participants listed reasons why they would or would not enroll in therapy.

Reasons for seeking accent modification

A total of 43.3% of the 83 responses indicated a positive response to accent modification therapy. 13.3% of the 83 respondents felt that accent modification therapy would be an option that they would be interested in participating in because they believe that there is always room for improvement when it comes to their accent. 9.6% of the 83 respondents felt that accent modification therapy would help them to advance in their careers. 6% said that they would like to modify their accent to fit in more. 4.8% said that they would like to communicate better. 3.6% felt that accent modification therapy would help improve their intelligibility. 3.6% simply said that they would definitely enroll in

therapy if given the chance. 1.2% felt as though accent modification therapy would help improve their language. Finally, 1.2% said that they felt as though accent modification therapy would help decrease discrimination.

Reasons against seeking accent modification

The remaining 56.7% of the respondents said that they would not enroll in therapy for a variety of reasons. The most common reason that participants gave for not wanting to participate in accent reduction therapy was attachment to their current accent. 15.7% of the respondents stated that they liked their accent, were very proud of the way they spoke, and thought that the accent was part of their identity and heritage. These participants felt that changing their current accent would be conforming and changing who they were. Another common reason that was stated for not seeking therapy was the feeling that accent had no affect on careers. 12% of the respondents felt this way. 7% of the participants felt that they were intelligible; therefore, accent modification therapy would offer no benefit. 4.8% said that they spoke with a light accent. 4.8% felt that their accent did not affect their life in any way. 3.6% felt that therapy was too costly. 2.4% felt that since businesses have globalized, accent should no longer be an issue. 1.2% felt that their skills and talents mattered more than the accent with which they spoke. 1.2% felt that accent modification therapy would have been an option when at a younger age, but not at the present time. 1.2% felt that the availability of accent modification therapy encouraged discrimination. 1.2% felt that they might be interested, but since it didn't affect their career, it was not a viable option. Finally, 1.2% felt that it is others' responsibility to understand what is being said and, therefore, it is not the speaker's concern to seek therapy to be better understood.

DISCUSSION

To review, the purpose of the present study was to determine if individuals who speak with an Indian, Pakistani, and/or Bangladeshi accent are subject to accent-related discrimination in the workplace. A second purpose of the study was to determine this population's knowledge and feelings in relation to accent modification therapy. Results indicated preliminary data showing that this population does face discrimination in the workplace. Also, this population had little knowledge of accent modification therapy and the majority of the participants reported that they would not seek it out voluntarily. However, results also indicated positive responses to the availability of this type of therapy in the workplace, but negative responses to requirements to enroll. The following discussion will be organized relative to responses to the major questions that were explored.

How do individuals with Indian, Pakistani, or Bangladeshi accents perceive the generally intelligibility and acceptance of their accents?

Approximately three quarters of the participants felt that their accent was not difficult to understand, roughly one quarter felt that their accent was sometimes difficult to understand, only two participants reported that they thought that their accent was difficult to understand, and only one person reported that he/she was unsure if his/her accent was difficult to understand. Length of time living or working in the United States did not seem to affect perceptions of intelligibility. For instance, some individuals who thought that their accents were difficult to understand had lived in the United States for at least 12 years, while there were some individuals who said that their accent was not difficult to understand who had lived in the United States for 5 years or less and vice versa. One would presume that the longer a person lives in the United States the less

difficult he/she will think his/her accent is to understand; however, it is also possible that living in the United States for an increased amount of time provides unique insight into the person's accent that he or she would not have without having lived in the United States long enough to understand other peoples indications of difficulty in understanding his/her accent.

Also, most participants responded that they had not heard any sensitive remarks from their co-workers, superiors, or clients in regards to their accent. There were a few participants in each response category (accent is not difficult to understand, sometimes difficult, etc.) who said that they had heard remarks from either a co-worker, superior, or client, but since these responses were not limited to one of these categories, there did not seem to be a relationship between intelligibility and sensitive remarks in regards to accent. Additional research is warranted with groups that would systematically analyze the varying relative length of time in the United States to better understand the meaningfulness of the relationship between length of residency and perception of accent intelligibility.

INTELLIGIBILITY OF OTHER ACCENTS

When participants were asked if there were accents that they had difficulty understanding, the Chinese accent alone had the overwhelming majority (53.9%). However, it is possible that the participants considered all East Asian accents to be Chinese. If this is the case, then 55 out of 76 (72.4%) total responses included accents from the Far East (individuals' responses included: Chinese, Vietnamese, Korean, and East Asian). These data suggest that individuals from Indian, Pakistani, and/or Bangladeshi descent have a unique difficulty understanding Far East accents.

Perhaps, the distinct differences between the languages (e.g., tonal versus structural) may have contributed to this finding. Additional research is warranted exploring such a possibility. It is also possible that the participants in this study have had limited to no exposure to individuals who speak with accents considered to fall within the Far East category. Future research should consider degree of exposure to the accent in relation to the types of accent most difficult to understand.

ACCEPTANCE

The majority of the participants felt that there were no accents that were more accepted than their own accent. In fact, only 20% felt that there were accents that were more accepted than their own in the workplace. These data are somewhat perplexing as many of the participants felt that their accents resulted in discrimination when applying for a job and during their initial time at the workplace. If accents affected these two areas significantly, then one would assume that more of these respondents would feel that there are accents that tend to be more accepted than their own. On the other hand, during initial meetings their accents may be an issue among many other superficial concerns, but this concern may be fleeting in that it is situationally based rather than a permanent negative self-perception.

The participants who responded that there were accents that they felt were more accepted in the workplace were asked to list them. The largest number of participants thought that the British accent, not the standard American accent, was more accepted than their own. Perhaps participants responded this way due to the stereotypes surrounding certain accents. As was previously stated in the initial chapter of this manuscript, the British accent is often regarded in a positive manner and seems to suggest

a sense of regality and educational prowess. Perhaps participants felt that the British accent is more accepted as a result of this positive stereotype.

In addition to the British and American accents, Indian and South Indian accents were also included as accents that are more accepted than the respondents' own accents. The individuals who listed these accents as more accepted than their own spoke with a Pakistani accent. As these accents do sound similar to one another, these answers are particularly interesting and warrant further discussion. It is possible that the Pakistani participants who listed Indian accents as being more accepted than their own spoke with stronger accents. Or they may have rated those accents as being higher because of a status issue. That is, they may perceive the person who speaks with an Indian or South Indian accent as being more elite than those who speak with a Pakistani accent. Additional research is needed related to status and accent as well as degree of accent and acceptance from self and others.

Do individuals with Indian, Pakistani, or Bangladeshi accents perceive that they are discriminated against by supervisors, co-workers, clients, and/or potential employers due to their accents, and if yes, in what specific ways do they perceive it manifests?

PERCEPTIONS OF DISCRIMINATION

Applying for a position

In reviewing whether or not Indian, Pakistani, and Bangladeshi accents are uniquely subject to discrimination, the data suggest there is in fact a relationship between speaking with these particular types of accents and discrimination when applying for a job. Over half of the participants felt that they would be discriminated against to a certain degree (to a great extent, somewhat, or very little) when they applied for a position. Although only 3.6% of these participants said that they felt that they would be

discriminated against to a great extent, the results still indicate that the potential for discrimination exists even if it is to a small degree. As with the previously reviewed question, there seemed to be no relationship between length of time the participants had been working and living in the United States and the participant's perception of discrimination as there was a similar distribution between the various ranges of years and the perceived degree of discrimination.

Initial discrimination resolved over time

When asked if participants felt as though they were discriminated against when they first started to work at their current place of employment, 68.2% reported that they did feel as though they were. The number of individuals who felt that the discrimination they initially felt resolved over time was more evenly distributed among the answer categories: feeling discriminated to a great extent, somewhat, and very little. These data revealed that discrimination does in fact exist in the workplace, but that with time it appears to dissipate. Perhaps with time they felt that they had proved themselves and that any superficial barrier related to their accent no longer existed.

Although the present results indicate there is no correlation, it is interesting to note that those individuals who answered "to a great extent" also had the highest percentage of people who had been employed in their current job for 26 years or more. Additional research with a larger sample size with participants with more systematically varied employment periods is needed to better understand if there is any relationship between length of time at place of employment and resolution of initial risk for discrimination.

Relationships in the workplace

As stated in the previous section, most of the respondents reported that discrimination was present to some degree in the workplace at one point in time. However, 70% also reported that their accent did not negatively impact their relationships at work. These results are interesting as they raise a very important question: if discrimination due to accent existed, then why weren't relationships at work affected? A plausible explanation for these results is that respondents were answering the present question based on their current perceptions, not their perceptions when they first joined (when discrimination existed). In other words, if any former discrimination had been resolved, then present day relationships would not be affected. Also, the majority of respondents stated that they had a great deal of verbal interaction at work indicating that lack of interaction was not a reason for less discrimination. Future studies need to attempt to recruit subgroups of people who are just starting out in their position, and who have been at their place of employment for five years, 10 years, etc.

Feelings of “fitting in”

When asked to what extent participants felt that they “fit in” in the workplace, the majority answered that they thought they fit in “to a great extent.” Interestingly, despite the fact that 74.5% said that they fit in very well, almost 50% thought that they would fit in better if they spoke with the standard accent. These data reveal that although the majority of the participants felt that they fit into the workplace, they still felt as though their accent impeded them to a certain extent. One would assume that if a person felt that he/she fit in “to a great extent” in the workplace, he/she would also feel that speaking with the standard accent would not affect the degree to which he/she fit in. This may be due to lack of awareness of discrimination on the participants' part or because discrimination is a difficult topic to understand and explain. On the other hand, there may

be factors more critical than accent that may contribute more significantly to how well certain people feel they fit in within the workplace setting. Future research should ask additional questions regarding those characteristics, and whether or not accent is indeed a factor that is considered to be influential in whether or not you “fit in” more or less in workplace settings.

POTENTIAL MANIFESTATION OF DISCRIMINATION

Promotions

Participants were also asked about promotions and whether or not they felt if they had been passed over for one. Although the majority of individuals felt as though they had never been passed over for a promotion due to their accent, the data illustrate that some discrimination does exist. The results thus far suggest that many of the participants felt discriminated against in the beginning (i.e., when applying for a job and during the initial time they spent at their place of employment), but as time went on, felt the discrimination decreasing to a degree. Most participants felt that discrimination resolved as a result of the time they spent at the company and also felt that they had not been passed over for a promotion, which is something that usually takes place after one has been at their place of employment for some time. Therefore, it makes sense that these participants were not feeling discriminated against when it came time for a promotion. Additional research wherein the participants are systematically distributed relative to their length of employment and number of promotions is warranted to determine if the beginning of employment is the most vulnerable time period for discrimination.

Equality of pay

Respondents were also asked about equality of pay in relationship to their accent. Most participants (86.4%) felt that they did not get paid less due to their accent, however

some of these individuals thought that they could potentially earn more if they spoke with the standard accent (31.8%). These results were contradictory to one another. Perhaps the participants who thought that they did not get paid less, but also thought that they could earn more with the standard accent felt that their careers would move faster if they spoke with the standard accent. In other words, they may have felt that their careers would be farther along (i.e., promotions, etc.) if they spoke with the standard accent, and this advancement would come with a higher pay grade. Future research should attempt to control for the salary of the participants such that there are distinct groups of participants whose salaries are low, moderate, and high, as this will allow for a more meaningful understanding of whether the level of pay influences the person's perception of accent impacting equality of pay.

Recognition for contributions

Most participants stated that they had been recognized for their contributions thus far. However, approximately half of these individuals also said that those who spoke with the standard accent were undeservedly recognized. In addition, half of the individuals who said that they had not been recognized also felt that those who spoke with the standard accent were undeservedly recognized. Furthermore, approximately half of the total participants thought that they had to work harder to be recognized. These results indicate that discrimination in the workplace exists on different levels and in different situations. Some feel it when applying for a position, others feel it in regards to "fitting in," while others feel discriminated against in terms of the effort that they put forth. Future research should investigate how individuals in this population have to compensate for speaking with the non-standard accent. For instance, future studies could provide

specific examples of extra efforts they have to make to compensate for speaking with a non-standard accent.

Sensitive remarks

Participants were also asked if they have heard any sensitive remarks from either their superiors or co-workers in regard to their accents. Only 6.4% had heard remarks from superiors and 16.4% from co-workers. This disparity between superiors and co-workers is expected as in many work environments individuals interact more frequently with co-workers than with superiors, which may account for the larger percentage of remarks from co-workers.

Additionally, hearing sensitive remarks can also be related back to feelings of fitting in, as it is very plausible that they have a causal relationship. For instance, 5 out of the 7 people who heard sensitive remarks from superiors felt as though they fit in the workplace “somewhat.” This could be due to the fact that their boss made negative comments about their accent. Also, 8 of the 18 people who had heard sensitive remarks from co-workers also felt that they fit into the workplace “somewhat.”

It should be noted that although the number of people who heard remarks is not high, it does illustrate yet again that some bias does exist in the workplace. As previously stated, the participants in the present study were employed in professional environments that require employees to have an advanced educational background. Future research should explore whether sensitive remarks increased, decreased, or did not change in work environments in which less education is required.

Superiors with accents

A little less than half of the participants reported that there were individuals in a superior position in their place of employment who speak with an accent. The two most

common accents of persons reported to be in a superior position were Chinese and Indian. Future research within the Indian, Pakistani, and Bangladeshi population as well as others, can explore if these populations are consistently found in superior positions in the workplace and if they are, the reasons why. Respondents were also asked if they thought these superiors preferred others who spoke with a similar accent. A small number of people reported they thought their superiors did have a preference. It is plausible, therefore, that individuals who speak with an Indian, Pakistani, or Bangladeshi accent may discriminate against others who do not speak their accent (i.e., reverse discrimination). Additional research is warranted to explore this possibility.

Ideal accent

Respondents were also asked if given a choice, what accent they would ideally like to have when they speak. The majority of the individuals said that they would like to speak with an American accent. This finding is interesting because when previously asked about accents that were more accepted than Indian, Pakistani, or Bangladeshi accents, the British accent was listed as more accepted than the American accent. However, the participants may have selected the American accent as the ideal accent as it is not considered to be “foreign” at least not within the United States. Thus, they may have considered this to ideal as they would “fit in” more with an American accent.

Additionally, 16.4% of the participants said that they would not change their accent, implying that they embraced or were proud of their own accent. Sixteen out of the 18 participants who said that they would not change their accent also thought that their accent was not difficult to understand. The other two participants thought that their accent was "sometimes" difficult to understand. A larger sample size is needed to determine if

the majority of individuals living in the United States who speak with an Indian, Pakistani, or Bangladeshi accent would prefer to change their accent or keep it the same.

Are individuals with Indian, Pakistani, or Bangladeshi accents likely to seek speech therapy to reduce their accents and, if yes, what are the common reasons for doing so?

Survey results revealed that many participants were not aware that accent modification therapy is available. As expected, the vast majority of people reported that accent modification was not offered in the workplace. Participants were then questioned as to how they would feel if accent modification therapy was offered in the participants' workplaces and how they would feel if employers either suggested or required that these participants enroll in therapy. Since results revealed that a considerable amount of the participants would not select to change their accents if they could choose to speak with any accent, their answers in this portion were very interesting.

Results revealed that negative feelings towards therapy varied depending on whether it was available, it was recommended, or it was required. Only 6.3% said they would feel negatively or extremely negatively if the company offered a program, 27.3% said that they would feel negatively or extremely negatively if it was suggested that they enroll, and 49.1% said that they would feel negatively or extremely negatively if it was required that they enroll. These results suggest that offering a program is much more likely to be received positively in the workplace environment than is requiring enrollment in a program.

ACCENT MODIFICATION THERAPY IN THE WORKPLACE

Previous and/or future enrollment in accent modification therapy

Participants were then asked if they had ever enrolled in accent modification therapy and if they would ever choose to enroll in such a program. The majority said that they had never enrolled in therapy and almost half of the participants stated that enrolling in therapy was either not likely something they would ever do, or was something that they never planned on doing. It is difficult to understand the reason why so many participants reported that would never enroll in accent modification therapy. Future research should explore the understanding that exists regarding the potential benefits of accent modification and whether or not participants who would choose to never enroll in such therapy are in fact aware of the nature of this type of therapy. In this exploration, the type and degree of accent should be considered, as this could also significantly influence their decision to seek accent modification.

Participants were also asked why or why not they would enroll in therapy. Approximately half of the participants stated reasons to enroll in therapy, while the other half stated reasons why not to enroll in therapy. The most commonly stated reasons in both categories had to do with careers. The participants who listed reasons why not to enroll in therapy, said that accent did not have any effect on their career, while the participants who listed reasons why they would enroll in therapy said that therapy would aid them in pushing their careers forward. The single most common response, however, was a reason why not to seek accent modification therapy. 15.7% of the respondents said that seeking therapy would take away from their identity. These results illustrate that while many individuals who speak with an Indian, Pakistani, or Bangladeshi accent feel that their accent does affect their careers, an equal amount do not feel the same way.

Future studies need to be conducted to determine why some persons feel that accent does in fact, have an effect on career and others do not.

Limitations

Conducting online research has many advantages and is invaluable when conducting research on diverse groups as it provides access to individuals who may not otherwise be available. However, it does have several limitations as well. First, all of the individuals who participated in the present study had to have access to a computer and working knowledge of how to navigate the internet. Second, obtaining a truly random sample via online studies is difficult as participants choose to take the survey or not. This method does provide a varied sample, but not one which is truly random. Third, participant deception is common in online research as these individuals can choose to answer a question honestly or not. Finally, researchers have no control over the information that is received from each participant. Respondents can choose to complete the survey or not (Wright, 2005).

The present study had some limitations as well. This study included a small sample size, one which was large enough to provide preliminary conclusions, but needs to be expanded in future research to confirm the results. Also, many of the participants who participated in the present study were from Austin, TX (Table 3). Austin is a diverse city and may be more accepting of varying accents than other cities in the United States with a more homogenous population. The individuals who partook in this study were also highly educated. Only one participant (out of 110) did not have a college education. This level of education, as well as the job titles provided by the participants (Table 9) indicates that these individuals work in very professional settings. Additional research must be conducted in work environments where a high level of education is not a

prerequisite to determine if Indian, Pakistani, or Bangladeshi accents do trigger sensitive remarks from others at work. Also, for this study, the intelligibility rating was only provided through self-report. It is possible that participants in the present study had an accent that would be rated by others as being minor or more severe in nature. Finally, the listserves used to distribute the survey were primarily composed of individuals who follow the Islamic faith. This particular population may be subject to a unique kind of discrimination in the present environment. Therefore, it is plausible that the discrimination that some participants felt may not be entirely caused by accent alone. Future research should address these issues.

CONCLUSION

These preliminary data suggest accent related discrimination towards those who speak with Indian, Pakistani, and Bangladeshi accent does exist in the workplace. To a certain extent, this discrimination seems to resolve over time with accent seeming to be more of an issue at the initiation of employment. Participants reported more feelings of discrimination during the hiring process and during their initial time at their place of employment. However, many of the participants did feel that they had to work harder than those who spoke with the standard accent to be recognized throughout their careers. Regarding accent modification therapy few participants possessed knowledge of the existence of this type of therapy and the majority did not have it available to them in the workplace. Additionally, results indicated that it is better for employers to have this option available than to require it of their employees.

It is important to note that results also revealed some contradictions within the participants' responses. For instance many participants reported that they did not feel they received less compensation due to their accents, but also felt that they could earn more if they spoke with the standard accent. Also, some of the respondents felt as though they fit into the workplace "to a great extent," but also felt that they could fit in better if they spoke with the standard accent. Taken together, these results illustrate that discrimination exists, but the understanding of it is either not fully developed in the persons who were recruited and/or the survey was limited in its probative value. Future exploration of this issue is needed to better understand the nature of accent related discrimination this unique population experiences. Such understanding will allow speech-language pathologists to better empathize with their clients who are seeking accent modification, and as a result provide better services.

Appendix A

Survey Questions

- 1) Are you currently employed or have been employed in the United States within the last 10 years?
 - a. Yes
 - b. No
- 2) In your opinion, do you speak with an accent other than the standard American accent?
 - a. Yes
 - b. No
- 3) What city/ state do you live in? _____
- 4) How old are you? _____
- 5) How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)
 - a. _____
- 6) Do you feel where you live is more/less accepting of accents than other places you have lived or visited?
 - a. Yes, more accepting
 - b. Yes, less accepting
 - c. Not sure
 - d. No
- 7) If you answered yes in # 6, to what degree?
 - a. To a Great Extent
 - b. Somewhat
 - c. Very Little
 - d. Not at All
- 8) Do you think your accent is difficult to understand?
 - a. Yes
 - b. No
 - c. Sometimes
 - d. Not sure
- 9) What is your highest level of education?
 - a. Elementary and/or middle school education
 - b. High school education
 - c. College Education
 - d. Higher Level Education
- 10) If you have a high school diploma, in which country did you receive it in?

- 11) If you have an undergraduate degree, in which country did you receive it in?

- 12) If you have a graduate degree, in which country did you receive it in?

- 13) How long have you been living in the United States? _____
- 14) How long have you been employed in the USA? _____
- 15) How long have you worked for the company you are currently employed with?

- 16) What is your current job position? _____
- 17) If any, what position do you plan to apply for? _____
- 18) Do you feel like you will be discriminated against when you do apply for a position?
- a. To a Great Extent
 - b. Somewhat
 - c. Very Little
 - d. Not at All
- 19) In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?
- a. Yes
 - b. No
 - c. Not sure
- 20) In your current job situation, do you feel like in your initial years at your workplace your accent was an issue, but has resolved as a result of the time you've spent?
- a. To a Great Extent
 - b. Somewhat
 - c. Very Little
 - d. Not at All
- 21) How much work related verbal interaction (in English) do you have with others at your workplace?
- a. A Great Deal
 - b. Some
 - c. Very Little
 - d. None
- 22) Do you feel that your co-workers find you difficult to understand?
- a. Yes
 - b. No
 - c. Not sure
- 23) If you answered yes in #22, please state why.

- 24) Do you feel that person(s) in a superior position find you difficult to understand?

- a. Yes
- b. No
- c. Not sure

25) If you answered yes in #24, please state why.

26) Do you feel that clients find you difficult to understand?

- a. Yes
- b. No
- c. Not sure

27) If you answered yes in #26, please state why.

28) Are there any accents that you find difficult to understand?

- a. Yes
- b. No

29) If you answered yes to question #28, please name that/those accents:

30) Given a choice, what kind of accent would you ideally like to speak with?

31) Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?

- a. Yes
- b. No

32) If you answered yes to question #31, please name that/those accents:

33) Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?

- a. Yes
- b. No

34) If you answered yes to question #33, please name that/those accents:

_____, _____, _____,

35) Is your job someplace where a promotion is possible?

- a. Yes
- b. No

36) Do you feel that you have ever been passed over for a promotion due to your accent?

- a. Yes
- b. No
- c. Not applicable

37) Have you ever been recognized for the impact you have made for the company/organization you work for?

- a. Yes
- b. No

38) Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?

- a. Yes
- b. No

39) Do you feel you get paid less because of your accent?

- a. Yes
- b. No

40) Do you feel you could potentially earn more if you didn't speak with a foreign accent?

- a. Yes
- b. No

41) Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?

- a. Yes
- b. No

42) Is there any person or persons who are in a superior position to you in your place of employment who have a foreign accent?

- a. Yes
- b. No

43) If yes, how many? _____

44) If yes, what type(s) of accent(s) do they speak with?

_____, _____, _____,

- 45) If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?
- Yes
 - No
 - Not applicable
- 46) Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?
- Yes
 - No
 - Not applicable
- 47) Have you heard any sensitive remarks or specific reference about your accent from coworkers?
- Yes
 - No
 - Not applicable
- 48) How well do you feel you fit in at your workplace?
- To a Great Extent
 - Somewhat
 - Very Little
 - Not at All
- 49) Do you feel you would fit in better if you did not have a foreign accent?
- Yes
 - No
- 50) Were you aware that a service such as accent modification is available?
- 51) Does your workplace offer an accent modification program?
- Yes
 - No
- 52) How would you feel if they did or if they do?
- Negatively
 - Neutral
 - Positively
- 53) How would you feel if your company suggested that you enroll in an accent modification program?
- Negatively
 - Neutral
 - Positively
- 54) How would you feel if your company required you to enroll in an accent modification program?
- Negatively

- b. Neutral
- c. Positively

55) Have you ever enrolled in an accent modification program before?

- a. Yes
- b. No

56) Would you consider enrolling in an accent modification program out of your own accord?

- a. Definitely
- b. Maybe
- c. Not likely
- d. Never

57) Please state why you chose the answer you did in #56.

Appendix B

Table 1: Participant Age

Age Group	Frequency	Distribution
26 to 30	9	8.20%
31 to 40	28	25.50%
41 to 50	37	33.60%
51 to 60	22	20.00%
> 60	14	12.70%
	110	100.00%

Average age: 46.6

Table 2: Participant Accents

Accents	Frequency	Distribution
Pakistani	39	35.5%
Indian	36	32.7%
Indian-British	17	15.5%
Pakistani-British	16	14.5%
Bangladeshi	2	1.8%
	110	100.0%

Table 3: Participant area of residence by city

From City	Frequency	Distribution
Austin, TX	47	42.7%
Houston, TX	6	5.5%
Atlanta, GA	4	3.6%
Dallas, TX	4	3.6%
Fremont, CA	3	2.7%
San Jose, CA	3	2.7%
Bensalem, PA	2	1.8%
No City, TX	2	1.8%
Orlando, FL	2	1.8%
Philadelphia, PA	2	1.8%
Santa Clara, CA	2	1.8%
Southampton, PA	2	1.8%
Sunnyvale, CA	2	1.8%
Aurora, CO	1	0.9%
Cedar Park, TX	1	0.9%
Chicago, IL	1	0.9%
Columbus, OH	1	0.9%
Coppell, TX	1	0.9%
Culver City, CA	1	0.9%
Flower Mound, TX	1	0.9%
Fort Collins, CO	1	0.9%
Garland, TX	1	0.9%
Hutto, TX	1	0.9%
Mountain View, CA	1	0.9%
No City Provided	1	0.9%
No City, MA	1	0.9%
No City, NY	1	0.9%
No City, PA	1	0.9%
No City, VA	1	0.9%
Other- Various	1	0.9%
Pflugerville, TX	1	0.9%
Plano, TX	1	0.9%
Portland, OR	1	0.9%
Richardson, TX	1	0.9%
Sacramento, CA	1	0.9%
San Antonio, TX	1	0.9%
San Diego, CA	1	0.9%
San Francisco, CA	1	0.9%
St. Charles, MO	1	0.9%
Sterling, VA	1	0.9%
Tracy, CA	1	0.9%
Wesley Chapel, FL	1	0.9%
	110	100.0%

Table 4: Participant area of residence by state

From State	Frequency	Distribution
TX	68	61.8%
CA	16	14.5%
PA	7	6.4%
GA	4	3.6%
FL	3	2.7%
VA	2	1.8%
CO	2	1.8%
NY	1	0.9%
Other	1	0.9%
IL	1	0.9%
MO	1	0.9%
OH	1	0.9%
OR	1	0.9%
No answer	1	0.9%
MA	1	0.9%
	110	100.0%

Table 5: Participant area of residence by region

Regions	Frequency	Distribution
Southwest	68	61.8%
West	19	17.3%
Northeast	9	8.2%
Southeast	9	8.2%
Midwest	3	2.7%
Other	2	1.8%
	110	100.0%

Table 6: Countries in which participants with a higher level education pursued their education

Country	Higher Level Education					
	Frequency- Higher Education	Distribution	Frequency- College Education	Distribution	Frequency- High School	Distribution
USA	58	72.5%	19	23.8%	4	5.0%
Pakistan	12	15.0%	20	25.0%	29	36.3%
India	5	6.3%	31	38.8%	34	42.5%
England	1	1.3%	0	0.0%	0	0.0%
UAE	0	0.0%	0	0.0%	1	1.3%
Kuwait	0	0.0%	0	0.0%	1	1.3%
Nigeria	0	0.0%	0	0.0%	1	1.3%
Bangladesh	0	0.0%	2	2.5%	2	2.5%
Canada	1	1.3%	1	1.3%	0	0.0%
No answer provided	3	3.8%	7	8.8%	8	10.0%
Total	80	100.0%	80	100.0%	80	100.0%

Table 7: Countries in which participants with a college education pursued their education

Country	College Education			
	College Education	Dist.	HS	Dist.
USA	10	34.5%	0	0.0%
Pakistan	9	31.0%	14	48.3%
India	7	24.1%	8	27.6%
Thailand	1	3.4%	0	0.0%
No answer provided	2	6.9%	7	24.1%
Total	29	100.0%	29	100.0%

Table 8: Country in which participant with a high school education pursued his/her education

Country	High School	
	Frequency- High School	Distribution
Pakistan	1	100.0%
Total	1	100.0%

Table 9: Participant job titles

What is your current job position?					
Job Position	Frequency	Distribution			
Accountant	1	0.90%	Operations Engineer	1	0.90%
Analyst	1	0.90%	Owner, Operator	1	0.90%
Auditor for Municipal Utility District	1	0.90%	People Manager	1	0.90%
Banker	1	0.90%	Pharmacist	1	0.90%
Banquet Manager	1	0.90%	Physician	3	2.70%
Computer Engineer	1	0.90%	President	2	1.80%
Consultant	3	2.70%	Principal Engineer	1	0.90%
Database Advisor	1	0.90%	Principal Scientist	1	0.90%
Design Engineer	1	0.90%	Professor	1	0.90%
Dietitian	1	0.90%	Program Chair	1	0.90%
Director	1	0.90%	Program Manager	3	2.70%
Director, SOX Compliance	1	0.90%	Project Manager	2	1.80%
Educator	1	0.90%	Real Estate Agent	1	0.90%
English Associate	1	0.90%	Relationship Manager	1	0.90%
Engineer	6	5.50%	Research Worker	1	0.90%
Engineering Technician III	1	0.90%	Retired	3	2.70%
Faculty University of Phoenix	1	0.90%	RF Design Engineer	1	0.90%
GM	1	0.90%	Sales	2	1.80%
Home Land Security	1	0.90%	Senior Analyst	1	0.90%
HR Analyst	1	0.90%	Senior Design Engineer	1	0.90%
Instructor	1	0.90%	Senior Engineer	2	1.80%
IT Director	1	0.90%	Senior Integration Architect	1	0.90%
IT Manager	1	0.90%	Senior Program Manager	1	0.90%
Lab Manager	1	0.90%	Senior Project Engineer	1	0.90%
Language Consultant	1	0.90%	Senior R&D Engineer	1	0.90%
Lead IT Developer	1	0.90%	Senior Software Engineer	2	1.80%
Leadership Position	1	0.90%	Software Development Manag	1	0.90%
Librarian	1	0.90%	Software Engineer	5	4.50%
Management	1	0.90%	Senior Managing Consultant	1	0.90%
Manager	4	3.60%	Senior Software Engineer	2	1.80%
Manager of Software Engineers	1	0.90%	Senior IA Security Engineer	1	0.90%
Manager, Technical Marketing	1	0.90%	Senior QA Engineer	1	0.90%
Marketing Manager	1	0.90%	Substitute Teacher	1	0.90%
MD	2	1.80%	Supervisor Assistant	1	0.90%
MSW Intern	1	0.90%	Systems Engineer	1	0.90%
Not Provided	7	6.40%	Technical Lead	1	0.90%
Office Manager	1	0.90%	Unemployed	3	2.70%
			Vice President	1	0.90%
				110	100.00%

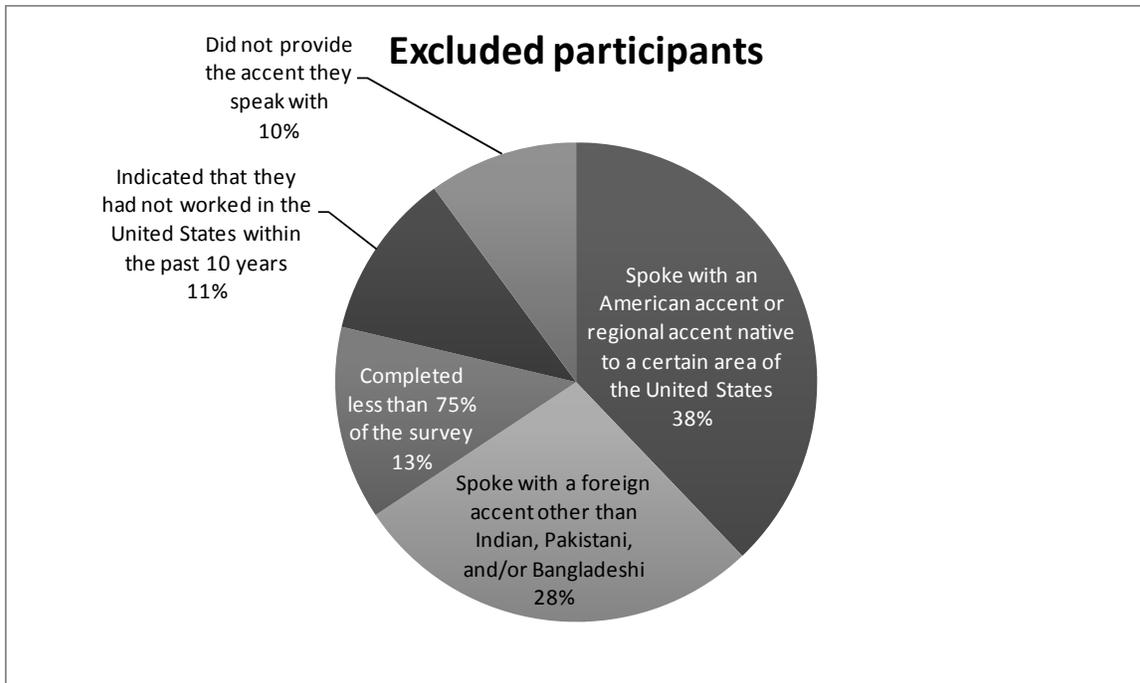
Table 10: Accents which participants found difficult to understand

Accents that participants found difficult to understand:		
	Frequency	Distribution
Chinese	41	53.90%
Vietnamese	7	9.20%
East Asian	4	5.30%
Korean	3	3.90%
Southern	3	3.90%
African	2	2.60%
American	2	2.60%
Australian	2	2.60%
British	2	2.60%
Indian	2	2.60%
Nigerian	2	2.60%
African American	1	1.30%
Middle Eastern	1	1.30%
East European	1	1.30%
Euorpean	1	1.30%
Russian	1	1.30%
Spanish	1	1.30%
	76	100.00%

Table 11: Accents which participants perceived to be more accepted than their own

Participants felt that the following accents were more accepted than their own		
	Frequency	Distribution
American/ American Dialect	6	15.80%
Asian	1	2.60%
Australian	3	7.90%
British	8	21.10%
Chinese	4	10.50%
European	2	5.30%
French	1	2.60%
German	1	2.60%
Indian	2	5.30%
Japanese	1	2.60%
Korean	1	2.60%
Mexican	1	2.60%
Russian/Slavic	1	2.60%
South Indian	1	2.60%
Spanish	2	5.30%
Swedish	1	2.60%
Vietnamese	2	5.30%
	38	100.00%

Figure 1: Reasons for participant exclusion



Appendix C

Individual participant data (N = 110) with any of the participant's grammatical and spelling left uncorrected.

Participant 1

	Question	Answer
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	44
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Bangladeshi
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Bangladesh

11	If you have an undergraduate degree, in which country did you receive it in?	Bangladesh
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	20
14	How long have you been employed in USA?	17
15	How long have you worked for the company you are currently employed with?	13
16	What is your current job position?	Engineer
17	If any, what job position do you plan to apply for?	engineer
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese speaking
30	Given a choice, what kind of accent would you ideally like to speak with?	USA
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	Many
44	If yes, what type(s) of accent(s) do they speak with?	Indian
		Chinese

		German
		Vietnamese
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral

55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	help others to understand me more easily

Participant 2

	Question	Answer
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Sacramento, CA
4	How old are you?	60
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Bangladeshi
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education

10	If you have a high school diploma, in which country did you receive it in?	Bangladesh
11	If you have an undergraduate degree, in which country did you receive it in?	Bangladesh
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	30
14	How long have you been employed in USA?	30
15	How long have you worked for the company you are currently employed with?	3
16	What is your current job position?	Engineer
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all

21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	

33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No

42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral

53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	I like my accent just fine

Participant 3

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	No
3	What city/ state do you live in?	Wesley Chapel, FL
4	How old are you?	44
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian

6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	US
13	How long have you been living in the United States?	20
14	How long have you been employed in USA?	19
15	How long have you worked for the company you are currently employed with?	3
16	What is your current job position?	Sales
17	If any, what job position do you plan to apply for?	Sales
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little

19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	East European
30	Given a choice, what kind of accent would you ideally like to speak	Same

	with?	
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No

40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	over 1000
44	If yes, what type(s) of accent(s) do they speak with?	all kinds
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Yes
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No

50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Never
57	Please state why you chose the answer you did in #56.	What matters is your capability, integrity, dedication to delivering what you are supposed to deliver, being a great team member and a good sense of humor. Accent is an artificial barrier we create ourselves. Its more of a self-esteem problem than anything else. Best wishes!

Participant 4

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	60
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	35
14	How long have you been employed in USA?	33
15	How long have you worked for the company you are currently employed with?	29

16	What is your current job position?	Senior Engineer
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese
		East European
		Russian
30	Given a choice, what kind of accent would you ideally like to speak with?	US
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Yes
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	3
44	If yes, what type(s) of accent(s) do they speak with?	Indian
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Yes

48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	Yes
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	I am nearing retirement

Participant 5

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	San Francisco, CA
4	How old are you?	28
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	
13	How long have you been living in the United States?	3
14	How long have you been employed in USA?	3
15	How long have you worked for the company you are currently employed with?	5

16	What is your current job position?	Tech Lead
17	If any, what job position do you plan to apply for?	A Lead/Managerial position
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese
		Some Indian Accents
		Southern US accents
30	Given a choice, what kind of accent would you ideally like to speak with?	without accent
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No

47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Negatively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	

Participant 6

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	No City, MA
4	How old are you?	39
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	india
11	If you have an undergraduate degree, in which country did you receive it in?	usa
12	If you have a graduate degree, in which country did you receive it in?	usa

13	How long have you been living in the United States?	13
14	How long have you been employed in USA?	13
15	How long have you worked for the company you are currently employed with?	5
16	What is your current job position?	banquet manager
17	If any, what job position do you plan to apply for?	?
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	

24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes

36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No

46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Never

57	Please state why you chose the answer you did in #56.	
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Participant 7

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	No City, NY
4	How old are you?	29
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	united states
11	If you have an undergraduate degree, in which country did you receive it in?	united states

12	If you have a graduate degree, in which country did you receive it in?	united states
13	How long have you been living in the United States?	28
14	How long have you been employed in USA?	11
15	How long have you worked for the company you are currently employed with?	not provided
16	What is your current job position?	n/a
17	If any, what job position do you plan to apply for?	associate director
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No

23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	east asian
30	Given a choice, what kind of accent would you ideally like to speak with?	no preference
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	british
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	Yes
34	If you answered yes to question #33, please name that/those accents:	british

35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	2
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Not applicable
48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Never
57	Please state why you chose the answer you did in #56.	not accepting an individual due to his/her accent is a form of racism and accent modification should not be encouraged

Participant 8

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Other- Various
4	How old are you?	29
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Not sure
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	US

11	If you have an undergraduate degree, in which country did you receive it in?	US
12	If you have a graduate degree, in which country did you receive it in?	US
13	How long have you been living in the United States?	13
14	How long have you been employed in USA?	7
15	How long have you worked for the company you are currently employed with?	1.5
16	What is your current job position?	Consultant
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Not sure
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	British
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	2
44	If yes, what type(s) of accent(s) do they speak with?	British

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	

Participant 9

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	San Jose, CA
4	How old are you?	31
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Not sure
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India

11	If you have an undergraduate degree, in which country did you receive it in?	USA
12	If you have a graduate degree, in which country did you receive it in?	
13	How long have you been living in the United States?	12
14	How long have you been employed in USA?	9
15	How long have you worked for the company you are currently employed with?	3 months
16	What is your current job position?	MSW Intern
17	If any, what job position do you plan to apply for?	School Counselor
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	Not sure
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	Not sure
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	Not sure
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	None
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Not applicable
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	70%
44	If yes, what type(s) of accent(s) do they speak with?	Indian
		Spanish

		Asian
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely negatively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Never
57	Please state why you chose the answer you did in #56.	All I need to be told is whether I am speaking clearly or not. If people cannot understand my accent after speaking clearly, then they need to be exposed to the rest of the world and listen to their English and learn to understand the varying accents.

Participant 10

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Sunnyvale, CA
4	How old are you?	35
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Not sure
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	Not sure
9	What is your highest level of education?	Higher level education

10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	India
13	How long have you been living in the United States?	11
14	How long have you been employed in USA?	11
15	How long have you worked for the company you are currently employed with?	1
16	What is your current job position?	Computer Engineer
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent

21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	Not sure
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	Not sure
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	Yes
27	If you answered yes in #26, please state why.	I am asked summarize in an email, or someone around says "I think he means ..."
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Southern
30	Given a choice, what kind of accent would you ideally like to speak with?	California/West Coast
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	British
		African American

		Russian/Slavic
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Yes
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	Yes
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes

41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	2
44	If yes, what type(s) of accent(s) do they speak with?	Chinese
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	Somewhat

49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Negatively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	Yes
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	Helps in better communication and in promotion.

Participant 11

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Tracy, CA
4	How old are you?	46
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	india
11	If you have an undergraduate degree, in which country did you receive it in?	india and USA
12	If you have a graduate degree, in which country did you receive it in?	USA

13	How long have you been living in the United States?	26
14	How long have you been employed in USA?	25
15	How long have you worked for the company you are currently employed with?	2
16	What is your current job position?	pharmacist
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	

24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	chinese
		phillipino
		mexican
30	Given a choice, what kind of accent would you ideally like to speak with?	british
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	

35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	People can understand me fine so I don't see a need for it.

Participant 12

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Santa Clara, CA
4	How old are you?	40
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	India

11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	
13	How long have you been living in the United States?	16
14	How long have you been employed in USA?	16
15	How long have you worked for the company you are currently employed with?	8
16	What is your current job position?	Senior Software Engineer
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese accent
30	Given a choice, what kind of accent would you ideally like to speak with?	My native accent
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No

34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Not applicable
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak	No

	with a foreign accent?	
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively

53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	Since this has not been a critical issue affecting in doing my daily activities, it is unlikely that I might enroll in such a program.

Participant 13

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Dallas, TX
4	How old are you?	35
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian

6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	India
13	How long have you been living in the United States?	1
14	How long have you been employed in USA?	1
15	How long have you worked for the company you are currently employed with?	1
16	What is your current job position?	Sr Software Engineer
17	If any, what job position do you plan to apply for?	Sr. Software Engineer
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little

19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	Not sure
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	American Accent - somewhat European Accent - so fast

30	Given a choice, what kind of accent would you ideally like to speak with?	American Accent
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	American Accent
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No

40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	Many
44	If yes, what type(s) of accent(s) do they speak with?	American,Chinese,European
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Yes
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes

50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	I like improve my American Accent

Participant 14

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes

3	What city/ state do you live in?	Coppell, TX
4	How old are you?	53
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	Thailand
13	How long have you been living in the United States?	24
14	How long have you been employed in USA?	24
15	How long have you worked for the company you are currently employed with?	21
16	What is your current job position?	Database Advisor
17	If any, what job position do you plan to apply for?	Senior Consultant

18	Do you feel like you will be discriminated against when you do apply for a position?	To a great extent
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Yes
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those	

	accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	british
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	British
		New England
		New York
		European
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	Yes
34	If you answered yes to question #33, please name that/those accents:	British
		New England
		New York
		European
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Yes
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	Yes
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	A lot
44	If yes, what type(s) of accent(s) do they speak with?	British
		Australian
		New England
		Euopean
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Yes

47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Yes
48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely negatively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely negatively
54	How would you feel if your company required you to enroll in an accent modification program?	
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Never
57	Please state why you chose the answer you did in #56.	Self respect. Accent is your heritage.

Participant 15

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	36
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, less accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	US

13	How long have you been living in the United States?	10
14	How long have you been employed in USA?	8
15	How long have you worked for the company you are currently employed with?	8
16	What is your current job position?	Program Manager
17	If any, what job position do you plan to apply for?	People manager
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	

24	Do you feel that person(s) in a superior position find you difficult to understand?	Yes
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese
		Irish
		Japanese
30	Given a choice, what kind of accent would you ideally like to speak with?	
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	

35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Yes
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Yes
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Yes
48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	

Participant 16

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	46
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India

11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	20
14	How long have you been employed in USA?	16
15	How long have you worked for the company you are currently employed with?	1
16	What is your current job position?	Senior Software Engineer
17	If any, what job position do you plan to apply for?	Engineering Manager
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Vietnamese
		Chinese
		South Indian (but I am used to it being from India)
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	Yes

34	If you answered yes to question #33, please name that/those accents:	British - some times
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	Hard to answer - my company has 90K people

44	If yes, what type(s) of accent(s) do they speak with?	Indian
		Chinese
		European
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely positively
54	How would you feel if your company required you to enroll in an accent modification	Extremely negatively

	program?	
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	Because I do not feel that I have a "heavy" accent and that it impedes my ability to perform my job. However, it is helpful in many other roles, e.g., where one has to consult the clients.

Participant 17

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	46
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Not sure
7	If you answered yes in # 6, to what degree?	

8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	23
14	How long have you been employed in USA?	20
15	How long have you worked for the company you are currently employed with?	2
16	What is your current job position?	President
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No

20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Very strong oriental accents - Korean, Chinese
30	Given a choice, what kind of accent would you ideally like to speak with?	mildly British
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No

32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No

41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No

51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	Don't think I need it - I have a mild Indian accent but never been an issue.

Participant 18

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	37

5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	
11	If you have an undergraduate degree, in which country did you receive it in?	USA
12	If you have a graduate degree, in which country did you receive it in?	
13	How long have you been living in the United States?	20
14	How long have you been employed in USA?	15
15	How long have you worked for the company you are currently employed with?	not working right now
16	What is your current job position?	
17	If any, what job position do you plan to apply for?	Elementary Teacher

18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those	oriental

	accents:	
		english
		southern
30	Given a choice, what kind of accent would you ideally like to speak with?	prefer little accent, whatever that maybe, so i can be understood
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Not applicable
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	Yes
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	Two
44	If yes, what type(s) of accent(s) do they speak with?	Southern Sri Lankan
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No

47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	I have a very slight accent, sure I could use some improvement

Participant 19

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	54
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	
11	If you have an undergraduate degree, in which country did you receive it in?	
12	If you have a graduate degree, in which country did you receive it in?	U.K

13	How long have you been living in the United States?	10
14	How long have you been employed in USA?	10
15	How long have you worked for the company you are currently employed with?	4
16	What is your current job position?	Research Worker
17	If any, what job position do you plan to apply for?	N/A
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	

24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	China
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	

36	Do you feel that you have ever been passed over for a promotion due to your accent?	
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	
39	Do you feel you get paid less because of your accent?	
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	

46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	
48	How well do you feel you fit in at your workplace?	
49	Do you feel you would fit in better if you did not have a foreign accent?	
50	Were you aware that a service such as accent modification is available?	
51	Does your workplace offer an accent modification program?	
52	How would you feel if they did or if they do?	
53	How would you feel if your company suggested that you enroll in an accent modification program?	
54	How would you feel if your company required you to enroll in an accent modification program?	
55	Have you ever enrolled in an accent modification program before?	
56	Would you consider enrolling in an accent modification program out of your own accord?	

57	Please state why you chose the answer you did in #56.	
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Participant 20

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	47
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	india
11	If you have an undergraduate degree, in which country did you receive it in?	india

12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	21
14	How long have you been employed in USA?	19
15	How long have you worked for the company you are currently employed with?	16
16	What is your current job position?	Manager
17	If any, what job position do you plan to apply for?	NONE
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No

23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	AMERICAN - Midwest
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	

35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	

56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	Communication is key to success. As a manager, I have to clearly articulate my plans and vision to my staff. My success as a manager also depends on my effective communication with my management. I'd consider an effective avenue for assistance towards improvement of verbal communication skills

Participant 21

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Cedar Park, TX
4	How old are you?	75
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No

9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	India
13	How long have you been living in the United States?	20
14	How long have you been employed in USA?	12
15	How long have you worked for the company you are currently employed with?	Retired
16	What is your current job position?	Retired
17	If any, what job position do you plan to apply for?	None
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	

20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	
21	How much work related verbal interaction (in English) do you have with others at your workplace?	
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Nigerian & other African nations
30	Given a choice, what kind of accent would you ideally like to speak with?	Indian Asian
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No

32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	
36	Do you feel that you have ever been passed over for a promotion due to your accent?	
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	
39	Do you feel you get paid less because of your accent?	
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	

41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	
48	How well do you feel you fit in at your workplace?	
49	Do you feel you would fit in better if you did not have a foreign accent?	
50	Were you aware that a service such as accent modification is available?	

51	Does your workplace offer an accent modification program?	
52	How would you feel if they did or if they do?	
53	How would you feel if your company suggested that you enroll in an accent modification program?	
54	How would you feel if your company required you to enroll in an accent modification program?	
55	Have you ever enrolled in an accent modification program before?	
56	Would you consider enrolling in an accent modification program out of your own accord?	
57	Please state why you chose the answer you did in #56.	

Participant 22

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	71

5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, less accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	U.S.A.
13	How long have you been living in the United States?	42
14	How long have you been employed in USA?	37
15	How long have you worked for the company you are currently employed with?	28
16	What is your current job position?	Retired
17	If any, what job position do you plan to apply for?	IT Project Mgmt

18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those	

	accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	British
		European
		Australian
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	Yes
34	If you answered yes to question #33, please name that/those accents:	British
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Yes
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	Yes
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	2
44	If yes, what type(s) of accent(s) do they speak with?	British
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Yes
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Yes

48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely positively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely positively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	It will help me and others communicate better, and discriminated less.

Participant 23

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Houston, TX
4	How old are you?	41
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	india
11	If you have an undergraduate degree, in which country did you receive it in?	india
12	If you have a graduate degree, in which country did you receive it in?	india
13	How long have you been living in the United States?	18
14	How long have you been employed in USA?	8
15	How long have you worked for the company you are currently employed with?	7

16	What is your current job position?	educator
17	If any, what job position do you plan to apply for?	educator
18	Do you feel like you will be discriminated against when you do apply for a position?	To a great extent
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	what i speak now
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Not applicable
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Not applicable

48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	

Participant 24

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	37
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	India
13	How long have you been living in the United States?	11
14	How long have you been employed in USA?	11
15	How long have you worked for the company you are currently employed with?	5

16	What is your current job position?	Lead IT Developer
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Black
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	2
44	If yes, what type(s) of accent(s) do they speak with?	Indian
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No

48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Positively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Definitely
57	Please state why you chose the answer you did in #56.	This will help in carrier growth

Participant 25

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	31
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, less accepting
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	India
13	How long have you been living in the United States?	10
14	How long have you been employed in USA?	5
15	How long have you worked for the company you are currently employed with?	10 months

16	What is your current job position?	Analyst
17	If any, what job position do you plan to apply for?	Project Manager
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	Yes
23	If you answered yes in #22, please state why.	Because way I say words are pronounced different here
24	Do you feel that person(s) in a superior position find you difficult to understand?	Yes
25	If you answered yes in #24, please state why.	Because way I say words are pronounced different here
26	Do you feel that clients find you difficult to understand?	Yes
27	If you answered yes in #26, please state why.	Because way I say words are pronounced different here

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	British accent is really hard to understand Mexican
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Yes
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	No

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Yes
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Yes

48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely positively
54	How would you feel if your company required you to enroll in an accent modification program?	Positively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	It is great to have same accent as others

Participant 26

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	50
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	usa
11	If you have an undergraduate degree, in which country did you receive it in?	usa
12	If you have a graduate degree, in which country did you receive it in?	usa
13	How long have you been living in the United States?	30
14	How long have you been employed in USA?	17
15	How long have you worked for the company you are currently employed with?	5

16	What is your current job position?	supervisor assistant
17	If any, what job position do you plan to apply for?	account examiner
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	chinese hindi
30	Given a choice, what kind of accent would you ideally like to speak with?	american
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	Yes
34	If you answered yes to question #33, please name that/those accents:	hindi hispanic
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No

48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Never
57	Please state why you chose the answer you did in #56.	

Participant 27

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Atlanta, GA
4	How old are you?	44
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Not sure
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	India. Post masters certification in Boston MA
13	How long have you been living in the United States?	20
14	How long have you been employed in USA?	5
15	How long have you worked for the company you are currently employed with?	unemployed

16	What is your current job position?	Unemployed
17	If any, what job position do you plan to apply for?	Office Manager
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	Not sure
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	Not sure
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Southern
30	Given a choice, what kind of accent would you ideally like to speak with?	Boston
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	No

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Yes
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Yes

48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	To improve employment opportunities

Participant 28

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	No City, PA
4	How old are you?	26
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, less accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	india
11	If you have an undergraduate degree, in which country did you receive it in?	india
12	If you have a graduate degree, in which country did you receive it in?	usa
13	How long have you been living in the United States?	3
14	How long have you been employed in USA?	1
15	How long have you worked for the company you are currently employed with?	1

16	What is your current job position?	HR Analyst
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	chinese
30	Given a choice, what kind of accent would you ideally like to speak with?	neutral
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No

48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	i'm pretty close to neutral already.

Participant 29

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	No City Provided
4	How old are you?	36
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Not sure
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	
11	If you have an undergraduate degree, in which country did you receive it in?	
12	If you have a graduate degree, in which country did you receive it in?	
13	How long have you been living in the United States?	not provided
14	How long have you been employed in USA?	not provided
15	How long have you worked for the company you are currently employed with?	not provided

16	What is your current job position?	
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese English accent European english accent
30	Given a choice, what kind of accent would you ideally like to speak with?	American english accent
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No

48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	To improve communication.

Participant 30

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	69
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	46
14	How long have you been employed in USA?	45
15	How long have you worked for the company you are currently employed with?	28

16	What is your current job position?	President
17	If any, what job position do you plan to apply for?	None
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	No change
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No

48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Never
57	Please state why you chose the answer you did in #56.	I have never had problem being understood because the entire education and socialization had been through English.

Participant 31

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	No City, Texas
4	How old are you?	56
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	

13	How long have you been living in the United States?	30
14	How long have you been employed in USA?	30
15	How long have you worked for the company you are currently employed with?	25
16	What is your current job position?	Eng. Assoc
17	If any, what job position do you plan to apply for?	Engineering
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	

24	Do you feel that person(s) in a superior position find you difficult to understand?	Not sure
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	Not sure
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	No

36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No

46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe

57	Please state why you chose the answer you did in #56.	I will take step in developing myself to be comparable.
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Participant 32

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	36
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	No
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India

12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	12
14	How long have you been employed in USA?	10
15	How long have you worked for the company you are currently employed with?	10
16	What is your current job position?	Engineer
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No

23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Its not the accent itself, its how thick the accent is. You can figure out what is being said in context to the topic of discussion fairly quickly
30	Given a choice, what kind of accent would you ideally like to speak with?	The main difference is to speak a little slowly and people usually understand. I'm talking of professional people and not folks at the checkout counters
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	

35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	too many
44	If yes, what type(s) of accent(s) do they speak with?	All types of accents, Indian, chinese, Korean, Japanese, German, etc

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Positively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	I had a friend you had to take the accent modification program while at school and he found it beneficial and was highly recommending it. I do not view the accent modification as a negative thing to do. I have made subtle changes over time to some of the words I say so that even folks at the checkout counters can also understand easily what I'm saying.

Participant 33

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	36
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No

9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	india
11	If you have an undergraduate degree, in which country did you receive it in?	india
12	If you have a graduate degree, in which country did you receive it in?	usa
13	How long have you been living in the United States?	14
14	How long have you been employed in USA?	12
15	How long have you worked for the company you are currently employed with?	9
16	What is your current job position?	senior design engineer
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No

20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	chinese vietnamese
30	Given a choice, what kind of accent would you ideally like to speak with?	i am ok with the way i currently speak

31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	Yes
34	If you answered yes to question #33, please name that/those accents:	israeli accent
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No

41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	hundreds
44	If yes, what type(s) of accent(s) do they speak with?	indian
		chinese
		vietnamese
		israeli
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is	No

	available?	
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Positively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Never
57	Please state why you chose the answer you did in #56.	I am happy the way I speak. People can understand what i am saying inspite of the fact that i dont speak like a native born american

Participant 34

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Fremont, CA
4	How old are you?	39

5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	12
14	How long have you been employed in USA?	11
15	How long have you worked for the company you are currently employed with?	10 months.
16	What is your current job position?	Sr. QA Engineer
17	If any, what job position do you plan to apply for?	Sr. QA Engineer

18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	Some
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those	Chinese and other East Asian accents.

	accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	Accent neutral.
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No

39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign	No

	accent?	
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	Americans don't have problems with my accent. I would focus on improving language rather than accent.

Participant 35

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	47
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	US
13	How long have you been living in the United States?	20
14	How long have you been employed in USA?	18
15	How long have you worked for the company you are currently employed with?	6

16	What is your current job position?	Program Manager
17	If any, what job position do you plan to apply for?	Executive Management
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese Taiwanese
30	Given a choice, what kind of accent would you ideally like to speak with?	My Original Indian accent
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No

48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	Yes
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	It is always good to remain natural; accent modification may tend to take away the original essence of a person's expression.

Participant 36

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	28
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, less accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Kuwait
11	If you have an undergraduate degree, in which country did you receive it in?	USA
12	If you have a graduate degree, in which country did you receive it in?	USA

13	How long have you been living in the United States?	9
14	How long have you been employed in USA?	5
15	How long have you worked for the company you are currently employed with?	1
16	What is your current job position?	Senior Analyst
17	If any, what job position do you plan to apply for?	CEO
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	Not sure
23	If you answered yes in #22, please state why.	

24	Do you feel that person(s) in a superior position find you difficult to understand?	Not sure
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	Not sure
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Arabic accent
		Chinese accent
30	Given a choice, what kind of accent would you ideally like to speak with?	Plain English, NO ACCENT
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	American accent
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes

36	Do you feel that you have ever been passed over for a promotion due to your accent?	Not applicable
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	No
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	1
44	If yes, what type(s) of accent(s) do they speak with?	American Accent
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes

46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	Not at all
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe

57	Please state why you chose the answer you did in #56.	I would like to be less Fobby
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Participant 37

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	49
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	USA

12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	24
14	How long have you been employed in USA?	20
15	How long have you worked for the company you are currently employed with?	15
16	What is your current job position?	Senior Engineer
17	If any, what job position do you plan to apply for?	Manager
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No

23	If you answered yes in #22, please state why.	Not applicable
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	Not applicable
26	Do you feel that clients find you difficult to understand?	Not sure
27	If you answered yes in #26, please state why.	Not applicable
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	Not applicable
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	Not applicable
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	Yes
34	If you answered yes to question #33, please name that/those accents:	British,
		Irish
		Scottish

35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	Don't know
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Yes
48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	We work in a global workforce and need to be accepted as we are

Participant 38

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	51
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, less accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India

11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	India
13	How long have you been living in the United States?	30
14	How long have you been employed in USA?	8
15	How long have you worked for the company you are currently employed with?	5
16	What is your current job position?	Faculty University of Pheionix
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	British
30	Given a choice, what kind of accent would you ideally like to speak with?	American accent
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	French Austrialian
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No

34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	No
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	Because I feel my accent is understandable to the general people I associate with and living in the USA for 30 yrs has changed it quite a bit.

Participant 39

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Dallas, TX
4	How old are you?	43
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India

11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	India
13	How long have you been living in the United States?	15
14	How long have you been employed in USA?	15
15	How long have you worked for the company you are currently employed with?	8 months
16	What is your current job position?	Manager
17	If any, what job position do you plan to apply for?	Senior Manager
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Positively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	I don't see any problems.

Participant 40

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Plano, TX
4	How old are you?	56
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India

11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	U.S.A
13	How long have you been living in the United States?	30
14	How long have you been employed in USA?	30
15	How long have you worked for the company you are currently employed with?	24
16	What is your current job position?	Director, SOX Compliance
17	If any, what job position do you plan to apply for?	Vice President - Compliance
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	Not sure
23	If you answered yes in #22, please state why.	Co-workers who have been exposed to other accents don't have issue. It is the ones who are local
24	Do you feel that person(s) in a superior position find you difficult to understand?	Not sure
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	Not sure
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Nigerian
		Black
		Chienese
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	Swedish
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	Yes

34	If you answered yes to question #33, please name that/those accents:	Swedish
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Yes
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	Yes
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	few
44	If yes, what type(s) of accent(s) do they speak with?	Swedish

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	In today's global business environment, accent should not be an issue. It is a question of awareness.

Participant 41

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	57
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	Yes
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India

11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	India and USA
13	How long have you been living in the United States?	30
14	How long have you been employed in USA?	30
15	How long have you worked for the company you are currently employed with?	27
16	What is your current job position?	physician
17	If any, what job position do you plan to apply for?	n/a
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Australian
		Strong British
		Irish
30	Given a choice, what kind of accent would you ideally like to speak with?	British
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No

34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Not applicable
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely positively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely positively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Definitely
57	Please state why you chose the answer you did in #56.	

Participant 42

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Fremont, CA
4	How old are you?	60
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India

11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	35
14	How long have you been employed in USA?	34
15	How long have you worked for the company you are currently employed with?	32
16	What is your current job position?	Principal Engineer
17	If any, what job position do you plan to apply for?	Principal Engineer
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	Yes
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	2
44	If yes, what type(s) of accent(s) do they speak with?	Indian
		Middle Eastren

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	

Participant 43

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Hutto, TX
4	How old are you?	53
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, less accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	Yes.

11	If you have an undergraduate degree, in which country did you receive it in?	
12	If you have a graduate degree, in which country did you receive it in?	New Delhi, India.
13	How long have you been living in the United States?	24
14	How long have you been employed in USA?	12
15	How long have you worked for the company you are currently employed with?	2
16	What is your current job position?	Auditor for Municipal Utility District
17	If any, what job position do you plan to apply for?	Some thing related to what I do at present.
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Not sure
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	Texan
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Not applicable
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	one
44	If yes, what type(s) of accent(s) do they speak with?	Jamaican accent

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Not applicable
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	improvement is always good for any body.

Participant 44

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Houston, TX
4	How old are you?	73
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	India

11	If you have an undergraduate degree, in which country did you receive it in?	
12	If you have a graduate degree, in which country did you receive it in?	India & US
13	How long have you been living in the United States?	40
14	How long have you been employed in USA?	37
15	How long have you worked for the company you are currently employed with?	27
16	What is your current job position?	Accountant
17	If any, what job position do you plan to apply for?	At this Moment I will not apply
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	None

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	N/A
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	N/A
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	N/A
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Not applicable
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	No
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Not applicable
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	N/A

Participant 45

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	47
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian, British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	India

11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	
13	How long have you been living in the United States?	12
14	How long have you been employed in USA?	12
15	How long have you worked for the company you are currently employed with?	0.5
16	What is your current job position?	Senior R&D engineer
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	Mostpart american - someparts british replacing nasal american
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	chinese
		korean
		japanese
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	Yes

34	If you answered yes to question #33, please name that/those accents:	chinese
		korean
		japanese
		Indian
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	4

44	If yes, what type(s) of accent(s) do they speak with?	Indian
		Chinese
		Korean
		Japanese
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral

54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	I am comfortable and satisfied with my accent

Participant 46

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	No
3	What city/ state do you live in?	Houston, TX
4	How old are you?	58
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian-British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent

8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	38
14	How long have you been employed in USA?	35
15	How long have you worked for the company you are currently employed with?	32
16	What is your current job position?	Professor
17	If any, what job position do you plan to apply for?	none
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No

20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese
		Korean
		Vietnamese
30	Given a choice, what kind of accent would you ideally like to speak with?	British

31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No

41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	Yes

51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Never
57	Please state why you chose the answer you did in #56.	I do not have an accent

Participant 47

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	dallas, TX
4	How old are you?	33

5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian-British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	
11	If you have an undergraduate degree, in which country did you receive it in?	
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	10
14	How long have you been employed in USA?	6
15	How long have you worked for the company you are currently employed with?	1
16	What is your current job position?	Engineer
17	If any, what job position do you plan to apply for?	same

18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	Some
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those	

	accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	same as now
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	No
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No

39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign	No

	accent?	
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	

Participant 48

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes

3	What city/ state do you live in?	Austin, TX
4	How old are you?	41
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian-British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Not sure
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	14
14	How long have you been employed in USA?	12
15	How long have you worked for the company you are currently employed with?	11
16	What is your current job position?	Design engineer
17	If any, what job position do you plan to apply for?	

18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those	Chinese

	accents:	
		Israeli
30	Given a choice, what kind of accent would you ideally like to speak with?	British
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No

48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Positively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	I havent been hampered with my accent so far. So I feel no compelling reason to modify it.

Participant 49

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Santa Clara, CA
4	How old are you?	37
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian-British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	U.S.A
13	How long have you been living in the United States?	17
14	How long have you been employed in USA?	16
15	How long have you worked for the company you are currently employed with?	14

16	What is your current job position?	Manager, Technical Marketing
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Vietnamese
		Chinese
		African
30	Given a choice, what kind of accent would you ideally like to speak with?	my mother tongue, Urdu
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	British English
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	Yes
34	If you answered yes to question #33, please name that/those accents:	British English
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	many
44	If yes, what type(s) of accent(s) do they speak with?	Indian English European English
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No

47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	

Participant 50

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	56
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian-British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	USA

13	How long have you been living in the United States?	33
14	How long have you been employed in USA?	33
15	How long have you worked for the company you are currently employed with?	14
16	What is your current job position?	Relationship Manager
17	If any, what job position do you plan to apply for?	None
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	

24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Oriental
30	Given a choice, what kind of accent would you ideally like to speak with?	My current accent
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes

36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	100
44	If yes, what type(s) of accent(s) do they speak with?	Chinese
		Iranian
		Italian
		Indian

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	I am happy with my accent and rarely do people have issues with it.

Participant 51

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	61
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian-British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	india

11	If you have an undergraduate degree, in which country did you receive it in?	india
12	If you have a graduate degree, in which country did you receive it in?	usa
13	How long have you been living in the United States?	29
14	How long have you been employed in USA?	11
15	How long have you worked for the company you are currently employed with?	10
16	What is your current job position?	substitute teacher
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Not sure
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	chinese
		mexican
30	Given a choice, what kind of accent would you ideally like to speak with?	british
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No

34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Positively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	no harm in learning the common accent of the place you live in

Participant 52

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Aurora, CO
4	How old are you?	38
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian-British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India

11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	11
14	How long have you been employed in USA?	5
15	How long have you worked for the company you are currently employed with?	Unemployed
16	What is your current job position?	Unemployed
17	If any, what job position do you plan to apply for?	Software Developer
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Not sure
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	Some

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese English
30	Given a choice, what kind of accent would you ideally like to speak with?	English
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Not applicable
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	I can understand with the accent that I have now.

Participant 53

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	54
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian-British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India

11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	US
13	How long have you been living in the United States?	30
14	How long have you been employed in USA?	30
15	How long have you worked for the company you are currently employed with?	9
16	What is your current job position?	Program Manager
17	If any, what job position do you plan to apply for?	Director
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	I am fine with my current accent.
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Negatively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	I define accent as "deviation" from native tongue. In my opinion it is easier to accept accent vs. training someone to modify their accent (the cost is not worth it).

Participant 54

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	38
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian-British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you	Nigeria

	receive it in?	
11	If you have an undergraduate degree, in which country did you receive it in?	USA
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	20
14	How long have you been employed in USA?	12
15	How long have you worked for the company you are currently employed with?	8
16	What is your current job position?	Project Manager
17	If any, what job position do you plan to apply for?	Same as current
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all

21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Southern drawl
30	Given a choice, what kind of accent would you ideally like to speak with?	n/a
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	

33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No

42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	1
44	If yes, what type(s) of accent(s) do they speak with?	middle-eastern accent
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral

53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	Currently don't have any "accent" related issues with interaction at work or otherwise.

Participant 55

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	42
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Indian-British

6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Not sure
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	India
11	If you have an undergraduate degree, in which country did you receive it in?	India
12	If you have a graduate degree, in which country did you receive it in?	U.S.
13	How long have you been living in the United States?	19
14	How long have you been employed in USA?	16
15	How long have you worked for the company you are currently employed with?	4
16	What is your current job position?	Software Dev Manager
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all

19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak	

	with?	
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No

40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes

50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Negatively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Never
57	Please state why you chose the answer you did in #56.	

Participant 56

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	No
3	What city/ state do you live in?	Austin, TX
4	How old are you?	60

5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	26
14	How long have you been employed in USA?	24
15	How long have you worked for the company you are currently employed with?	7
16	What is your current job position?	software engineer
17	If any, what job position do you plan to apply for?	none

18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those	chinese

	accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	american
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No

39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign	No

	accent?	
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Never
57	Please state why you chose the answer you did in #56.	I am comfortable with my accent and nobody has ever complained about it.

Participant 57

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes

3	What city/ state do you live in?	Southampton, Pa
4	How old are you?	63
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	KARACHI, PAKISTAN
11	If you have an undergraduate degree, in which country did you receive it in?	Karachi, Pakistan
12	If you have a graduate degree, in which country did you receive it in?	N/A
13	How long have you been living in the United States?	37
14	How long have you been employed in USA?	37
15	How long have you worked for the company you are currently employed with?	Retired
16	What is your current job position?	NONE
17	If any, what job position do you plan to apply for?	NONE

18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those	Chinese

	accents:	
		Russians
		Hispanics
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No

48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Positively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	

Participant 58

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Philadelphia, Pa
4	How old are you?	69
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	US
12	If you have a graduate degree, in which country did you receive it in?	US
13	How long have you been living in the United States?	46
14	How long have you been employed in USA?	36
15	How long have you worked for the company you are currently employed with?	25

16	What is your current job position?	Retired
17	If any, what job position do you plan to apply for?	None
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	Pakistani
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	Yes
34	If you answered yes to question #33, please name that/those accents:	American
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No

48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Never
57	Please state why you chose the answer you did in #56.	It's not needed

Participant 59

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Bensalem, Pa
4	How old are you?	46
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	USA
11	If you have an undergraduate degree, in which country did you receive it in?	USA
12	If you have a graduate degree, in which country did you receive it in?	Pakistan
13	How long have you been living in the United States?	35
14	How long have you been employed in USA?	6
15	How long have you worked for the company you are currently employed with?	6

16	What is your current job position?	Office Manager
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	One
44	If yes, what type(s) of accent(s) do they speak with?	Asian
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No

48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely positively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely positively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Definitely
57	Please state why you chose the answer you did in #56.	Better communication skills

Participant 60

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Bensalem, PA
4	How old are you?	54
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	Pakistan
13	How long have you been living in the United States?	28
14	How long have you been employed in USA?	27
15	How long have you worked for the company you are currently employed with?	5

16	What is your current job position?	MD
17	If any, what job position do you plan to apply for?	N/A
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese Korean
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No

48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely positively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely positively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Definitely
57	Please state why you chose the answer you did in #56.	There is always room to improve and be understood better by others ...

Participant 61

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Houston, TX
4	How old are you?	53
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	No
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	USA
12	If you have a graduate degree, in which country did you receive it in?	Pakistan
13	How long have you been living in the United States?	16
14	How long have you been employed in USA?	16
15	How long have you worked for the company you are currently employed with?	15 months

16	What is your current job position?	Instructor
17	If any, what job position do you plan to apply for?	Hospital Educator
18	Do you feel like you will be discriminated against when you do apply for a position?	To a great extent
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	African
		Far Asian
		Louisiana
30	Given a choice, what kind of accent would you ideally like to speak with?	Mid Western
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	British
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	Yes
34	If you answered yes to question #33, please name that/those accents:	British
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	No

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No

48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Positively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	I don't have that kind of money.

Participant 62

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Atlanta GA
4	How old are you?	45
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	
11	If you have an undergraduate degree, in which country did you receive it in?	
12	If you have a graduate degree, in which country did you receive it in?	pakistan
13	How long have you been living in the United States?	18
14	How long have you been employed in USA?	17
15	How long have you worked for the company you are currently employed with?	8

16	What is your current job position?	Director
17	If any, what job position do you plan to apply for?	none
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	euorpean
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No

48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	do not see any added benifet

Participant 63

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	No City, VA
4	How old are you?	48
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	30
14	How long have you been employed in USA?	30
15	How long have you worked for the company you are currently employed with?	10

16	What is your current job position?	Sr. IA Security Engineer
17	If any, what job position do you plan to apply for?	Sr. IA Security Engineer
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	Yes
34	If you answered yes to question #33, please name that/those accents:	Korean
		Indian
		Chinese
		Phillipines
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Yes
37	Have you ever been recognized for the impact you have made for the company/organization	Yes

	you work for?	
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	Yes
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	10
44	If yes, what type(s) of accent(s) do they speak with?	Korean
		Chinese
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes

46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Yes
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Positively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe

57	Please state why you chose the answer you did in #56.	Improve and Excel
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Participant 64

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Mountain View, CA
4	How old are you?	30
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan

12	If you have a graduate degree, in which country did you receive it in?	US
13	How long have you been living in the United States?	6
14	How long have you been employed in USA?	5
15	How long have you worked for the company you are currently employed with?	4
16	What is your current job position?	Software Engineer
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No

23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese
30	Given a choice, what kind of accent would you ideally like to speak with?	Native American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	

35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	3
44	If yes, what type(s) of accent(s) do they speak with?	Indian

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	

Participant 65

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	No City, TX
4	How old are you?	40
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	pakistan

11	If you have an undergraduate degree, in which country did you receive it in?	
12	If you have a graduate degree, in which country did you receive it in?	pakistan
13	How long have you been living in the United States?	15
14	How long have you been employed in USA?	9
15	How long have you worked for the company you are currently employed with?	5
16	What is your current job position?	physician
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	Not sure
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	Not sure
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	chinese
30	Given a choice, what kind of accent would you ideally like to speak with?	us
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	chinese asian
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No

34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Not applicable
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely positively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely positively
55	Have you ever enrolled in an accent modification program before?	Yes

56	Would you consider enrolling in an accent modification program out of your own accord?	Definitely
57	Please state why you chose the answer you did in #56.	

Participant 66

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Dallas, TX
4	How old are you?	43
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	

11	If you have an undergraduate degree, in which country did you receive it in?	USA
12	If you have a graduate degree, in which country did you receive it in?	
13	How long have you been living in the United States?	25
14	How long have you been employed in USA?	20
15	How long have you worked for the company you are currently employed with?	1.5
16	What is your current job position?	IT Director
17	If any, what job position do you plan to apply for?	VP of IT
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Vietnamese
		South Indian
		East European
		Irish
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No

34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	more then 15
44	If yes, what type(s) of accent(s) do they speak with?	Arabic

		Indian
		French
		British
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively

55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	I am very fluent in English language even though it is my second language. I have very little accent in some case. I am a successful profession and have managed very large teams. After being in the professional workforce successfully for over 18 years I don't feel a need to work on my accent. Actually, I get complimented when other's find out that English is not my first language yet I communicate very clearly.

Participant 67

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Fremont, CA
4	How old are you?	41
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting

7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	USA
12	If you have a graduate degree, in which country did you receive it in?	N/A
13	How long have you been living in the United States?	22
14	How long have you been employed in USA?	20
15	How long have you worked for the company you are currently employed with?	1
16	What is your current job position?	Engineer
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No

20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese Vietnamese
30	Given a choice, what kind of accent would you ideally like to speak with?	Pakistani (seriously!)

31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	Yes
34	If you answered yes to question #33, please name that/those accents:	British
		French
		Southern
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	No
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	Yes

40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	3
44	If yes, what type(s) of accent(s) do they speak with?	Bulgarian
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No

50	Were you aware that a service such as accent modification is available?	
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	I have a slight Pakistani accent but I usually speak in clear American accent. However, I'd like to keep it that way because for me, that identifies me.

Participant 68

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX

4	How old are you?	45
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	
12	If you have a graduate degree, in which country did you receive it in?	
13	How long have you been living in the United States?	25
14	How long have you been employed in USA?	22
15	How long have you worked for the company you are currently employed with?	14
16	What is your current job position?	People manager
17	If any, what job position do you plan to apply for?	

18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those	Chinese

	accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No

39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	5
44	If yes, what type(s) of accent(s) do they speak with?	Romanian
		Spanish
		Middle eastern
		Indian
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent

49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Definitely
57	Please state why you chose the answer you did in #56.	To improve my communications skills.

Participant 69

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	37
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	USA
12	If you have a graduate degree, in which country did you receive it in?	
13	How long have you been living in the United States?	19
14	How long have you been employed in USA?	19
15	How long have you worked for the company you are currently employed with?	2

16	What is your current job position?	Sr. Software Engineer
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Not sure
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese Japanese
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	Mexican
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Yes
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Yes

48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	

Participant 70

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	35
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	PAKISTAN
11	If you have an undergraduate degree, in which country did you receive it in?	USA
12	If you have a graduate degree, in which country did you receive it in?	
13	How long have you been living in the United States?	16
14	How long have you been employed in USA?	10
15	How long have you worked for the company you are currently employed with?	10

16	What is your current job position?	
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	Same
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Not applicable

48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	

Participant 71

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	46
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	US
12	If you have a graduate degree, in which country did you receive it in?	US
13	How long have you been living in the United States?	28
14	How long have you been employed in USA?	18
15	How long have you worked for the company you are currently employed with?	13

16	What is your current job position?	Sr Managing Consultant
17	If any, what job position do you plan to apply for?	Executive Consultant
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Not sure
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese
		Japanese
		Irish
30	Given a choice, what kind of accent would you ideally like to speak with?	
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	British
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	A lot
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No

48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Negatively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	To improve my communication abilities and to make sure I am understood correctly without having to repeat myself

Participant 72

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	No
3	What city/ state do you live in?	Austin, TX
4	How old are you?	30
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, less accepting
7	If you answered yes in # 6, to what degree?	Very little
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	USA
12	If you have a graduate degree, in which country did you receive it in?	
13	How long have you been living in the United States?	10
14	How long have you been employed in USA?	7
15	How long have you worked for the company you are currently employed with?	7

16	What is your current job position?	marketing manager
17	If any, what job position do you plan to apply for?	software developer
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese
		Japanese
		Gujrati
30	Given a choice, what kind of accent would you ideally like to speak with?	Australian
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	Yes
34	If you answered yes to question #33, please name that/those accents:	British
		French
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization	Yes

	you work for?	
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	seriously? I work in a company of 200K people worldwide.
44	If yes, what type(s) of accent(s) do they speak with?	Indian
		Chinese
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No

46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	Yes
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe

57	Please state why you chose the answer you did in #56.	because it's off my own accord. I'd hate for it to be forced on me.
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Participant 73

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	66
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan

12	If you have a graduate degree, in which country did you receive it in?	Pakistan; and USA
13	How long have you been living in the United States?	36
14	How long have you been employed in USA?	29
15	How long have you worked for the company you are currently employed with?	19
16	What is your current job position?	Language consultant
17	If any, what job position do you plan to apply for?	Language consultant
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No

23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Far-eastern (Chinese, Korean, Vietnamese)
		British (Scottish, Irish, Welsh)
		Canadian
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	

35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Positively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	Just to improve my diction because I know that I do speak with a slight accent

Participant 74

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Flower Mound, TX
4	How old are you?	50
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Not sure
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan

11	If you have an undergraduate degree, in which country did you receive it in?	Canada
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	25
14	How long have you been employed in USA?	23
15	How long have you worked for the company you are currently employed with?	1
16	What is your current job position?	consultant
17	If any, what job position do you plan to apply for?	consultant
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	Yes
25	If you answered yes in #24, please state why.	sometime, i have to repeat or explain again
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	american midwest accent
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	souh indian chinese
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No

34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Not applicable
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	Yes
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Yes
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Definitely
57	Please state why you chose the answer you did in #56.	To improve

Participant 75

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	50
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	

11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	
13	How long have you been living in the United States?	30
14	How long have you been employed in USA?	30
15	How long have you worked for the company you are currently employed with?	10
16	What is your current job position?	GM
17	If any, what job position do you plan to apply for?	NA
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	Yes
23	If you answered yes in #22, please state why.	Cultural differences that shaped our core values (their/mine)
24	Do you feel that person(s) in a superior position find you difficult to understand?	Yes
25	If you answered yes in #24, please state why.	Regardless of results they find it hard to figure out the approach I might employ
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	East Coast
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	Spanish
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Yes
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	Yes
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	
48	How well do you feel you fit in at your workplace?	
49	Do you feel you would fit in better if you did not have a foreign accent?	
50	Were you aware that a service such as accent modification is available?	
51	Does your workplace offer an accent modification program?	
52	How would you feel if they did or if they do?	
53	How would you feel if your company suggested that you enroll in an accent modification program?	
54	How would you feel if your company required you to enroll in an accent modification program?	
55	Have you ever enrolled in an accent modification program before?	

56	Would you consider enrolling in an accent modification program out of your own accord?	
57	Please state why you chose the answer you did in #56.	

Participant 76

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	San Jose, CA
4	How old are you?	50
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	

11	If you have an undergraduate degree, in which country did you receive it in?	
12	If you have a graduate degree, in which country did you receive it in?	Pakistan
13	How long have you been living in the United States?	25
14	How long have you been employed in USA?	22
15	How long have you worked for the company you are currently employed with?	1
16	What is your current job position?	Engineer
17	If any, what job position do you plan to apply for?	Director
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	Not sure
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	chinese
		arabic
		Israeli
30	Given a choice, what kind of accent would you ideally like to speak with?	Asian/Indian
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	chinese
		vietnamese
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No

34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	10
44	If yes, what type(s) of accent(s) do they speak with?	Asian

		Chinese
		Korean
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Not applicable
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely positively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely positively

55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Definitely
57	Please state why you chose the answer you did in #56.	Help

Participant 77

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	San Antonio, TX
4	How old are you?	36
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Not sure
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education

10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	US
12	If you have a graduate degree, in which country did you receive it in?	
13	How long have you been living in the United States?	17
14	How long have you been employed in USA?	12
15	How long have you worked for the company you are currently employed with?	4
16	What is your current job position?	Manager
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little

21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	N/A
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	

33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	No
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No

42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Not applicable
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral

53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	

Participant 78

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Fort Collins, CO
4	How old are you?	36
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani

6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	Canada
13	How long have you been living in the United States?	1.5
14	How long have you been employed in USA?	1.5
15	How long have you worked for the company you are currently employed with?	1.5
16	What is your current job position?	Operations Engineer
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all

19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak	australian

	with?	
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No

40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	10
44	If yes, what type(s) of accent(s) do they speak with?	chinese
		indian
		russian
		african
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Yes
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign	Yes

	accent?	
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	because my accent is not very strong

Participant 79

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes

3	What city/ state do you live in?	Austin, TX
4	How old are you?	45
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	USA
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	26
14	How long have you been employed in USA?	21
15	How long have you worked for the company you are currently employed with?	21
16	What is your current job position?	Manager of software Engineers
17	If any, what job position do you plan to apply for?	none

18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those	Indian

	accents:	
		Chinese
		African
		Far East
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	quite a few
44	If yes, what type(s) of accent(s) do they speak with?	Indian
		Chinese
		Spanish
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No

47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Positively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	I would like to get better on any thing I do ...

Participant 80

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Orlando, FL
4	How old are you?	68
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	Pakistan

13	How long have you been living in the United States?	40
14	How long have you been employed in USA?	40
15	How long have you worked for the company you are currently employed with?	12
16	What is your current job position?	Real Estate Agent
17	If any, what job position do you plan to apply for?	No change
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	Some
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	

24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	No

36	Do you feel that you have ever been passed over for a promotion due to your accent?	Not applicable
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	No
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	Yes
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable

46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely

57	Please state why you chose the answer you did in #56.	
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Participant 81

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Atlanta, GA
4	How old are you?	52
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	USA

12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	27
14	How long have you been employed in USA?	18
15	How long have you worked for the company you are currently employed with?	9 months
16	What is your current job position?	Consultant
17	If any, what job position do you plan to apply for?	similar
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Not sure
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	Some
22	Do you feel that your co-workers find you difficult to understand?	Yes

23	If you answered yes in #22, please state why.	Few letters are hard to distinguish, e.g. people from my country always pronounce V and W same way.
24	Do you feel that person(s) in a superior position find you difficult to understand?	Yes
25	If you answered yes in #24, please state why.	same as answer 23
26	Do you feel that clients find you difficult to understand?	Yes
27	If you answered yes in #26, please state why.	same as answer 23
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese
		Vietnamese
		South American
		Nigerian
30	Given a choice, what kind of accent would you ideally like to speak with?	Standard North American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No

34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	4 or 5
44	If yes, what type(s) of accent(s) do they speak with?	Indian

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Yes
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely positively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely positively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Definitely
57	Please state why you chose the answer you did in #56.	It could help me getting more managerial job than the technical job I am currently doing

Participant 82

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Pflugerville, TX
4	How old are you?	35
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Not sure
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan

11	If you have an undergraduate degree, in which country did you receive it in?	USA
12	If you have a graduate degree, in which country did you receive it in?	
13	How long have you been living in the United States?	15
14	How long have you been employed in USA?	11
15	How long have you worked for the company you are currently employed with?	3.5
16	What is your current job position?	Senior Integration Architect
17	If any, what job position do you plan to apply for?	Enterprise Architect
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese Accent
30	Given a choice, what kind of accent would you ideally like to speak with?	American accent
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely positively
54	How would you feel if your company required you to enroll in an accent modification program?	Positively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Definitely
57	Please state why you chose the answer you did in #56.	If I had opportunity to take accent modification program, I would definitely avail it

Participant 83

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	35
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Not sure
7	If you answered yes in # 6, to what degree?	Not at all
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan

11	If you have an undergraduate degree, in which country did you receive it in?	USA
12	If you have a graduate degree, in which country did you receive it in?	N/A
13	How long have you been living in the United States?	16
14	How long have you been employed in USA?	10
15	How long have you worked for the company you are currently employed with?	7
16	What is your current job position?	Software Engineer
17	If any, what job position do you plan to apply for?	Senior Engineer
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	vietnamese accent
30	Given a choice, what kind of accent would you ideally like to speak with?	
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	8
44	If yes, what type(s) of accent(s) do they speak with?	Indian

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	I don't think it a huge problem for me.

Participant 84

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Orlando, FL
4	How old are you?	44
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan

11	If you have an undergraduate degree, in which country did you receive it in?	US
12	If you have a graduate degree, in which country did you receive it in?	US
13	How long have you been living in the United States?	26
14	How long have you been employed in USA?	20
15	How long have you worked for the company you are currently employed with?	4
16	What is your current job position?	Senior Program Manager
17	If any, what job position do you plan to apply for?	None at the moment
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Indian Accents
		Oriental Accents
30	Given a choice, what kind of accent would you ideally like to speak with?	American Accent from Yankee States
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No

34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	Way too many to count
44	If yes, what type(s) of accent(s) do they speak with?	Mostly Indian accents

		Also Oriental Accents
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	Have not run into issue so do not see a need personally.

Participant 85

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Richardson, TX
4	How old are you?	47
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan

11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	
13	How long have you been living in the United States?	24
14	How long have you been employed in USA?	22
15	How long have you worked for the company you are currently employed with?	0
16	What is your current job position?	Unemployed
17	If any, what job position do you plan to apply for?	RF Engineer
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	No
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	

Participant 86

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Portland, OR
4	How old are you?	26
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	No
7	If you answered yes in # 6, to what degree?	Not at all
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan

11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	3
14	How long have you been employed in USA?	2
15	How long have you worked for the company you are currently employed with?	0.5
16	What is your current job position?	RF Design Engineer
17	If any, what job position do you plan to apply for?	ASIC Design Engineer
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	Some

22	Do you feel that your co-workers find you difficult to understand?	Yes
23	If you answered yes in #22, please state why.	my accent
24	Do you feel that person(s) in a superior position find you difficult to understand?	Yes
25	If you answered yes in #24, please state why.	accent
26	Do you feel that clients find you difficult to understand?	Yes
27	If you answered yes in #26, please state why.	accent
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	American Accent
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	American Indian
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No

34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	No
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	lot of them
44	If yes, what type(s) of accent(s) do they speak with?	Indian

		Chinese
		Japanese, Korean
		Arabic
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Yes
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely positively
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively

55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Definitely
57	Please state why you chose the answer you did in #56.	I just like to speak any language with native speaker's accent

Participant 87

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Sunnyvale, CA
4	How old are you?	34
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	Higher level education

10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	US
13	How long have you been living in the United States?	10
14	How long have you been employed in USA?	9
15	How long have you worked for the company you are currently employed with?	7
16	What is your current job position?	Software Engineer
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little

21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	chinese
		scottish
		australian
		british
30	Given a choice, what kind of accent would you ideally like to speak with?	american
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	

33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No

42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively

53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	

Participant 88

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Columbus, OH
4	How old are you?	49
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani

6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Not sure
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	15
14	How long have you been employed in USA?	15
15	How long have you worked for the company you are currently employed with?	6
16	What is your current job position?	Systems Engineer
17	If any, what job position do you plan to apply for?	Project Manager
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat

19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	Some
22	Do you feel that your co-workers find you difficult to understand?	Yes
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	Yes
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	Yes
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak	

	with?	
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Yes
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	Yes

40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes

50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	
53	How would you feel if your company suggested that you enroll in an accent modification program?	
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	

Participant 89

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Chicago, IL
4	How old are you?	44

5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	
11	If you have an undergraduate degree, in which country did you receive it in?	
12	If you have a graduate degree, in which country did you receive it in?	Pakistan
13	How long have you been living in the United States?	15
14	How long have you been employed in USA?	15
15	How long have you worked for the company you are currently employed with?	11
16	What is your current job position?	IT Manager
17	If any, what job position do you plan to apply for?	

18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those	Chinese accent

	accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No

39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	Indian accent
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign	Yes

	accent?	
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Never
57	Please state why you chose the answer you did in #56.	I think I don't have any difficulty at work due to my accent so there is no need to enroll in accent modification program.

Participant 90

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Culver City, CA
4	How old are you?	66
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	Pakistan
13	How long have you been living in the United States?	35
14	How long have you been employed in USA?	35
15	How long have you worked for the company you are currently employed with?	10

16	What is your current job position?	Physician
17	If any, what job position do you plan to apply for?	None
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Not sure
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Spanish
		Phillipines
		Chinese
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No

48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely positively
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Definitely
57	Please state why you chose the answer you did in #56.	I like improving myself.

Participant 91

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	40
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	UAE
11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	pakistan
13	How long have you been living in the United States?	18
14	How long have you been employed in USA?	18
15	How long have you worked for the company you are currently employed with?	2

16	What is your current job position?	MD
17	If any, what job position do you plan to apply for?	MD
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	No

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No

48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	

Participant 92

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	62
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	35
14	How long have you been employed in USA?	33
15	How long have you worked for the company you are currently employed with?	1

16	What is your current job position?	Manager
17	If any, what job position do you plan to apply for?	Director
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Not sure
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Australian
		Chinese
		British
		Arabic
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization	Yes

	you work for?	
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable

47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	After living in US for over 35 years, I don't feel my accent is as difficult to understand. If a program was available when I came to USA, I may have been more inclined to avail of it then

Participant 93

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	southampton, PA
4	How old are you?	55
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	PAKISTAN
11	If you have an undergraduate degree, in which country did you receive it in?	PAKISTAN
12	If you have a graduate degree, in which country did you receive it in?	PAKISTAN

13	How long have you been living in the United States?	28
14	How long have you been employed in USA?	12
15	How long have you worked for the company you are currently employed with?	12
16	What is your current job position?	PROGRAM CHAIR
17	If any, what job position do you plan to apply for?	N/A
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	

24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	RUSSIAN
		CHINESE
30	Given a choice, what kind of accent would you ideally like to speak with?	AMERICAN
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes

36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable

46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely

57	Please state why you chose the answer you did in #56.	I DONT THINK THAT MY ACCENT IS SUCH THAT PEOPLE DO NOT UNDERSTAND WHAT I AM SAYING.
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Participant 94

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Philadelphia, Pa
4	How old are you?	61
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	
11	If you have an undergraduate degree, in which country did you receive it in?	

12	If you have a graduate degree, in which country did you receive it in?	PAKISTAN
13	How long have you been living in the United States?	16
14	How long have you been employed in USA?	16
15	How long have you worked for the company you are currently employed with?	11
16	What is your current job position?	BANKER
17	If any, what job position do you plan to apply for?	HOME LAND SECURITY
18	Do you feel like you will be discriminated against when you do apply for a position?	
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Not sure
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No

23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	CHINESE
		SPANISH
		GUJRATI/INDAIN
30	Given a choice, what kind of accent would you ideally like to speak with?	AMERICAN AND BRITISH
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	

35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	NOT SURE
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Yes
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	WILL NOT CONSIDER SEPARATE FROM THE GROUP OR WILL BE MORE EFFECTIVE IN MY ROUTINE WORK

Participant 95

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Houston, TX
4	How old are you?	51
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan

11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	
13	How long have you been living in the United States?	20
14	How long have you been employed in USA?	5
15	How long have you worked for the company you are currently employed with?	4
16	What is your current job position?	Librarian
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese
30	Given a choice, what kind of accent would you ideally like to speak with?	British
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	Spanish
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	No
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Yes
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	I've not had a problem with my accent with my colleagues but feel that people with severe accents can benefit from accent modification program.

Participant 96

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Houston, TX
4	How old are you?	63
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Not sure
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	pakistan

11	If you have an undergraduate degree, in which country did you receive it in?	pakistan
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	40
14	How long have you been employed in USA?	35
15	How long have you worked for the company you are currently employed with?	20
16	What is your current job position?	owner, operator
17	If any, what job position do you plan to apply for?	none
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	american
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	No
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Positively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Never
57	Please state why you chose the answer you did in #56.	I dont have a problem with my accent

Participant 97

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Sterling, VA
4	How old are you?	62
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	

11	If you have an undergraduate degree, in which country did you receive it in?	
12	If you have a graduate degree, in which country did you receive it in?	Pakistan
13	How long have you been living in the United States?	24
14	How long have you been employed in USA?	19
15	How long have you worked for the company you are currently employed with?	4 Weeks
16	What is your current job position?	Home Land Security
17	If any, what job position do you plan to apply for?	Armed Security
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	Some

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	Scottish
		Vietname
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No

34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	One
44	If yes, what type(s) of accent(s) do they speak with?	Bosinia

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely positively
54	How would you feel if your company required you to enroll in an accent modification program?	Positively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	Some one must be take this opportunity if it is availab.

Participant 98

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Atlanta, GA
4	How old are you?	45
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan

11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	14
14	How long have you been employed in USA?	7
15	How long have you worked for the company you are currently employed with?	4
16	What is your current job position?	Lab Manager
17	If any, what job position do you plan to apply for?	Researcher
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	British
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	May be helpful in career

Participant 99

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	49
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	pakistan

11	If you have an undergraduate degree, in which country did you receive it in?	usa
12	If you have a graduate degree, in which country did you receive it in?	usa
13	How long have you been living in the United States?	25
14	How long have you been employed in USA?	24
15	How long have you worked for the company you are currently employed with?	15
16	What is your current job position?	dietitian
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	mine
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Not applicable
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Never
57	Please state why you chose the answer you did in #56.	I have not had any problems with people understanding my accent.

Participant 100

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	San Jose, CA
4	How old are you?	29
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	

11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	US
13	How long have you been living in the United States?	5
14	How long have you been employed in USA?	3
15	How long have you worked for the company you are currently employed with?	3
16	What is your current job position?	Software Engineer
17	If any, what job position do you plan to apply for?	Technical Marketing
18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	Not sure
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	Not sure
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	American (People speak very fast sometimes)
		Chinese
30	Given a choice, what kind of accent would you ideally like to speak with?	British
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No

34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	100
44	If yes, what type(s) of accent(s) do they speak with?	Chinese

		British
		Indian
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Yes
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively

55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Definitely
57	Please state why you chose the answer you did in #56.	People need to learn the accent where they live in .

Participant 101

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	49
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	Yes
9	What is your highest level of education?	Higher level education

10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	Pakistan
13	How long have you been living in the United States?	12
14	How long have you been employed in USA?	12
15	How long have you worked for the company you are currently employed with?	12
16	What is your current job position?	Leadership position
17	If any, what job position do you plan to apply for?	nono
18	Do you feel like you will be discriminated against when you do apply for a position?	
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat

21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	Yes
23	If you answered yes in #22, please state why.	Due to accent and speed of my speech
24	Do you feel that person(s) in a superior position find you difficult to understand?	Yes
25	If you answered yes in #24, please state why.	Due to accent and speed of my speech
26	Do you feel that clients find you difficult to understand?	Yes
27	If you answered yes in #26, please state why.	Sometimes due to accent
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese
30	Given a choice, what kind of accent would you ideally like to speak with?	US
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	

33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No

42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Yes
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively

53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Positively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	It is nice to improve

Participant 102

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	48
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani- British

6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan and USA
12	If you have a graduate degree, in which country did you receive it in?	n/a
13	How long have you been living in the United States?	23
14	How long have you been employed in USA?	22
15	How long have you worked for the company you are currently employed with?	15
16	What is your current job position?	Engineering Technician III
17	If any, what job position do you plan to apply for?	Product Manager
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little

19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	To a great extent
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	Yes
27	If you answered yes in #26, please state why.	Clients are from other countries sometimes.
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Vietnamese accent
		Indian

30	Given a choice, what kind of accent would you ideally like to speak with?	Pakistani
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	Vietnamese accent
		Indian
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	Yes
34	If you answered yes to question #33, please name that/those accents:	French
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No

39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Yes
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign	No

	accent?	
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	I am very comfortable with my accent. It is what defines Me as who I am. I am not ashamed of my origins or my accent.

Participant 103

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes

3	What city/ state do you live in?	Austin, TX
4	How old are you?	34
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	No
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	10
14	How long have you been employed in USA?	7
15	How long have you worked for the company you are currently employed with?	3
16	What is your current job position?	Senior Project Engineer
17	If any, what job position do you plan to apply for?	none

18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	Some
22	Do you feel that your co-workers find you difficult to understand?	Not sure
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those	chinese

	accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No

39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	20
44	If yes, what type(s) of accent(s) do they speak with?	British
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign	Yes

	accent?	
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Extremely positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely positively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely positively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	Cost and Time.

Participant 104

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes

3	What city/ state do you live in?	garland, TX
4	How old are you?	55
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Somewhat
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	US
12	If you have a graduate degree, in which country did you receive it in?	US
13	How long have you been living in the United States?	32
14	How long have you been employed in USA?	26
15	How long have you worked for the company you are currently employed with?	18
16	What is your current job position?	project manager
17	If any, what job position do you plan to apply for?	project manager

18	Do you feel like you will be discriminated against when you do apply for a position?	Somewhat
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those	

	accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	british
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No

39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign	No

	accent?	
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	I believe in diversity. As long as one can carry a conversation which is clearly understood by others accent should not be an issue.

Participant 105

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	49
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Not sure
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	
11	If you have an undergraduate degree, in which country did you receive it in?	
12	If you have a graduate degree, in which country did you receive it in?	US
13	How long have you been living in the United States?	27
14	How long have you been employed in USA?	20
15	How long have you worked for the company you are currently employed with?	12.5

16	What is your current job position?	VP
17	If any, what job position do you plan to apply for?	CFO
18	Do you feel like you will be discriminated against when you do apply for a position?	To a great extent
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	Somewhat
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Somewhat
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	Yes
23	If you answered yes in #22, please state why.	I pronounce words differently
24	Do you feel that person(s) in a superior position find you difficult to understand?	Yes
25	If you answered yes in #24, please state why.	I pronounce words differently
26	Do you feel that clients find you difficult to understand?	Yes
27	If you answered yes in #26, please state why.	I pronounce words differently

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Chinese/Korean
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	Yes
32	If you answered yes to question #31, please name that/those accents:	British
		Australian
		German
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	Yes
34	If you answered yes to question #33, please name that/those accents:	British
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes

38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	Yes
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	Yes
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	Yes
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	Yes

48	How well do you feel you fit in at your workplace?	Somewhat
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	
53	How would you feel if your company suggested that you enroll in an accent modification program?	
54	How would you feel if your company required you to enroll in an accent modification program?	Neutral
55	Have you ever enrolled in an accent modification program before?	
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	My accent defines who I am however I recognize the need to be understood.

Participant 106

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes

2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	40
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	Very little
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	12
14	How long have you been employed in USA?	9
15	How long have you worked for the company you are currently employed with?	1

16	What is your current job position?	Austin, TX
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	Not sure
23	If you answered yes in #22, please state why.	sometimes, as I speak some words in somewhat British accent, which is the accent developed from my school years
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	

28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Some from Chinese origin
		Southern India
		Some African
		Some African-American
30	Given a choice, what kind of accent would you ideally like to speak with?	local
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization	Yes

	you work for?	
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	40180
44	If yes, what type(s) of accent(s) do they speak with?	British
		French
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No

46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	Yes
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely

57	Please state why you chose the answer you did in #56.	Although I believe that I have an accent. It does not hinder me in my job and any other communication requirements
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Participant 107

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	50
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Not sure
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	College education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan

12	If you have a graduate degree, in which country did you receive it in?	
13	How long have you been living in the United States?	12
14	How long have you been employed in USA?	12
15	How long have you worked for the company you are currently employed with?	0.5
16	What is your current job position?	Sales
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Not at all
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No

23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	American
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	

35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Yes
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	4
44	If yes, what type(s) of accent(s) do they speak with?	British
		Spanish

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Positively
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Positively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	As it has no impact on my job,however, I am always ready for improvement.

Participant 108

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	Austin, TX
4	How old are you?	60
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani- British
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Not sure
7	If you answered yes in # 6, to what degree?	Not at all
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	PAKISTAN

11	If you have an undergraduate degree, in which country did you receive it in?	Paistan
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	35
14	How long have you been employed in USA?	20
15	How long have you worked for the company you are currently employed with?	4
16	What is your current job position?	management
17	If any, what job position do you plan to apply for?	na
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	British
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	

45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Neutral
54	How would you feel if your company required you to enroll in an accent modification program?	Negatively
55	Have you ever enrolled in an accent modification program before?	No

56	Would you consider enrolling in an accent modification program out of your own accord?	Never
57	Please state why you chose the answer you did in #56.	I think a foreign accent sounds exotic esp. if its British or Scandinavian

Participant 109

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	San Diego, CA
4	How old are you?	43
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani- Sindhi
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Yes, more accepting
7	If you answered yes in # 6, to what degree?	To a great extent
8	Do you think your accent is difficult to understand?	No
9	What is your highest level of education?	Higher level education
10	If you have a high school diploma, in which country did you receive it in?	Pakistan

11	If you have an undergraduate degree, in which country did you receive it in?	Pakistan
12	If you have a graduate degree, in which country did you receive it in?	USA
13	How long have you been living in the United States?	21
14	How long have you been employed in USA?	15
15	How long have you worked for the company you are currently employed with?	1.5
16	What is your current job position?	Principal Scientist
17	If any, what job position do you plan to apply for?	
18	Do you feel like you will be discriminated against when you do apply for a position?	Not at all
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little
21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal

22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	No
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	Yes
29	If you answered yes to question #28, please name that/those accents:	Vietnamese
30	Given a choice, what kind of accent would you ideally like to speak with?	I am fine with Indian Accent
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	
33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those	

	accents:	
35	Is your job someplace where a promotion is possible?	Yes
36	Do you feel that you have ever been passed over for a promotion due to your accent?	No
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No
42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	Yes
43	If yes, how many?	numerous
44	If yes, what type(s) of accent(s) do they speak with?	Chinese
		Arabic

		Iranian
		Indian
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	No
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	No
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	Yes
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral
53	How would you feel if your company suggested that you enroll in an accent modification program?	Extremely negatively
54	How would you feel if your company required you to enroll in an accent modification program?	Extremely negatively

55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Not likely
57	Please state why you chose the answer you did in #56.	

Participant 110

	Questions	Answers
1	Are you currently employed or have been employed in the United States within the last 10 years?	Yes
2	In your opinion, do you speak with an accent other than the standard American accent?	Yes
3	What city/ state do you live in?	st.charles, mo
4	How old are you?	59
5	How would you characterize your accent in terms of ethnic origin and language? (i.e. British accent or Chinese accent)	Pakistani-Sindhi
6	Do you feel where you live is more/less accepting of accents than other places you have lived or visited?	Not sure
7	If you answered yes in # 6, to what degree?	
8	Do you think your accent is difficult to understand?	Sometimes
9	What is your highest level of education?	High school education

10	If you have a high school diploma, in which country did you receive it in?	pakistan
11	If you have an undergraduate degree, in which country did you receive it in?	na
12	If you have a graduate degree, in which country did you receive it in?	NA
13	How long have you been living in the United States?	23
14	How long have you been employed in USA?	23
15	How long have you worked for the company you are currently employed with?	self employed
16	What is your current job position?	?
17	If any, what job position do you plan to apply for?	?
18	Do you feel like you will be discriminated against when you do apply for a position?	Very little
19	In your current job situation, do you feel that your accent negatively impacts your relationships with your co-workers and/or superiors?	No
20	In a job situation that you have spent a significant amount of time in (current or prior), do you feel like in your initial years your accent was an issue, but resolved as a result of the time you spent?	Very little

21	How much work related verbal interaction (in English) do you have with others at your workplace?	A great deal
22	Do you feel that your co-workers find you difficult to understand?	No
23	If you answered yes in #22, please state why.	
24	Do you feel that person(s) in a superior position find you difficult to understand?	No
25	If you answered yes in #24, please state why.	
26	Do you feel that clients find you difficult to understand?	Not sure
27	If you answered yes in #26, please state why.	
28	Are there any accents that you find difficult to understand?	No
29	If you answered yes to question #28, please name that/those accents:	
30	Given a choice, what kind of accent would you ideally like to speak with?	no change
31	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is more accepted than yours?	No
32	If you answered yes to question #31, please name that/those accents:	i am only one with accent

33	Do you feel that there are other people in your workplace who speak with a type of foreign accent that is held in higher regard than the standard accent?	No
34	If you answered yes to question #33, please name that/those accents:	
35	Is your job someplace where a promotion is possible?	No
36	Do you feel that you have ever been passed over for a promotion due to your accent?	Not applicable
37	Have you ever been recognized for the impact you have made for the company/organization you work for?	Yes
38	Do you feel that others who do not have a foreign accent that contribute as much or less than you are recognized more?	No
39	Do you feel you get paid less because of your accent?	No
40	Do you feel you could potentially earn more if you didn't speak with a foreign accent?	No
41	Do you feel that you have to work harder than others to be recognized as much as those individuals who do not speak with a foreign accent?	No

42	Is there any person or persons who are in a superior position to you in your place of employment who speak with a foreign accent?	No
43	If yes, how many?	
44	If yes, what type(s) of accent(s) do they speak with?	
45	If there is a person(s) in a superior position with a foreign accent, do they favor people with accents similar to his/hers?	Not applicable
46	Have you heard any sensitive remarks or specific reference about your accent from the person or persons in #45?	Not applicable
47	Have you heard any sensitive remarks or specific reference about your accent from coworkers?	No
48	How well do you feel you fit in at your workplace?	To a great extent
49	Do you feel you would fit in better if you did not have a foreign accent?	No
50	Were you aware that a service such as accent modification is available?	No
51	Does your workplace offer an accent modification program?	No
52	How would you feel if they did or if they do?	Neutral

53	How would you feel if your company suggested that you enroll in an accent modification program?	Positively
54	How would you feel if your company required you to enroll in an accent modification program?	Positively
55	Have you ever enrolled in an accent modification program before?	No
56	Would you consider enrolling in an accent modification program out of your own accord?	Maybe
57	Please state why you chose the answer you did in #56.	i am too old i did ok i don't need to improve at this time

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Vita

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