



## Demographics Pilot

Since April of 2006, the Statewide Employee Engagement Survey has measured levels of employee engagement and workplace satisfaction. OFM shares the statewide data with state executive leaders and with Results Washington to evaluate progress towards key goals, both for the state and for individual agencies.

Right now, agencies cannot connect the dots between the data we gather from the Employee Engagement Survey and the real experience of underrepresented groups within state government. The state of Washington currently has no way to examine the relationship between a person's identity as a member of a specific demographic group and their engagement or job satisfaction.

Identifying with these demographic groups should not be an indicator of engagement or job satisfaction. We intend to work with agencies to use this data to identify areas for outreach and additional resources, as well as current successes.

Similar to existing demographic questions, OFM will only release data from groups of 10 or more. Agencies will then have access to the aggregated data.

If you would like more information on the Demographic Pilot, please contact Josh Calvert, [josh.calvert@ofm.wa.gov](mailto:josh.calvert@ofm.wa.gov), 360-970-5595.

## Questions

**1. In which county do you work a majority of the time?**

Options: all Washington counties, Telework or field work 100%, Prefer not to say

**2. What is your current employment status?**

Options: Full-time, Part-time, Prefer not to say

**3. What is your age?**

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

**4. Do you identify as having a disability?**

Options: Yes, No, Prefer not to say

**5. What race and/or ethnicity do you consider yourself?**

Options: American Indian or Alaska Native, Asian or Pacific Islander, Black or African American, Hispanic or Latino, White or Caucasian, Another race/ethnicity, More than one race/ethnicity, Prefer not to say

**6. Are you a U.S. Veteran?**

Options: Yes, No, Prefer not to say

**7. Are you currently a member of the National Guard or Reserve?**

Options: Yes, No, Prefer not to say

**8. Are you a spouse or registered domestic partner of an individual in the military?**

Options: Yes, No, Prefer not to say

**9. What is your gender?**

Options: Female, Male, Non-binary/X, Prefer not to say

**10. Do you identify as LGBTQ+?**

Options: Yes, No, Prefer not to say