

Statewide Employee Engagement Survey

Data Policies



Why do you want my demographic information?

- This year, many of you will see more demographic questions. We want to create an environment that works for everyone. This data will allow us to better fulfill our imperative for diversity, equity and inclusion efforts.
- Still uncomfortable answering all or some of these questions? [Feel free to skip](#) or select “Prefer not to say” on the demographic questions.

What will you do with my data?

- If you choose to take the survey, we will keep your information **confidential**. This means we will not publicly disclose individual responses to sensitive demographic information. All demographic information is removed from the raw data files before they are delivered to your agency. Demographic information will only be released as a summary.

How will you protect my data?

- For agencies (supervisors, leadership, agency contacts) we will **not release individual responses to demographic questions**—they will only receive summary data. The report they receive will only show data for groups of 30 or more, but they can request summary data for groups of 10 or more. Our team ensures this data is protected before releasing and that respondents cannot be uniquely identified.
- For outside entities, your answers to **sensitive demographic questions are now protected from public disclosure**. These questions are race and ethnicity, gender identify, LGBTQ+ status, and disability status.

Still have questions? Check out our private policy or email Hayley.Hohman@ofm.wa.gov.



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