

# Endeavour Foundation Census: FAQs

## What is the Endeavour Foundation Census?

The Endeavour Foundation Census is a comprehensive employee demographics survey designed to better understand the makeup of our workforce. An email was sent to all Endeavour Foundation employees in February 2023, with a link to Culture Amp, where the census is located and their personal Kiosk Code.

## Why are we conducting a census?

The census aims to provide baseline metrics about the demographics of our workforce and preferences on employee benefits. The results will support us with delivering initiatives that are inclusive, accessible and representative of our employees.

## Why should I take part?

We encourage you to take five-minutes to complete the census to help us better understand our workforce so we can:

- Make well informed decisions focused on diversity, inclusivity and accessibility
- Understand the makeup of our workforce and address employment gaps
- Ensure suitable and appropriate employee benefits that are matched to your needs.

## Is the census confidential?

The census is confidential but not anonymous however, you can choose not to answer questions if you wish by selecting “Prefer not to say”.

Your answers will be treated in accordance with our privacy policy.

Your responses will be captured in your PeopleSoft profile, which can be updated using the Employee Self-Service function in PeopleSoft.

Data will be used to establish benefits that reflect the preferences of Endeavour Foundation’s diverse workforce and will not be disclosed to outside parties.

## How long will the census take to complete?

There are 14 questions that take approximately five minutes to complete.

## When does the census open?

The census opens Monday 13 and closes Sunday 26 February.

## Who can complete the census?

This census is for all (non-supported) employees.

# Endeavour Foundation Census: FAQs

## Do I have to answer every question?

Yes, however, you can respond with “Prefer not to say”.

## What questions does the census ask?

The census asks demographic questions, which is usual for this type of research. These questions are about capturing experiences of all employees with diverse backgrounds and personal identities.

Please understand, some questions are sensitive (such as gender identity, race/ethnicity, and disability) and your answers will be treated as confidential and in accordance with our privacy policy.

You can also respond with “Prefer not to say” if you do not wish to answer.

## Is the census an assessment of my Team Leader or me?

No. The census has been designed as a data-gathering tool, not an appraisal.

## Are there different questions for different employees?

No. All employees are asked the same questions.

## Who developed the census?

The census questions come from the Culture Amp question bank and are sector specific. This gives us an opportunity to benchmark against other not-for-profit organisations.

## Can I complete the census on any device and internet browser?

The census can be completed via any device with internet access, at work or home. However, we do not recommend using Internet Explorer. All other browsers and devices are compatible.

## Can I start and stop and save my progress?

Yes. You can save your answers and use the link provided to return where you left off. Please note, the link will not work after the closing date, Sunday 26 February.

## Can I change my answers?

Once you have submitted your census you cannot go back or change your answers.

## What will Endeavour Foundation do with the results?

The information collected will help us:

- make well informed decisions focussed on diversity, inclusivity and accessibility
- understand the makeup of our workforce and address employment gaps

# Endeavour Foundation Census: FAQs

- ensure suitable and appropriate employee benefits that are suited to your needs.

Once collated and deidentified, the data will be provided to the Australian Government statutory agency, Workplace Gender Equality Agency (WGEA). The Agency is charged with promoting and improving gender equity in Australian workplaces.

## **What browser should I use to open the survey?**

Please use Google Chrome, not Internet Explorer.

## **I have another question, who can I ask?**

Please direct any questions to your Team Leader or the People Experience team at [peopleexperience@endeavour.com.au](mailto:peopleexperience@endeavour.com.au)