

## 2019 Brigade Census FAQ

### How was the census created?

The census was created through a several step process:

- 1) After identifying the data we needed to collect, we adopted best practices for survey techniques from several resources like the Human Rights Campaign, the work of the GetCalFresh team at Code for America, and various survey creation resources.
- 2) Members of the National Advisory Council advised on question content and language for the Census.
- 3) The Diversity and Inclusion Committee at Code for America reviewed and added suggestions.
- 4) Code for America's DEI consultant Nicole Sanchez advised on language and question framing.
- 5) We produced a final draft of the survey that was reviewed by the National Advisory Council.
- 6) The executive leadership team at Code for America reviewed the final draft of the Census and added input.
- 7) The final version of the Census was user-tested with Brigade members.

### How will the census be deployed?

The 2019 Brigade Census will be deployed through a variety of methods:

- 1) The NAC Election ballot: Voters in the [2019 NAC Election](#) will be asked to complete the survey as part of their ballot. Their answers will not affect their vote, and one can opt out of the survey if they wish. This will be the initial rollout of the census.
- 2) March: We will follow up in March asking the entire Brigade network to fill out the survey questions.
  - a) Meetup: We will send the Census to new Meetup members who respond to a Code for America Brigade event. These members will receive the Census via an email through Meetup, and can at this point answer the survey questions and opt in to share their email address.
  - b) Slack: We will ask our Brigade community in Slack to fill out the cCensus.
  - c) Brigade ILeaders: We ask that Brigade ILeaders answer the survey questions, and promote the completion of the survey to their Brigade members.
- 3) Various Touchpoints: We will continue to ask Brigade membersfolks to complete the survey over time in order to gather accurate and up-to-date information about the network to continue to get more and more accurate information. This may happen through sign-ups for existing events like Brigade Day at Summit or Brigade Congress.

### How will Code for America ensure confidentiality in the census?

The security and confidentiality of census data is our top priority. Code for America will never share individuals' answers with third parties. Responses will be stored securely and remain confidential, only to be accessed by Code for America's data science team to produce aggregate reports. These reports will be produced in accordance with best practices for de-identification, in a way that ensures that no individual responses are identifiable.