



DEOMI Organizational Climate Survey (DEOCS) Anonymity Features

29-May-13





Why Complete the DEOCS

- **Leadership has a genuine concern for you, and it is important for them to know your honest perceptions and opinions**
- **In the absence of these data, leaders are not in a position to recognize, address, and resolve problems**



Why Complete the DEOCS

- ***Everyone's* honest opinion counts, and having more people complete the DEOCS provides leadership with a more accurate picture of your organization's climate**





Why Complete the DEOCS

- It is important to remember that the DEOCS is an anonymously-administered instrument that can be completed *from any computer with Internet access*
 - You don't need to use your Common Access Card (CAC)
 - You don't need to use a government computer
 - You can go to the library
 - You can go to an Internet café
 - You can use your friend's computer





Why Complete the DEOCS

- DEOCS passwords are created by a computer and not traceable back to the individual
 - “Print Passwords” are unique, and randomly distributed to the organization’s members
 - “E-mail Passwords” include a single password that *everyone* uses to take the DEOCS



Why Complete the DEOCS

- **The DEOCS report does not “single out” anyone by virtue of their demographic data**





DEOCS Group Comparisons

- **Minority versus Majority**
- **Women versus Men**
- **Officer versus Enlisted**
- **Junior Enlisted versus Senior Enlisted**
- **Military versus Civilian**
- **Junior Civilian versus Senior Civilian**
- **U.S. Military vs. Other Military**
- **Federal Civilian versus Non-Federal Civilian**





DEOCS Group Comparisons

- For purposes of the DEOCS, what constitutes a “group?”
- Five or more people
 - If less than five members of a group complete the DEOCS, they will not appear in the subgroup comparisons





DEOCS Group Comparisons

For example: One member in your organization completing the DEOCS is a:

- White**
- Female**
- Civilian**
- GS-14**
- Where is she in the DEOCS report?**





DEOCS Group Comparisons

- White
- Female
- Civilian
- GS-14

If all these demographic factors were *simultaneously considered*, this person could be easily identified among her co-workers



DEOCS Group Comparisons

Where is she???

- Minority versus **Majority** There she is!
- There she is! – **Women** versus Men
- Officer versus Enlisted
- Junior Enlisted versus Senior Enlisted
- There she is! – Military versus **Civilian**
- Junior Civilian versus **Senior Civilian** There she is!
- U.S. Military vs. Other Military
- There she is! – **Federal Employee** versus Civilian Employee



DEOCS Group Comparisons

- White
- Female
- Civilian
- GS-14

The DEOCS presents each of these demographic factors *sequentially*, so this person cannot be identified among her co-workers in the report



DEOCS Group Comparisons

Using the earlier example: your organization has a

- White
- Female
- Civilian
- GS-14

completing the DEOCS

- Once again: where is she?





DEOCS Group Comparisons

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In a group of 5 or more



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DEOCS Comments

- Any personally-identifying information included in the written comments *will remain there*
- Transcribed *verbatim* from participants' online responses
- Provided *unedited* from participants' paper survey response sheets



DEOCS Comments

The senior enlisted leadership in the engineering department is deplorable. They constantly berate me and abuse their authority because I'm the junior E-4.



DEOCS Comments

The senior enlisted leadership in the engineering department is deplorable. They constantly berate me and abuse their authority because I'm the junior E-4.

This person just identified himself



DEOMI DEOCS

Convincing organization's members to complete the DEOCS

- What data does leadership seek to collect using the DEOCS?
 - Honest ratings, honest comments
- How does leadership expect to get honest ratings and comments?
 - By ensuring anonymity to *all* participants