

**To:** Montgomery College Employees

**From:** Krista Leitch Walker, Vice President and Chief Human Resources Officer  
Office of Human Resources and Strategic Talent Management

**Subject:** **Your Voice, Your MC Survey—Confidentiality Guaranteed**

**Date:** February 15, 2023

Thanks to each of you who have already completed the *2023 Your Voice, Your MC: Employee Experience and Climate Survey*. If you have not yet completed the survey, there is still time and I encourage you to do so. Your input is really important in helping strengthen the College's workplace culture, employee engagement, equity and inclusion, and ethical conduct. Here are some reminders of how seriously we take the confidentiality and safeguards to protect the survey responses and participants:

- **The survey is absolutely confidential.** No one at the College can identify who provided any specific responses. This is the purpose for using ModernThink, LLC—an external vendor. You may also contact the ModernThink Help Desk (see your invitation email) directly for assistance.
- **All of the survey responses are stored on the vendor's secure servers.** The College cannot access anything on ModernThink servers and no individually identifying information is shared.
- **ModernThink's report to the College only includes aggregated and summary data.** Their report aggregates responses and the open-ended responses are summarized into themes. Please do not include identifying information in any open-ended response.
- **Responses to demographic questions are strictly optional.** They help to enhance the analysis of the data. However, skip these questions if you prefer not to share responses.
- **ModernThink randomly selects the five awardees of the \$50 campus store gift cards.** MC does not choose the card awardees. You may elect not to provide your name for the drawing.

Please visit the [survey webpage](#) for more details and to learn how results from the previous *Your Voice, Your MC Survey* has benefitted the College. Sharing your perspectives about working at MC is important to us. Thank you for completing the survey.