CENSUS 2020
ENUMERATOR SUBCOMMITTEE MEETING

This committee will source and retain a local pipeline of quality Census enumerators.

November 6th, 2018, 1 – 3pm

MEETING MINUTES

For basic information regarding the upcoming Census, as well as an outline of the Census Engagement Workshop, please see attached document, Census Engagement Workshop Summary.

For a timeline of the upcoming Census 2020, please see attached document, Timeline.

For a review of what Salt Lake County has done thus far for the Census, please see below:

• Local Update of Censes Address Operation (LUCA)
  o A canvassing project where workers traveled to locations where a low-count is expected to find additional households located at the same address (i.e. homes where multiple families were living, homes where RVs or additions were located on the premises)
  o Approximately 200 new addresses were added
• Workshops (notes attached)
  o Business and Philanthropy Workshop – local businesses and philanthropists participated in a workshop to discuss the Census and brainstorm ways to garner a greater participation
  o Engagement Workshop – many local organizations, including non-profits and government organizations, met to participate in the same workshop
  o City and County Workshop – representatives from cities and townships across Salt Lake County, as well as County representatives, met to participate in the workshop

Qualifications of an Enumerator

• A full list of qualifications can be found here.
• Must be at least 18 years of age
• Must have a valid and current social security number
• Must be a U.S. citizen
• Must be able to pass a federal background check
• Must have technological and interpersonal skills
- Have access to a vehicle and a valid driver’s license, unless public transportation is readily available.
- There are no education requirements (GED, high school diploma) listed

**Benefits of being an enumerator**

- Flexible hours
- Part time
- Earnings from being an enumerator do not affect benefits such as food stamps and Medicaid
- Pay will be approximately $18 per hour
- Some training will be provided

**Barriers to finding quality enumerators**

- One of the largest barriers discussed by the subcommittee to recruiting quality enumerators is that it is required of enumerators to be U.S. citizens. This is a barrier because Salt Lake County wants to hire enumerators from local communities, especially those considered to be hard to count (HTC) populations, such as ethnic minorities, low-income, refugees, and immigrants, and requiring them to be U.S. citizens vastly decreases the pool of eligible individuals.
- Another major barrier to finding and recruiting quality enumerators is the transportation requirement. Many individuals from HTC areas do not have access to a vehicle and rely solely on public transportation, which may disqualify them from being hired as an enumerator.
- One barrier that was discussed extensively by the subcommittee was the application and hiring process.
  - Some members of the subcommittee applied to be an enumerator for the 2010 Census and shared their experiences of the application process, which included a number of assessments including a map and GPS portion as well as a math portion.
  - The subcommittee thought that being able to read a map and complete even simple math problems presents a problem for many individuals from HTC areas, especially immigrants and refugees.
  - Another unique aspect of the application process for being an enumerator is that, after applying, applicants can wait up to 8 months to find out if they have been hired. The subcommittee agreed that because of this, as well as other aspects of the job, being an enumerator would be ideal for refugees or immigrants who already had a full time job and were looking for an additional source of income.
- One more barrier discussed by the subcommittee was regarding safety and security for enumerators. Some members were concerned that many individuals from HTC areas would be leery to apply because of their concern about personal safety.
  - One member brought up the concern that there is a fear, especially for foreign-born individuals, of entering others’ homes. This fear can be compounded by the presence of firearms or large dogs.

**Questions the subcommittee had regarding enumerators**

- Is it possible to obtain copies of the exact assessments that enumerators will have to pass in order to be hired?
This way organizations can provide the training that will be necessary to pass the assessments prior to the time when enumerators are asked to apply.

- What training will be provided by the Census Bureau, and what training needs to be completed by the individual prior to applying?
- What safety training will be provided to enumerators by the Census Bureau?
  - Along with safety training, what security measures will be put in place to ensure the safety of enumerators?
  - Will enumerators be allowed to work in pairs or with other individuals so they are not on their own?
  - In what ways will enumerators be identified so the individuals and households they are meeting with will know to trust them?
- Will there be a flier to leave with at the addresses where individuals are not present? Or will enumerators be required to return until they make contact with the individual or household?
- Will translation services be provided to enumerators who are assigned to households that do not speak the same language(s)?

**Ideas on what we can do as a committee to help provide all the necessary training and resources to assist refugees in being able to apply as an enumerator**

- Community outreach – educating communities on what the requirements will be and how to best achieve the training needed prior to the application process
  - The Department of Workforce Services is hosting a youth job fair in February for ages 14-24 that could be used to recruit possible candidates.
- Incentivizing refugees and others to get involved (for example: IRC could match money earned in this position)
- Provide assistance to applicants with completing the online portion of the application or hold application events where there are people available to assist in filing out the application
- Organizations like CCS and the IRC can reach out to past clients who have become U.S. citizens, since their current clients have been in the country for less than two years.
- Floyd Stensrud, Director of Planning and Enrollment at Canyon School District, offered his thoughts and ideas regarding recruiting current students as enumerators.
  - Floyd offered to get in touch with the Student Advocacy Department, which has a subdivision dedicated to refugees, to recruit students from diverse backgrounds
  - He also listed some possible barriers to hiring 18 year old students:
    - Possible lacking interpersonal and communication skills
    - Students having a lack of motivation or being too shy to participate
    - Parents not wanting their children to work alone, especially at later hours
    - Not hearing about the job for many months after applying could be a problem