

CHEO Staff Rainbow Survey

Please complete the survey below.

Thank you!

Electronic Survey Consent Form

Study Title: CHEO Rainbow Health Committee Survey of Staff and Physician Attitudes, Values, and Education Needs

Principal Investigator: Ms. Corrine Langill

Background: Research indicates that persons who identify as gay, lesbian, bisexual, transgender, two-spirit, intersex, questioning or queer (GLBTIQ) face more barriers to receiving quality health care than individuals who do not. To date, CHEO has not undertaken any initiatives to ensure that CHEO is a safe and welcoming place for GLBTIQ-identified patients, family members, staff and physicians.

In collaboration with a research team from Carleton University, members of the CHEO Rainbow Health Committee have developed this research study to explore this issue.

Purpose: The purpose of the research is to explore the attitudes and values of staff and physicians at CHEO as they pertain to persons who identify as GLBTIQ. The aim is to gain a better understanding of the learning needs of staff to inform the development of appropriate interventions and education programs. These programs will be used to improve the quality of services provided to GLBTIQ patients and families as well as to make CHEO a safe space for GLBTIQ identified staff and physicians.

Procedures: The procedure involves the completion of an online survey that will take approximately 15 minutes. Your responses will be anonymous and we do not collect identifying information such as your name, email address or IP address.

All data is owned by CHEO and stored in a password-protected electronic format.

Risks: Due to the personal nature of the questions, it is possible that some participants may find the content of the survey to be emotionally upsetting. In particular, the survey questions may trigger memories of negative past experiences. If you are experiencing distress, we encourage you to contact the Distress Centre at 613-238-3311.

Given the sensitive nature of the topic, if left unattended or completed in public, emotional discomfort and social/workplace issues may arise if colleagues are exposed to your answers. As a participant, you may wish to complete the survey in privacy or at home.

Benefits: You will not receive any direct benefit from participating in the study aside from entry into a draw to win a participatory prize.

Rights of Participants: You are under no obligation to participate in the study and you may withdraw at any time without repercussions. However, once you submit the survey, as it is anonymous, it will not be possible to remove your data. You may receive a copy of the study results at the end of the study by contacting Ms. Corrine Langill at the number provided below.

Confidentiality: This is an anonymous survey. You will not be identifiable in any publications or presentations resulting from this study. No identifying information will leave the Children's Hospital of Eastern Ontario. All information which leaves the hospital will be coded with an independent study number

All paper records will be stored in a locked file and/or office. All electronic records will be stored on the CHEO server and protected by a user password, again only accessible by The Rainbow Health Committee and the Carleton Research team.

Questions: If you have any additional questions about this study you may contact Ms. Corrine Langill (613-737-7600 ext. 2502) about this protocol.

The CHEO Research Ethics Board (REB) has reviewed and approved this research project. The REB is a committee of the hospital that includes individuals from different professional backgrounds. The Board reviews all research that takes place at the hospital. Its goal is to ensure the protection of the rights and welfare of people participating in research. The Board's work is not intended to replace a parent or child's judgment about what decisions and choices are best for them. You may contact the Chair of the Research Ethics Board, for information regarding patient's rights in research studies at (613) 737-7600 ext. 3272, although this person cannot provide any health-related information about the study.

Consent to Participate in Research

I understand that I am being asked to participate in a research study exploring the attitudes and values of staff and physicians at CHEO as they pertain to persons who identify as GLBTIQ. I have read the letter of information and am aware of the risks and benefits of participating. If I decide at a later stage in the study that I would like to withdraw my consent, I may do so at any time before submitting the completed survey. I understand that I can receive a copy of the study results if I ask (please contact Corrine Langill X2502).

If you wish to have a copy of this consent for your records, please click the link below to open a word document that you can print or save.

[Attachment: "Survey info consent letterhead.doc"]

I voluntarily agree to participate in this study.

☐ Yes

☐ No

(If you select no, your choice will be recorded and you will leave the survey.)

Survey Questions

Disclaimer: For the sake of simplicity, we have used "GLBTQ" as an all inclusive term. The term GLBTQ is used here to represent a diverse spectrum of sexual orientations and gender identities and includes: Gay, Lesbian, Bisexual, Transgender, Two Spirited, Questioning, Queer, & Intersex.

Bisexual: Being physically and emotionally attracted to both men and women.

Gay: Being physically and emotionally attracted people of the same sex. In the past, this term was used mostly for men. It's now used for men and women.

GLBTQ: A term used to refer to people who are Gay, Lesbian, Bisexual, Trans, Two Spirit, Queer & Questioning sexual orientation and gender identity.

Heterosexual (straight): Being physically and emotionally attracted to people of the opposite sex.

Homosexual (gay or lesbian): Being physically and emotionally attracted to the same sex. Many people in the GLBTQ community are offended by this term.

Lesbian: A woman who is physically and emotionally attracted to other women.

Queer: Some GLBT people have 'reclaimed' this word, and use it to describe sexual orientations and gender identities different from heterosexual (straight) ones.

Sexual orientation: Whether one is gay, lesbian, bisexual or straight.

Two Spirit: This is a reclaimed concept from First Nations, Inuit and Métis people. It refers to Aboriginal people who are born one sex, and fulfill roles across sex and gender lines, including roles reserved for Two Spirit people. Some say they maintain balance by housing both the male and female spirit. Two Spirit people were considered to be a gift to the community. They were able to cross a range of genders, hold the balance and were respected and honoured as visionaries, peacemakers and healers.

How many years have you worked at CHEO?

(Enter numbers only representing years - for example, 1.5 if you have worked here one and a half years)

What is your primary role at CHEO?

- ☐ Medicine
- ☐ Surgery
- ☐ Resident/Fellow
- ☐ Nursing
- ☐ Social Work
- ☐ Physical Therapy
- ☐ Occupational Therapy
- ☐ Speech/Language Therapy
- ☐ Dietician
- ☐ Child Life
- ☐ Child and Youth Counsellor
- ☐ Respiratory Therapy
- ☐ Laboratory
- ☐ Diagnostic Imaging
- ☐ Psychology
- ☐ Director or Manager
- ☐ Administration
- ☐ Information Technology
- ☐ Human Resources/Accounts
- ☐ Trades
- ☐ Food Services
- ☐ Housekeeping
- ☐ Porter
- ☐ Research
- ☐ Prefer not to say
- ☐ Other

Please indicate which terms below you feel you could accurately define or explain. Check all answers that apply.

- ☐ Gay
- ☐ Homophobia
- ☐ Gender Identity
- ☐ Homosexual
- ☐ Lesbian
- ☐ Sexual Orientation
- ☐ Bisexual
- ☐ Transgender
- ☐ Two Spirited
- ☐ GLBTQ
- ☐ Queer
- ☐ Not sure that I can accurately define or explain any of the terms

Why do you think people are lesbian, gay, or bisexual? Please check all that apply.

- ☐ They are born that way
- ☐ It is due to their upbringing
- ☐ It is a personal choice
- ☐ Not sure/Difficult to explain
- ☐ Other

Why do you think people are transgendered? Please check all that apply.

- ☐ They are born that way
- ☐ It is due to their upbringing
- ☐ It is a personal choice
- ☐ Not sure/Difficult to explain
- ☐ Other

Comments: Please explain or clarify responses for this section, if you'd like.

Lesbian, gay, and bisexual employees are treated fairly at CHEO

☐ Strongly disagree ☐ Disagree ☐ Agree ☐ Strongly agree ☐ Not sure/Difficult to explain

Transgender employees are treated fairly at CHEO

☐ Strongly disagree ☐ Disagree ☐ Agree ☐ Strongly agree ☐ Not sure/Difficult to explain

How often does the following happen at your workplace? Please check the box that best describes your experience.

	Often	Sometimes	Never	Don't know/ difficult to explain
Other employees speak of GLBTQ persons in a positive way	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other employees speak of transgender persons in a positive way	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Individuals speak up and/or show support for a GLBTQ colleague if they are treated negatively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Negative comments or anti-GLBTQ jokes are told	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rumours are spread about your own or someone else's sexual orientation or gender identity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bullying, harassment, and/ or discrimination against GLBTQ employees takes place	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I have no reservations around working with openly GLBTQ employees.

☐ Strongly disagree ☐ Disagree ☐ Agree ☐ Strongly agree ☐ Not sure/Difficult to explain

I am as comfortable hearing about the social lives (families, relationships) of GLBTQ colleagues as I am with any other colleague.

☐ Strongly disagree ☐ Disagree ☐ Agree ☐ Strongly agree ☐ Not sure/Difficult to explain

Comments: Please explain or clarify responses for this section, if you'd like.

**CHEO: Comfort level working with GLBTQ patients and families.
(Please indicate the degree to which you agree with the following statements).**

Lesbian, gay or bisexual patients are treated fairly at CHEO

☐ Strongly disagree ☐ Disagree ☐ Agree ☐ Strongly agree ☐ Not sure/Difficult to explain

Lesbian, gay or bisexual family members are treated fairly at CHEO.

☐ Strongly disagree ☐ Disagree ☐ Agree ☐ Strongly agree ☐ Not sure/Difficult to explain

Transgender patients are treated fairly at CHEO.

☐ Strongly disagree ☐ Disagree ☐ Agree ☐ Strongly agree ☐ Not sure/Difficult to explain

Transgender family members are treated fairly at CHEO

☐ Strongly disagree ☐ Disagree ☐ Agree ☐ Strongly agree ☐ Not sure/Difficult to explain

I am able to discuss issues related to any GLBTQ patients and families with my supervisor/team in a supportive and helpful way.

☐ Strongly disagree ☐ Disagree ☐ Agree ☐ Strongly agree ☐ Not sure/Difficult to explain

I feel I have the skills and education to provide GLBQ patients and families with the same quality service that I provide to all families.

☐ Strongly disagree ☐ Disagree ☐ Agree ☐ Strongly agree ☐ Not sure/Difficult to explain

I feel I have the skills and education to provide transgender patients and their families with the same quality service that I provide to all families.

☐ Strongly disagree ☐ Disagree ☐ Agree ☐ Strongly agree ☐ Not sure/Difficult to explain

I am able to discuss issues related to any transgender patients and families with my supervisor/team in a supportive and helpful way.

☐ Strongly disagree ☐ Disagree ☐ Agree ☐ Strongly agree ☐ Not sure/Difficult to explain

Comments: Please explain or clarify responses for this section, if you'd like.

Efforts to promote equality and create a safe space at CHEO

What are important steps that CHEO could take to create a more accepting environment for GLBTQ employees, patients and families? (Check all answers that apply)

- ☐ Offer additional training/ education around GLBTQ issues (i.e., sexual orientation, gender identity, inclusiveness, respect, working with GLBTQ patients/families)
- ☐ Promote the usage of GLBTQ friendly language and images
- ☐ Make public the steps that CHEO is taking to make the hospital a more GLBTQ friendly space
- ☐ Offer services specific to GLBTQ employees (i.e. a grievance officer to deal with GLBTQ concerns and complaints)
- ☐ Gender neutral washrooms
- ☐ Unsure/ Difficult to explain
- ☐ Other (please specify below)

If you answered "Other" for the previous question, please provide details.

Would you be interested in education around GLBTQ issues?

☐ Yes ☐ No

If yes, what would you like to learn more about?

If yes, how would you like to receive information?

☐ Written materials ☐ Workshops ☐ Videos ☐ Other

If you selected "other", for the last question, please specify how would you like to receive information.

If you'd like more information right now about youth and sexual orientation, gender identity check CHEO's fact sheet

Questions for GLBTQ identified employees at CHEO.**(Please answer these questions only if you feel comfortable)**

What gender do you identify as?

☐ Male ☐ Female ☐ Transgender ☐ Two Spirited ☐ Not sure ☐ Other ☐ Prefer not to answer

If you answered "other", please specify

What is your sexual orientation?

☐ Heterosexual ☐ Bisexual ☐ Gay ☐ Lesbian ☐ Queer ☐ Questioning ☐ Not sure
☐ Other ☐ Prefer not to answer

If you answered "other", please specify

Are you open about your sexual orientation and/or gender identity at work?

☐ Fully ☐ No ☐ Somewhat

If you are not "fully" open at work about your sexual orientation and/or gender identity, why is this? (Check all answers that apply)

- ☐ Unsure of what other employees will think
- ☐ It isn't anyone's business
- ☐ Fear of personal safety
- ☐ May be discriminated against (i.e., lose job, be excluded from meetings, overlooked for promotion)
- ☐ May be stereotyped
- ☐ I have personally been and/or have witnessed other employees who are "fully" open being treated negatively at CHEO
- ☐ Other

If you answered "other", please specify

Contact Information

To thank you for taking part in this survey, we'd like to invite you to enter your name in a draw for a prize!

To enter your name, send an email to Corrine Langill, principal investigator at clangill@cheo.on.ca