



Kaleida Climate Survey

Thank you for taking the time to take our short survey. You will be providing us with valuable information on Kaleida's climate; specifically, on how inclusive it is towards the Lesbian, Gay, Bisexual, Transsexual, and Questioning (LGBTQ) community. We will be using this information to make recommendations on how to sustain and improve an equal, friendly environment for all employees and patients. Your answers will remain COMPLETELY ANONYMOUS so please answer honestly.

Please circle the answer that you most agree with:

1. I am in the following age range

16-25	26-35	36-50	51-65	65+	Prefer not to answer
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2. I primarily work at

- a. Buffalo General Medical Center
- b. Millard Fillmore Suburban Hospital
- c. Woman and Children's Hospital of Buffalo
- d. Degraff Memorial Hospital
- e. Other

3. In my opinion, everyone in Kaleida is treated equally.

1 - Strongly Disagree	2 - Disagree	3 - Neutral	4 - Agree	5 - Strongly Agree
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4. Kaleida Health employees are very accepting of and non-discriminatory towards people in the LGBTQ community.

1 - Strongly Disagree	2 - Disagree	3 - Neutral	4 - Agree	5 - Strongly Agree
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5. I am comfortable with the installation of gender neutral bathrooms throughout Kaleida's facilities

1 - Strongly Disagree	2 - Disagree	3 - Neutral	4 - Agree	5 - Strongly Agree
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6. Have you been involved with or witnessed a situation in which LGBTQ patient or Kaleida employee was discriminated against?

1 - Yes	2 - No
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If yes, how many times?

1 -3	4-6	7 or more
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7. I believe discriminatory situations arise from a lack of knowledge or awareness of the LGBTQ community.

1 - Strongly Disagree	2 - Disagree	3 - Neutral	4 - Agree	5 - Strongly Agree
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8. I am familiar with the proper terminology to use when communicating with the LGBTQ community.

1 - Strongly Disagree	2 - Disagree	3 - Neutral	4 - Agree	5 - Strongly Agree
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9. I would be interested in gaining additional knowledge in diversity and LGBTQ community.

1 - Strongly Disagree	2 - Disagree	3 - Neutral	4 - Agree	5 - Strongly Agree
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10. If LGBTQ sensitivity or diversity training were offered, I would be interested in participating.

1 - Strongly Disagree	2 - Disagree	3 - Neutral	4 - Agree	5 - Strongly Agree
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11. Which type of training do you believe would be most effective and engaging?

- a. Online modules
- b. Lecture in a classroom format
- c. Group discussion and tutorials
- d. Other (please specify)_____

12. I trust that my manager is well qualified to deal with discriminatory situations in the workplace and is properly trained to mediate when these situations occur.

1 - Strongly Disagree	2 - Disagree	3 - Neutral	4 - Agree	5 - Strongly Agree
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13. I feel that the process of reporting incidents involving discrimination towards the LGBTQ community is clear and easy.

1 - Strongly Disagree	2 - Disagree	3 - Neutral	4 - Agree	5 - Strongly Agree
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14. I think that most discriminatory cases are reported and handled in the appropriate manner.

1 - Strongly Disagree	2 - Disagree	3 - Neutral	4 - Agree	5 - Strongly Agree
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15. In my opinion, the LGBTQ community is well represented within Kaleida.

1 - Strongly Disagree	2 - Disagree	3 - Neutral	4 - Agree	5 - Strongly Agree
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16. Do you identify as member of the LGBTQ Community?

Yes	No, but I am an Ally	No	Prefer not to say
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