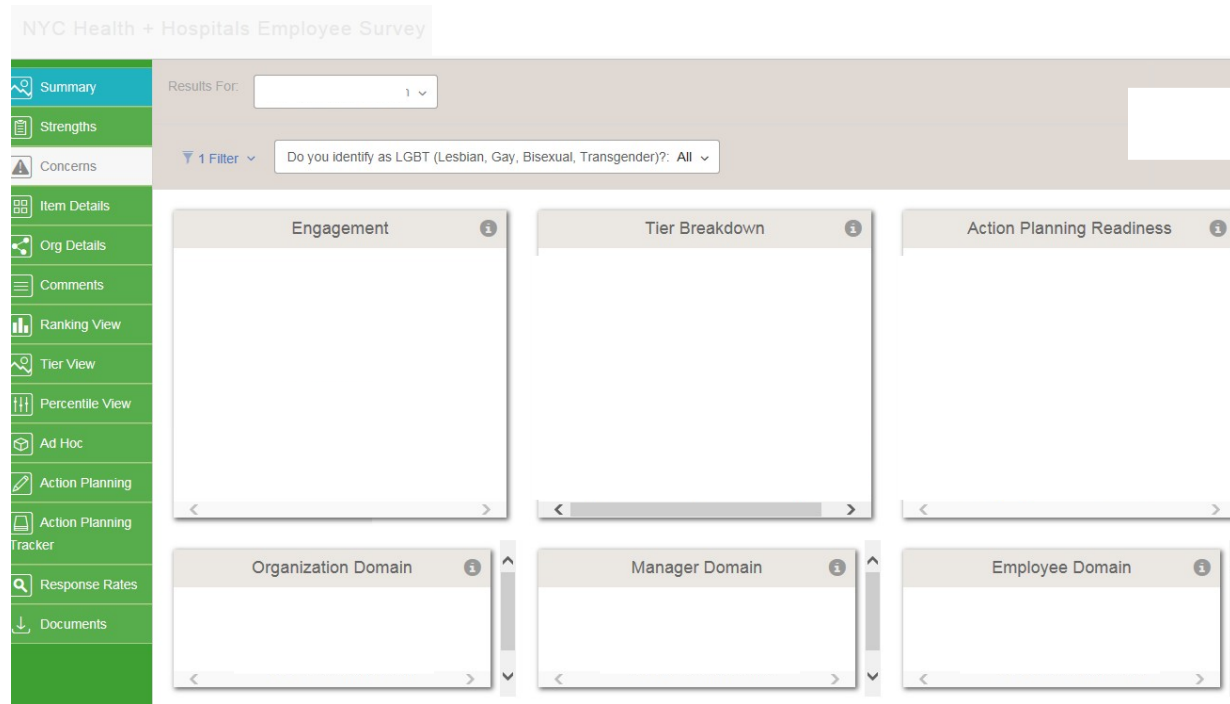


These are two examples of NYC Health + Hospitals' assessment of LGBTQ employee engagement. A demographic question (voluntary) related to LGBTQ self-identification was added to the system's employee engagement survey, distributed to all staff at all facilities, which allows us to understand if employee experience/engagement is different for staff who identify as LGBTQ. In addition, below is a screen shot from an all staff survey that was issued as a part of a system-wide assessment of the clinical environment for our LGBTQ patients and the workplace environment for LGBTQ staff.

Example of LGBTQ Demographic filter on employee engagement survey (Press Ganey):



Sample of the all-staff survey issued jointly by NYC Health + Hospitals and The Fenway Institute:

