**Date: / /**

** **

**Included in this packet are your survey, the consent information sheets, and a security envelope.**

Please read the enclosed consent information sheet carefully and thoroughly prior to beginning your survey. Then, decide whether you would like to complete this survey. If you choose to complete the survey, please answer the questions about your views and experiences with lesbian, gay, bisexual, transgender, and questioning (LGBTQ) clients and the availability of agency resources to facilitate work with this population. The survey contains 15 questions that begin on the next page. Turn the page to landscape view to answer the questions. When you are done, please mail a copy of the consent information sheet and the survey in the provided envelope.

Thank you for considering participation in this important study.

Instructions for marking a response:

* Please use a blue or black pen to complete this form.
* Mark ‘X’ in the response box to indicate your answer:

**X**

 Option 1  Option 2   Option 3

|  |
| --- |
| **PLEASE USE blue or black ink.****PLACE AN “X” IN THE BOX THAT INDICATES HOW STRONGLY YOU AGREE OR DISAGREE WITH EACH STATEMENT.** |
| **It’s important for me to:** | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| 1. Verbalize respect for being LGBTQ or gender-variant.
 | ☐ | ☐ | ☐ | ☐ | ☐ |
| 1. Be knowledgeable about LGBTQ and gender-variance resources.
 | ☐ | ☐ | ☐ | ☐ | ☐ |
| 1. Educate myself about LGBTQ and gender-variant people.
 | ☐ | ☐ | ☐ | ☐ | ☐ |
| 1. Help LGBTQ children and youth develop positive identities as LGBTQ and gender-variant individuals.
 | ☐ | ☐ | ☐ | ☐ | ☐ |
| 1. Challenge misinformation about LGBTQ and gender-variant people.
 | ☐ | ☐ | ☐ | ☐ | ☐ |
| 1. Help children and youth reduce or get rid of shame about LGBTQ or gender-variant feelings.
 | ☐ | ☐ | ☐ | ☐ | ☐ |
| **The office or agency where I work provides:** |  |  |  |  |  |
| 1. Support and resources for LGBTQ and gender-variant children and youth.
 | ☐ | ☐ | ☐ | ☐ | ☐ |
| 1. Professional development opportunities to improve knowledge, skills, and attitudes for effective practice with LGBTQ and gender-variant children and youth.
 | ☐ | ☐ | ☐ | ☐ | ☐ |
| 1. Information about issues unique to LGBTQ and gender-variant individuals.
 | ☐ | ☐ | ☐ | ☐ | ☐ |
| **PLACE AN “X” IN THE BOX THAT INDICATES HOW FREQUENTLY YOU DO EACH OF THE BEHAVIORS.** |
| **In my work with all children and youth, I:** | Always | Usually | Sometimes | Rarely | Never |
| 1. Verbalize that an LGB orientation is as healthy as a heterosexual orientation.
 | ☐ | ☐ | ☐ | ☐ | ☐ |
| 1. Verbalize that gender variance is as healthy as gender conformity.
 | ☐ | ☐ | ☐ | ☐ | ☐ |
| 1. Demonstrate comfort about LGBTQ and gender-variance issues to LGBTQ and gender-variant children and youth.
 | ☐ | ☐ | ☐ | ☐ | ☐ |
| 1. Educate myself about LGBTQ and gender-variance concerns and issues.
 | ☐ | ☐ | ☐ | ☐ | ☐ |
| 1. Create a climate that allows for voluntary self-identification by LGBTQ and gender-variant children and youth.
 | ☐ | ☐ | ☐ | ☐ | ☐ |
| 1. Discuss sexual orientation and gender identity in a nonthreatening manner with children and youth.
 | ☐ | ☐ | ☐ | ☐ | ☐ |

Items 1-6 and 10-15 on the LGBTQ Competence Scale are based on the Gay Affirmative Practice (GAP) scale developed by Dr. Catherine Crisp. Retrieved from: <https://sites.google.com/site/ccrisp002/gayaffirmativepracticescale>. Items 7-9 on the LGBTQ Competence Scale were developed for RISE.