



HUMAN
RIGHTS
CAMPAIGN®

all children

all families Finding permanent families

for children by promoting fairness for lesbian, gay, bisexual
and transgender foster and adoptive parents

L.A. County Diligent Recruitment Attitude and Skills Survey Prior to Youth Training

Please read the following statements and indicate how much you agree or disagree with each one.

About Your Workplace	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I believe lesbian, gay, and bisexual youth are welcomed and affirmed in my agency.	___	___	___	___
2. I believe transgender youth are welcomed and affirmed in my agency.	___	___	___	___

Please read the following statements and indicate how much you agree or disagree with each one.

Skills, Training and Supervision	Strongly Disagree	Disagree	Agree	Strongly Agree
1. My supervisor is/ would be helpful when I need to discuss issues related to an LGBT youth.	___	___	___	___
2. Training regarding working competently with LGBT youth is critical to effective child welfare practice..	___	___	___	___
3. I understand most of the terms and language used to talk about sexual orientation and gender identity	___	___	___	___
4. I am comfortable using the language necessary to talk about sexual orientation and gender identity with youth.	___	___	___	___
5. I don't feel a need to discuss sexual orientation with the youth on my caseload	___	___	___	___
6. I don't have the knowledge or skills to talk with youth on my caseload about sexual orientation or gender identity.	___	___	___	___
7. I'm willing to talk with the youth on my caseload about sexual orientation and gender identity, but only if they raise the issue.	___	___	___	___
8. I have no reservations about working with openly LGBT youth on my caseload or under my supervision.	___	___	___	___
9. I am comfortable hearing LGBT youth talk about their social lives (such as families or relationships) as I would any other youth.	___	___	___	___
10. I understand enough about the "coming out" process to help a youth understand what to expect	___	___	___	___

Please read the following and rate your comfort level in each situation. Mark an "X" for your answer.

Rate Your Comfort Level	Very Comfortable	Somewhat Comfortable	Somewhat Uncomfortable	Very Uncomfortable
Ask yourself, "How comfortable would I be talking with a youth if..."				
1. A youth raises questions about sexual orientation or gender identity?	_____	_____	_____	_____
2. A youth tells me that he or she thinks they might be gay?	_____	_____	_____	_____
3. A youth tells me that he or she is transgender?	_____	_____	_____	_____
4. A youth has not expressed interest in talking about sexual orientation or gender identity?	_____	_____	_____	_____
5. A youth tells me that he or she is attracted to people of the same sex?	_____	_____	_____	_____
6. A transgender youth asks me to use pronouns for his or her chosen gender, instead of pronouns for his or her birth gender?	_____	_____	_____	_____
7. A male youth is feminine in his appearance and behavior?	_____	_____	_____	_____
8. A female youth is masculine in her appearance and behavior?	_____	_____	_____	_____
9. A same-sex couple wants to foster or adopt him or her and the youth is heterosexual?	_____	_____	_____	_____
10. A single LGBT person wants to foster or adopt the child and the child is the same gender as the parent?	_____	_____	_____	_____
11. A transgendered person wants to foster or adopt the child?	_____	_____	_____	_____

Experience Working With LGBT Youth	Yes	No	Not Applicable
<i>The following questions refer to your professional work in the past. Ask yourself, "Have you ever...?"</i>			
1. Had reservations about talking to youth about sexual orientation issues	___	___	___
2. Sought out resources in the community, that were LGBT friendly, for a youth in my care?	___	___	___
3. Placed a LGBT youth in a home with two same-sex parents?	___	___	___
4. Placed a straight youth in a home with two same sex parents?	___	___	___
5. Placed a youth in a home with a transgender parent?	___	___	___
6. Did not ask an LGBT youth questions about their relationship history that you would ask of a heterosexual youth?	___	___	___
7. Talked with an LGBT youth about the coming out process and what they might expect from family and friends?	___	___	___
8. Decided not to place a child with an LGBT parent or parents on the basis of sexual orientation or gender identity/gender expression?	___	___	___
9. Asked an LGBT youth about his or her acceptance by extended family members?	___	___	___
10. Discouraged a youth from accepting a placement on the basis of the sexual orientation?	___	___	___
11. Challenged a co-worker's behavior that was not supportive or affirming of LGBT youth?	___	___	___
12. Informed a LGBT youth about resources in the community that are welcoming of LGBT individuals and responsive to their needs?	___	___	___
13. Conducted a home study of a LGBT individual or couple?	___	___	___

Please read the following statements and indicate how much you agree or disagree with each one.

Beliefs Concerning LGBT People	Strongly Disagree	Disagree	Agree	Strongly Agree
1. Lesbian, gay, and bisexual people should be allowed to foster or adopt children.	___	___	___	___
2. If two adoptive families are similarly qualified to care for a foster child, it's OK to give priority to a heterosexual family.	___	___	___	___
3. Transgender people should be allowed to foster or adopt children.	___	___	___	___
4. It is appropriate to place a child with lesbian, gay or bisexual adoptive or foster parents <u>only</u> when no other homes are available.	___	___	___	___
5. The best placement for an LGBT youth is with an LGBT adoptive or foster parent.	___	___	___	___
6. Kids do best with a mom <u>and</u> a dad.	___	___	___	___
7. LGBT resource families who want to adopt are no more likely to have psychological problems than heterosexual adoption applicants.	___	___	___	___
8. Kids have a higher chance of being gay, if they are raised by gay parents.	___	___	___	___

Please read the following and place an "X" to indicate your answer.

About You

- I work for a : (check one)
 - ___ Public agency-
 - ___ Private agency

Thank you for your participation in this survey.