



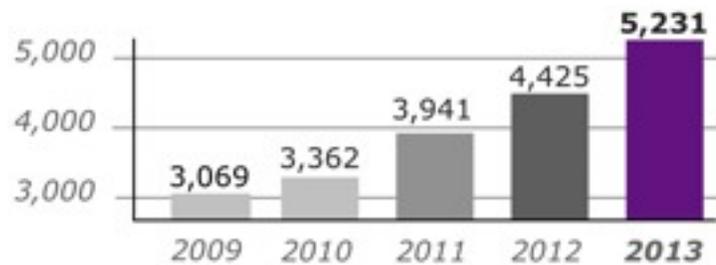
# 2013 Program Evaluation Results

## Community Dialogues & Education Courses Pre/Post Survey Analysis

YES Institute is committed to evaluating our work to ensure high quality outcomes for people within the communities we serve. This summary contains findings from our pre/post surveys (n=4,196) in 2013.

### 70% Increase

in the total number of participants reached by YES Institute since 2009.



### Overall Ratings

Participants who rated their overall YES Institute experience as *worthwhile* or *extremely worthwhile*:



**Communication Solutions™**  
(N=352)



**Education courses**  
(N=245)



**Community Dialogues**  
(n=3,599)

### Inspiring People to Take Action

**93%** indicate increased commitment to speak up when hearing others bully with anti-gay slurs. Prior to YES Institute, these participants reported they *never, rarely* or only *sometimes* spoke up.

### Empowering with Knowledge & Tools

**91%** report YES Institute increased their knowledge about specific challenges faced by youth and families on gender and orientation, and **63%** feel more equipped to handle a situation regarding these topics. Prior to YES Institute, these participants reported *none, low* or *uncertain* levels of knowledge and tools.

## A Culture of Slurs & Violence

**46%** hear “anti-gay” slurs on a *weekly or daily* basis, and **17%** witness “anti-gay” physical violence on a *monthly, weekly or daily* basis, in their school, college campus or workplace.

## Initiating New Conversations

**48%** report YES Institute is their first educational conversation on gender and orientation. 27% report only one prior public conversation.

## Reducing Fears

Of those who reported their pre-survey comfort level as *very uncomfortable, uncomfortable, or unsure* towards gay or transgender people:

**82%** increased their comfort level towards transgender people, and

**77%** increased their comfort level towards gay, lesbian, and bisexual people, after a YES Institute dialogue.

### Who Did YES Institute Reach in 2013?

#### Professional backgrounds:

- 25% Physicians and nurses
- 18% Psychologists and therapists
- 17% Teachers and administrators
- 9% Social service workers
- 5% Business professionals
- 27% Various other professionals

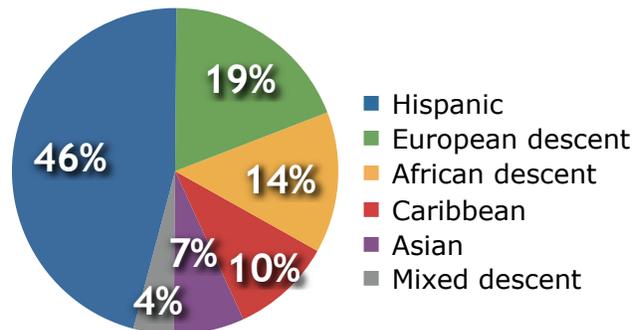
#### Education level:

- 38% Undergraduate
- 34% High school & middle school
- 28% Graduate

#### Mean participant age is 35 years:

- 26% 17 and below
- 35% between 18–25
- 19% between 26–39
- 20% 40 and above

#### Ethnic backgrounds:



#### Parent status:

**26%** of participants are parents.

#### Gender:

**67%** prefer to be known as *She*, **30%** prefer to be known as *He*, and **3%** did not specify a particular gender pronoun.

## Methods

YES Institute recorded a total of **5,231 participants** from 162 engagements:

- 134 *Community Dialogue* speaking engagements (average 1.5 hours)
- 25 communication and education courses (8–12 hours), and
- 3 special introductory meetings.

All collected surveys were entered into a mySQL database, exported and then imported into SPSS® Version 22.

**100% education course survey response rate:** Of 597 people who attended a YES Institute communication or education course, a survey was collected from all attendees.

**77.7% Community Dialogue survey response rate:** Of 4,634 people reached in a *Community Dialogue* or special meeting, surveys were collected from n=3,599.

Of these surveys, **48.1%** (n=1,731 people) received a full pre/post survey. The remaining 51.9% received a partial post-only survey. For statistical tests of n=1,731, the survey size is large enough for 95% confidence (CI=2).

Copies of the full pre/post survey and the partial survey are included on the following pages.

For each of the pre/post paired T-tests (n=1,731), surveys with high pre-scores (a ceiling effect) were removed (Likert scale pre-survey 4's & 5's, indicating high self-reported knowledge, tools, exposure and/or comfort levels on gender and orientation topics).

Paired T-tests were run on sub-groups of low pre-scores (Likert scale pre-survey 1's, 2's & 3's, indicating low or uncertain self-reported knowledge, tools, exposure and/or comfort levels). For all reported percentages of total increases at post, any negative changes (i.e., low pre-scores that decreased even further at post), these decreases were included in the final percentages.

For questions about statistical tests, SPSS® dataset or original paper records on file, please contact YES Institute at 305-663-7195 or [email@yesinstitute.org](mailto:email@yesinstitute.org)

## Limitations of Findings

There are important limitations regarding data in this program evaluation report. Because these surveys are not a true experimental test, definitive findings to outcomes, comfort levels and knowledge questions are unreachable with cross-sectional self-report surveys. Therefore, results cannot imply or suggest any causative relationships. Due to these limitations, our program evaluation team views these results as relational findings.

Since the YES Institute pre/post survey is a uniquely developed tool for the *Community Dialogues* program, it is not a standardized instrument. As with all self-report data, there are concerns about social desirability bias. When using a pre/post design, demand characteristics can also influence the participant responses. Lastly, as program staff have evaluated the program, evaluator bias could also play a role in the findings.

### ***Community Dialogues* Survey Instrument**

Of 4,634 people reached in a *Community Dialogue* or special meeting in 2013, surveys were collected from n=3,599 participants, a 77.7% response rate.

Of these surveys, 48.1% (n=1,731 people) received a **full pre/post survey**, which is included on **pages 5 and 6**.

The remaining 51.9% (n=1,868) received a **partial post-only survey**, which is included on **page 7**.

## SAMPLE PRE/POST SURVEY

**FRONT SIDE - Your honest responses help ensure quality presentations.**

- 1) I've attended public educational talks on gender and orientation topics before:  
 Never    At least once    Between 2 and 4    Between 5 and 9    10 or more

At my "workplace/school/agency", I've heard or seen the following based on "anti-gay" attitudes:

- 2) Verbal slurs ("Faggot", "Dyke", "That's so gay!")  
 Never    Few times a year    Once or twice a month    Weekly    Daily
- 3) Physical harassment or physical bullying based on "anti-gay" attitudes:  
 Never    Few times a year    Once or twice a month    Weekly    Daily

- 4) My comfort level with people perceived as gay, lesbian or bisexual is:  
 Very Uncomfortable    Somewhat Uncomfortable    Unsure    Fairly Comfortable    Very Comfortable

- 5) My comfort level with people perceived as transgender is:  
 Very Uncomfortable    Somewhat Uncomfortable    Unsure    Fairly Comfortable    Very Comfortable

- 6) When possible, I've spoken up when someone is bullied with gender-based or "anti-gay" slurs:  
 Never    Very rarely    Sometimes    Often    Always

- 7) My view of people who identify as gay, lesbian or bisexual is they are sick and disordered:  
 Yes    Unsure    No
- 8) My view of people who identify as transgender is they are sick and disordered:  
 Yes    Unsure    No

- 9) I am knowledgeable of the specific challenges facing youth & families regarding gender & orientation:  
 Strongly disagree    Disagree    Unsure    Agree    Strongly agree

- 10) In the past 3 months, I've used "anti-gay" words or jokes to tease others:  
 Never    Once or twice    A few times a month    Weekly    Daily

- 11) I feel equipped to handle a situation that could arise regarding gender or orientation:  
 Strongly disagree    Disagree    Unsure    Agree    Strongly agree

**Demographic data is anonymous and confidential. Check all that may apply.**

- 12) My home zip code: \_\_\_\_\_ 13) My age: \_\_\_\_\_
- 14) My preferred pronoun is:  He    She    Neither of these
- 15) Are you a parent?  Yes    No   16) If yes, are your children under the age of 21?  Yes    No
- 17) Ethnicity:  African descent    Asian    Caribbean    European descent *non-Hispanic*  
 Hispanic/Latino    Indian    Middle Eastern    Native American    Pacific Islander    None of these
- 18) My Grade level (if student):  Elementary    Middle    High School    Undergraduate    Graduate
- 19) My Profession:  Business    Government    Finance/Banking    Education    Mental health/Psychology  
 Medical/Healthcare    Legal    Law Enforcement/EMT    Religion/Laity    Non-profit/Social services  
 Military    Technology    Other \_\_\_\_\_

## SAMPLE PRE/POST SURVEY

**BACK SIDE - Fill out only at END of presentation.**

**20)** Please share what you learned today. What impact did the YES dialogue have for you?

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**21)** How would you rate the overall course today?

- Waste of time     Not so valuable     Average     Worthwhile     Extremely worthwhile

**22)** The YES facilitator(s) made it safe for me to share my real feelings and views today:

- Completely Unsafe to Share     Somewhat Unsafe to Share     Neutral     Fairly Safe to Share     Completely Safe to Share

**23)** My comfort level now with those perceived as gay, lesbian, or bisexual is:

- Very Uncomfortable     Somewhat Uncomfortable     Unsure     Fairly Comfortable     Very Comfortable

**24)** My comfort level now with those perceived as transgender is:

- Very Uncomfortable     Somewhat Uncomfortable     Unsure     Fairly Comfortable     Very Comfortable

**25)** My view now of people who identify as gay, lesbian or bisexual is they are sick and disordered:

- Yes     Unsure     No

**26)** My view now of people who identify as transgender is they are sick and disordered:

- Yes     Unsure     No

**27)** I now feel knowledgeable of the specific challenges facing youth & families regarding gender & orientation:

- Strongly Disagree     Disagree     Unsure     Agree     Strongly Agree

**28)** Something I now understand or see differently is: \_\_\_\_\_

**29)** I will now speak up when possible when someone is bullied with “anti-gay” or gender-based slurs:

- Never     Very rarely     Sometimes     Often     Always

**30)** I now feel equipped to handle a situation that could arise regarding gender or orientation:

- Strongly disagree     Disagree     Unsure     Agree     Strongly agree

**31)** Something I’m now going to do differently is: \_\_\_\_\_

**32)** In the next 3 months, I will probably use “anti-gay” slurs to tease or taunt others:

- Never     Once or twice  
 A few times a month  
 Weekly     Daily

**SAMPLE POST-ONLY BRIEF SURVEY**

- 1) Not including today, I've attended prior public educational talks on gender and orientation topics:  
 Never    At least once    Between 2 and 4    Between 5 and 9    10 or more

At my school, I've heard or seen the following based on "anti-gay" attitudes:

- 2) Verbal slurs ("Faggot", "Dyke", "That's so gay!")  
 Never    Few times a year    Once or twice a month    Weekly    Daily
- 3) Physical harassment or physical bullying based on "anti-gay" attitudes:  
 Never    Few times a year    Once or twice a month    Weekly    Daily

*Demographic data is anonymous and confidential. Check all that may apply.*

- 12) My home zip code: \_\_\_\_\_ 13) My age: \_\_\_\_\_
- 14) My preferred pronoun is:  He    She    Neither of these
- 15) Are you a parent?  Yes    No   16) If yes, are your children under the age of 21?  Yes    No
- 17) Ethnicity:  African descent    Asian    Caribbean    European descent *non-Hispanic*  
 Hispanic/Latino    Indian    Middle Eastern    Native American    Pacific Islander    None of these
- 18) My Grade level (if student):  Elementary    Middle    High School    Undergraduate    Graduate
- 19) My Profession:  Business    Government    Finance/Banking    Education    Mental health/Psychology  
 Medical/Healthcare    Legal    Law Enforcement/EMT    Religion/Laity    Non-profit/Social services  
 Military    Technology    Other \_\_\_\_\_

- 20) Please share what you learned today. What impact did the YES dialogue have for you?

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- 21) How would you rate the overall course today?  
 Waste of time    Not so valuable    Average    Worthwhile    Extremely worthwhile
- 22) The YES facilitator(s) made it safe for me to share my real feelings and views today:  
 Completely Unsafe to Share    Somewhat Unsafe to Share    Neutral    Fairly Safe to Share    Completely Safe to Share