

# GATE+<sup>LGBTQIA</sup> process

## Questionnaire

Once the first training session has been executed, this questionnaire will be sent to all the possible people in the organization.

It is a short questionnaire, **anonymous and confidential**. The goal is to **understand** better the situation of the organization in this **starting point**, and which could be the **dimensions and aspects** that would be important **to prioritize** in this **GATE+ process**.



**Gender  
Awareness and  
Transformation for  
Equality**  
LGBTQIA+

**movetia** Gender und Vielfalt  
Schritte zu mehr  
Diversität, Inklusion,  
Austausch und Mobilität

 Co-funded by  
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## What is your perception and experience related to sexual and gender diversity in your organisation?

The objective of this questionnaire is to better understand the organisation's situation and identify the dimensions and aspects to prioritise in this GATE process (Gender Awareness and Transformation for Equality) focused on the prevention of gender-based violence against LGBTQIA+ individuals at both the organisational and youth levels.

***The questionnaire is anonymous and confidential.*** We encourage you to answer the questions based on your experience and/or your perception of the organisation's different processes, considering your personal situation and feelings.

We understand that some topics may be sensitive or uncomfortable: please answer the questions you feel comfortable with and that are relevant to your organization. Any information you share will remain private. Your responses will not be tracked, and no direct quotes or detailed answers will be included in potential reports.

If you have any comments that don't fit within the questions, there is space at the end of each section where you can add additional thoughts.

*Thank you very much for your time!*



## General

**Asexual:** People who experience no sexual attraction.

**Bisexual:** People who are attracted to people of more than one gender.

**Cisgender:** People whose gender identity is the same as the sex assigned to them at birth.

**Dyadic:** Term sometimes used to refer to a person who is not intersex; that is, a person whose sex characteristics fall within the male or female sex category.

**Gay:** Mostly used for men who are attracted exclusively to other men. Some women who are attracted to women may also identify as gay.

**Intersex:** People with variations of sex characteristics that cannot be strictly defined within the categories of male and female.

**Lesbian:** A woman who is attracted exclusively to other women.

**Non-binary:** An umbrella-term for all gender identities outside the gender binary. Some identities within the non-binary umbrella are: genderfluid, agender, bigender, etc.

**Pansexual:** People who are attracted to people of all genders or irrespectively of a person's gender.

**Queer:** A complex term with multiple interpretations. In the past, it was used as a derogatory term for LGBTQIA+ people, but since the 80's it has been reclaimed by activists and academics as a positive and confrontational self-description to challenge social norms around sexuality, sexual orientation, gender identity and/or other forms of normativity. It is often used by people that do not accept the traditional concepts of gender and sexuality, and do not identify with any of the terms of the LGBTQIA+ acronym, but also as an umbrella term for all LGBTQIA+ people.

**Transgender:** People whose gender identity is different than the sex assigned to them at birth.

### 1. Which term best describes your gender:

Woman

Man

Non-Binary

Other:

I prefer not to answer

### 2. Do you identify as:

Cisgender

Transgender

I prefer not to answer





### 3. Do you identify as:

- Intersex/Having an intersex variation
- Dyadic
- I prefer not to answer

### 4. Which term best describes your sexual orientation:

- Heterosexual/Straight
- Gay/Lesbian
- Bisexual
- Pansexual
- Asexual
- Queer
- Other (open)
- I prefer not to answer

### 5. If you identify as LGBTQIA+, how open are you about your identities in the organisation?

- I am not out as LGBTQIA+
- I am out to some people, but not all
- I am out to everyone in the organisation
- I prefer not to answer

### 6. What role or position do you have in your organisation?

- Manager level
- Employee/Worker level
- Volunteer or intern level
- Other:

## ORGANISATIONAL LEVEL

### 7. In general terms, how do you experience the work atmosphere in the organisation? Rating on scale Not good (1) - Great (5)

1- not good

5 - great

### 8. Which aspects of the organisation do you like and feel most comfortable with?

**9. Which aspects of the organisation would you want to transform, improve or which cause you discomfort?**

**10. Do you have any protocols for communication (written/oral) that is inclusive to gender and sexuality diversity in your organisation?**

Yes/No

If yes, could you provide some examples?

**11. In your opinion, how much value or recognition is given in your organisation to the following:**

Rating on a scale 1-4 (1=low, 4=high) for each statement

The results and objectives connected to the tasks

1 4



The processes to get to those results (communication processes, decision-making, conflict transformation, distribution of work, etc.)

1 4



How people feel and what people need

1 4



**12. To your knowledge, do people with the same responsibilities receive equal compensation?**

Yes

No

I don't know

If you answered no, have you noticed any patterns on the compensation differences? E.g., do people with certain identities or characteristics typically receive higher compensations?

**13. In your opinion, do people in your organisation have equal possibilities regardless of the identities they have (e.g., in terms of gender, sexuality, race, etc)?**

Yes

No

I'm not sure

If you answered no, could you provide some examples?

**14. Does the leadership or leader role(s) rotate between different people in your entity?**

Normally not

Occasionally between few people

Occasionally between many people

Frequently between few people

Frequently between many people

**15. Do you think all members of the organisation can participate equally and openly express their feelings, positions and beliefs in the meetings and decision-making processes?**

Yes

No

I'm not sure

If you answered no, could you provide some examples?

**16. Is there work being done on awareness about power dynamics in the organisation?**

Rating on a scale 1-4 (1=low, 4=high) for each statement

1

4

Could you provide some examples of the work the organisation does to promote awareness on power dynamics, or instances when there was a lack of awareness on the role power dynamics played?

## 17. Are there clear mechanisms to correct the inequalities of power in the organisation?

Rating on a scale 1-4 (1=Disagree completely 4=Agree completely)

1

4

If such mechanisms are available, could you provide some examples?

## 18. How do you experience the way conflicts are managed in your organisation?

## 19. If there is a conflict, are there clear ways to follow in order to transform it?

Rating on a scale 1-4 (1=Disagree completely 4=Agree completely)

1

4

## 20. Are there spaces for sharing about how the people of the team feel related to their work (e.g. if there are any tensions or topics that could be disturbing)?

Rating on a scale 1-4 (1=Disagree completely 4=Agree completely)

1

4

Could you provide some examples of such spaces, or of cases where the need for such spaces was not met?

## 21. Which of the following actions do you think would improve LGBTQIA+ inclusion in the organisation?

Select all that apply

- Implementing non-discrimination policies
- Providing diversity and inclusion training
- Creating LGBTQIA+ employee resource groups
- Offering inclusive benefits and support systems
- Educating management on LGBTQIA+ issues
- Supporting LGBTQIA+ community organisations
- Other (open)

## 22. Do you have any comment you would like to add for any of the questions in this section?

### DISCRIMINATION & VIOLENCE

**Discrimination** is the unfair or prejudicial treatment of people and groups based on characteristics such as race, gender, age, sexual orientation, gender identity, sex characteristics, disability, etc.

**Harassment** is a form of discrimination and includes any physical or verbal behaviour that offends or humiliates a person. For example: unwanted physical contact (touching, pinching), comments on a worker's appearance, age, private life, sexual comments, stories and jokes.

**Microaggressions** are defined as the everyday, subtle, intentional or unintentional interactions or behaviours that communicate some sort of bias toward historically marginalised groups (based on gender, sexuality, skin colour, religion, ethnicity, etc). Examples: assuming that a person is of a lesser employment status, asking someone to get you a cup of coffee or copies, asking someone how they got their job, saying that these aspects (gender, skin colour, religion, ethnicity, etc.) are not reasons that affect the situation of a person in the organisation.

## 23. My organisation has policies or explicit agreements about discrimination and violence (to avoid harassment, microaggressions, other kinds of violence).



- No
- Yes, but it is not implemented
- Yes, some policies/agreements are implemented but there is room for improvement.
- Yes, and they are implemented in a coherent way
- I don't know

**24.If your organisation has any policies or explicit agreements about discrimination and violence, do they include incidents on the basis of sexual and gender diversity?**

- No
- Yes, but cover only binary gender (man/woman)
- Yes, but cover only sexual diversity/sexual orientation
- Yes, covering all areas
- I don't know

**25.I know how to proceed in case I see or experience discrimination on the basis of gender identity, sexual orientation and/or sex characteristics.**

Rating on a scale 1-4 (1=Disagree completely 4=Agree completely)

1 4

**26.Within your organisation, have you experienced or witnessed some forms of violence or harassment on the basis of gender identity, sexual orientation and/or sex characteristics?**

- Yes
- No
- If yes, how did you respond?

**27. Within your organisation, have you experienced or witnessed some forms of discrimination on the basis of gender identity, sexual orientation and/or sex characteristics?**

Yes / No

If yes, how did you respond?

**28. Within your organisation, have you experienced or witnessed some forms of microaggressions on the basis of gender identity, sexual orientation and/or sex characteristics?**

Yes / No

If so, how did you respond?

**29. Do you have any comment you would like to add for any of the questions in this section?**

## EXTERNAL POLICIES

**30. My organisation actively contributes to the promotion of equality related to gender and sexuality diversity**

Rating on a scale 1-4 (1=Disagree completely 4=Agree completely)

1

4

Could you provide some examples of actions the organisation took?

### 31. My organisation collaborates with other organisations/stakeholders who work on gender and sexual diversity

Rating on a scale 1-4 (1=Disagree completely 4=Agree completely)

1

4

### 32. My organisation takes into account the needs of LGBTQIA+ young people when designing its activities and services

Rating on a scale 1-4 (1=Disagree completely 4=Agree completely)

1

4

## PERSONAL ASPECTS

### 33. I feel informed about sexual and gender diversity, and LGBTQIA+ identities

Rating on a scale 1-4 (1=Disagree completely 4=Agree completely)

1

4

### 34. I have received training on sexual and gender diversity, and LGBTQIA+ identities

Yes/No

If yes, was it within your organisation?

### 35. People who identify as LGBTQIA+ experience equal treatment to cis-heterosexual people

Rating on a scale 1-4 (1=Disagree completely 4=Agree completely)

1

4

## 36. I feel safe/confident to discuss issues related to sexual and gender diversity

Rating on a scale 1-4 (1=Disagree completely 4=Agree completely).

1

4



### Note for the Navigation Crew:

Should you share a report with the answers of this questionnaire? Please DO NOT.

- ✘ Please do not share the open-ended answers to maintain confidentiality. If there are emerging themes, you can briefly mention them without disclosing specific details.
- ✘ Quantitative data can be shared if it's insightful, categorised by different identities such as gender, sexual orientation, etc.
- ✘ However, consider the number of respondents, as with fewer responses, anonymity may be easier to breach.

**Be cautious not to breach the Principle of Confidentiality!**



# GATE process <sup>LGBTQIA</sup> + QUESTIONNAIRE

**movetia**

Austausch und Mobilität  
Echanges et mobilité  
Scambi di mobilità  
Eszwinge und mobilität

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