

DEMOGRAPHIC QUESTIONS FOR EVALUATIONS

NEW REQUIRED DEMOGRAPHIC QUESTION (MAINPRO+ ONLY)

The CFPC requires all programs certified for Mainpro+ credits include the ability to collect non-identifiable demographic data regarding systematically marginalized and/or underrepresented identity groups. This evaluation question must aid in future planning. While programs are required to ask at least one demographic question, participants have the option to answer it.

Given the variability of such a question, we provide the following guiding principles for the development of this question and some examples of some questions below.

1. Please thoughtfully consider what demographic information you would like to collect at the evaluation stage. Consider the program's target audience (or patient community) and needs assessments data.
2. Any demographic information collected should be used to inform program planning.
3. Include a brief explanation on the form about why demographic data is being collected, how it will be used, and that responses are optional. Ensure each question includes a 'prefer not to answer' option.
4. Please ensure that individual participant data will be protected and that your evaluation clearly indicates how you will be storing data and who will have access. (e.g., responses to this question will be stored in our institutional Qualtrics account, and only the Program Director and Program Administrator(s) have access to the data.)
5. When creating demographic questions, avoid deficit-based or stigmatizing language. Use inclusive, person-first phrasing and allow for self-description. We strongly advise you not to create your own questions, but to use provided examples.
6. Reported data cannot be used to re-identify individuals. In general, we advise that no reporting occurs in any category until that category has at least 5-10 responses, though this number may change depending on the program type. You may also consider collapsing response options to ensure confidentiality. Please ensure this protection is in place when reporting evaluation data back to CPD in the post-program stage.

EXAMPLE DEMOGRAPHIC QUESTIONS FROM TEMERTY MEDICINE'S VOICE OF THE LEARNERS SURVEYS

We strongly advise planning committees to seek guidance from your respective institutions as other questions, and/or other categorizations, may be preferred or required. The questions below have been selected because they are currently being deployed in the Temerty Medicine *Voice of the Learners* surveys (or in the case of Q7 & Q8 have been adapted from the *Voice of the Learners* surveys for the CPD context). Language is constantly evolving; and our intention is to provide examples of questions that have been accepted and are in use within the Faculty. Many of these terms - and if or how they may be categorized - can be debated. An alternative source of similar questions can be found on the Upstream Lab's [SPARK tool](#), the [University of Toronto's Socio-Demographic Guide for Program Evaluation](#) is a useful tool to support evaluation efforts, and finally, additional guidance on program development using an equity and inclusion lens is available through the [CAMH Health Equity and Inclusion Framework for Education and Training](#).

EXAMPLE PREFACE

The CFPC requires all programs certified for Mainpro+ credits include the ability to collect non-identifiable demographic data regarding systematically marginalized and/or underrepresented identity groups. This data will be used for future program planning. We recognize that the survey includes questions about sensitive issues that may elicit negative emotions. Your response is optional, and you can skip any of these questions.

All survey responses are kept strictly confidential; responses to this question will be stored in our institutional [survey tool] account, and only the Program Director and Program Administrator(s) have access to the data. We will only share, and report aggregated data (n≥5), so that no respondent is personally identifiable. Even if you are in a very small program, you will not be personally identified

EXAMPLE QUESTIONS

1. The terms below reflect terms used in the (2021) Canadian census. Using terminology consistent with the census will help us understand our faculty in relation to Canadian demographics. How do you self-identify? Which of the following do you feel best describes you? (Choose all that apply)

- | | |
|---|---|
| ☐ Indigenous (First Nations, Inuit (Inuk), Métis) Indigenous person from another country | ☐ Central Asian (Kazakh, Afghan, Tajik, Uzbek, Caucasus, etc.) |
| ☐ Latin American | ☐ South Asian (Indian, Pakistani, Sri Lankan, East Indian from Guyana, etc.) |
| ☐ Black (African, Caribbean, Canadian, etc.) | ☐ Southeast Asian (Cambodian, Indonesian, Laotian, Vietnamese, Thai, etc.) |
| ☐ Middle Eastern | ☐ West Asian (Iranian, Iraqi, Persian, etc.) |
| ☐ Filipino | ☐ White |
| ☐ Jewish | ☐ A background not listed here. Please specify: _____ |
| ☐ East Asian (Chinese, Japanese, Korean, etc.) | ☐ Prefer not to answer |

2. What racial/ethnic origin do you identify with? (Choose all that apply)

- | | |
|---|---|
| ☐ African (e.g. Ghanaian, Kenyan, Somali) | ☐ South and Central American (e.g. Brazilian, Argentinian) |
| ☐ Caribbean (e.g. Barbadian, Jamaican, Grenadian) | ☐ Other, please specify: _____ |
| ☐ European (e.g. British, French, Spanish, Portuguese) | ☐ Prefer not to answer |
| ☐ North American (e.g. Canadian, American) | |

3. What is your religious or spiritual affiliation that you currently practice?

- | | |
|--|---|
| ☐ Atheist / Agnostic / No religious or spiritual affiliation | ☐ Indigenous / Spirituality |
| ☐ Bahá'í Faith | ☐ Islam |
| ☐ Buddhism | ☐ Judaism |
| ☐ Christianity (any, including Catholic, Protestant, evangelical, etc.) | ☐ Sikhism |
| ☐ Confucianism | ☐ Spiritualism |
| ☐ Hinduism | ☐ Other. Please specify: _____ |
| | ☐ Prefer not to answer |

4. What is your gender identity?

- ☐ Woman
- ☐ Man
- ☐ Gender fluid
- ☐ Non-binary
- ☐ Two-Spirit
- ☐ Questioning
- ☐ Another gender identity. Please specify:

- ☐ Prefer not to answer

5. Do you identify as trans or consider yourself to be a part of a trans community?

- ☐ Yes
- ☐ No
- ☐ Not sure
- ☐ Prefer not to answer

6. What is your sexual orientation?

- ☐ Asexual / Non-sexual
- ☐ Bisexual
- ☐ Gay
- ☐ Heterosexual
- ☐ Lesbian
- ☐ Pansexual
- ☐ Two-spirited
- ☐ Another sexual orientation. Please specify:
- ☐ Questioning
- ☐ Prefer not to answer

7. What best describes the community in which you live? (Choose all that apply)

- ☐ Remote / Geographically isolated population (< 1,000 population)
- ☐ Rural (1,000 to 9,999 population)
- ☐ Small town (10,000 to 49,999 population)
- ☐ Medium-sized town / city / suburban area (50,000 to 99,999 population)
- ☐ Medium Large town / city (100,000 to 249,999)
- ☐ City (250,000 to 1 million in population)
- ☐ Large City (More than 1 million in population)
- ☐ Prefer not to answer

8. What is the highest level of education you have attained? (Check one box only for highest academic education)

- | | |
|--|--|
| ☐ Less than high school | ☐ Professional school Degree (e.g., MD, JD) |
| ☐ Graduated high school | ☐ PhD / Doctorate Degree |
| ☐ College Diploma | ☐ Prefer not to answer |
| ☐ Bachelor's Degree | |
| ☐ Master's Degree | |

9. Whether or not it affected your day-to-day life, do you identify as having a chronic illness/impairment, and/or disability/ies? (Choose all that apply)

- | | |
|--|---|
| ☐ Physical | ☐ Neurological |
| ☐ Mental | ☐ Chemical sensitivity |
| ☐ Emotional | ☐ Other type of chronic illness / impairment / disability. Please specify: |
| ☐ Developmental | ☐ No disability / limitation |
| ☐ Sensory | ☐ Prefer not to answer |
| ☐ Chronic medical / illness | |
| ☐ Learning | |

(If one selected above) **Is your chronic illness/impairment, and/or, disability...**

- | | |
|--------------------------------------|---|
| ☐ Visible | ☐ Sometimes visible but not always |
| ☐ Non-visible | ☐ Prefer not to answer |