



Open-sourced equity survey to assess organizational diversity and inclusion

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ABSTRACT

The Intensive Care Unit (ICU) Bridge Program (ICUBP) has developed a 12-minute, bilingual, and optionally anonymous equity and diversity survey to assess volunteer demographics and evaluate the organization's equitable practices. The outcomes of the survey are the basis for recruitment initiatives by the ICUBP executive team. The purpose of this paper is to make the survey and how it's integrated into the program's daily workflow open-source, to allow other institutions to easily incorporate this into their existing infrastructure of equity assessment tools.

DÉCLARATION D'IMPLICATION

Le Programme de Liaison de l'Unité de Soins Intensif (PLUSI) vient de développer un 12 minutes, bilingue, et facultativement anonyme sondage d'équité et de la diversité pour évaluer les facteurs démographiques parmi ses bénévoles et pour surveiller les pratiques équitables au sein de l'organisation. Les résultats du sondage sont la base d'initiatives de recrutement par leur équipe exécutive. Nous voulons partager le sondage et comment c'est intégré dans le flux de travail quotidien du programme pour qu'il soit de source ouverte pour permettre les autres institutions à l'incorporer facilement dans leur propre infrastructure d'outils de surveillance d'équité.

INTRODUCTION

Diversity in the healthcare field is imperative to furthering medical advancement and favourable patient outcomes. Racial and cultural concordance, where there exists a shared identity between a patient and their healthcare provider, has shown to have visibly positive effects on patient care, highlighting the importance of diversity in medicine.^{1,2} To increase diversity, it is important to provide further opportunity, such as volunteering and shadowing, to underrepresented individuals and make these accessible at an earlier level of education.² Furthermore, in the same vein, it's important for institutions to frequently assess their stakeholders and determine the effectiveness of their diversity efforts. However, many organizations either don't do this in a continuous way that is part of their natural workflow, or don't have any method of assessing at all. The University of Ottawa puts much emphasis on equity, diversity and inclusion, and in addition to other institutions across Canada, such as the University of British Columbia, and McGill University, who have implemented equity surveys in the past.³⁻⁶ However, these surveys are based on Statistics Canada census standards and are written to serve entire university student populations. Our objective is to provide an example of an accessible equity survey that is part of the daily logistics of a healthcare-based student initiative that assesses its volunteer diversity. Our proposed equity survey is unique in that it is specific to our organization's volunteer group, a student group affiliated with McGill University, through an open-access format that provides a template to our short and bilingual survey that is easily integrated into other student group operations and workflows and can be tailored to a wide range of groups.

DESCRIPTION OF THE INNOVATION

The Intensive Care Unit (ICU) Bridge Program (ICUBP) is a non-profit organization that offers university-level students volunteering and shadowing opportunities in ICU facilities across 4 hospitals in Montréal: 1 pediatric and 3 adult sites.⁷ The role of volunteering and shadowing allows for students to gain a first-hand and realistic day-to-day perspective of healthcare, ultimately allowing students to foster and develop an interest and a potential career in the medical field.⁷

The ICUBP's Continuing Education, Equity, Diversity and Inclusion (CONT[ED]I)) coordinator has developed a bilingual survey to assess the demographics (age, race,

gender, economic status, disability, etc.) among volunteers and to evaluate equitable practice within the organization.⁷ The development of this survey was inspired by McGill University Faculty of Medicine and Health Sciences' Social Accountability and Community Engagement Office (SACE) and the Government of Canada's definitions for disability and visible minorities.^{8,9} The survey ensured inclusivity of traditionally underrepresented populations to avoid their exclusion and lack of measurement, and to provide precise and appropriate definitions.

This survey has been integrated as a natural part of the ICUBP volunteer application whereby volunteers can optionally complete a 12-minute equity and diversity survey, which allows for continuous gathering of equity data (Figure 1).¹⁰ The survey has anywhere from 25-34 questions, dependent on a respondents' answers to the conditional logic questions that tailor the survey according to the volunteers themselves. Volunteers have the option to remain anonymous, allowing the ICUBP to potentially interview and/or develop focus groups from volunteers to gather further insights.

OUTCOMES

The program took approximately 2 years from initial consultation with SACE in February 2019 to retrospectively surveying volunteers in March 2021. From March 2021 to January 2023, the program received 60 anonymous responses from a potential pool of 1057 volunteers that go as far back as the program's initial group of volunteers in March 2016 (5.7% response rate). In February 2023, the survey was updated to give respondents the option to give their name and contact information. From January to December 2023, the program received 28 responses from 98 applicants (28.6% response rate) with 8 of those 28 choosing to identify themselves (28.6%). In March 2024, the program added a consent to publish the anonymized information on the program's website to allow anyone to track the program's progress and efforts over time and keep the organization accountable to its goals. This timeline (Figure 2) should be accelerated for other institutions since the template is freely available, easily copied, and requires only minor modifications to adapt to their specific situations and processes. This collected data is currently being used by the ICUBP as the basis for recruitment initiatives by the executive team.⁷ The survey is outlined in English (Table 1), French (Table 2), and can be quickly copied via an

LIMITATIONS AND FUTURE DIRECTIONS

1. It is unknown whether the survey respondents are representative of the ICUBP's volunteer population as certain groups may be more or less likely to complete the survey while applying to the program.

2. Though the survey is anonymous, it may be possible to match the equity survey responses (date and time the survey was completed, status in Canada, age, gender, education, any identifying comments made, etc) to a volunteer's application file (date and time the application was completed, government/student identifications, birthdays, etc.) and thus, de-identify individuals. However, this would require an ICUBP executive to intentionally compare two separate databases and would be a breach of multiple signed confidentiality agreements.



The Volunteer Applicant has the option of completing the 12-minute optionally anonymous and bilingual equity survey (Form 3). If Form 3 is complete, a summary email is sent to the ICUBP and information into the ICUBP equity database.

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3. Though having the equity survey be part of the application process is a strength, our response rate may be even higher than its current rate of 29%, because individuals may be less willing to fill out an additional form that is optional post-application. However, the application process encourages applicants to gather the appropriate documentation prior to beginning the survey and once all this is gathered, the process of filling out the forms itself has been streamlined as they are not required to answer the same question across several hospital forms due to the program's PDF filler (Figure 1). As such, it takes an estimated 20 minutes to fill out Forms 1 and 2 and apply to 4 different hospitals once all is gathered. However, adding an additional 12 minutes for an equity survey, which may be time-consuming for some, might be excessive.

to diverse student groups across Montréal's English and French universities to increase awareness of the program and further diversify the volunteer group. In the past, the ICUBP has held a workshop on "Indigenous Perspectives and Experiences in Healthcare" in collaboration with Université de Montréal's Indigenous interest group to not only recruit students from a variety of backgrounds, but also inform current volunteers and the public regarding disparities in healthcare and vulnerable populations. The ICUBP plans on developing such collaborations with other groups that consist of visible and non-visible minorities (black, LGBTQ+, etc), to inform those populations of the ICUBP's opportunities, while continually assessing and progressing to the goal of achieving a volunteer group that is representative of the general Montréal population. The program is also considering getting formal ethics approval to share future results in a research journal.

The ICUBP CONT[ED]I coordinator is facilitating outreach

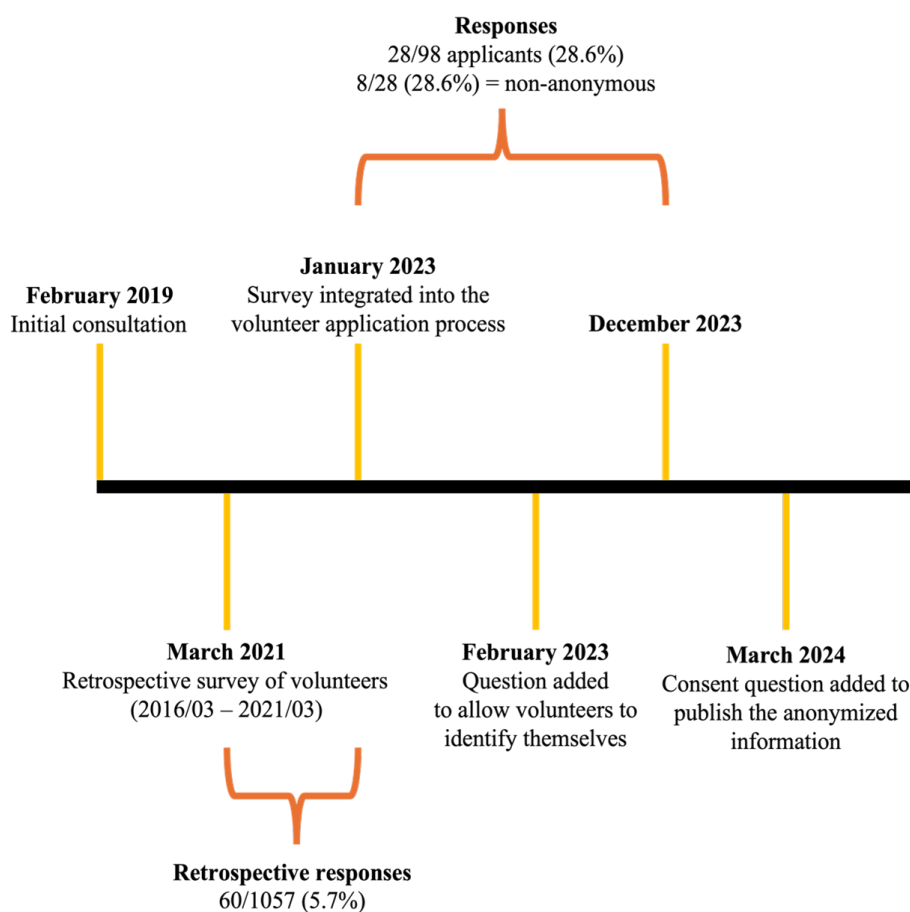


Figure 2. Equity survey implementation timeline

Table 1. Equity, Diversity, and Inclusion (EDI) Survey Template.

The survey begins with an introduction of the organization and its purpose, as well as the inspiration and purpose behind the survey.	
Section	Question
1-Disclosure of Anonymity	1. For this survey, I wish to... a) remain anonymous; do not share my name and email with the ICUBP executive team b) be non-anonymous; share my name and email with the ICUBP executive team i. 1.1 Name ii. 1.2 Email <i>*For purposes of reaching out post-survey for follow-up questions (all responses regardless of anonymity remain confidential.)</i>
2-Background	2. Do you give consent for the publication of your anonymized data from this survey on the ICUBP's website? <i>The purpose of publishing this data on the website is to demonstrate the progress and steps the ICUBP has made and are taking to ensure equity, diversity, and inclusion within our volunteer group. Regardless of whether you wish to remain anonymous or non-anonymous, your data will be anonymized when published on the website if you give consent.</i> a. Yes, I give consent. b. No, I do not give consent. 3. What type of volunteer are you? a) Applicant <i>*Hidden question that was originally necessary to survey previous, applying, and current volunteers in 2021. Now that the survey is part of the application process, this option is automatically selected for the respondent</i> 4. What is your country of birth? <i>[All countries listed as options in a dropdown menu].</i> 5. What is your status in Canada? <i>Please find below the specification for each status as per the Government of Canada Immigration and Citizenship Glossary (https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html).</i> Citizen: Canadian by birth (either born in Canada or born outside Canada to a Canadian citizen who was themselves either born in Canada or granted citizenship) or has applied for a grant of citizenship and has received Canadian citizenship (naturalization). Landed Immigrant/Permanent Resident: A person who has legally immigrated to Canada but is not yet a Canadian Citizen. Refugee: A person who is outside of their home country or country where they normally live and fears returning to that country because of a well-founded fear of persecution for reasons of race, religion, nationality, membership in a particular social group or political opinion. Asylum Seeker: Protection that is offered to persons with a well-founded fear of persecution based on race, religion, nationality, political opinion or membership in a particular social group, as well as those at risk of torture or cruel and unusual treatment or punishment. Foreign Student/International Student: A temporary resident who is legally authorized to study in Canada on a temporary basis. a) Citizen b) Landed Immigrant/Permanent Resident c) Refugee d) Asylum Seeker e) Foreign Student/International Student f) Waiting for Status 5.1 Please specify current status, and if applicable, which status you are waiting/have applied for: g) I prefer not to answer 6. Age a) 0-17 b) 18-24 c) 25-34 d) 35-44

- e) 45-54
 - f) 55-64
 - g) 65+
 - h) I prefer not to answer
7. Education: What degree are you currently pursuing?
- a) Bachelor's Degree
 - b) Master's Degree
 - c) Doctoral Degree
 - d) MDCM
 - e) I have graduated from university
 - f) Other
 - g) I prefer not to answer
8. What is your current gender identity?
- a) Female
 - b) Male
 - c) Two-spirit or another Indigenous identity
 - d) Transgender
 - e) Non-binary/genderqueer/gender non-conforming
 - f) Intersex
 - g) I prefer not to answer
 - h) Not listed, please specify:
9. Do you self-identify as Black (e.g. Black African, Black Caribbean, Black North American, etc.)?
- a) Yes
 - b) No
 - c) I prefer not to answer
- 10. Do you consider yourself to be a member of the First Nations, Métis or Inuit?**
- a) Yes
 - b) No
 - c) I prefer not to answer
- 10.1 Please select the nation(s) with which you identify.
- I) Inuit
 - II) Métis
 - III) First Nations non-status ("non-status Indian")
 - IV) First Nations status ("status Indian")
 - V) I prefer not to answer
 - VI) Preferred response not listed, please specify:
11. With which of the following groups do you most strongly identify? Please select all that apply.
- a) Arab
 - b) Black (e.g. Black African, Black Caribbean, Black North American, etc.)
 - c) Chinese
 - d) Filipino
 - e) Indigenous (e.g. First Nations, Métis, Inuit)
 - f) Japanese
 - g) Korean
 - h) Latin American
 - i) South Asian (e.g. East Indian, Pakistani, Sri Lankan, etc.)
 - j) Southeast Asian (e.g. Vietnamese, Cambodian, Malaysian, Laotian, etc.)
 - k) West Asian (e.g. Iranian, Afghan, etc.)
 - l) White/Caucasian
 - m) I prefer not to answer
 - n) Preferred response not listed, please specify:
12. Do you consider yourself to be a member of a visible minority?

“Members of visible minorities means persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.” Canadian Employment Act S.C. 1995, c. 44 (<https://laws-lois.justice.gc.ca/eng/acts/e-5.401/>)

- a) Yes
- b) No
- c) I prefer not to answer

13. Do you have any disabilities?

According to the Accessible Canada Act (S.C. 2019, c. 10), disability means any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment — or a functional limitation — whether permanent, temporary or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person’s full and equal participation in society.

- a) Yes
- b) No
- c) Prefer not to answer

14. Do you self-identify as an individual with a familial income (combined income of parents or guardians and siblings within a household) that is \$80,000 or less?

- a) Yes
- b) No
- c) I prefer not to answer

15. Do you self-identify as having spent the majority of your childhood (0-18 years old) in a small population center (population = 0-29,000)?

- a) Yes
- b) No
- c) I prefer not to answer

3-Healthcare
Interest

16. Are you interested in a career in healthcare?

- a) Yes
- b) No
- c) I prefer not to answer

16.1 [Optional] Explain your interest in pursuing a career in healthcare.

16.2 What healthcare professions are you interested in? Please select all that apply.

- a) Dentistry
- b) Dental hygiene
- c) Medicine
- d) Nursing
- e) Nutrition and dietetics
- f) Ophthalmology
- g) Physical therapy
- h) Social work
- i) Occupational therapy
- j) Pharmacy
- k) Respiratory therapy
- l) Speech language pathology
- m) I prefer not to answer
- n) Other, please specify:

17. What difficulties related to the application process, if any, are you facing in seeking your dream career? Please select all that apply.

- a) Academic excellence
- b) Work experience
- c) Volunteering experience
- d) Interview skills
- e) No difficulties
- f) Other
- g) I prefer not to answer

17.1 In your opinion, these difficulties are due to which of the following? Please select all that apply?

- I) Financial burdens
- II) Busy schedule

- III) Lack of work/volunteering opportunities
- IV) Cultural differences
- V) Familial changes
- VI) Other
- VII) I prefer not to answer

17.2 [Optional] Explain how your cultural or financial background impact your journey to achieve your dream career.

18. On a scale of 1-10, how would you rate the performance of Canadian schools to ensure the diversity of their students?

1 = not satisfactory / 10 = very satisfactory / 0 = prefer not to answer

19. [Optional] If you could, what aspects would you like to change in the admission process to foster more diversity?

4-ICUBP-specific
questions *[insert
ANY organization-
specifics]*

20. Do you think that the ICUBP helps you better prepare for your dream career?

- a) Yes
- b) No
- c) I prefer not to say

21. [Optional] What are the most helpful opportunities that the ICUBP provides or could provide but does not currently?

22. Did you face any difficulties while applying to the ICUBP volunteering & shadowing program?

- a) Yes
- b) No
- c) I prefer not to say

22.1 [Optional] What difficulties have you faced while applying to the ICUBP?

23. [Optional] What are your goals, what do you expect to achieve as a volunteer, and what can the ICUBP do to best support you going forward?

24. [Optional] Do you have any recommendations to improve the ICUBP enrollment process to include a more diverse population?

25. [Optional] Do you have any comments or feedback on your experiences with this survey? Please use this space for additional comments for the ICUBP team.

The survey ends with a thank you page confirming their submission has been received and thanking the volunteer for their time.

Bolded questions in the table above indicate a question that applies conditional logic and based on the responses to such questions, follow-up questions may or may not appear accordingly.

Table 2. Modèle pour le sondage d'équité, la diversité et l'inclusion

Le sondage commence avec une introduction de l'organisation et sa raison et ses buts. De plus, il se présente avec l'inspiration et la raison pour le sondage enfin.	
Section	Question
1- Divulgateur d'Anonymat	1. Pour ce sondage, je souhaite... a) restez anonyme; ne partager pas mon nom ni mon courriel avec l'équipe exécutif PLUSI. b) restez non-anonyme; partager mon nom et mon courriel avec l'équipe exécutif PLUSI. 1.1 Nom 1.2 Courriel <i>*Pour raison de contacter ces gens après qu'ils complètent le sondage pour poster des questions de suite. (tous réponses resteront confidentiel n'importe le cas, même s'ils souhaitent de rester anonyme).</i>
2-Arrière-plan	2. Donnez-vous votre consentement pour la publication de mes résultats anonymes de ce sondage sur le site web du PLUSI? <i>L'objectif de la publication de ces résultats sur le site web est de démontrer les progrès et les mesures que PLUSI a réalisés et entreprend pour assurer l'équité, la diversité et l'inclusion au sein de notre groupe de bénévoles. Que vous souhaitez rester anonyme ou non anonyme, vos résultats seront anonymisés lors de leur publication sur le site web si vous donnez votre consentement.</i> a) Oui, je donne mon consentement. b) Non, je ne donne pas mon consentement. 3. Quel type de bénévole êtes-vous? a) Postulant(e) <i>*Cette question était nécessaire pour mener une enquête auprès des volontaires du passé, les postulant(e)s, et les volontaires au courant en 2021. Parce que le sondage est intégré dans l'application, cette question est maintenant cachée et la seule option est présélectionnée automatiquement pour le postulant(e).</i> 4. Quel est votre pays de naissance? <i>[Tous pays sont présents sur la liste déroulante].</i> 5. Quel est votre statut au Canada? <i>S'il vous plaît, veuillez noter les spécifications de chaque statut selon le glossaire de l'immigration et de la citoyenneté du gouvernement du Canada (https://www.canada.ca/fr/services/immigration-citoyennete/centre-aide/glossaire.html).</i> • Citoyen(ne): un citoyen est une personne qui est canadienne de naissance (née au Canada ou née à l'extérieur du Canada d'un parent citoyen canadien qui est lui-même né au Canada ou qui a obtenu la citoyenneté) ou a demandé et obtenu la citoyenneté canadienne (naturalisation). • Immigrant(e) ayant obtenu le droit d'établissement/Résident permanent: Une personne ayant légalement immigré au Canada, mais qui n'est pas encore citoyen canadien.. • Réfugié(e): Personne qui se trouve hors de son pays d'origine ou de résidence habituelle et qui ne peut y retourner, parce qu'elle craint avec raison d'être persécutée pour des motifs liés à sa race, sa religion, sa nationalité, son appartenance à un groupe social particulier ou ses opinions politiques. • Asile: Protection accordée à la personne qui craint avec raison d'être persécutée du fait de sa race, sa religion, sa nationalité, ses opinions politiques ou son appartenance à un groupe social particulier, ainsi qu'à celle qui risque la torture ou des traitements ou peines cruels et inusités. • Étudiant(e) étranger(ère)/Étudiant(e) international(e): Résident temporaire autorisé légalement à étudier au Canada de façon temporaire. La plupart des étudiants étrangers doivent obtenir un permis d'études si leur formation dure plus de six mois. a) Citoyen(ne) b) Immigrant(e) ayant obtenu le droit d'établissement/Résident(e) permanent(e) c) Réfugié(e) d) Asile e) Étudiant(e) étranger(ère)/Étudiant(e) international(e) f) Attend pour le statut

-
- 5.1. S'il vous plaît, spécifier votre status actuel, et si applicable, quel status attendez-vous et/ou pour quelle status avez-vous soumis une demande:
- g) Je préfère de ne pas répondre
6. Âge
- a) 0-17
 - b) 18-24
 - c) 25-34
 - d) 35-44
 - e) 45-54
 - f) 55-64
 - g) 65 et plus âgé(e)
 - h) Je préfère de ne pas répondre
7. Éducation: Quel degré est-ce que vous suivez présentement?
- a) Baccalauréat
 - b) Maîtrise
 - c) Doctorat
 - d) MDCM
 - e) J'ai fini l'université et vient d'obtenir un degré/certificat
 - f) Autre
 - g) Je préfère de ne pas répondre
8. Comment identifiez-vous présentement en tant que genre?
[Sélectionnez tout ce qui s'y rapporte]
- a) Femme
 - b) Homme
 - c) Bi-spirituel ou autre identité autochtone
 - d) Transgenres
 - e) Non-binaire / genderqueer / non conforme au genre
 - f) Intersexe
 - g) Je préfère de ne pas répondre
 - h) Non inscrit, s'il vous plaît préciser:
9. Vous identifiez-vous comme noir (par exemple, noir africain, noir des Caraïbes, noir nord-américain, etc.)?
- a) Oui
 - b) Non
 - c) Je préfère de ne pas répondre
- 10. Considérez-vous comme membre des Premières Nations, des Métis ou des Inuits?**
- a) Oui
 - b) Non
 - d) Je préfère de ne pas répondre
- 10.1 Veuillez sélectionner la ou les nations avec lesquelles vous vous identifiez
- I) Inuit
 - II) Métis
 - III) Premières Nations non inscrites (« Indien non inscrit »)
 - IV) Statut des Premières Nations (« Indien inscrit »)
 - V) Je préfère de ne pas répondre
 - VI) Réponse préférée non répertoriée (veuillez préciser):
11. Avec lequel des groupes suivants vous identifiez-vous le plus fortement? Veuillez sélectionner tous ceux qui s'appliquent.
- a) Arabe
 - b) Noir (par exemple, noir africain, noir des Caraïbes, noir nord-américain, etc.)
 - c) Chinois
 - d) Philippin(e)
 - e) Autochtones (p. Ex. Premières Nations, Métis, Inuits)
 - f) Japonais
 - g) Coréen
 - h) Latino-américain
-

	i) Asie du Sud (par exemple, Inde orientale, pakistanaise, sri-lankaise, etc.) j) Asie du Sud-Est (par exemple, vietnamien, cambodgien, malais, laotien, etc.) k) Asie occidentale (par exemple iranien, afghan, etc.) l) Blanc/caucasien m) Je préfère de ne pas répondre n) Réponse préférée qui n'est pas lister (veuillez préciser):
	12. Considérez-vous comme membre d'une minorité visible? <i>"Minorités visibles: Font partie des minorités visibles les personnes, autres que les autochtones, qui ne sont pas de race blanche ou qui n'ont pas la peau blanche." Loi sur l'équité en matière d'emploi L.C. 1995, ch. 44 (https://laws-lois.justice.gc.ca/fra/lois/e-5.401/page-1.html)</i> a) Oui b) Non c) Je préfère de ne pas répondre
	13. Avez-vous des difficultés ou incapacités qui vous rend en situation d'handicap? <i>En accord avec la Loi canadienne sur l'accessibilité, l'handicap veut dire une déficience notamment physique, intellectuelle, cognitive, mentale ou sensorielle, trouble d'apprentissage ou de la communication ou limitation fonctionnelle, de nature permanente, temporaire ou épisodique, manifeste ou non et dont l'interaction avec un obstacle nuit à la participation pleine et égale d'une personne dans la société.</i> a) Oui b) Non c) Je préfère de ne pas répondre
	14. Identifiez-vous comme une personne dont le revenu familial (revenu combiné des parents ou tuteurs et frères et sœurs au sein d'un ménage) est de 80 000 \$ ou moins? a) Oui b) Non c) Je préfère de ne pas répondre
	15. Identifiez-vous comme un individu qui vient de passer la majorité de son enfance (0 à 18 ans) dans un centre de population petite (population de 0 à 29,000 gens)? a) Oui b) Non c) Je préfère de ne pas répondre
3- Intérêt du domaine de la santé	16. Êtes-vous intéressé par une carrière dans le domaine de la santé? a) Oui b) Non c) Je préfère de ne pas répondre 16.1 [Facultatif] Expliquez votre intérêt dans la poursuite pour une carrière dans le domaine de la santé. 16.2 Quelles professions de la santé vous intéressent? [Sélectionnez tout ce qui s'appliquent] a) Dentisterie b) Hygiène dentaire c) Médecine d) Soins infirmiers e) Nutrition et diététique f) Ophtalmologie g) Thérapie physique h) Travail social i) Ergothérapie j) Pharmacie k) Thérapie respiratoire l) Orthophonie m) Je préfère de ne pas répondre n) Autre, veuillez préciser:
	17. Quelles difficultés liées au processus de candidature, le cas échéant, rencontrez-vous dans la recherche de la carrière de vos rêves?

	<i>[Sélectionnez tout ce qui s'appliquent]</i> a) Excellence académique b) Expérience de travail c) Expérience de bénévolat d) Compétences en entretien e) Aucune difficulté f) Autre g) Je préfère de ne pas répondre 17.1 À votre avis, ces difficultés sont dues à laquelle des situations suivantes? <i>[Sélectionnez tout ce qui s'appliquent]</i> I) Fardeaux financiers II) Horaire chargé III) Manque de possibilités de travail ou de bénévolat IV) Les différences culturelles V) Défis familiaux VI) Autre VII) Je préfère de ne pas répondre 17.2 [Facultatif] Expliquez comment vos antécédents culturels ou financiers influencent votre parcours pour réaliser la carrière de vos rêves?
	18. Sur une échelle de 1 à 10, comment évalueriez-vous le rendement des écoles canadiennes pour assurer la diversité de leurs élèves? 1 = pas satisfaisant / 10 = très satisfaisant / 0 = préfère ne pas répondre 19. [Facultatif] Si vous le pouviez, quels aspects aimeriez-vous changer dans le processus d'admission pour favoriser plus de diversité?
4-Questions spécifiques au PLUSI <i>[insérer les précis de N'IMPORTE DE QUELLE organisation]</i>	20. Pensez-vous que le PLUSI vous aide à mieux vous préparer pour la carrière de vos rêves? a) Oui b) Non c) Je préfère de ne pas répondre 21. [Facultatif] Quelles sont les opportunités les plus utiles que le PLUSI fournit ou pourrait fournir mais ne le fait pas actuellement? 22. Avez-vous rencontré des difficultés lors de votre candidature du bénévolat et d'observation du PLUSI? a) Oui b) Non c) Je préfère de ne pas répondre 22.1 [Facultatif] Quelles difficultés avez-vous rencontrées en postulant au PLUSI? 23. [Facultatif] Que sont-vos buts, qu'est-ce que vous croyez à atteindre comme bénévole, et que peut faire le PLUSI pour vous soutenir au mieux à l'avenir ? 24. [Facultatif] Avez-vous des recommandations pour améliorer la procédure d'inscription au PLUSI en tant de promouvoir plus de diversité? 25. [Facultatif] Avez-vous des commentaires ou des réactions sur votre expérience avec ce sondage? Veuillez utiliser cet espace pour des commentaires supplémentaires destinés à l'équipe PLUSI.

Le sondage se termine avec un page de remerciement qui confirme une soumission qui vient d'être reçu et pour remercier le volontaire pour leur temps.

Les questions en caractère **gras** dans la table en indique une question qui applique la logique conditionnelle, et alors basé sur les réponses à ces questions, des questions de suite seront posées en accordance.

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Conflicts of Interest Disclosure

There are no conflicts of interest to declare.