

**APPENDIX 2:  
EQUITY AND DIVERSITY SURVEY FOR ACTIVE MEMBERS**



Alberta **LAW**  
FOUNDATION

**EQUITY AND DIVERSITY SURVEY  
ACTIVE MEMBERS**

***This survey is for active members of the Law Society of Alberta. In this survey “practising law” refers to activities for which you paid an active members’ fee to the Law Society.***

***We welcome any additional comments or details that you would like to provide on any question in this survey or about the survey as a whole. Please write your comments on an additional page, making note of the questions to which they relate.***

**SECTION I. EMPLOYMENT**

**Employment History**

1. How long have you practised law in all jurisdictions?  
(Do not include articles.) \_\_\_\_\_ years
2. When were you called to the bar in Alberta? \_\_\_\_\_ year

***Please answer questions 3 to 6 in relation to your law practice since being called to the bar in Alberta.***

3. How many different jobs practising law have you had since your call in Alberta, excluding moves within the same firm or organization?

	Number of jobs	Number of jobs that ended for reasons other than your choice
Full-time jobs practising law	_____	_____
Part-time jobs practising law	_____	_____
Full-time jobs, law related, non-practising	_____	_____
Part-time jobs, law related, non-practising	_____	_____
Jobs not law related	_____	_____

4. Since your call in Alberta, how long in total have you spent *not* practising law? \_\_\_\_\_ years & \_\_\_\_\_ months
5. How much of the time identified in Question 4 have you spent looking for a position in practice? \_\_\_\_\_ years & \_\_\_\_\_ months

6. How much of the time identified in Question 4 have you spent *not* looking for a position in practice? \_\_\_\_\_ years & \_\_\_\_\_ months

**Current Employment**

7. Where do you currently work?

- |                                     |  |  |
|-------------------------------------|--|--|
| <input type="checkbox"/> Calgary    | <input type="checkbox"/> Red Deer        | <input type="checkbox"/> St. Albert              |
| <input type="checkbox"/> Edmonton   | <input type="checkbox"/> Medicine Hat    | <input type="checkbox"/> Grande Prairie          |
| <input type="checkbox"/> Lethbridge | <input type="checkbox"/> Other – Alberta | <input type="checkbox"/> Other – out-of-province |

8. How many lawyers are there in your firm or organization who practise law in Alberta?

- |                                 |                                   |                                   |
|---------------------------------|-----------------------------------|-----------------------------------|
| <input type="checkbox"/> one    | <input type="checkbox"/> 10 to 19 | <input type="checkbox"/> 50 to 74 |
| <input type="checkbox"/> 2 to 4 | <input type="checkbox"/> 20 to 35 | <input type="checkbox"/> 75+      |
| <input type="checkbox"/> 5 to 9 | <input type="checkbox"/> 36 to 49 |                                   |

9. If you are working, what is your current work status? If you would like to change your current work status, please indicate the type of work status you would prefer.

	Current	Prefer
Full time	<input type="checkbox"/>	<input type="checkbox"/>
Part time or job sharing	<input type="checkbox"/>	<input type="checkbox"/>

10. How many weeks of vacation did you take in the last year? \_\_\_\_\_ weeks

11. How are you primarily employed? Please check the responses which reflect your current and preferred employment.

Current	Preferred	
<input type="checkbox"/>	<input type="checkbox"/>	Sole practitioner on own
<input type="checkbox"/>	<input type="checkbox"/>	Office sharing with other practitioner(s)
<input type="checkbox"/>	<input type="checkbox"/>	Associate in or employee of a law firm
<input type="checkbox"/>	<input type="checkbox"/>	Partner in law firm (if currently a partner, number of years experience before becoming partner _____)
<input type="checkbox"/>	<input type="checkbox"/>	Government lawyer/employee
<input type="checkbox"/>	<input type="checkbox"/>	Government lawyer/contract
<input type="checkbox"/>	<input type="checkbox"/>	Industry or corporate counsel
<input type="checkbox"/>	<input type="checkbox"/>	Legal education
<input type="checkbox"/>	<input type="checkbox"/>	Society or union
<input type="checkbox"/>	<input type="checkbox"/>	Contract research
<input type="checkbox"/>	<input type="checkbox"/>	Community law office / public interest advocate
<input type="checkbox"/>	<input type="checkbox"/>	Judge
<input type="checkbox"/>	<input type="checkbox"/>	Unemployed
<input type="checkbox"/>	<input type="checkbox"/>	Other (please specify) _____

12. To what extent did the following factors influence your decision to work in your current areas of employment as identified in Question 11?

	Not at all	Not much	Some-what	A great deal
Personal interest	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Availability of job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mentoring available to you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Type of work assigned to you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Availability of clients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your race	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your ethnic background	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your marital status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your parental status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(if applicable) Your disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(if applicable) Your religious beliefs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify) _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

13. Are the following work options and benefits offered to lawyers by your firm or employer?

<b>Work Options</b>		No	Yes	Don't Know	N/A
Part-time work		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexible work hours (full-time work)		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job sharing		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Benefits</b>					
Unpaid maternity leave for	Partners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Associates/employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unpaid parental leave for	Partners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Associates/employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid maternity leave for	Partners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Associates/employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid parental leave for	Partners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Associates/employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Part-time partnership		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability insurance for	Partners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Associates/employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Compassionate or bereavement leave for					
Partners		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Associates/employees		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health benefits for	Partners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Associates/employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leave of absence/sabbatical for	Partners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Associates/employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

14. Are any of the benefits listed in Question 13 available to same-sex spouses or partners?  No  Don't know

Yes (specify benefits) \_\_\_\_\_

\_\_\_\_\_

15. To your knowledge, has your firm or employer formally adopted any of the following policies or guidelines?

	No	Yes	Don't Know	N/A
Maternity and parental leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Equality in employment Interviews	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender inclusive communications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alternative work schedules	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anti-harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respectful workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anti-discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

16. ***In the last year***, approximately what percentages of your working time were spent on the following activities:

%	
_____	Administration work
_____	Promotion and client development
_____	Practising law
_____	Uncompensated law-related work (e.g., CBA, LSA committees)
_____	Teaching
_____	Free legal advice
_____	Keeping up to date
_____	Other (please specify)
100%	Total

17. Approximately how many hours do you work each week? (Include all activities in Question 16 above) \_\_\_\_\_ hours

18. How many hours would you prefer to work each week? \_\_\_\_\_ hours

19. How many hours per week do you usually spend on household chores not including care of children? \_\_\_\_\_ hours

20. How satisfied are you with the division of your work as set out in Question 16 above?

- Very satisfied  Dissatisfied  
 Satisfied  Very dissatisfied  
 Neither satisfied nor dissatisfied

21. Please indicate your area(s) of practise based on the amount of time spent working in each area. Please insert approximate percentages on the lines provided and ensure the total is 100%. Would you prefer to spend more time or less time in each of the areas you identified?

%		Prefer more	Prefer less	Like it as it is
_____	Aboriginal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Arbitration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Civil Litigation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Corporate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Employment/Labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Entertainment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Immigration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	International Business	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Mediation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Tax	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Administrative Boards/Tribunals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Bankruptcy/Insolvency/ Receivership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Commercial	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Criminal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Environmental	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Estate Planning and Administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Intellectual Property	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Matrimonial/Family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Real Estate Conveyancing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Oil and Gas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	Other (specify) _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

22. *In the last 5 years*, how often have you been involved in:

	Never	Rarely	Sometimes	Often	N/A
Hiring articling students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hiring lawyers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mentoring new lawyers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Assigning files to lawyers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervising articling students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervising lawyers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Developing policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Management or remuneration decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Organizing workplace events	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marketing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

23. How satisfied are you with the following aspects of your work?

	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	N/A
Nature of work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hours of work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Remuneration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Prestige of work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Control over work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Credit for work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Contact with clients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunity for advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employment benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mentoring available to you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working relationship with:						
female colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
male colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
support staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
court personnel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Balance with personal life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choice of law as a career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Standing among your colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The respect and dignity with which you are treated by your colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The respect and dignity with which you are treated by the public	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

24. Have you ever voluntarily left a job practising law?  No (go to question 26)  Yes

25. Was discrimination a factor in your decision to leave a job practising law?  No  Somewhat  Yes

26. How likely is it (0-100%) that you will look for a new job within the next year? \_\_\_\_\_ %

27. What was your pre-tax income from employment or self-employment in 2002? \$ \_\_\_\_\_,000
28. Do you bill by the hour?  No (go to question 31)  Yes
29. If you bill by the hour, what is your usual hourly rate? \$\_\_\_\_\_ per hour
30. If you bill by the hour, approximately how many hours did you bill in the last year? \_\_\_\_\_ hours

### Articling in Alberta

**Please answer questions 31 to 33 only if you articulated in Alberta in the period of 1991-2003 inclusive. If you are not in this category, please go to question 34.**

31. How many firms did you apply to for articles? \_\_\_\_\_ firms  
 were prepared to interview you for articles? \_\_\_\_\_ firms
32. The articling position you received was your  
 First choice  Second choice  Neither first nor second choice
33. Did you experience any problems finding articles on the basis of:

	No	Yes	Unsure	N/A
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marital Status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Parental Status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ethnic Background	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religious Beliefs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### SECTION II. DEMOGRAPHIC INFORMATION

34. In what year were you born? 19\_\_\_\_\_
35. Are you  Male  Female
36. Are you in a married or cohabiting (same or opposite sex) relationship?  No (go to question 38)  Yes

37. If you are in a married or cohabiting relationship, is your spouse/partner:

- Employed full time       Employed part time       Not employed

38. Do you provide care to any dependent adults?       No (go to question 40)       Yes

39. To what extent have dependent adult care responsibilities affected your decisions in the following areas:

	Not at all	Not much	Some-what	A great deal
Choice of job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choice of specialty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choice of cases	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hours of work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Please note: Questions 40 to 43 were replicated from the most recent Statistics Canada Census and are included here to allow for comparison with census data.**

40. Are you:

- Caucasian                       Black  
 Chinese                         Arab  
 Filipino                         Latin American  
 Korean  
 Japanese  
 West Asian (e.g., Afghan, Iranian, etc.)  
 South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)  
 Southeast Asian (e.g., Cambodian, Indonesian, Vietnamese, etc.)  
 Aboriginal Origins (Inuit/Eskimo, Métis, North American Indian)  
 Other Origins \_\_\_\_\_

41. What is the language you first learned at home in childhood and still understand?       English       French

Other (specify language) \_\_\_\_\_

42. What language do you speak most often at home?       English       French

Other (specify language) \_\_\_\_\_

43. What, if any, is your religion? (Check as many as apply)

- |  |                                   |   |
|--|-----------------------------------|---|
| <input type="checkbox"/> Catholic                          | <input type="checkbox"/> Buddhist | <input type="checkbox"/> Hindu                    |
| <input type="checkbox"/> Protestant                        | <input type="checkbox"/> Sikh     | <input type="checkbox"/> Eastern Orthodox         |
| <input type="checkbox"/> Islam                             | <input type="checkbox"/> Jewish   | <input type="checkbox"/> Para-religious groups    |
| <input type="checkbox"/> Other religion(s) (specify below) |                                   | <input type="checkbox"/> No religious affiliation |
- 

44. How many children do you have? \_\_\_\_\_ children

45. Do you have a disability?  No (go to question 51)  Yes

46. What is the nature of your disability?

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47. Since what age have you lived with this disability? \_\_\_\_\_ years of age

48. When others first meet you, is your disability  Visible  
 Invisible

49. Do you keep your disability hidden?  No  Yes

50. If you have a disability, what have been your requirements and how have they been accommodated in your current workplace?

	Required	Provided to your satisfaction		
		No	Somewhat	Yes
Specialized equipment (e.g., Braille or large print material, audio equipment, TTY/TDDs, ASL Interpreter)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Additional administrative assistance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Access to facilities and buildings (restrooms, in the courtroom, to the building, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Allowance for guide dogs and areas to park dogs (dog runs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

51. Are you:  Heterosexual (go to question 58)  Gay

- Lesbian  
 Bisexual

52. Are your colleagues aware of your sexual orientation?  
 No (go to question 54)  
 Some trusted colleagues know  
 I am completely "out"

53. If some or all of your current colleagues know about your sexual orientation, when did you directly or indirectly share this information with them?

- During the employment or articling interview
- During articles
- After becoming employed
- After becoming a partner (if in a private firm)
- Other (please specify)\_\_\_\_\_

54. If you have chosen **not** to disclose your sexual orientation at work, what are the reasons?

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55. If you have chosen **not** to disclose your sexual orientation, do you ever plan to “come out” at work?  No  Unsure  Yes

56. What would have to change in your workplace to make it possible to come out?

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57. If you have ever disclosed your sexual orientation while practising law, were there any consequences for you at work?

- No, there were no consequences
- Yes, there were consequences (please elaborate below)

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### SECTION III. PERSONAL EXPERIENCES IN THE LEGAL PROFESSION IN THE LAST 5 YEARS

58. In the last 5 years, have you personally experienced discrimination while seeking employment or during the course of your employment as a lawyer?  No (go to question 62)  Unsure  Yes

59. What was the nature of the discrimination you personally experienced while seeking employment or during the course of your employment as a lawyer? (Check **only those** which apply):

By other By other office By court



Parental Status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ethnic Background	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religious Beliefs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

64. In the last 5 years, have you gone to court to represent clients during the course of your employment as a lawyer?  No (go to question 66)  Yes

65. If you had clients or have gone to court in the last 5 years: How often have you been mistaken for someone other than a lawyer by

	Never	Rarely	Sometimes	Often	N/A
judges?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
other lawyers?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
clients?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
court personnel?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How often have judges commented on your clothing or personal appearance?

Never	Rarely	Sometimes	Often	N/A
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

66. In the last 5 years, have you worked in an organization that employed other lawyers?  No (go to question 68)  Yes

67. In the last 5 years, how often have you been denied an opportunity to work on a file because **another lawyer** in your firm or organization preferred to work with another lawyer because of your:

	Never	Rarely	Sometimes	Often	Unsure
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marital Status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

...question 67 - continued

	Never	Rarely	Sometimes	Often	Unsure
Parental Status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ethnic Background	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religious Beliefs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

68. Do you have a religious affiliation?  No (go to question 70)  Yes

69. If you have a religious affiliation, how often, in the last 5 years

	Never	Rarely	Sometimes	Often
Have you modified your religious practises for fear of professional repercussions? (e.g., eating restrictions, working on particular days)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have you withheld information about your religious affiliation from colleagues for fear of professional repercussions?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

70. In the last 5 years, how often have you decided **not** to attend work-related social, networking, or business development activities due to:

	Never	Rarely	Sometimes	Often
(if applicable) family responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
moral or religious convictions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(if applicable) physical access issues or barriers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
a feeling of exclusion from the activity on the basis of gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
a feeling of exclusion from the activity on the basis of sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

71. In the last 5 years, how many times have you personally experienced the following types of behaviour in professional settings and by whom?

Please circle the number reflecting the frequency of your experiences as follows: 1= never 2=rarely 3=sometimes 4=often

	By other lawyers				By clients				By judges				By other office personnel			
Unwanted sexual advances	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Unwanted teasing, jokes or comments of sexual nature	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4

#### SECTION IV. PERCEPTION OF BIAS OR DISCRIMINATION

72. In your view, does your firm or organization discriminate against lawyers?  No (go to question 74)  Yes

73. In which of the following ways does your firm or organization discriminate against lawyers? (Check **only those** which apply).

	Hiring	Day-to-day assignments & opportunities	Advancement	Partnership (private practise only)
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marital Status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Parental Status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ethnic Background	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religious Beliefs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

74. In the last 5 years, how often have you personally observed the following types of behaviour in professional settings and by whom?

*Please circle the number reflecting the frequency of observed behavior as follows: 1= never 2=rarely 3=sometimes 4=often*

	By other lawyers	By clients	By judges	By other office personnel
Female lawyers subjected to unwanted sexual advances	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Male lawyers subjected to unwanted sexual advances	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Female lawyers subjected to unwanted teasing, jokes, or comments of sexual nature	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Male lawyers subjected to unwanted teasing, jokes, or comments of sexual nature	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Female support staff subjected to unwanted sexual advances	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Male support staff subjected to unwanted sexual advances	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Female support staff subjected to unwanted teasing, jokes, or comments of sexual nature	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4
Male support staff subjected to unwanted teasing, jokes, or comments of sexual nature	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4

***If you wish, you can use an additional page to share any examples pertaining to question 74.***

75. In the last 5 years, how often have you personally observed lawyers, clients, judges, or other office personnel making a derogatory statement or joke on any of the grounds listed below?

Please circle the number reflecting the frequency of your observations as follows: 1= never 2=rarely 3=sometimes 4=often

	Other lawyers				Clients				Judges				Other office personnel			
Age	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Disability	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Gender (women)	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Gender (men)	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Race or ethnic origin	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Religion	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Sexual orientation	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4

76. What is your perception of bias or discrimination in the legal profession against lawyers who are members of the following groups? (Check **only those** which apply).

	There is none	It exists, but is not widespread	It is widespread, but subtle and difficult to detect	It is widespread and readily apparent	Don't know
Lawyers belonging to racial or ethnic minority groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lawyers with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lawyers with specific religious beliefs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gay, lesbian, & bisexual lawyers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Women lawyers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Men lawyers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lawyers with children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

77. If you indicated that you think there is some degree of bias or discrimination against lawyers in question 76 above, please check **all** the applicable categories. Leave boxes blank where you think there is no discrimination.

	Lawyers belonging to racial/ethnic minority groups	Lawyers with disabilities	Lawyers with specific religious beliefs	Gay, lesbian, & bisexual lawyers	Women lawyers	Men lawyers	Lawyers with children
Weight given to opinions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Access to clients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Assignments of files/work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Setting hourly rates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunity to appear in court	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The nature of office/firm functions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The nature of promotional functions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Judicial appointments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accommodation for family commitments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Remuneration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hiring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attaining partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Access to managerial positions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Judicial attitudes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unwanted sexual advances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unwanted teasing, jokes or comments of a sexual nature	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Unwanted teasing; offensive jokes or comments not of a sexual nature	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

78. Please choose the answers that come closest to what you think about each statement.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Other lawyers judge my abilities on the merits of my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My firm or organization offers more than one career path and timetable for success.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other lawyers make assumptions about my commitment to the profession based on my religious affiliation, race, or ethnic origins.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lawyers who work full-time are more valuable to the firm or organization than those who work on a reduced schedule.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In the practise of law, merit is often equated with the willingness to dedicate one's self to the workplace at the expense of family relationships.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is important that planning for extracurricular activities ensures that lawyers with disabilities can attend.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(If applicable) I feel comfortable bringing my spouse or partner to work-related social, networking, or business events.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lawyers who choose to work reduced hours are usually less committed to the practise of law than those who work a full schedule.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reduced hour schedules present an inconvenience to other lawyers in the office.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have to work harder than other lawyers in order to overcome negative stereotypes about me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lawyers with disabilities should bear at least some of the costs incurred to accommodate their disabilities in order to practise law.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I would consider working reduced hours on a regular basis if I was not concerned about a possible detrimental effect of this on my career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I would prefer it if gay and lesbian lawyers kept their sexual orientation from their colleagues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are discrepancies between my firm or organization's written policies on reduced schedules and how they are actually implemented.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lawyers who wish to take parental leave should bear at least some of the associated costs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Part-time lawyers cannot respond effectively to their clients.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**SECTION V. CARE OF CHILDREN**

***The remaining questions are for people who have children.***

79. If you have children who require care (including feeding, supervision, homework assistance, attendance at sporting and school events, etc.) how many hours per week do you personally spend on this care?

\_\_\_\_ hours per week

80. What proportion of responsibility for that care is borne by each of the following:

\_\_\_\_ % you

\_\_\_\_ % the person you live with

\_\_\_\_ % child's other parent (not living with you)

\_\_\_\_ % paid child care worker

\_\_\_\_ % other

100% TOTAL

81. To what extent have child care responsibilities affected your decisions in the following areas:

	Not at all	Not Much	Somewhat	A great deal
Choice of job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choice of specialty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choice of cases	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hours of work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

***The remaining questions are for those who a) have had children IN THE PAST 5 YEARS (in 1998 or later); and b) were at the time articling or called to the Alberta Bar:***

82. How many children have you had during or after 1998? \_\_\_\_\_ children

83. When was your last child born? \_\_\_\_\_ year

84. Did you take maternity or parental leave when your last child was born?  No (go to question 90)  Yes

85. How much maternity or paternity leave did you take? \_\_\_\_\_ weeks

86. Was the leave you took long enough?  No  Yes

87. Was the leave available to you long enough?  No  Yes

88. What percentage of your regular pre-leave income did your income during leave represent? \_\_\_\_\_ %

89. What were the sources of your income during leave?

\_\_\_\_\_ % unemployment insurance      \_\_\_\_\_ % disability insurance  
\_\_\_\_\_ % payment from firm      \_\_\_\_\_ % other (specify below)

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90. Did you experience any of the following as a result of having children? (Check *only those* which apply)

- loss of seniority
- loss of job
- loss of clients
- loss of office space
- loss of income
- delay in promotion
- difficulty in obtaining leave
- testing of commitment to work
- pressure to work while on parental leave
- unreasonable work load following parental leave
- difficulty in obtaining flexible hours or part time work
- stress from competing demands between family and work
- other (please specify) \_\_\_\_\_

**THANK YOU FOR COMPLETING THE SURVEY.**

***Again, we welcome any additional comments or detail that you would like to provide on any question in this survey or about the survey as a whole. Please write your comments on an additional page, making note of the questions to which they relate.***

**PLEASE RETURN THE COMPLETED SURVEY  
ALONG WITH YOUR COMMENTS IN THE  
ENCLOSED STAMPED ENVELOPE  
BY JUNE 30, 2003.**