



BMC Clinician Vitality Survey FAQ

Since we began surveying in 2017, many have asked important questions. We have compiled some of the more common questions and answers for you here.

Important Reminders:

- Those who have not yet filled out the survey will receive a reminder email each Tuesday through June 4.
 - Search **#VitalitySurvey** in your inbox for your personal survey link. **Also be sure to check your junk and Mimecast folders.**
 - Your link is personal and single use and **will not work** if forwarded.
 - Regarding your privacy, we can only report information on identifying features (including race, ethnicity, gender, and specialty) if there are five or more respondents with these identifiers. This allows you to share your honest feedback while ensuring that your results are confidential and will not be reported in a way that could identify you or be tracked back to you.
 - If you have any questions about the survey, please email Susannah Rowe, Susannah.Rowe@bmc.org
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Q. Why should I take the survey?

A. 1) Provide feedback to local and hospital leadership on how you are doing and how BMC as a whole is doing, 2) Offer baseline information to measure impact of initiatives; 3) Suggest new ideas and initiatives

Q: I just did this survey. It says it is anonymous, but because they ask age, race/ethnicity, gender, department, division, and amount of time at BMC, they can in less than 5 minutes figure out who everyone is. I don't care because I was honest with my responses and would stand by them regardless. I do worry that others may not be as forthcoming because the "anonymous" survey is figureoutable.

A: This person is absolutely correct that theoretically this would be possible. However we have stringent confidentiality protocols to prevent this per the survey vendor and per our IRB. Our third-party surveyor will not report results to us for any combination of variables such as length of service, department, etc. unless the resulting group has at least five people in it. So while we could see over-all results by gender, or over-all results by length of service, they would not combine those variables to provide results for 40-something people of a certain gender- unless there are at least 5 people like that who responded to the survey.

Q: Why does the survey ask about race, gender, LGBTQIA status and other very personal questions? What does this have to do with work, and how will you use the information?

A: Disparities in wellbeing are driven in part by diverse experiences in the workplace. In order to understand these gaps and develop interventions to address them, we need data. For more on this topic as related to LGBTQI+ status, see an opinion piece by a BMC physician, Dr. Carl Streed, and colleagues: <https://www.nejm.org/doi/full/10.1056/NEJMp2032447>



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Office of Equity, Vitality, & Inclusion
with
BMC Graduate Medical Education Office



Q: Can you send me the link so I can send it out to people?

A: No, the link cannot be sent, as it is unique to individuals through our survey vendor. To promote the survey, search for the keyword #VitalitySurvey. If that fails, email Susannah.Rowe@bmc.org.

Q: I found the link in my email but it doesn't work

A: The link is single use, and you may have completed it already. If you shared it with someone else, they may have already used it. To double check or to contact the survey vendor with questions, email Susannah.Rowe@bmc.org.