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Designing a Measure: Measuring Social Workers' Attitudes toward LGBT Youth in Child Welfare

Christi E. Bell

California State University - San Bernardino, bellc2@coyote.csusb.edu

Raul A. Salcedo

California State University - San Bernardino, 003573387@coyote.csusb.edu

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DESIGNING A MEASURE: MEASURING SOCIAL WORKERS'
ATTITUDES TOWARD LGBT YOUTH IN
CHILD WELFARE

A Project
Presented to the
Faculty of
California State University,
San Bernardino

In Partial Fulfillment
of the Requirements for the Degree
Master of Social Work

by
Christi Elaine Bell
Raul Armando Salcedo, Jr.
June 2014

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Approved by:

Dr. Thomas Davis, Faculty Supervisor, Social Work

Dr. Rosemary McCaslin, M.S.W. Research Coordinator

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ABSTRACT

This study reports the results of an exploratory factor analysis conducted to analyze the reliability of a pilot instrument created to evaluate social workers' attitudes toward LGBT youth in the foster care system. The sample (n = 60) included social workers, supervisors, and staff from the County of San Bernardino Children and Family Services. Data were collected from February 2011 to March 2011. A two factor solution yielded the best results; Chronbach's alpha for factor one yielded a strong result for internal consistency reliability ($\alpha = .777$) and for factor two yielded a less strong result ($\alpha = .628$). Strategies are recommended to increase the reliability and evaluate the validity of the measure in future.

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To all the LGBT youth in foster care

May you be seen and heard

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CHAPTER ONE

INTRODUCTION

Problem Statement

In a 2001 report funded and published by the Lambda Legal Defense and Education Fund (Sullivan, Sommer & Moff, 2001), it was estimated that about 5 to 10% of the general population of foster care children identify as Lesbian, Gay, Bisexual, or Transgender (LGBT). Based on the number of LGBT youth in the child welfare (CW) system, this report assumes that one in ten or twenty children in foster care identify as LGBT either openly or privately, and represent a significant and unique population of child welfare clients. It has been found that this population is sometimes exposed to a variety of problems at the hands of their CW workers including a lack of recognition of their existence as LGBT clients, their specific needs, harassment, and violence (Sullivan et al., 2001). It has also been found that social workers in the CW system can have a profound impact on their clients' sense of identity and empowerment (Ragg, Patrick & Ziefert, 2006).

There are many studies conducted which describe the increased instances of abuse experienced by LGBT youth in out-of-home care. According to Mallon and Waranoff (2006) it is supposed that these youth, when removed from their homes, are placed into a home that is safer and can provide a nurturing and supportive environment, but that does not seem to be the case.

Not only are LGBT youth in out-of-home care more likely to experience abuse than their heterosexual counterparts, they are likely to experience it at the hands of child welfare staff as well as peers within the system (Mallon, 2001). Additionally, it has been shown that the needs of LGBT youth in the child welfare system are not addressed because social workers do not acknowledge that LGBT youth are in their care and therefore remain invisible to the system (Mallon and Waronoff, 2006).

Mallon and Waronoff (2006) suggested that systematic change at all levels of administration within child welfare agencies must occur in order for the services provided to LGBT youth in child welfare to improve. This call to change has been echoed by the Lambda Legal Defense Fund and a manual regarding best practices toward LGBT youth in out- of-home care has been published by the Child Welfare League of America (Sullivan, Sommer & Moff, 2001). The National Association of Social Workers' Code of Ethics outlines the most important principles in the social work field, and according to the literature we have done a disservice to LGBT youth in the child welfare system.

In the past thirty years there have been improvements in attitudes towards homosexuality (Rye & Meaney, 2010); however, a 2008 study conducted by Saad found that at least half of Americans still hold the belief that homosexuality is immoral. With such a large proportion of the country holding this attitude it is likely that some social workers in the CW system hold this attitude as well. According to Ragg et al.,(2006) attitudes can greatly affect social workers'

competence when working with the LGBT population. Therefore, it is important to understand social workers' attitudes towards this population in order to improve competency and service delivery. This is an important point because some studies demonstrate that in terms of social workers' attitudes towards this population social workers lag behind the general public and psychologists (Mallon and Woronoff, 2006).

A recent database search of the Mental Measurements Yearbook with Tests in Print for an attitude scale measuring the attitudes of social workers toward LGBT youth in the CW system yielded no results for any scale measuring social workers' attitudes toward their LGBT clients. There have been several scales developed to measure attitudes towards homosexuality in general, including Larsen, Reed and Hoffman's (1980) Heterosexual Attitudes Toward Homosexuality Scale, Herek's (1984) Attitudes Toward Lesbians and Gay Men scale, and Kite and Deaux's (1986) Homosexuality Attitude Scale but most of the scales currently used were developed in the 1980's (Rye & Meaney, 2010). A more recent scale designed by Morrison and Morrison (2002) is the Modern Homonegativity Scale which was developed to more accurately measure people's attitudes towards homosexuality due to the likely change in attitudes and how people express those attitudes over time. It was suggested by Morrison and Morrison (2002) that people are not as likely to express attitudes expressing prejudice as easily as they were in the 1980s.

Purpose of the Study

Social workers' specializing in child welfare are given extensive training in how to best serve their diverse clients and LGBT training is included; however, it is not known if this training is able to improve negative attitudes of social workers toward their LGBT clients, improve service delivery and support as there is no established instrument by which to measure these attitudes. Therefore it is important that an instrument measuring social workers' attitudes towards their LGBT clients be developed by those educated in social work because they understand social work culture and values.

The 2001 report published by the Lambda Legal Defense and Education Fund (Sullivan et al., 2001) called for all foster care systems and agencies to make significant changes in how they provide service to their LGBT clients. Additionally, as child welfare agencies and workers responsible for the safety and well-being of their clients it is important for these agencies to understand the attitudinal culture of their child welfare workers towards the LGBT population that they serve. It is of specific interest to these researchers to develop an instrument with high reliability and validity in measuring social workers attitudes toward LGBT clients because an exploration of social work research has demonstrated a dearth of instruments used by social workers which are designed by social workers. It is important that scientifically valid measures are designed specifically for social workers not just to contribute to the body of social work knowledge, but also to improve service and support to our clients. The purpose

of this study is to design a valid and reliable instrument to measure the attitudes of social workers toward LGBT clients in the child welfare system.

Significance of the Project for Social Work Practice

In designing a valid and reliable instrument measuring the attitudes of social workers toward LGBT clients it is hoped that child welfare agencies will use the measure to improve agency trainings, foster parent training, and agency policies and procedures which will ultimately improve service and support to LGBT clients. The LGBT population in the CW system has additional needs in developing their identity than heterosexual youth in the CW system. Often these youth in foster care have only professionals on whom to rely for support and positive feedback; therefore it is necessary and vital that social workers are positive role models in the life of these youth (Ragg et al., 2006). Identifying attitudes which may compromise the relationship between a social worker and their LGBT clients will assist agencies in providing education and training which can affect positive change in these attitudes and the competence of these social workers. Due to the nature of this study there is no hypothesis appropriate to state. The most important research question for this study is does this measure have adequate reliability and validity to be a strong measure of CW workers' attitudes toward LGBT youth in the CW system?

CHAPTER TWO

LITERATURE REVIEW

Introduction

The current research shows that LGBT youth have special needs in out-of-home care. Many articles have been written which put forth recommendations for the policies and competencies necessary to address the needs of the LGBT population in out-of-home care; however, the research also demonstrates that many social workers and child welfare workers lack the necessary competencies and knowledge to provide LGBT youth with the services to attend to their unique needs. Many instruments have been developed to measure attitudes toward the LGBT population; however, there is a lack in the research measuring social workers' attitudes of LGBT youth in the CW system. This is a relevant lack as research has also demonstrated that attitudes directly impact service delivery.

The following topics are reviewed from the literature published over the past ten years: LGBT youth in out-of-home care, professional competencies for social workers with LBGT clients, professional standards for LGBT youth, attitudes and their impact on service delivery, the testing of attitudes, and scale creation for attitudes. Domains covered in the scale include Homonegativity, identification as gay or straight, perception of stigma associated with being, social comfort with gay men or women, homosexuality, etc., which is described an article by Currie (2004). These domains are chosen based on the focus of

LGBT youth in the CW system and social workers attitudes towards this population. It is further narrowed down by subject matter experts and article comparison.

LGBT Youth in Out-of-Home Care

Mallon and Woronoff (2006) investigated LGBT youth in foster care and how practitioners, scholars and policymakers treat them. The authors described current policy and practice alternatives that target youth and families who struggle with issues of gender identity and sexual orientation. The major findings of this article are that there is a general lack of acknowledgement of LGBT youth in foster care by traditional child welfare practitioners and policymakers and that change needs to be made in child welfare agencies, in policy and practice, to acknowledge the uniqueness of LGBT youth. The most notable thing found in this study was that professionals in the child welfare system are not as progressive on LGBT issues as compared to the general population.

Mallon (2001) conducted a study in which 54 LGB minors and 88 child welfare professionals from three cities, New York, Los Angeles, and Toronto, were interviewed about their experiences either in group homes, foster homes, and large care centers. The findings of this study were disturbing. In every case of verbal harassment from peers, from staff, or from foster parents 99% of participants had multiple experiences of the abuse. In terms of LGBT youth safety in group homes, 78% of LGBT minors and 88% of child welfare workers stated that it was not safe for LGBT youth in group homes to reveal their sexual

orientation if they were gay or lesbian. The author found that a majority of participants experienced physical violence and, in the case of four participants, rape. Over 50% of participants stated that they would often choose to be homeless rather than to continue living in a group or foster home because of the harassment they experienced at the hands of peers and caregivers (Mallon, 2001).

Van Leeuwen et al. (2006) found that 44% of LGBT homeless youth reported being in custody of social services at one point in their lives more than their heterosexual counterparts (32%). Cauce et. al. (2000) found that 51% of LGBT youth reported being physically abused prior to leaving home, 60% of girls and 23% of boys reported sexual abuse before leaving home and 61% were afraid of getting hit. This suggests that LGBT youth in the CW system are somehow not being served as well as their heterosexual counterparts. The research shows that being a homeless youth entails multiple public health risk factors and these risk factors increase significantly if the youth are also LGBT.

Rew, Whittaker, Tayler-Seehafer and Smith (2005) found that LGBTQ youth reported double the rates of sexual abuse before the age of 12 as compared to their heterosexual counterparts. Cochran, Stewart, Ginzier and Cauce (2002) found that LGBTQ youth experienced 7.4 more acts of sexual violence towards them on average than the heterosexual participants. Ryan (2003) adds that LGBTQ are further affected by stigma, lack of support, homophobia and high rates of sexual coercion which is disproportionate as

compared to their heterosexual counterparts. If we can better prepare social workers to ensure that they are trained in LGBT sensitivity it would go a long way to prevent such youth from spiraling to homelessness and worse.

Wilber, Reyes and Marksamer (2006) developed a model of professional standards governing the care of LGBT youth in foster care called the Model Standards Project (MSP). The authors looked at existing professional standards applicable to child welfare and the need for new standards to focus on best serving LGBT youth in foster care. The researchers found that there was a lack of standards to assist the vulnerable LGBT youth in foster care (Wilber et al., 2006). In order to remedy this, the authors created new standards that are informed from professional and client sources. The article examined experiences of LGBT in state custody, existing research on the topic, and experiences of youth who participated in the project.

This article uses a post-test only non-experimental design. This study is good at describing the effect of an event or an intervention but lacks a comparison group; it did not use multiple waves of measurement, and was weak in establishing strong relationships. There was no random sampling and it used a purposive sample of 40 individuals from the National Advisory Committee who had relevant experience and interests of LGBT youth in foster care. The most notable thing in this study is that LGBT youth are disproportionately represented in the foster care system and they are the last to be taken care of in terms of professional standards.

Turner (2009) focused on the need for medically necessary care of transgender youth in foster care. The author found that transgender youth in foster care had been deprived of transgender specific medical care. This lack of care negatively affected the physical and mental health of transgendered youth in foster care. The article also described recent case law on this topic and addressed counterarguments towards providing medically relevant services to transgendered youth. The researcher discussed risks of treatment, the high cost, and the stigma of gender identity disorder (Turner, 2009).

The author found that specific legislation for transgendered youth in foster care was needed to better serve this population. This article is a meta-analysis of pertinent court cases, peer-reviewed journal articles and personal narratives. The strengths of this methodology are greater statistical power, confirmatory data analysis, greater ability to extrapolate to the general population affected, and is considered an evidence-based resource. The weaknesses of this type of method are that meta-analysis is difficult and time consuming to identify appropriate studies, not all studies provide adequate data for inclusion and analysis, it requires advanced statistical techniques, and the heterogeneity of study populations. The most notable thing in this study was that most professionals were unaware of the special needs of transgendered youth. This lack of awareness leads transgendered youth in the foster care system to be increasingly victimized.

Crisp (2006) created a measure called the Gay Affirmative Practice Scale (GAP), which measures cultural competence with LGBT clients. This scale is a new rapid assessment instrument to assess the extent to which social work practitioners engage in principles consistent with gay affirmative practice. The GAP scale has 30 items and measures practitioners' beliefs and behaviors in practice with LGBT individuals.

The measure was found to have strong reliability and validity with an overall Cronbachs alpha of .95. Each item loaded at .60 or greater in its intended domain which provides support for factorial validity. Examining the Pearson r correlation between two different grouped items supports convergent construct validity. The Pearson's r correlation for the two grouped items were .624 ($p=.000$) and .466 ($p=.000$) thus the GAP scale is strong in assessing gay affirmative practice. The author used clinical measurement theory and the domain sampling method.

Crisp (2006) used three stages to develop and validate a self-administered scale to assess the degree to which practitioners engage in gay affirmative practice: draft of an initial pool of items, administration of items to a pool of experts to assess the content validity of the items and administration of the scale to clinicians to assess the reliability and validity of the instrument. A snowball sample of nine experts in LGBT issue's was used for content validity of the items. The sample of clinicians used in assessing reliability and validity of the instrument were clinicians registered with the APA and NASW. These clinicians

were randomly selected and the number of respondents was 3,000. A notable thing that the author discussed in the study is that the few articles that measure homophobia in mental health professionals has found social workers to be more homophobic than psychologists. This is alarming and shows the need for more assessment tools that focus on social workers attitudes towards LGBT youth in order to identify why social workers are more homophobic than psychologists.

Ragg, Patrick and Ziefert's (2006) study explored social worker competencies for supporting LGBT foster youth. Interview transcripts of twenty-one youth, which were asked to describe workers who were helpful toward or inhibited positive development, were assessed to identify critical competencies. Critical youth themes and underlying practice competencies were also discussed. Three major themes were found: vulnerability versus empowerment, stigmatization versus validation and acceptance versus rejection.

The study found that if social workers who work with LGBT foster youth focus on empowerment, validation and acceptance then the youth would have a greater chance of positive identity development and a healthier mental health state. Multiple sampling strategies and a multi-tiered approach were used to engage LGBT foster youth. Youth advocates were given fliers to pass around and snowball sampling was used to recruit participants. Twenty-one LGBT foster youth participated and this sample was racially diverse. The data was collected through face-to-face interviews at a local LGBT center and was transcribed by a male researcher.

Two independent researchers then went over the recorded interviews to identify themes and subthemes. The strength of this methodology is its ability to identify relevant themes and their relationship with good social work practice. The weaknesses were a small sample size and the participants were self-selected which lowers the study's generalizability. The most notable thing about the study is how LGBT foster youth had a greater need for consistent people in their lives, since most lose their families due to homophobic attitudes (Ragg et al., 2006).

For the proposed measure a definition of what attitudes are and how they impact social work practice was explored. In this measure attitudes have three essential components that can be in any combination: cognition, affect and behavior (Clore & Schnall, 2005; Crites, Fabrigar, & Petty, 1994). This is in line with the most current and best methodological practice (Hendrick, Fischer, Tobi, & Frewer, 2013). Berkman and Zinberg (1997) examined homophobia and heterosexism in social workers. Three measures were used: the Index of Attitudes toward Homosexuality, Attitudes toward Lesbians and Gay Men Scales and a newly created scale to measure heterosexist bias. A cohort of 187 social workers was used and it was found that 10 percent of respondents were homophobic and that the majority of respondents were heterosexist. Four major findings were found: levels of homophobia and heterosexism were negatively correlated with amount of social contact with gay men and women, religiosity was associated with higher levels of homophobia and heterosexism, having been in psychotherapy was associated with more positive attitudes toward the LGBT

population but the amount of education on topics related to homosexuality was not correlated with levels of homophobia and heterosexism.

The study used a large probability sample of 187 heterosexual social workers that were members of the NASW in January 1994 and had MSW degrees. A random sample of 1,000 names were randomly selected from NASW members in the United States and questionnaires were sent to a systematic random sample of 376 respondents which contained equal amounts of men and women. The limitations of this study were a response rate of 54 percent and the results not being generalizable, which raises the concern of selection bias. Since this study was a self-report, there is a possibility of misclassification of sexual orientation of respondents. This might result in the underestimation of the levels of homophobia and heterosexism. A notable thing that this study found was that education on homophobia and heterosexism had no impact on the homophobia or heterosexism of the participants.

Dwyer (1993) reviewed relevant literature from a vast number of studies undertaken to determine attitudes. This study contained all the relevant theories for the proposed measurement's construction. The author organized the review into five categories: definitions and components of attitudes, the measurement of attitude, techniques for attitude scale construction, test construction statistics and mathematics related attitude scales. Information about attitudes is usually gathered through observation and through self-report measures. Four basic

techniques of attitude scale construction were overviewed: Thurstone scales, Likert scales, Guttman scales and semantic differential scales.

The author reviewed the methods for estimating reliability and validity for attitude scales and related this toward mathematics anxiety, attitudes toward mathematics and teacher attitudes. This meta-analysis is very comprehensive on all the components needed to make an attitude scale. Its only limitation is that it used four basic select scales that could be adapted for attitude scale construction.

A new concept of homonegativity is important to explore for the proposed scale as well as expressions of homophobia that change over time. This is useful in order to make the proposed measure more generalizable and reliable. Homonegativity has been defined as behavior that is perceived as being prejudice and is being directed toward someone who is homosexual (Lottes and Grollman, 2010). Morrison and Morrison (2002) further define modern homonegativity as having a negative perspective of homosexuals based on three components: the belief that lesbians or gay men are being unnecessarily demanding of social change, that in the present day there is no discrimination toward homosexuals, and that the importance of a person's sexual orientation is being exaggerated by gay men and lesbian women. Rye and Meaney (2010) examined the psychometric properties of 3 commonly used measures of homonegativity: Hudson and Ricketts Index of Homophobia, Herek's Attitudes Toward Lesbians and Gay Men, and Morrison and Morrison's Modern

Homonegativity Scale. Each instrument was assessed for its validity and they all demonstrated normally distributed data, high reliability and a unidimensional factor structure. The authors also found that the three instruments were strongly inter-correlated with a high degree of both convergent and discriminant validity.

There were a total of 4,497 participants that were students at one of two Canadian universities. There were six samples, and all of the participants were randomly assigned into one of the six samples. Each of the three measures of attitudes toward homosexuality was examined for each sample. A frequency analysis was used to determine the distributions of each measure, descriptive statistics were then presented for each scale; the internal validity of each sample was then examined through analyses of reliability. Factor structure and external validity were examined last in terms of how each measure related to the other instruments. A limitation in this study was the population of students tested might not be representative of the general population and this is also true because the study was done in a different country. The notable thing about this study is that the Modern Homonegativity Scale was found to be slightly better in measuring current homophobic attitudes.

LGBT Youth in the Child Welfare System

Estrada and Marksamer (2006) examined successful federal legal claims that LGBT youth in child welfare and juvenile justice systems have made. The authors discussed how the rights of LGBT youth in out of home care were violated regularly in current society. The article also discussed the rights

generated from successful federal court cases about the violation of rights of LGBT youth. The study found that legal advocates were bringing the attention of the violation of rights of LGBT youth more than ever. In addition, whole systems were beginning to be held responsible rather than just individuals.

The method used was a meta-analysis of available court cases using a purposive sample. The limitation of this study was that the selected court cases could be biased based by the authors since they self-selected what information to use. Since this could be the case, the magnitude of right violations could be skewed. The most notable thing about the study was that even with society's increasing acceptance of homosexuality, youth in state custody still face regular violations of their rights.

Jacobs and Freundlich (2006) found that even though there was a national movement to assure all youth had a permanent family connection before leaving the child welfare system, LGBT youth were not routinely included in the permanency discussions. The article also described that child welfare agencies have done little research in creating scales for dealing with homosexuality in general or LGBT youth in foster care and how they are perceived by social workers. This means that even if the agencies want to do more internal reviews on the subject of LGBT youth in foster care, they would have trouble because there are not enough measures available to give a good idea of the needs of this population.

Agencies need to find ways to investigate, using a valid and reliable scale, why LGBT youth in state custody have their rights violated in today's increasingly accepting society. Measuring the base attitudes of workers within an agency is one facet that can help explain why LGBT youth have their rights consistently violated.

The proposed measure is focused on social workers attitudes towards LGBT youth in the CW system and will have a more specific association towards these workers' practice. This measure can inform the writing of policies or laws to better help LGBT youth in foster care, thereby affecting the mental health of LGBT youth in foster care in a positive manner. There is a large gap in the literature related to scales specifically made for social workers attitudes towards LGBT youth in the CW system. There are scales exploring homosexuality in general or about adults but none geared towards LGBT youth in the CW system and how they are perceived by social workers in child welfare agencies.

Research Design

For this study the researchers designed an instrument to measure CW workers' attitudes towards LGBT youth in the CW system; therefore the methods are more appropriate to discuss than the design of the study. Hendrick, Fischer, Tobi, and Frewer (2013) conducted a meta-analysis of attitude scale development. There has been disagreement in the literature regarding self-report measures of attitude and their strength as a measurement instrument

(Hendrick et al., 2013). The researchers first examined the literature to determine whether implicit and explicit attitudes are distinct domains. Implicit attitudes are defined as attitudes that exist without conscious thought or awareness. Explicit attitudes are those that come into being through judgments and associations made from observations; explicit attitudes are the ones that can be communicated with other people (Ratliff and Nosek, 2010). Based on a review of the literature, Hendrick et al. (2013) determined that implicit and explicit attitudes are distinct domains and therefore will be treated as such for the present study.

Hendrick et al., then examined the literature for use of best practices in scale development. It was determined that in order to have a strong study, the choice of sample is very important. It was the researchers' conclusion that researchers who design a scale should use a different sample to test the scale than for whom the scale was written. Hendrick et al. also made the following recommendations: It is important to report reliability using more than just Chronbach's alpha as a measure of the reliability. The researchers recommend including test-retest reliability and the split-half method as well as Chronbach's alpha (Hendrick et al.). The researchers reported that Chronbach's alpha is problematic because it is too sensitive to the number of items on the scale and the characteristics of the items as the scale as well as the characteristics of the people who use the measure (Hendrick et al.). The present study will use test-

retest reliability and the split-half method as measures of reliability for the proposed scale.

It has been recommended in the literature that researchers should test for validity from a three test perspective (Goodwin, 2006; Jarvis, Mackenzie, Podsakoff, Giliatt, & Mee, 2003; McDonald, 2008): Testing for face, or content validity, to ensure that the scale is testing the construct intended, criterion validity to ensure that the measure is similar to existing measures and convergent validity, checking consistency between attitude scale and another scale or antecedent using related concepts or demographics or correlation among subscales (Hendrick et al., 2013). Based on these recommendations the researchers for the present study will incorporate these three methods of validity.

In order to test dimensionality, an Exploratory Factor Analysis (EFA) will be used to identify the number of factors in the scale. EFA has been criticized in the literature as an incomplete method of testing for dimensionality because the number of factors identified in the scale tends to be subjective (Hendrick et al., 2013). Therefore it has been determined that EFA alone is not sufficient to determine the dimensionality of a scale (Steenkamp & van Trijp, 1991). To account for the issue, a Confirmatory Factor Analysis (CFA) should also be conducted to further increase statistical cohesion of the underlying dimensional model (Hamilton, 2013); however, due to time constraints, a CFA will not be conducted in this pilot study.

Summary

A comprehensive review of the literature has been conducted. The literature has revealed many issues for LGBT youth in out-of-home care as well as LGBT youth within the foster care system. Recommendations for change have also been reviewed as well as the best practice methods for creating a self-report attitude scale. Based on the information provided in the current body of literature it is important that social workers and child welfare agencies better understand the needs of foster youth in the child welfare system and the attitudes of the social workers who serve them.

CHAPTER THREE

METHODS

Introduction

This chapter covers the important aspects of the methods used to conduct this study. Included in this chapter is an explanation of the research method and design of this study; a description of the sample and an explanation as to how the sample was chosen. A discussion of the data collection and instruments used will be included as well as a discussion of the protection of human subjects. Finally, the methods and measures which will be used to analyze the data will be included.

Study Design

The purpose of the present study was to develop an instrument to measure social workers' attitudes toward LGBT youth in the child welfare system. Therefore, the researchers used an experimental design, testing the validity and reliability of the scale as opposed to measuring social workers' attitudes at this time. According to Hendrick, et al. (2013), many researchers do not conduct enough tests for reliability and validity when testing the strength of a scale, therefore the researchers conducted tests for validity and reliability in order to assure that the scale was both valid and reliable. The research question for the present study was as follows: Is this instrument a valid and reliable instrument to

measure social workers' attitudes toward LGBT youth in the child welfare system?

Sampling

For the present study the researchers contacted employees with Children and Family Services in the County of San Bernardino. The respondents included supervisors, social workers, and support staff. According to Schultz and Whitney (2005), the sample size should be no less than 100 participants, or a ratio 5:1 for participants to test items. Due to the time constraints the researchers were unable to recruit the ideal sample size of 100, but were able to recruit a sample of 60. This sample size allows for adequate power to conduct the factor analysis (Schultz and Whitney, 2005).

Data Collection and Instruments

Categorical data were collected through the use of the proposed instrument to examine the demographics of the sample. Continuous data were collected through participants' responses to the questions and were used to evaluate the strength of the measure as opposed to participants' attitudes (Appendix A). There were no dependent or independent variables identified for the present study; the measure itself was the item of interest.

Employees of County of San Bernardino's department of Children and Family Services were invited to participate in the study via email. Those who

chose to participate were provided a link to the instrument which was posted online via Qualtrics. Once all those who chose to participate completed the study, the data were downloaded from the internet directly in SPSS and saved on a secured flash drive which remained in the keeping of the researchers at all times.

Since the purpose of this study is to create a strong instrument, reliability is the cornerstone of the present study. One of the strengths of the proposed instrument is that the items have been designed based on the existing research and theories which define the constructs under investigation. An additional strength for the proposed measure is that some instrument items have been designed from recommended best practices for working with LGBT youth in out-of-home care (Wilber, Ryan, and Marskamer, 2006).

Procedures

Participation for the study was solicited through the County of San Bernardino department of Children and Family Services. An email soliciting participation was distributed to CFS employees (Appendix D). The proposed measure was placed online using Qualtrics, a survey generating program and participants were able to voluntarily access the survey online using any computer to which they have access. Once all of the participants' responses were completed, the data were exported directly into SPSS and saved on a secured flash drive. The survey included a demographics questionnaire asking the

participants' gender, age, ethnicity, sexual identity, education level, number of years in position, type of position, and whether or not they have participated in the voluntary LGBTQ Best Practices training provided by San Bernardino County CFS.

Protection of Human Subjects

In order to protect the confidentiality of the participants both from the public and the researchers, no personally identifying information was requested of the participants. Participants were assigned a random number by the Qualtrics software based on the order in which they participated. To ensure voluntary and informed participation an informed consent form (Appendix B) discussed the purpose of the study as well as the voluntary nature of participation. Participants were asked to check a box indicating their informed consent to participate; this was provided prior to the participants' taking part in completing the survey and ensured that the participants were voluntarily choosing to participate in the study.

Once the participants completed both instruments, they were directed to a debriefing page (Appendix C). The debriefing statement informed them of the purpose of the study, who they could contact should they experience any distress due to their participation, and the option to add their contact information should they be interested in the results of the study.

The data collected by the surveys were kept on a secured flash drive in a locked desk until such time as the study was complete. Once data analysis was completed and the data were no longer needed, the data were destroyed to further protect participants from being identified and their confidentiality being compromised.

Data Analysis

The measure was analyzed using an exploratory factor analysis. This multivariate analysis assisted the researchers in identifying the specific number of factors within the scale and the strength of each item within the scale. Prior to beginning the initial analyses the Kaiser-Meyer-Olkin Measure of Sampling Adequacy Statistic was analyzed as well as the Bartlett's Test of Sphericity to ensure that the factor analysis was appropriate. Once that determination was made an initial analysis was conducted to determine the number of factors identified by the software. To determine the ideal number of factors to use for this measure, the eigenvalues from the initial analysis were examined, the amount of variance explained by each factor was also examined, the Scree Plot was reviewed, and a Chronbach's alpha was calculated for each factor to determine the reliability of the grouped questions within each factor.

Upon analyzing the data from the initial factor analysis, a second factor analysis was conducted. The values for each question on the two factors were examined as well as changes in the amount of variance explained, the

eigenvalues and a two factor solution was determined by the researchers to be the best fit for the measure.

Summary

This chapter covered the important aspects of the study design, the data collection and instruments used as well as the data analysis. A description of the sampling method was provided as well as a detailed description of the protection of the participants in this study. The constructs which were under examination were discussed as well as the specific tests that will be conducted to ensure the reliability and validity of the proposed measure.

CHAPTER FOUR

RESULTS

Introduction

This chapter will discuss the relevant descriptive statistics for the sample as well as their responses to each item on the scale. Presentation of the results of the exploratory factor analysis will follow which will highlight the relevant results of this multivariate analysis. The chapter will be summarized by a brief conclusion.

Presentation of the Demographics

The sample consisted of employees from the County of San Bernardino Department of Children and Family Services. As shown in Table 1, the majority of the sample was comprised of females ($n = 45, 75.0\%$). The minimum age of the participants was 28 and the maximum age was 71; the average age of the participants was 46.96 ($M = 46.96, SD = 12.385$) and most of the participants identified their ethnicity as European/White European ($n = 30, 50.0\%$), followed by African American ($n = 11, 18.3\%$). A majority of the participants identified as heterosexual ($N = 54, 90.0\%$).

Table 1

Demographics

	Frequency n	Percent %	Mean	Standard Deviation
Gender				
Male	12	20		
Female	45	75		
Transgender (Female to Male)	1	1.7		
			46.96	12.385
Age				
Ethnicity				
African American	11	18.3		
Asian American	3	5		
European/White American	30	50		
Hispanic or Latino American	10	16.7		
Mixed Race	2	3.3		
Other: Bantu	1	1.7		
Other: Black	1	1.7		
Sexual Orientation				
Heterosexual	54	90		
Gay	1	1.7		
Lesbian	1	1.7		
Bisexual	1	1.7		
Religiosity				
Not at all religious	11	18.3		
Not that religious	9	15		
Fairly religious	18	30		
Very religious	20	33.3		
Children				
Yes	47	78.3		
No	11	18.3		
Number of Children (If yes)				
1	10	16.7		
2	21	35		
3	10	16.7		
4	1	1.7		
5	1	1.7		
6	2	3.3		
			2.29	1.18

Thirty-three percent ($n = 20$) of the participants stated that they were very religious followed by 30% ($n = 18$) who stated they were fairly religious. A majority ($n = 47$, 78.3%) of the participants stated that they had children and the average number of children was 2.29 ($M = 2.29$, $SD = 1.180$).

Presentation of Education and Training Variables

As presented in Table 2, the majority ($n = 44$, 73.3%) of the participants had completed a Masters program with the largest number ($n = 25$, 41.7%) of participants achieving a Masters in Social Work. The most common job title was that of Social Service Practitioner (SSP) ($n = 37$, 61.7%) and the average number of years in the position was just under nine years ($M = 8.77$, $SD = 6.945$). Forty-two participants (70.0%) reported that they had received training on the LGBT population. Of those 42 who received the training, the majority ($n = 28$, 66.7%) of participants had received the training through work, followed by 57.1% who had received the training through school. Some participants ($n = 21$, 36.2%) had received more than one training.

Presentation of the Exploratory Factor Analysis

Prior to analysis the data were examined for fit between their distributions and the assumptions of multivariate analysis. The assumptions of linearity, multivariate outliers, multicollinearity, singularity, and the factorability of R were not violated.

Table 2

Education and Training

Variable	N	Frequency n	Percent %	Mean	Standard Deviation
Highest Level of Education	58				
College Graduate		9	15		
Masters Graduate		44	73.3		
Ph.D. Graduate		2	3.3		
Other professional License		3	5		
Degree or License	55				
Social Work		7	11.7		
BSW		3	5		
MSW		25	41.7		
Psychology		4	6.7		
Human Behavior		3	5		
Other		6	10		
License or Credential		7	11.7		
Job Title	57				
Supervisor		5	8.3		
Social Service Practitioner		38	63.4		
Social Worker		9	15		
Other		5	8.5		
Years in position				8.77	6.945
LGBT Training	58				
Yes		42	70		
No		16	26.7		
Training Location	58				
School		24	40		
Work		28	46.7		
Continuing Education Seminar		12	20		
Personal Enrichment Seminar		7	11.7		
Number of Trainings	58				
	0	16	27.6		
	1	21	36.2		
	2	13	22.4		
	3	8	13.8		
	4	0	0		

An exploratory factor analysis was conducted with a direct oblimin rotation to determine which items formed independent subsets. Initially a seven factor solution was extracted; however, based on an examination of the amount of variance explained, the Scree Plot, and the Pattern Matrix, a two factor solution was determined to be the best solution for the data. A direct oblimin rotation was determined to be the most appropriate as it reduces cross-product loading, thereby simplifying the factors (Tabachnick and Fidell, 2007).

The value of the Kaiser-Meyer-Olkin was .596 which indicates that a factor analysis is appropriate as the data will factor well (Field, 2005). Bartlett's Test of Sphericity was significant, $\chi^2(136) = 272.698$, $p < .01$ indicating a sufficient relationship between the variables (Tabachnik and Fidell, 2007) (See Table 3).

Table 3

Kaiser-Meyer-Olkin Measure of Sampling Adequacy *and* Bartlett's Test

	Chi Square			KMO
	χ^2	<i>df</i>	Sig	
Kaiser-Meyer-Olkin Measure of Sampling Adequacy				0.596
Bartlett's Test of Sphericity	272.698	136	0	

As can be seen in Table 4, a total of 15 items were retained (11 items for factor 1, and 4 items for factor 2). Two items in factor 2 (“Being Transgendered is easily understood” and “People exaggerate the difficulties LGBT youth experience”) were removed due to low values. The following items were removed from the analysis due to low values and ambiguity in the wording and/or meaning of the questions: “I believe that a client’s identity is more important than their sexuality”; “LGBT youth have the same difficulties as other youth of similar age”; “People exaggerate the difficulties LGBT youth experience”; “I don’t believe that being LGBT is an important part of a person’s personality” were dropped from the analysis due to low values and ambiguity in the wording in the questions. The item “Being transgendered is easily understood” was removed from the analysis because the item was ambiguous in meaning but also because it was similar to the question “Being transgendered is hard to understand”. In scoring these items “Being transgendered is easily understood” was reverse scored which negatively impacted the overall reliability of the factor.

The eigenvalues for the two factors were 3.917 for factor 1 and 2.598 for factor 2. The amount of variance explained for factor 1 was 19.816% and for factor 2, 11.987%. Although there was a loss of variance explained in using a two factor solution, the amount of variance explained on subsequent factors was minimal and it was determined that to include more than two factors would not yield a benefit in terms of the amount of variance explained (See Table 5).

Table 4

Exploratory Factor Analysis

	Factor 1	Factor 2
Explained variance	20%	12%
I think that discrimination against LGBT youth is still a problem	0.77	
Teachers should be allowed to inform children about LGBT issues	0.733	
I think that LGBT clients face challenges that heterosexual clients usually do not	0.646	
LGBT clients have different needs than straight clients	0.631	
Parents should inform their children about LGBT issues	0.547	
Being LGBT is not inherently bad	0.502	
Being transgendered is a complex issue	0.484	
I believe that youth are capable of knowing their sexuality	0.409	
LGBT youth receive a different level in the quality of care and services than non-LGBT youth because of their sexual orientation or gender identity	0.254	
I believe that people today are more accepting of gay youth	0.216	
Being Transgendered is hard to understand		0.762
Being LGBT is hard to understand		0.702
Being LGBT is a complex issue	0.391	
I feel uncomfortable when working with the LGBT population		0.392
The LGBT culture is harmful to many clients		0.313

Table 5

Total Variance Explained

Factor	Eigenvalues	Percent of Variance Explained	Chronbach's Alpha (α)
Factor 1	3.917	19.816	0.777
Factor 2	2.598	11.987	0.628

Factor 1, contains items in which more positive attitudes are stated and factor 2 contains items in which negative attitudes are stated; thus, factor 1 is titled positive attitudes and factor 2 is titled negative attitudes. A Chronbach's alpha was conducted on each factor to determine the internal consistency reliability of the items on each factor. Factor 1, positive attitudes, consisted of 11 factors ($\alpha = .777$). Factor 2, negative attitudes, consisted of four factors ($\alpha = .628$).

Summary

This chapter discussed the relevant univariate and descriptive statistics for the sample; detailed information was presented in tables. The findings of the exploratory factor analysis were presented. The process of screening the data was discussed as well as the appropriateness of conducted a factor analysis. The reasoning of the researchers for choosing a two factor solution were discussed and the relevant statistics were presented.

CHAPTER FIVE

DISCUSSION

Introduction

In this section a discussion of the findings will be explored. The limitations of the study will be covered, ideas for future research will be presented and recommendations for social work practice and policy will be explored. A succinct conclusion of the study will be discussed at the end of this section.

Research Questions and Hypothesis

This study is investigating if the newly created measure has adequate reliability and validity to be a strong measure of child welfare workers' attitudes toward LGBT youth in the child welfare system. Important findings in the demographics and what the exploratory factor analysis (EFA) of the scale has shown will be discussed.

The analysis of the demographics for this study brings some interesting insights and implications. Social Work is known to have a mostly female population (Ward, 2009) and this bore true for our study (female, N = 45, 75.0%). One interesting finding was that there was a participant who disclosed they were a female to male transgendered person. This is important because the authors are attempting to create a scale that measures LGBT attitudes of social workers and if there is a worker who falls in this population then they could possibly be working in a hostile work environment.

A single response in a study could indicate that there might be more people who are in the same situation but since the subject matter is volatile and the group in question is stigmatized it prevents more people from answering honestly (Fassinger, Shullman & Stevenson, 2010). It is important not only to social workers' clients that their attitudes toward the LGBT population be measured, but their fellow coworkers as well. Policies for a greater understanding of the LGBT population will help create a more positive work environment for fellow workers, increase rapport with a population that is currently being underserved, and increase positive outcomes for the LGBT population.

The age of the respondents ranged from 28 to 71 years old with no one age group or range of ages being significantly greater than the other. This means that social workers are of all generations and biases, for a specific generation cannot solely account for the current way the LGBT population is being served. It could indicate that cultural competency for the LGBT population has not evolved much for social workers up to three generations past even though this underserved population is undergoing the most changes today (Kleinplatz, 2013). This measure could assist in the academic settings to see if cultural competency training sufficiently includes the LGBT population in changing future social workers attitudes to come in line with empirical research and society.

The ethnic background of participants differs greatly from the clients they serve but is normal for those who have college degrees (Kim & Nunez, 2013). The interesting part is that 50 percent of the respondents self-identified as

European/White American and this population is largely considered in the literature as the most LGBT friendly as compared to other ethnicities (Chonody, Woodford, Brennan, Newman & Wang, 2014). This conflicts with the fact that the LGBT population is currently being underserved in child welfare and self-reports of this population have found that their social workers generally have a negative attitude towards them (Berkman and Zinberg, 1997). This might indicate that training to help understand this population has been largely insufficient and in turn the LGBT population is being underserved as a result.

The sexual orientation was in line with the general population with only three participants self-identifying as gay lesbian and bisexual. This means that there are social workers who would benefit from increasing competency of social workers towards the LGBT population. With better social worker attitudes towards this vulnerable population it would help to create a more welcoming work environment which would increase the quality of service delivery to their clients (Ragg, Patrick and Ziefert, 2006) and help buffer against burn out in this high stress environment.

Over sixty percent of the respondents considered themselves fairly or very religious. Religiosity has been found to be correlated with negative attitudes towards the LGBT population (Shilo and Savaya, 2012). It is important to measure attitudes of social workers and increasing worker competency in dealing with the LGBT population in order to help religious social workers understand the LGBT population and their needs. It would further assist religious social workers

to avoid transmitting their religious beliefs consciously or unconsciously in a way that would harm a client or co-worker.

Seventy-eight percent of respondents indicated that they have children. This could be a significant element in our population as people who have children become much more protective. The perception of threat has been found to influence negative attitudes and prejudice in particular (Stephan and Stephan, 1996). By finding the current attitudes of social workers towards the LGBT population and training them to understand this vulnerable group it would help to decrease their anxiety in dealing with this population (Porter and Krinsky, 2014). This would help social workers in child welfare to not transmit negative attitudes implicitly or explicitly and can increase service delivery to the LGBT population. It would also help social workers to establish a stronger rapport with their clients and families while simultaneously creating a less hostile atmosphere with other social workers who may be part of the LGBT population.

A vast majority of respondents reported that they had a master's degree or greater. A part of the academic training in social work covers cultural competency and it shows in increasing positive outcomes with vulnerable populations as more research is conducted. There are many recommendations or findings in the literature about the LGBT population that seem to go unheard and unapplied. It might be complicated by the fact that even though the LGBT population is becoming more accepted in mainstream culture it is still a highly stigmatized group (Saad, 2008). This makes it difficult for social scientists to do research on

the LGBT population with increased resistance from governmental agencies due to the fact that it could negatively impact their reputation. More research allows increased advancement towards the equitable treatment of all people, an increase in positive outcomes globally and a greater understanding of the human condition. Armed with this greater understanding child welfare workers who work with their clients in the grimmest of conditions can use this knowledge to assist their clients in achieving stability and happiness.

The respondents indicated that they had 1 to 24 years of experience in their current position and the amount of respondents in each time frame was spread evenly. This indicates that the training and/or attitudes of social workers towards the LGBT population in child welfare have not changed for some time. This is further underscored in the literature regarding people who were in the child welfare system as clients and the steady negative outcomes they experience after they become adults (Berger, 2005). Research on this population continues to be done slowly but attitudes of social workers towards the LGBT population have not improved with the research nor have negative outcomes for LGBT clients in child welfare decreased appreciably (Berger, 2005; Sullivan et al., 2001). Finding out where child welfare workers are in terms of training, attitudes and cultural competency towards their LGBT clients is the first step in addressing the underserved needs of this population.

The majority of respondents have had training in best practices when working with the LGBT population which occurred for a majority at school or

work. With steady negative outcomes of LGBT youth in foster care over the years as compared to other vulnerable populations, this indicates that there may be a problem with the quality of training in dealing with the LGBT population. Large organizations tend to strive to be neutral in regards to issues that might inflame a person's political or religious orientation. This can be a barrier in training or teaching about stigmatized groups because historically people's justification for treating certain groups as less than were political or religious in nature (Crandall, 2000). This can lead large organizations to lightly touch upon LGBT training and not give it equal attention in terms of time or discussion in order to decrease the chance of dissent or controversy. This is harmful in a social service agency because workers are not receiving the most up to date information, the best training and ultimately it is the clients who are harmed by not receiving the best most informed care.

Another interesting finding is that a quarter of the respondents have indicated that they have received no training in best practices when working with the LGBT population. This is a problem, as the outcomes of youths transitioning out of the child welfare system are rather bleak and generally worse than most other stigmatized groups (Gattis, 2013). It would be considered ridiculous that a quarter of social workers indicated that they received no training in other stigmatized groups like the poor or mentally ill, so it is equally ridiculous that such a stigmatized, vulnerable population is being underserved by their care takers not being better informed in best practices for the LGBT population.

Exploratory Factor Analysis

The exploratory factor analysis brings up some interesting information and implications. A Kaiser-Meyer-Olkin Measure of Sampling Adequacy and Bartlett's Test of Sphericity indicated that the study was appropriate to conduct a factor analysis. The Kaiser-Meyer-Olkin Measure was above the ideal cutoff (Hill, 2012) which means that the correlations of the items are both reliable and specific. This shows that the items in the newly created scale are appropriate in measuring social worker attitudes towards the LGBT population. Bartlett's Test met the criteria for factor analysis (Chen, Wang, Yang & Liou, 2003) and shows significant relationships between the variables. This is further evidence that the study is both reliable and valid.

A two factor exploratory factor analysis (EFA) was conducted with factor one being positive attitudes and factor two being negative attitudes towards the LGBT population. Chronbach's alpha for the first factor was .777 and factor two was .628. In creating a scale, the ideal alpha is any value over .7 and in this study both factors meet or are close to this milestone. This suggests a strong overall reliability between items and for a pilot study these numbers are incredibly solid. A slightly lower than ideal value for the second factor suggests that the negatively implied items need to undergo some modest changes in language or some of the items need to be removed and new ones added in their place. This is easily done with more input from subject matter experts, an a priori analysis for the next study and a larger number of questions. These three things are known

to increase the alpha value of items in study (Shultz and Whitney, 2005). This alone implies that the scale of this study is internally reliable and measures accurately social workers attitudes towards the LGBT population in child welfare.

There were items in the study that were removed from analysis due to low values and ambiguity in wording or meaning. This is a problem in creating our measure and indicates a weakness in the measure. The overall strength of the measure is still in evidence and this sort of problem is normal in a pilot study in attitudinal research. This exploratory study into creating a new scale shows promise with clear problems that are easily accounted for. With a second study this measure will reach its full strength and be ready to be used by behavioral scientists and social work agencies. There is a lack of available reliable and valid measures in social work research. This measure will start to close the gap by being easily replicable and tested in different populations.

Limitations of Study Design and Procedures

There were several limitations of the study design and procedures. The participants were a sample of convenience which was obtained due to the fact that the researchers are currently working within the organization from which the sample was selected. More participants were needed to reach the recommended level for scale construction (Shultz and Whitney, 2005), but time constraints did not allow for further respondents. There is also a possible issue of reactivity because of the overall subject of the study.

Although the LGBT population is becoming more accepted by the general public it is still a stigmatized identity (Williams, Giuffre, and Dellinger 2009). This might have lead participants to answer in a way that was more socially desirable and this was partly shown by the fact that the items that implied negative associations towards the LGBT population were lower than the implied positive associations. By changing the wording for the factor 2 items and using techniques that account for implicit bias the measure would be dramatically stronger.

Future Research and Recommendations

Future research into this measure should have dummy questions or fillers to help address possible reactivity. More time needs to be allotted to recruit a bigger sample size. Another similar scale could be added to the study to further increase validity. These three things would increase the number of questions in the study which would increase the overall strength of the measure. Test-retest or split half reliability procedures could be undertaken to verify the scale's integrity.

Some qualitative assessments could be done by leaving an open space for participants to explain the reasoning for their responses. After these recommendations are followed a future extension of the measure could be in assessing social workers attitudes towards working with same sex parents. Same sex parents for children in child welfare are on the rise due to the LGBT population gaining more mainstream acceptance. This acceptance is starting to

give LGBT couples equal rights to their heterosexual counterparts and it is only a matter of time before they become completely equal.

The purpose of this study was to assess a new scale that measured social workers attitudes towards the LGBT population. For a pilot study, the measure had high internal consistency reliability and it was strongly valid. The flaws and limitations of the study are common to either pilot studies or attitudinal research and there are clear procedures to account for the weaknesses. There is a lack of research on attitudes of social workers in child welfare towards the LGBT population and this measure begins to fill this gap. An increase in scale creation and a greater understanding of social worker attitudes will help prevent worker burnout, create a less hostile work environment and increase service delivery to those under the social workers care.

APPENDIX A
DEMOGRAPHICS AND RESPONSE QUESTIONNAIRE

Demographics

Please choose the most appropriate answer

1. What is your gender?
 - a. Male
 - b. Female
 - c. Transgender (Male to Female)
 - d. Transgender (Female to Male)
 - e. Other (please specify): _____

2. What is your age? (please specify) _____

3. Please indicate your ethnic background:
 - a. African American
 - b. Asian American
 - c. European/White American
 - d. Hispanic or Latino American
 - e. Middle Eastern American
 - f. Native American
 - g. Mixed Race
 - h. Other (please specify): _____

4. What is your sexual orientation?
 - a. Heterosexual
 - b. Gay
 - c. Lesbian
 - d. Bisexual
 - e. Asexual
 - f. Other

5. Do you consider yourself religious?
 - a. Not at all religious
 - b. Not that religious
 - c. Fairly religious
 - d. Very religious

6. Do you have any children?
 - a. Yes – Number: _____
 - b. No

7. What was the last grade in school you completed?
 - a. High School
 - b. Some College
 - c. College Graduate, Major: _____
 - d. Masters Graduate, Major: _____
 - e. Ph.D. Graduate, Major: _____
 - f. Other professional license (please indicate): _____

8. What is your current job title? (please indicate): _____

9. How many years have been in this position? (please indicate): _____

10. Have you had any training on the LGBT population?
 - a. Yes
 - b. No

11. If yes, where did you take this training?
 - a. In school
 - b. Through work
 - c. Continuing education seminar
 - d. Seminars for personal enrichment

Please indicate the level of agreement that most closely fits for you:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Being LGBT is not inherently bad					
Parents should inform their children about LGBT issues					
Being LGBT is a complex issue					
I believe that a client's identity is more important than their sexuality					
I believe that people today are more accepting of gay youth					
I believe that youth are capable of knowing their sexuality					
The LGBT culture is harmful to many clients					
People exaggerate the difficulties LGBT youth experience					
Being Transgendered is a complex issue.					
LGBT clients have different needs than straight clients					
Teachers should be allowed to inform children about LGBT issues.					
Being Transgendered is easily understood.					
I think that LGBT clients face challenges that heterosexual clients usually do not.					
I don't believe that being LGBT is an important part of a person's personality.					
I feel uncomfortable when working with LGBT clients					
I think that discrimination against LGBT youth is still a problem.					
LGBT youth receive a different level in the quality of care and services than non-LGBT youth because of their sexual orientation or gender identity.					
LGBT youth have the same difficulties as other youth of similar age					
Being Transgendered is hard to understand.					
Being LGBT is hard to understand					

Survey Questionnaire developed by Christi Bell and Raul Salcedo

APPENDIX B
INFORMED CONSENT

Intro

The following study is designed to assess the validity of a new scale assessing Social Workers attitudes in child welfare towards the LGBT population. This study is being conducted by Christi Bell and Raul Salcedo under the supervision of Dr. Thomas Davis, Associate Professor at the California State University, San Bernardino (CSUSB). This study has been approved by the Social Work Department Institutional Review Board subcommittee of the California State University, San Bernardino. A copy of the official Social Work IRB Committee stamp of approval should appear somewhere on this consent form.

PURPOSE: The purpose of this study is to investigate the validity of a new scale to assess Social Workers attitudes in child welfare towards the LGBT population.

DESCRIPTION: In this study you will be asked to complete survey questions about yourself and your attitudes towards the LGBT population. For example, you will be asked to complete a series of demographic questions such as identifying your gender and age.

PARTICIPATION: Your participation in this study is entirely voluntary. You are free to withdraw your participation or choose to not answer a question at any time during the study without penalty.

CONFIDENTIALITY OR ANONYMITY: All of your responses will remain strictly anonymous. Presentation of the study results will be reported in a group format only and your name will not be identified in any publication.

DURATION: The survey should take no more than 20 minutes to complete.

RISKS: This study entails no risks beyond those routinely encountered in daily life.

BENEFITS: Participation in this study does not provide any direct benefits to individual participants other than provide some insight into creating a valid scale that that address attitudes of social workers in child welfare towards the LGBT population.

VIDEO/AUDIO/PHOTOGRAPH: There will be no video/audio/photographs used or taken during this study.

CONTACT: If you have any questions concerning this survey, the results, or your participation in this research please feel free to contact Dr. Thomas Davis at (909) 537-3839 or tomdavis@csusb.edu. You may also contact the Human Subjects office at California State University, San Bernardino at (909) 537-7588.

RESULTS: Results of the study can be obtained by contacting the principle investigator at the number or email address listed above.

CONFIRMATION STATEMENT: I acknowledge that I have been informed of, and understand the nature and purpose of this study, and I freely consent to participate. I acknowledge that I am at least 18 years of age.

ONLINE AGREEMENT BY SELECTING THE 'I AGREE' OPTION ON THE WEBPAGE INDICATES CONSENT TO PARTICIPATE IN THE STUDY.

APPENDIX C
DEBRIEFING STATEMENT

Debriefing Statement:

Thank you for completing this survey! The purpose of this study is to investigate the validity of a new scale to assess Social Workers attitudes in child welfare towards the LGBT population. You may obtain a copy of the results at the Pfau library after the study has been completed, August 2014. In order to protect the integrity of the results, we ask that you not discuss this survey with anyone who you may know is also participating in this study.

If you feel any distress due to participating in this study, please contact Dr. Thomas Davis at (909) 537-3839 or tomdavis@csusb.edu.

Again, we thank you again for participating in this study!

APPENDIX D
RECRUITMENT EMAIL

Dear Eastern Region Social Workers:

Our names are Raul Salcedo and Christi Bell. We are conducting research to complete our thesis for our MSW. Below you will find a link to a survey we are administering for our thesis project. We are developing a survey instrument to be used by agencies to assess social workers' attitudes toward LGBT clients. We would appreciate your participation in this project because your answers will help us measure the reliability and validity of this instrument.

Your responses will not be reported, nor will your names be connected to your answers in any way. We are not asking you for any personally identifying information in order to protect your confidentiality. In order to accurately test the instrument, your honest responses are of great importance.

Should you choose to participate, please click on the link provided included in this message. Once you click on the link you will be directed to a page explaining the purpose and nature of the study and asking for your consent to participate. The survey is 20 questions long and should take no more than 10 minutes to complete.

Thank you for your participation.

Sincerely,
Christi Bell and Raul Salcedo

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ASSIGNED RESPONSIBILITIES

Christi Bell:

Chapter 1

Chapter 3

Chapter 4

Formatting

Raul Salcedo:

Chapter 2

Chapter 5

Formatting

