



June 2010

Dear Friends and Colleagues,

If you are a person who is, or has been, or possibly one day *could be* attracted to individuals regardless of their sex/gender, **please consider sharing your experience through this survey**. This letter contains the link to an exciting new survey focused on people whose sexual orientation does not fit a 'mono-sexual' model. This survey seeks to understand the workplace experiences of people who identify as bisexual, or as one of the many alternative labels describing 'erotic fluidity' (such as pansexual, men/women who have sex with men *and* women (MSMW and WSMW), queer-identified, many-gender-loving, etc), in order to educate heterosexual, gay, and lesbian co-workers, and impact workplace policies and practices.

Studies that focus on the general population tend to assume respondents are heterosexual, and don't ask questions that explore the truth of sexual orientation. Studies that purport to focus on LGBT (lesbian, gay, bisexual, and transgender) people rarely draw out the experience of erotically fluid people. Sadly, the data that IS collected about bisexual people is often ignored because of small sample sizes compared against the data collected from the lesbian and gay people who are the 'real' intended target of most such surveys. Studies focused on LGBT populations do not capture the large number of bisexual people who do not affiliate with the LGBT community. The researchers hope to overcome these problems with this survey.

The researchers are Heidi Bruins Green, a corporate learning and development professional, workshop designer and facilitator, and Dr. Nicholas Payne, a statistician from academia and corporate America. Heidi has led workshops on bisexuality in the workplace for fifteen years, often with well-known bi educators such as Dr. Susan Gore and Amy Andre, MA, MBA. The survey is being sponsored through a collaboration between *Out & Equal Workplace Advocates*, the premier international LGBT workplace organization, the *Bisexual Resource Center*, respected internationally as a voice for the bisexual community, and the *American Institute of Bisexuality*, the research leader in bisexuality topics, endowed by Fritz Klein himself to continue his work.

This survey was developed with the involvement of dedicated bisexual, queer, and erotically fluid thought leaders, as well as committed educators and allies who have focused on ensuring that the language of the survey was as free from assumptions and as inclusive as possible. Many thanks to people like Lani Ka'ahumanu and Robyn Ochs, among others, who have put in many hours reviewing and improving the questions.

The survey has 77 questions in five sections, many of them simple check-the-box and others with room to answer as fully as makes sense to you. It takes approximately 35-45 minutes to complete. It is important to complete your survey during one log-in session -- once you log out, you cannot return to complete the survey, so please be sure you will have enough time before you begin, or plan to keep the survey window open until you have completed your answers. The survey is for people 18 years of age or older, due to the requirements of the Institutional Review Board that has approved this survey.

As well as completing the survey yourself, you can help us distribute it by sending this letter with the link to all the MSMW, WSMW, bisexual, erotically fluid people you know. Known as ‘snowball sampling,’ we hope to have the survey cascade its way throughout various locales—urban centers, suburbs, and remote corners of the globe—to find out about this incredibly diverse population. Please help us by forwarding!

To take the survey, please click on this link or paste it into your browser:

<https://www.surveymonkey.com/s/BiWorkplaceSurvey>

Yours in furthering understanding,

BiWorkplaceSurvey Research Team.

Heidi Bruins Green and Dr. Nicholas Payne



Out & Equal Workplace Advocates™ is a national nonprofit 501(c)(3) organization. Out & Equal champions safe and equitable workplaces for lesbian, gay, bisexual, and transgender (LGBT) people. The organization advocates building and strengthening successful organizations that value all employees, customers, and communities. See www.outandequal.org for more details.



The Bisexual Resource Center envisions a world where love is celebrated, regardless of sexual orientation or gender expression. Because bisexuals today are still misunderstood, marginalized and discriminated against, the BRC is committed to providing support to the bisexual community and raising public awareness about bisexuality and bisexual people.

The BRC uses bisexual as an umbrella term for people who recognize and honor their potential for sexual and emotional attraction to more than one gender (pansexual, fluid, omnisexual, queer, and all other free-identifiers). We celebrate and affirm the diversity of identity and expression regardless of labels.



The American Institute of Bisexuality encourages, supports and assists research and education about bisexuality, through programs likely to make a material difference and enhance public knowledge, awareness and understanding about bisexuality.