

MEASURE OF MULTIPLE DISCRIMINATION

DESCRIPTION OF THE PROJECT

- To develop a psychometrically sound measure of discrimination that accounts for a broad spectrum of behaviours experienced by sexual and gender minorities.

COMPOSITION OF THE PROJECT TEAM

1. Chairs

- Melanie Morrison, Ph.D., Associate professor, Department of Psychology, University of Saskatchewan (Saskatchewan)
- Paul Hastings, Ph.D., Associate professor, Department of Psychology, Concordia University (Quebec)

2. Co-researchers

- Lori Ross, Ph.D., Assistant professor, Medical sciences, University of Toronto (Ontario)

3. Collaborators

- Todd Morrison, Ph.D., Associate Professor, Department of Psychology, University of Saskatchewan
- Don Cochrane, Professor Emeritus, College of Education, University of Saskatchewan

4. Graduate students

- Students working in the general area of homonegativity, sexual/gender minority issues
 1. Rebecca Harriman, PhD candidate, Clinical Psychology, supervisor Melanie Morrison
 2. Lisa Jewell, PhD candidate, Applied Social Psychology, supervisor Melanie Morrison
 3. Krista Trinder, recent graduate, MA in Applied Social Psychology, supervisor Melanie Morrison
 4. Edwin Rogers, recent graduate, MA in Applied Social Psychology, supervisor Melanie Morrison
 5. Stephanie Gazzola (MA student)
 6. Jessica McCutcheon (MA student)

5. Research assistants

- Melanie Brockman
- Michele Hubert
- Krista Trinder

6. Community participation

- Consultation with Gens Hellquist, Canadian Rainbow Health Coalition
- Personnel (e.g., teachers, students) in the public school system in Saskatchewan who

have been instrumental in the research conducted by Melanie Morrison and Don Cochrane on the impact victimization in the form of anti-GLB verbal and non-verbal behaviour has on high-school sexual minority students

RESEARCH PROGRAM

Project 1: Production of meta-analysis

Objective

- To use the quantitative review of articles, on the impacts of prejudice and discrimination on the health and wellness of sexual minority persons, to conduct a meta-analysis.

Project 2: Production of critical paper examining the measurement of discrimination experiences

Objectives

- To critique the ways in which discrimination is currently measured in the empirical literature.
- Assessment of the psychometric properties of existing measures (strengths and limitations).
- Outline the need for scale development.
- Highlight specific issues for consideration such as the frequency and salience of multiple identities, as well as contextual variables that introduce complexities and nuances.

Project 3: Development and validation of a measure of discrimination that accounts for multiple identities/marginalities.

Objective

- On the basis of the completed review above and the review currently underway with Shari Brotman (Refugees and Immigrants) and Janice Ristock (Aboriginals), develop and preliminarily validate a measure of discrimination that takes into consideration the frequency, intensity, and balance of multiple identities.

UPDATE

1. Transcription of the 21 interviews to better understand subtle forms of discrimination experienced by gay, lesbian, and bisexual men and women, as outlined in report submitted September, 2009
2. Analysis of the transcripts and write-up of these data, as outlined in report submitted September, 2009
3. Submission of a paper based on the interviews (March 10th, 2010), as outlined in report submitted September, 2009

Ongoing Research Tasks

1. Based on the results emanating from the paper (above), we know the following: 1) a scale should tap multiple dimensions of discrimination (essentially, moving beyond the workplace); 2) dimensions such as health and familial relationships, for example, should be represented in both subtle and blatant forms
2. The scale items taking into consideration the aforementioned points are currently under construction; the list should be completed by my team of graduate students for April 21st (the date of my return to Saskatoon)
3. After this date, items will be sent to experts in the field and lay persons for their review and ethics approval for distribution of the items will be obtained – it is likely that items will be distributed online throughout the summer months
4. Portions of the manuscript (proposed meta-analysis) detailing the connection between discrimination and health variables are currently being completed