

## APPENDIX 1

### Section 1. Sociodemographic Information of Seeds (N=24)

<b>Categorical Variable</b>	<b>Count</b>	<b>Percent (%)</b>
<b>Main work setting</b>		
<i>Home care in the community</i>	10	41.7
<i>Long-term care facilities</i>	9	37.5
<i>Other</i>	5	20.8
<b>City of work location</b>		
<i>Ajax</i>	1	4.2
<i>Mississauga</i>	1	4.2
<i>North York</i>	2	8.3
<i>Oshawa</i>	1	4.2
<i>Scarborough</i>	2	8.3
<i>Toronto</i>	16	66.7
<i>Whitby</i>	1	4.2
<b>Age category</b>		
<i>18-29 years old</i>	6	25.0
<i>65 years and older</i>	1	4.2
<i>30-39 years old</i>	8	33.3
<i>50-64 years old</i>	3	12.5
<i>40-49 years old</i>	6	25.0
<b>Gender</b>		
<i>Female</i>	20	83.3
<i>Male</i>	4	16.7
<b>Racial Background</b>		
<i>Black</i>	13	54.2
<i>Middle Eastern</i>	2	8.3
<i>Latino</i>	1	4.2
<i>Southeast Asian</i>	3	12.5
<i>South Asian</i>	1	4.2
<i>White</i>	2	8.3
<i>Other/Mixed</i>	2	8.3
<b>Main Employment Type</b>		
<i>Casual or on contract (Part-Time/Full-Time) or self-employed</i>	14	58.3
<i>Permanent Part-time or Full-time</i>	10	41.7

<b>Continuous Variable</b>	<b>Range</b>	<b>Average (Standard Deviation)</b>
<b>Number of years working as PSW</b>	1 - 22	4.8 (5.8)
<b>Number of PSW known</b>	1 - 100	11.5 (19.9)



## C. Posters to recruit seed participants in the survey



### CALLING FOR PERSONAL SUPPORT WORKERS FOR A RESEARCH STUDY

A research team for the EMPOWER Project is studying how Personal Support Workers (PSWs) respond to job insecurity, seek resources, and navigate systems to file complaints and organize. The research team also wants to learn more about the work condition and safety of PSWs during the COVID-19 pandemic

#### WE ARE LOOKING FOR

- **Personal support workers (PSWs)** who have worked in **Greater Toronto Area** in the **past year**
- Must be **18 years old or older**

#### CONFIDENTIAL

- Your workplace will **NOT** know that you are a participant. All information will be confidential and stored securely with our research team.

#### WHAT TO EXPECT

If you are eligible for the research, the research staff will invite you to complete a survey about your health and your work issues. This will take about 20 minutes either online or over the phone. Disability accommodation will be provided. If you are willing, you will also be asked to promote the study to your colleagues and help recruit up to 3 new participants to the study.



**Step 1**  
Complete the survey  
(20 mins/\$20)



**Step 2**  
Using coupons given by the research staff, recruit up to 3 new participants in the study  
(\$10 for each successful recruitment)

#### VOLUNTARY

Participation is your choice!

#### COMPENSATION

To honour time and energy, survey participants and successful recruiters will be provided with \$20 and \$10, respectively (either gift card to a grocery store, cheque, or money transfer)

#### MORE INFORMATION

Please contact research staff at [empowerprojectTO@smh.ca](mailto:empowerprojectTO@smh.ca) for more information or visit our website <https://upstreamlab.org/EMPOWER/>

#### RESEARCH ETHICS

The Unity Health Toronto Research Ethics Board (REB) has approved the study [#18-103]. Version date: 05/06/2020

### Section 3. Full EMPOWER Survey

#### A. Description:

The survey is divided into six sections, *Overall Employment Experience, Work Impacts on Mental Health and Relationship, General Health, Income Stress, COVID-19 Impacts, and Demographics*. This article reported on all sections except for the *COVID-19 Impacts*, which will be presented in a future article alongside the results from the interview component of the EMPOWER (Employment and PrecariOUS Work in Toronto’s Health Sector: Evaluation and Research) project. The online survey typically presented three questions per page, for a total of 47-59 pages, depending on the responses on some questions that implemented a display logic. If there was/were incomplete question(s) on each page, participants were given a warning “There is (X number) unanswered question(s) on this page. Would you like to continue?” Participants could then select either “Continue without answering” to proceed to the next page with incomplete question(s) or “Answer the question” to stay on the page and provide a response. At the end of the survey, participant could review their answers through a “Return to the survey” button or select “Submit” to have their responses recorded. A unique link was assigned to a unique participant ID, and once the survey was completed, the unique

#### B. List of validated tools in the survey:

Validated Tools	Corresponding Question Numbers in the Survey Below	Link to original tools and/or guides
OHS Vulnerability Measure	14 (matrix table)	<a href="https://www.iwh.on.ca/tools-and-guides/ohs-vulnerability-measure">https://www.iwh.on.ca/tools-and-guides/ohs-vulnerability-measure</a>
PEPSO Employment Precarity Index	3, 6, 7, 8, 10, 11, 12, 13, 15, 16, 17, 20	<a href="https://pepso.ca/tools">https://pepso.ca/tools</a>
PEPSO Income Stress	35, 36, 38, 39, 40	<a href="https://www.economics.mcmaster.ca/pepso/documents/final-pepso-survey-2014.pdf">https://www.economics.mcmaster.ca/pepso/documents/final-pepso-survey-2014.pdf</a>
CCHS Life Satisfaction Question	32	<a href="https://www150.statcan.gc.ca/n1/pub/82-625-x/2017001/article/54862-eng.htm">https://www150.statcan.gc.ca/n1/pub/82-625-x/2017001/article/54862-eng.htm</a>
PHQ-2 Depression Scale	31 (matrix table)	<a href="https://www.hiv.uw.edu/page/mental-health-screening/phq-2">https://www.hiv.uw.edu/page/mental-health-screening/phq-2</a>

## C. The full survey as presented to the participants:

### COVER PAGE

#### EMPOWER

**EM**ployment and **PrecariOus W**ork in Toronto's Health Sector: Evaluation and **R**esearch (EMPOWER) is a research study on the work conditions and health of Personal Support Workers (PSWs) funded by the Metcalf Foundation. The purpose of EMPOWER is to better understand how the current work conditions of PSWs working in home care and long-term care facilities may impact their well-being. This project will also evaluate the safety and work experience of PSWs during the COVID-19 pandemic.

Your direct insight as a PSW is important to highlight the current workplace reality and concerns faced by PSWs in Greater Toronto Area. Information gained from this survey will be relevant to policy makers, health planners, other PSWs, and the general public. It is anticipated that the findings will help inform policy changes that will lead to better work conditions and health of PSWs. **Your participation is voluntary, and all responses are confidential.**

The survey only takes about 20 minutes to complete and is divided into 6 sections: *Overall Employment Experience, Work Impacts on Mental Health and Relationship, General Health, Income Stress, COVID-19 Impacts, Demographics*. If you are unable to complete this survey in one session, you can return to it at a later time and continue where you left off by following the same survey link. You will have **one week** to complete the survey, at which point the research staff will follow up with you for honorarium. Please note that a consent form detailing the study and its potential risk and benefits to participants was sent in a previous email to you. **Your informed consent is implied upon submission of the survey.**

Please send any questions about the survey to Pinky Hapsari (empowerprojectTO@smh.ca)

**Thank you for contributing to this important health study.**



## SECTION A: OVERALL EMPLOYMENT EXPERIENCE

In the following set of questions, we would like you to think about your overall employment situation, which may involve more than one job/contract.

1. **In the past 12 months, where do you mostly work as a PSW?** (Select one answer)
  - Home care in the community
  - Long-term care facilities
  - Hospitals
  - Institutions for people with disabilities
  - Shelters
  - Prisons
  - Other - please specify:
  
2. **What is your current employment status?**  
(Please select all that currently apply to you, for example, if you are a student and are also working for pay, please choose both “Student” and “Employed”)
  - Employed (part-time or full-time)
  - Student
  - On short term leave from work (leave of absence, sick leave, or short-term work disability)
  - Furloughed or temporarily laid off
  - On long term leave from work (leave of absence, sick leave, or long-term work disability)
  - Unemployed, but looking for work
  - Not working and not looking for work due to a health condition
  - Not working and not looking for work due to another reason(s) - please specify:  
\_\_\_\_\_
  
3. **Which of the following best describes the job/contract that paid you the most in the last 12 months?** (Select one answer only)
  - Casual (on-call, day labour)
  - Full-time on a temporary/short term contract (**less than a year**)
  - Part-time on a temporary/short term contract (**less than a year**)
  - Full-time on a fixed term contract, **one year or more**
  - Part-time on a fixed term contract, **one year or more**
  - Self-employed - no employees
  - Self-employed - others work for me
  - Permanent part-time - **less than 30 hour per week**
  - Permanent full-time - hours **vary** from week to week and could sometimes be less than 30
  - Permanent full time - **30 hours or more a per week**
  
4. **Was this a unionized position?** (Select one answer)
  - Yes
  - No

5. **Did you usually have more than one client?** (Select one answer)
- Yes
  - No
6. **In the last 12 months, what portion of your paid hours came from temporary employment agencies?** (Select one answer only):
- All
  - Most
  - Half
  - Some
  - None
7. **Does the following describe most of your employment relationship in the past 12 months? “I have one employer, who I expect to be working for a year from now, who provides at least 30 hours of work a week, and who pays benefits (e.g. drug plans, visions, dental).”** (Select one answer)
- Yes
  - No
8. **Do you usually get paid if you miss a day's work?** (Select one answer)
- Yes
  - No
9. *(Question is displayed if participant answers ‘Yes’ on the above question)* **How many paid sick days do you get in a year?** (Enter the number of days)  
*(Please provide your answer as a number, for example, 23 instead of twenty-three)*
- 
10. **In the last 12 months, how much did your income vary from week to week?** (Select one answer)
- A great deal
  - A lot
  - Some
  - A little
  - Not at all
11. **In the last 12 months, how often did you work on an on-call basis? (That is, you had no set schedule, and your employer called you in only when there was work)** (Select one answer)
- All the time
  - Most of the time
  - Half the time
  - Some of the time
  - Never

12. **In the last 12 months**, what portion of your employment income was received in cash? (Select one answer)

- Most
- About half
- Less than half
- None

13. **How likely would most of your employment be negatively affected (e.g. laid off, given less hours) if you raised a health and safety concern or raised an employment rights concern (e.g. harassment by clients or colleagues) with your employer(s)?** (Select one answer)

- Very likely
- Likely
- Somewhat likely
- Not likely
- Not likely at all

14. **This section explores your ability to ask questions about, and participate in, health and safety at work. For each item below, please select under the heading that best describes how much you agree or disagree with the statement.**

<b>At my workplace....</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
I feel free to voice concerns or make suggestions about workplace health and safety at my job				
If I notice a workplace hazard, I would point it out to management				
I know that I can stop work if I think something is unsafe and management will not give me a hard time				
If my work environment was unsafe, I would not say anything, and hope that the situation eventually improves				
I have enough time to complete my work tasks safely				

15. **How likely will your total hours of paid employment be reduced in the next 6 months?** (Select one answer)

- Very likely
- Likely
- Somewhat likely
- Not likely
- Not likely at all

16. Did most of your employer(s) **in the last 12 months** provide a private retirement income plan such as a pension plan or a contribution to an RRSP (CPP does not count)? (Select one answer)
- Yes
  - No
  - Does not apply
17. Did you receive any other employment benefits from your employer(s) such as a drug plan, vision, dental, life insurance etc.? (Select one answer)
- Yes
  - No
  - Does not apply
18. During the last month, did you not fill or collect a prescription for medicine, or skip doses of your medicine because of the cost?
- Yes
  - No
  - Not applicable, I had no medication prescription to fill
  - Do not know
19. Do you have insurance that covers all or part of the cost of your prescription medications? Please include any private, government or employer-paid plans.
- Yes
  - No
  - Do not know
20. **In the last 12 months**, how often do you know your work schedule at least one week in advance? (Select one answer)
- All the time
  - Most of the time
  - Half the time
  - Some of the time
  - Never
21. **In the last 12 months**, on average how many paid hours did you work *per week*? (Enter number of hours)  
(Please provide your answer as a number, for example, 23 instead of twenty-three)
- \_\_\_\_\_
22. **In the last 12 months**, did you get sick or injured because of your work? (Select one answer)
- Yes
  - No
23. (Question is displayed if participant answers "Yes" on above) How many days did you miss from work due to an injury **in the last 12 months**? \_\_\_\_\_

24. (Question is displayed if participant answers “Yes” on above) **Did you file a claim with Workplace Safety Insurance Board (WSIB)?**

- Yes
- No

25. **At work, do you feel like you are being treated unfairly or differently from other people because of the following?** (Check all that apply)

- Your race/ethnicity
- Your gender
- Your age
- Your sexual orientation
- Your disability
- Your immigration status
- Other; specify: \_\_\_\_\_
- Not applicable (did not feel discriminated against)

## SECTION B: WORK IMPACTS ON MENTAL HEALTH AND RELATIONSHIPS

The following section asks how your employment situations may affect your mental health and relationships.

26. **Over the last 12 months, how often did your employment situation negatively affect your mental health?** (Select one answer)

- Always
- Usually
- Occasionally
- Rarely
- Never

27. **Over the last 12 months, how often were you angry as a result of your work?** (Select one answer)

- Always
- Usually
- Occasionally
- Rarely
- Never

28. **Thinking about your main job or business in the past 12 months, would you say that most days at work were...?** (Select one answer)

- Not at all stressful
- Not very stressful
- A bit stressful
- Quite a bit stressful

- Extremely stressful

29. **Over the last 12 months, how often did you feel your employment situation negatively affect your significant relationships (e.g. lack of quality time with family or friends, conflict with spouse)?** (Select one answer)

- Always
- Usually
- Occasionally
- Rarely
- Never

### SECTION C: GENERAL HEALTH

The next questions ask about your health. By health, we mean not only the absence of disease or injury but also physical, mental and social well-being.

30. **In general, would you say your health is... ?** (Select one answer)

- Excellent
- Very good
- Good
- Fair
- Poor

31. **Over the last 2 weeks, how often have you been bothered by the following problems?** (Select one answer for each statement)

	Not at all	Several days	More than half the days	Nearly every day
Little interest or pleasure in doing things				
Feeling down, depressed or hopeless				

32. **Using a scale of 0 to 10, where 0 means "Very dissatisfied" and 10 means "Very satisfied", how do you feel about your life as a whole right now?** (Select one answer)

- 0 Very dissatisfied
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9

- 10 Very satisfied

33. **Thinking about the amount of stress in your life, would you say that most of your days are...?**

(Select one answer)

- Not at all stressful
- Not very stressful
- A bit stressful
- Quite a bit stressful
- Extremely stressful

34. **How would you describe your sense of belonging to your local community? Would you say it is...?** (Select one answer)

- Very strong
- Somewhat strong
- Somewhat weak
- Very weak

## SECTION D: INCOME STRESS

This section asks about your ability to make ends meet.

35. **Thinking about the last 12 months, has concern over your employment situation negatively influenced large spending decisions (e.g. afraid to make large purchases, afraid to spend money on children's activities, vacations, etc.)** (Select one answer)

- Yes
- No

36. **Thinking about the last 12 months, which of the following statements best describes how well you and your household had been keeping up with your bills and other financial commitments?** (Select one answer)

- Keeping up without any problems (skip next 2 questions)
- Keeping up, but it is sometimes a struggle
- Having real financial problems and falling behind

37. *(Question is displayed if participant answers "Yes" on above)* **How did you get around this difficulty?** (check all that apply)

- Worked more
- Cut back/prioritized expenses
- Savings
- Credit card
- Bank loan
- Pay-day loan
- Money from a relative or a friend
- Other, specify: \_\_\_\_\_

38. **Thinking about the next 12 months**, does your employment situation make you concerned about your ability to meet your debt obligations (i.e. mortgages, credit cards and bank loans) in the following year? (Select one answer)
- Yes
  - No
39. **Thinking about the next 12 months**, were you concerned that you would not be able to maintain your current standard of living in the following year due to your employment situation? (Select one answer)
- Yes
  - No
40. **Compared to a year ago, is your personal income this year noticeably:** (Select one answer)
- Lower
  - The same
  - Higher
41. **In the last 12 months**, did you receive any of the following subsidies/benefits from public sources? (Select all that apply)
- Housing
  - Childcare
  - Recreation
  - Food allowances
  - Dental
  - Vision
  - Prescription drugs
  - Assistive living devices for you or a family member
  - Transit passes
  - Student grants
  - Electricity grant
  - Disability supports
  - Other (specify) \_\_\_\_\_
  - None

## SECTION E: COVID-19 IMPACTS

The following questions ask how you feel about your work conditions **DURING THE COVID-19 PANDEMIC**.

42. **Where do you mostly work as a PSW since March 2020?** (Select one answer)
- Home care in the community
  - Long-term care facilities
  - Hospitals

- Institutions for people with disabilities
- Shelters
- Prisons
- Not applicable – mostly unemployed
- Other – please specify:

43. *(Question is displayed if participant selects LTC on above)* **What type of organization is your employer at the long-term care facilities?** (Select one answer)

*Some examples: Bayview in Toronto is owned by a private for-profit organization, Kipling Acres in Toronto is run by municipality, extendicare is owned by private for-profit organization. For a full list of LTCs in GTA and their types, click here.*

- Private for-profit
- Private not-for-profit
- Municipality
- Do not know

44. **Since March 2020, what is the average number of hours per week that you work at** *(text will follow the selected option or the specified text if “Other” is selected on Q1)?* (Enter number of hours)

*(Please provide your answer as a number, for example, 23 instead of twenty-three)*

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45. **Did you receive any training at the beginning of the pandemic (late March to early April) for protecting yourself from contracting COVID-19?** (Select one answer)

- Yes
- No

46. *(Question is displayed if participant answers “Yes” on above)* **How helpful do you feel the training was for protecting yourself from contracting COVID-19?** (Select one answer)

- Extremely helpful
- Very helpful
- Moderately Helpful
- Slightly helpful
- Not at all helpful

47. **Did you receive any training at the beginning of the pandemic (late March to early April) for protecting your patients from contracting COVID-19?** (Select one answer)

- Yes
- No

48. *(Question is displayed if participant answers “Yes” on above)* **How helpful do you feel the training was for protecting your patients from contracting COVID-19?** (Select one answer)

- Extremely helpful
- Very helpful
- Moderately Helpful
- Slightly helpful

- Not at all helpful

49. Did you receive any training **at the beginning of the pandemic** for putting on and taking off the following personal protective equipment (PPE)? (Select one answer)

Protective Equipment	Yes	No
Gloves		
Masks		
Gowns		
Face shields		

50. (Question is displayed if participant selects “Yes” for “Gloves” on Q.44) **How helpful do you feel the training was for putting on and taking off gloves?** (Select one answer)

- Extremely helpful
- Very helpful
- Moderately helpful
- Slightly helpful
- Not at all helpful

51. (Question is displayed if participant selects “Yes” for “Masks” on Q.44) **How helpful do you feel the training was for putting on and taking off masks?** (Select one answer)

- Extremely helpful
- Very helpful
- Moderately helpful
- Slightly helpful
- Not at all helpful

52. (Question is displayed if participant selects “Yes” for “Gowns” on Q.44) **How helpful do you feel the training was for putting on and taking off gowns?** (Select one answer)

- Extremely helpful
- Very helpful
- Moderately helpful
- Slightly helpful
- Not at all helpful

53. (Question is displayed if participant selects “Yes” for “Face shields” on Q.44) **How helpful do you feel the training was for putting on and taking off face shields?** (Select one answer)

- Extremely helpful
- Very helpful
- Moderately helpful
- Slightly helpful
- Not at all helpful

54. **How often did you have the following protective equipment available to use between each patient?** (Select one answer for each item)

Protective Equipment	Never	Rarely	Sometimes	Often	Always
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Gloves					
Masks					
Gowns					
Face shields					
Hand sanitizer					
Access to running water and soap					
Other equipment you feel important - please specify: _____					

55. **Were you tested for COVID-19?** (Select one answer)

- Yes
- No

56. *(Question is displayed if participant selects “Yes” on above)* **What was the result for your COVID-19 test?**

- Positive
- Negative
- Still waiting for result

57. **Did you have any common symptoms\* of COVID-19?**

*\*Common symptoms include:*

- *fever (feeling hot to touch, a temperature of 37.8 degrees Celsius or higher)*
  - *chills*
  - *cough that's new or worsening (continuous, more than usual)*
  - *barking cough, making a whistling noise when breathing (croup)*
  - *shortness of breath (out of breath, unable to breathe deeply)*
  - *sore throat*
  - *difficulty swallowing*
  - *runny, stuffy or congested nose (not related to seasonal allergies or other known causes or conditions)*
  - *lost sense of taste or smell*
  - *pink eye (conjunctivitis)*
  - *headache that's unusual or long lasting*
  - *digestive issues (nausea/vomiting, diarrhea, stomach pain)*
  - *muscle aches*
  - *extreme tiredness that is unusual (fatigue, lack of energy)*
  - *falling down often*
- Yes
  - No

58. **How worried are you about contracting COVID-19 while on the job?** (Select one answer)

- Extremely worried
- Moderately worried
- Somewhat worried
- Slightly worried
- Not at all worried

59. **How worried are you that people who live with you will get COVID-19 because of your work as PSW?** (Select one answer)

- Extremely worried
- Moderately worried
- Somewhat worried
- Slightly worried
- Not at all worried

60. **During the COVID-19 pandemic, did the following happen to you?** (Select all that apply)

- You were fired
- You were laid off
- Your hours were reduced significantly (e.g. more than 25%)?
- Your hours became uncertain
- Your pay was delayed
- You took a leave of absence - please specify reason: \_\_\_\_\_
- Other – please specify: \_\_\_\_\_
- Nothing impacted your work

61. **How much more or less concerned are you about your job security during the COVID-19 pandemic compared to before the pandemic?** (Select one answer)

- Much more concerned
- Slightly more concerned
- The same
- Slightly less concerned
- Much less concerned

62. **How much more difficult or easy is it to arrange for childcare during the pandemic compared to before the COVID-19 pandemic?** (Select one answer)

- Much more difficult
- Slightly more difficult
- The same
- Slightly more easy
- Much more easy
- Not applicable (do not have any child who requires childcare)

## SECTION F: DEMOGRAPHICS

This last section asks for your demographic information.

Appendix 1, as supplied by the authors. Appendix to: Pinto AD, Hapsari AP, Ho J, et al. Precarious work among personal support workers in the Greater Toronto Area: a respondent-driven sampling study. *CMAJ Open* 2022. DOI:10.9778/cmajo.20210038.

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63. **How many years have you worked as PSW?** (Enter number of years)  
(Please provide your answer as a number, for example, 23 instead of twenty-three)

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64. **How many friends do you know who work as PSW in Greater Toronto Area, whom you have communicated with regularly in the past year (in-person/online/by texts)?** (Enter number of friends)  
(Please provide your answer as a number, for example, 23 instead of twenty-three)

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65. **What is your age?** (Select one answer)

- 18-29 years old
- 30-39 years old
- 40-49 years old
- 50-64 years old
- 65 years and older

66. **How would you identify your gender identity?** (Select one answer)

- Female
- Male
- Gender non-binary
- Gender fluid
- Transgender
- Other, please specify: \_\_\_\_\_

67. **Were you born in Canada?** (Select one response)

- Yes
- No

68. **In our society, people are often described by their race or racial background. For example, some people are considered “White” or “Black” or “East/Southeast Asian,” etc. Which race category best describes you?** (Select all that apply)

- Black
- East Asian
- Indigenous (First Nations, Metis, Inuit)
- Latino
- Middle Eastern
- South Asian
- Southeast Asian
- White
- Another race category, please specify:

69. **What is your highest completed level of education?** (Select one answer)

- Some grade school
- Some high school

- High school
- Some College/University
- College degree, university degree, or post graduate degree

70. What city do you live in? \_\_\_\_\_

71. What is your current living situation? (Select one answer)

- Renting a home
- Living in own home
- Living in an institution (group home, long term care, correctional facility, etc.)
- Staying with friends and/or family
- Living in a temporary shelter run by an agency
- Homeless

72. What is the size of your household? (Select one answer)

**“Household” includes yourself, spouse, children, and any other dependents who rely on your income. Roommate does not count.**

- 1
- 2
- 3
- 4
- 5
- 6
- 7 or more

73. In 2019 did your household income fall below \$Amount? (Select one response)

*Note for reviewers: The specific amount will show on the online survey, depending on the number of people in the household. We are using Canadian LICO 2018 cutoff for population size >500,000 ( the most recent year available on Stats Canada website:*

<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1110024101>):

Family Size	Low Income Cut-offs
1 person	21, 481
2 persons	26, 143
3 persons	32, 554
4 persons	40, 614
5 persons	46, 247
6 persons	51, 289
7 persons or more	56, 331

## FINAL COMMENTS

74. Would you like to be contacted in the future to see if you would be interested in participating in another research study?

- Yes
- No

75. If there is anything else that you want to comment on, please feel free to write in the space below: \_\_\_\_\_

### End of Survey

**Note:** You will be logged off and your responses will be recorded after you click “Submit”.

**Thank you for spending the time to complete this survey. If you have any questions, please contact our research staff at [empowerprojectTO@smh.ca](mailto:empowerprojectTO@smh.ca)**

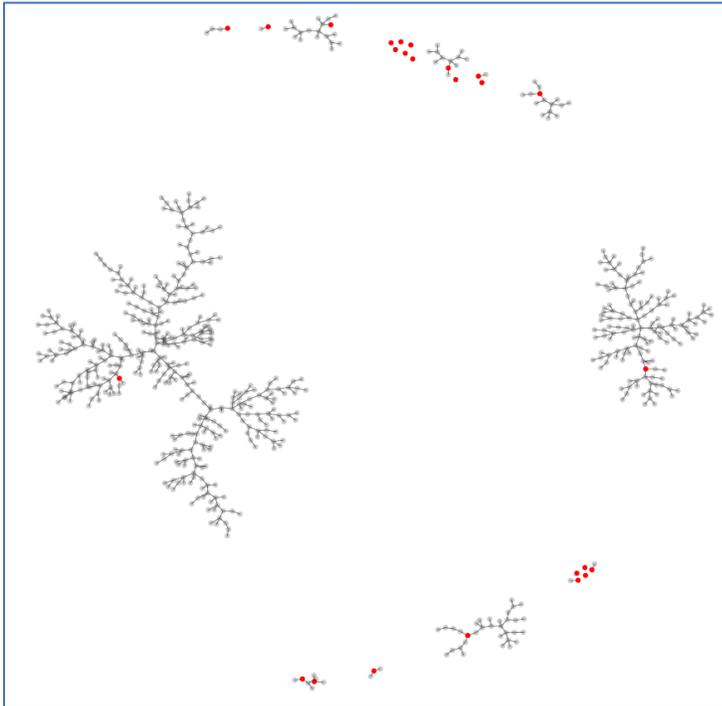
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## Section 4. Overview of Recruitment Network

### A. EMPOWER study Respondent-Driven Sampling recruitment diagram

Red dots represent seeds and grey circles represent recruited participants. Some seeds were not able to recruit any new participants while a few deep well-connected networks proceeded through multiple waves of recruitment.



### B. Number of RDS recruits and waves per seed in the EMPOWER study

Seed ID*	Number of recruits (Including the seed in count)**	Number of Waves
A	1	1
B	1	1
C	5	3
D	1	1
E	1	1
F	1	1
G	12	5
H	1	1
I	2	2
J	15	5
K	1	1
M	1	1
N	1	1

Seed ID*	Number of recruits (Including the seed in count)**	Number of Waves
O	2	2
P	4	4
Q	1	1
R	3	2
S	3	2
T	33	9
U	402	34
V	2	2
X	2	2
Y	19	7
Z	144	17

\*Note that seeds “L” and “W” were lost to follow up and did not initiate the survey. Both seeds were excluded from the study.

\*\* A total of 658 PSWs completed the survey; however, all seeds (n=24) were excluded in the aggregated RDS analysis, which yielded a total of 634 respondents included in the RDS analysis.

## Section 5. Sensitivity Analysis Results

The table below presents the proportion estimates of general health reporting after the following modifications were made to the sample:

- Excluding all individuals recruited from Seed U
- Excluding all individuals recruited from Seed Z
- Excluding all individuals recruited from both Seed U and Seed Z

Scenario & General Health Reporting	Unweighted Counts	RDS Unadjusted Estimates <sup>a</sup> , %	RDS-II Adjusted Estimates <sup>a</sup> , %	RDS-II Adjusted 95% CI <sup>b</sup>	Total Width of 95% CI
<b>Including all recruits (N: 601)</b>					
<i>Poor/Fair/Good</i>	278	46.3	46.7	37.9 – 55.5	17.6
<i>Very good/Excellent</i>	323	53.7	53.3	44.5 – 62.1	
<b>Excluding recruits from Seed U (N: 221)</b>					
<i>Poor/Fair/Good</i>	111	50.2	54.6	40.7 – 68.6	27.8
<i>Very good/Excellent</i>	110	49.8	45.4	31.4 – 59.3	
<b>Excluding recruits from Seed Z (N: 465)</b>					
<i>Poor/Fair/Good</i>	205	44.1	44.6	34.5 – 54.7	20.2
<i>Very good/Excellent</i>	260	55.9	55.4	45.3 – 65.6	
<b>Excluding recruits from Seed U &amp; Seed Z (N: 85)</b>					
<i>Poor/Fair/Good</i>	38	44.7	53.5	30.9 – 76.1	45.2
<i>Very good/Excellent</i>	47	55.3	46.5	24.0 – 69.1	

<sup>a</sup>Missing data was not included in the distribution of percent estimates

CI: Confidence Interval

As presented in the table above, the point estimates for general health reporting are reasonably stable under the different sensitivity analysis samples. The largest deviation resulted from the exclusion of recruits from Seed Z, which deviates by approximately 17% from the original point estimates when all recruits are included. As anticipated, the total width of the 95% Confidence Interval (CI) increases as the sample size decreases.