



SOGI Data Collection



SOGI Data Collection

Why do we collect Sexual Orientation and Gender Identity Data?

It's the law: AB 959 (Chiu) was passed in 2015 and required four departments within the Health and Human Services Agency to collect sexual orientation and gender identity (SOGI) as of July 1, 2018.

Collection of SOGI data has been inconsistent and made it difficult to fully understand and address the health of LGBTQ Californians.



Gather SOGI data using 3 questions

1. CURRENT GENDER IDENTITY

(Person's current internal sense of gender.)

“How do you describe yourself?”

2. SEX ASSIGNED AT BIRTH

(Sex perceived at birth based typically on genitalia and listed on their birth certificate.)

“What sex were you assigned at birth?”

3. SEXUAL ORIENTATION

(Person's romantic, relational, and sexual orientation toward one or multiple genders.)

“Do you think of yourself as:”



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1. Current Gender Identity

“How do you describe yourself?”

- ▶ Male
- ▶ Female
- ▶ Trans male/ Trans man
- ▶ Trans female/ Trans woman
- ▶ Genderqueer/Nonbinary
- ▶ Questioning or unsure of gender identity
- ▶ Another gender identity not listed (Please fill in the blank):



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2. Sex Assigned at Birth

“What sex were you assigned at birth?”

- ▶ Male
- ▶ Female
- ▶ Intersex



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3. Sexual Orientation

“Do you think of yourself as:”

- ▶ Straight/ Heterosexual
- ▶ Gay/ Lesbian
- ▶ Bisexual / Pansexual / Sexually Fluid
- ▶ Queer
- ▶ Questioning or unsure
- ▶ Another sexual orientation not listed (please fill in the blank): _____



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Frequently Asked Questions



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I treat everyone the same. Why does it matter if someone is LGBTQ?

OUT2ENROLL LGBT HEALTH AWARENESS WEEK

LGBT communities have a lot to gain by enrolling in health insurance

the facts

- > LGBT people are:
 - 2x** more likely to smoke
- > Lesbian + bisexual women:
 - 10x** less likely to get cancer screening
- > Gay + bisexual men:
 - 79x** more likely to be diagnosed with HIV

1 in 4 low- & middle-income LGBT people are uninsured

all LGBT people are protected from discrimination.

#OUTVISIBLE www.out2enroll.org @out2enroll

- ▶ **Helps address health disparities.**
- ▶ **Improves outcomes.** Knowing a patient's sexual orientation and gender identity can help understand risk factors, tailor treatment protocols, and improve health outcomes.
- ▶ **Acknowledges and affirms LGBTQ people.** A person's SOGI is a part of who they are – a part that is often invisible, but one that most LGBTQ people want to be acknowledged.



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When should we ask SOGI Questions?

You should ask SOGI questions anytime you collect any other demographic information.

Asking SOGI questions may be a specific requirement for recipients of state or county funds, such as programs that use Mental Health Services Act funding or administered under the California Department of Health Care Services, Social Services, Public Health, and/or Aging.



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What if I have to ask the client SOGI questions face-to-face?

Some work environments require you to ask clients demographic questions face-to-face, or the client needs assistance in filing out their forms. In those situations, your agency should have trained you how to do this comfortably, including how to respond if the client is confused by the terms.



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I feel uncomfortable asking people about their sexual orientation or gender identity. What if I offend someone?

- ▶ I know this might be hard to believe, but most people recognize the usefulness of asking demographic information, including SOGI.
- ▶ While some individuals will refuse to answer questions they consider too personal, research has shown that survey respondents are twice as likely to refuse to answer questions about income as about sexual orientation.
- ▶ Don't make a big deal about asking SOGI measures. If someone asks you why you're asking the question, you can let them know that you're required by law to ask about SOGI, that discrimination based on a person's sexual orientation or gender identity is against the law in California and that the information will not affect eligibility for programs.



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How do I make sure SOGI information is kept confidential?

HIPAA and confidentiality policies should guide all your data collection. You and your colleagues should be trained how to comply with these procedures to ensure that clients are not “outed” to other staff or the community.



SOGL Data Collection

How should my program ask SOGL questions?

The best practice for asking any demographic information, including SOGL questions, is to allow the client the ability to respond confidentially and anonymously.



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What if asking SOGL questions offends the client?

Most clients will answer the question and move on: in fact, studies show that respondents are more sensitive to questions about income than SOGL.



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What are some other ways that my program can be more welcoming of LGBTQ clients?

Reflect the language your clients/patients use. Make a note of the name and pronouns your client provides and always use that in future communications. Similar to using the name and pronouns they provide, if a patient introduces their wife, use the word wife.

Display pictures of LGBTQ+ people and families. Use diverse pictures in your lobby, waiting room, and promotional materials, or other ways of demonstrating that you will affirm LGBTQ clients/patients

Use gender inclusive language on forms. Spouse instead of husband/wife; parent instead of mother/father; child instead of son/daughter

