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M E D I C I N E

Why SOGI (Sexual Orientation and Gender Identity) Demographic Data Matters: *If You Are Not Counted, You Don't Count!*

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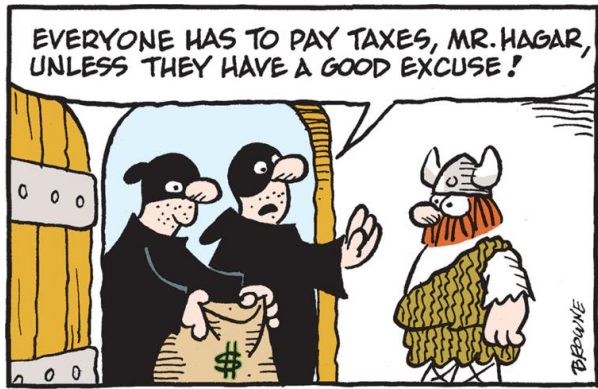
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HAPPY TAX DAY!



HÄGAR the Horrible by Dik Browne / Chris Browne



Hi Folks!

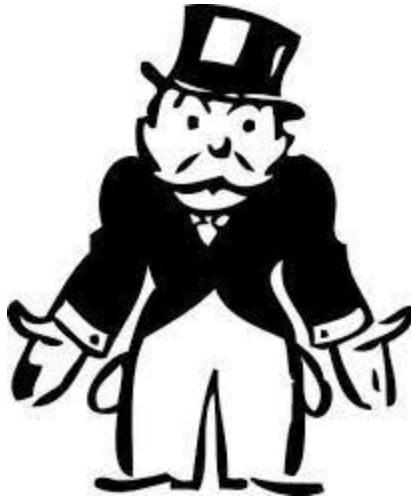


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Objectives

- Define SOGI terminology relevant to inquiry work
- Describe one way that SOGI data influences study design and execution
- Identify one best practice in collecting SOGI demographics



Define SOGI terminology relevant to inquiry work

Sex ≠ Gender

- English is imprecise language
- Sex and gender
 - Often incorrectly used interchangeably
 - Not synonymous
 - Interrelated

Term to capture the complex interplay between chromosomes, genetics, in utero hormone exposure, presences & development of primary and secondary sexual characteristics.

- Not as simple as XX or XY
- Most people untested
- Use “Sex Assigned at Birth”
 - Most often based on cursory observation of external genitalia present at birth
 - Biology is real, but don’t say “born a boy” or “born a girl”
 - Be cautious about using phrases such as “biological male” or “biological female”
 - If you need to speak about anatomy, speak about anatomy
 - Be aware that the phrasing of “biological male/female” is used by those who oppose acceptance in society of transgender people
 - Ex. “Not wanting a ‘biological male’ (i.e., a transgender girl/woman) to be able to play women’s sports or restrooms
- A person’s gender identity rests in the brain - which is also a biological organ

Gender

Social construct based on a societal/cultural understanding, often binary, of masculinity or femininity. Gender identity, gender expression, gender roles, gender stereotypes, gender attribution all affect our notion of gender (MSU, n.d.)

Gender binary:

A social construct that divides gender into two, opposite classifications of male/men/boys/masculine and female/women/girls/feminine and establishes rigid gender roles, expectations and stereotypes (MSU, n.d.)

Gender Nonconforming:

This is a term that a nurse may encounter which describes people whose behavior or appearance does not conform to the societal expectations for their gender (MSU, n.d.)

- Over broad; does not provide useful information when trying to determine a person's gender identity.

Sexual Orientation / Gender Identity

- **SGM – Sex and gender minority (ies)**

- NIH-created term; used in research & scientific literature
- NOT used by members of LGBTQ+ community

- **Sexual Orientation**

Describes a person's multidimensional attraction to other people
(GLAAD, 2021)

- **Gender Identity**

Describes a person's deeply held knowledge of their gender
(GLAAD, 2021)

- ❖ Cisgender (Gender identity aligns with sex assigned at birth)
- ❖ Transgender (Gender identity does not align with sex assigned at birth)



(LGBT Foundation, UK, 2021)

Describe one way that SOGI data influences study design and execution

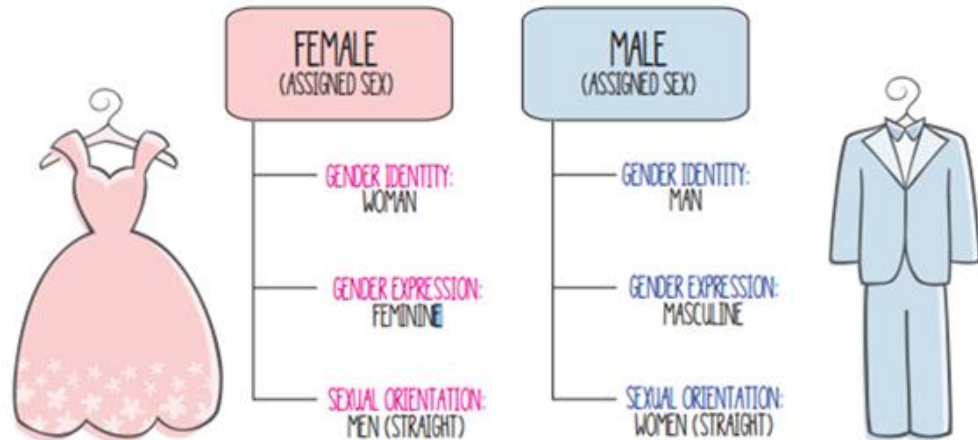
Uncovers Study Team

Unconscious Bias

Cisheteronormativity

- A pervasive system of belief that centers and naturalizes heterosexuality and a binary system of assigned sex/gender when there are two rigid, distinct ways of being: assigned-male-at-birth masculine men and assigned-female-at-birth feminine women.

(MSU, n.d.)



(PFLAG, 2020, p.14)

Forces Fundamental Questioning



- **What are we really studying?**
 - Longitudinal hormone exposure affect
 - Inherent genetic/chromosomal affect
 - Lived experience affect
- **What SOGI data is relevant? How will it be coded?**
- **What is the appropriate control group / comparison group?**
 - Be mindful of perpetuating stigma and discrimination
 - Explain scientific rationales for comparisons
- **What are inclusion / exclusion criteria?**
 - Address nonbinary and gender-expansive people?
 - Explain in study limitations section

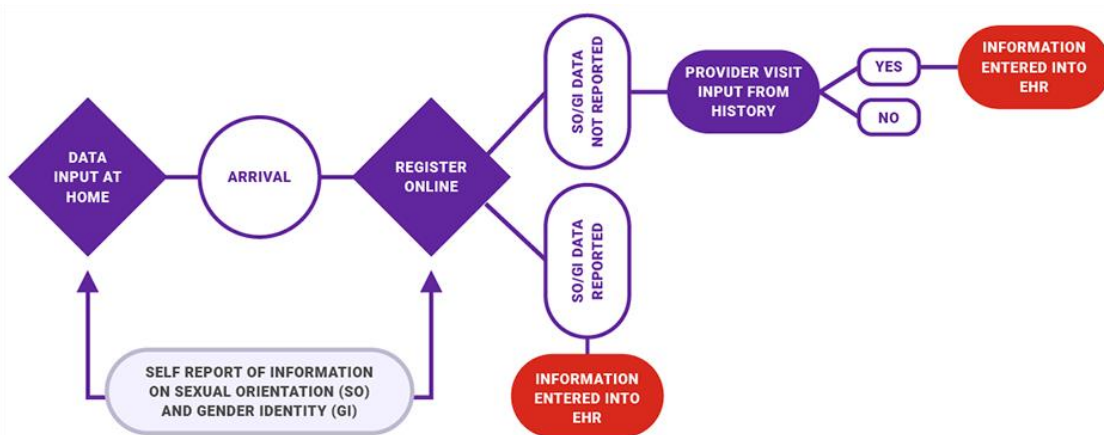


Graphic by Francesco Bongiorno for *HopkinsMedicine*

Identify one best practice in collecting SOGI demographics

SOGI Collection Best Practices

- Consistent with expert & federal government recommendations (Fenway, n.d.; NSTC, 2023)
- Non-verbal, self-reporting is best practice (Haider et al. 2017)
 - Entered by patient through EHR portal or e-registration (tablet or kiosk)



(CDC, 2022)

SOGI: Sexual Orientation

Sexual Orientation

3. How do you describe your sexual orientation?

- Straight / Heterosexual
- Gay
- Lesbian
- Bisexual
- Pansexual
- Asexual
- Something Else¹
- Choose not to disclose

Terms such as “heterosexual” and “homosexual” are originally medical terms that implied a pathology. In 1923, the term “heterosexual” meant a “morbid sexual passion for the opposite sex” but by 1934, the meaning was redefined to be “normal sexuality.” This illustrates the influence of cisheteronormative bias on medical terminology. In modern usage, heterosexual is used synonymously with “straight” and does not convey a negative connotation. The same is not true for “homosexual.” Homosexuality was removed as a diagnosis from the DSM in 1973. While some individuals may use the term to describe themselves, other terms such as gay or lesbian are more often used. In modern context, those who insist in using the term “homosexual” to define a group of people are attempting to perpetuate the false notion that having a sexual orientation other than straight/heterosexual is a pathology and justifies discrimination.

Do not use sexual orientation as a proxy for sexual behavior. Many people may engage in sexual behaviors, such as having sex with people of the same gender, but do not describe their sexual orientation as anything other than straight/heterosexual due to social stigma and discrimination.

SOGI: Gender Identity & Sex Assigned at Birth

Gender Identity & Sex Assigned at Birth	
For research	Interpretation of results
<p><u>1. Gender Identity</u></p> <ul style="list-style-type: none"> • Agender • Man/Male • Woman/Female • Nonbinary • Gender fluid • Genderqueer • Third gender • Queer • Questioning / Unsure • Transgender Man/Male • Transgender Woman/Female • Something else¹ • Choose not to Disclose 	<p>Comparing respondents' answers to the (1) gender identity and (2) sex assigned at birth question allows you to determine which respondents are cisgender, transgender, or gender diverse. For example:</p> <p><u>Cisgender respondents:</u> (1) Man/Male+ (2) Male → cisgender man (1) Woman/Female + (2) Female → cisgender woman</p> <p><u>Transgender respondents:</u> (1)Man/Male + (2) Female → transgender man (1)Transgender man/male + (2) ANY → transgender man (1)Woman/Female + (2) Male → transgender woman (1)Transgender woman/female + (2) ANY → transgender woman</p> <p><u>Gender diverse respondents:</u> (1) Agender + (2) ANY → gender diverse (1) Nonbinary + (2) ANY → gender diverse (1) Genderqueer + (2) ANY → gender diverse (1) Third gender + (2) ANY → gender diverse (1) Queer + (2) ANY → gender diverse (1) Something else + (2) ANY → gender diverse</p> <p><u>Unknown</u> (1) Questioning/Unsure + (2) ANY (1) Choose not to disclose + (2) ANY</p>
<p><u>2. Sex Assigned at Birth</u></p> <ul style="list-style-type: none"> • Female • Male • Intersex /Not Specified • Nonbinary • Unknown • Not recorded on birth certificate • Choose not to disclose 	

SOGI: Other Considerations

- If not self-reporting, staff must be trained to do ask in a culturally-aware manner
- Intersex is neither a gender identity nor a gender options
 - No consensus on how best to use the term
 - If relevant to study, consider asking as a separate question:

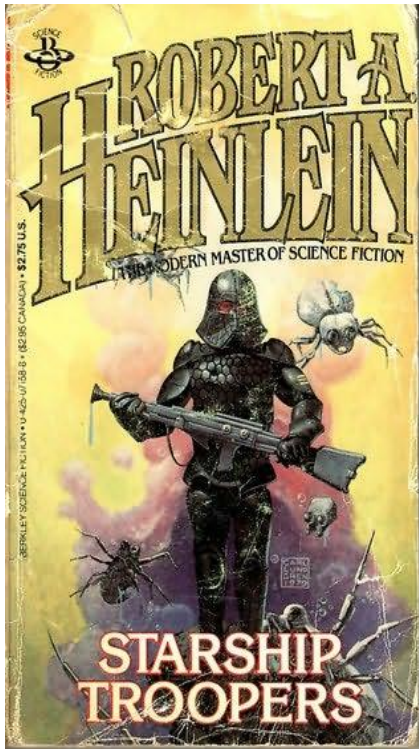
Do you consider yourself to be intersex?

 - Yes
 - No
 - Don't Know / Unsure
 - Prefer not to share/disclose

SOGI: Other Considerations

Less than Ideal Approaches

<p><u>Single question for Gender Identity</u></p> <p>In the event that there are IT limitations on the number of demographic questions that may be used, and thus the above best practices are unable to be followed, or should only one question be used to capture gender identity, then gender identity and sex assigned at birth can be collapsed into the following single question.</p>	
<p><u>Please describe your gender identity and sex assigned at birth.</u></p> <ul style="list-style-type: none"> • Female/Assigned Female at Birth • Female/Assigned Male at Birth • Transgender Female/Assigned Male at Birth • Male/Assigned Male at Birth • Male/Assigned Female at Birth • Transgender Male/Assigned Female at Birth • Nonbinary Person/Assigned Female at Birth • Nonbinary Person/Assigned Male at Birth • Identify by a different term not listed/Assigned Female at Birth • Identify by a different term not listed/Assigned Male at Birth • Agender/Assigned Female at Birth • Agender/Assigned Male at Birth • Choose not to disclose 	<p>Notes:</p> <ul style="list-style-type: none"> • The inclusion of the word “Assigned” is not an optional recommendation. The current language of “Male at birth” or “Female at birth” is inappropriate and perpetuates anti-transgender memes used by hate groups. • Including the sex assigned at birth on all options <u>treats</u> cisgender and transgender respondents equitably. • X is the gender marker for nonbinary people; specifically, the language used by governmental bodies is “unspecified or other” – which is not culturally aware language. Many nonbinary people do not identify as transgender. • Agender is a gender option. • This does not provide information on those who are intersex or who may be assigned intersex at birth. If this information is also desired then the following should also be added; <ul style="list-style-type: none"> □ Female/Assigned Intersex at Birth □ Male/Assigned Intersex at Birth □ Nonbinary Person/Assigned Intersex at Birth □ Identify by a different term not listed/Assigned Intersex at Birth □ Agender/Assigned Intersex at Birth
<p><u>Collecting Gender Only</u></p> <p>While not recommended, should a researcher only ask for respondent’s gender, these are the recommended options - with caveats noted below.</p>	
<p><u>How do you describe your gender?</u></p> <ul style="list-style-type: none"> • Female /Woman • Male /Man • Nonbinary • Agender • Prefer not to disclose 	<p>Caveats:</p> <ul style="list-style-type: none"> • Collecting gender only without also asking sex assigned at birth does not provide information about whether someone is cisgender or transgender. • Being transgender is not a third gender, and should not be listed as a standalone answer choice.



**WOULD
YOU LIKE
TO KNOW
MORE?**

(Heinlein, 1959 – 1986
edition by Berkeley)

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