

Sexual Orientation and Gender Identity (SOGI) Data Collection

Office of Transgender Initiatives (OTI)



Agenda

- Office of Transgender Initiatives
- SOGI Overview
- Transgender 101 Concepts
- SOGI Questions
- Scenarios
- Creating a Welcoming Work Environment

Office of Transgender Initiatives (OTI)

Mission: Advance initiatives, policies and programs that support thriving transgender and gender nonconforming communities in the City and County of San Francisco.



What We Do



- Advise Mayor's Office &
City Departments -

- Civic & Community
Engagement -

- Policy & Programs -

- Training & Education -

OTI's Role in SOGI Data Collection

- **Provide guidance** to Covered Departments required to collect SOGI data.
- Develop and share best practices on SOGI data collection, implementation, and increasing access for LGBTQ+ communities.
- **Compile annual reports**, making those available to the City Administrator's Office, the Board of Supervisors, and the public.
- **Conduct trainings** for Covered Departments and grantees to support SOGI data collection.

Why We Collect SOGI Data

- Understand the extent to which LGBTQ+ people are experiencing inequities.
- Identify whether, how, and which of San Francisco's programs and services are adequately reaching LGBTQ+ people in need of services.



DATA



KNOWLEDGE



ACTION

Lessons From SOGI Data

- **Document inequities** in accessing services.
- **Identify areas for improvement** in current services.
- **Allocate resources** to meet the needs of LGBTQ+ communities.
- **Identify and address policy and service gaps.**
- **Lack of data** on unique experiences and needs of LGBTQ+ people.

SOGI Compliance Requirements

❖ California

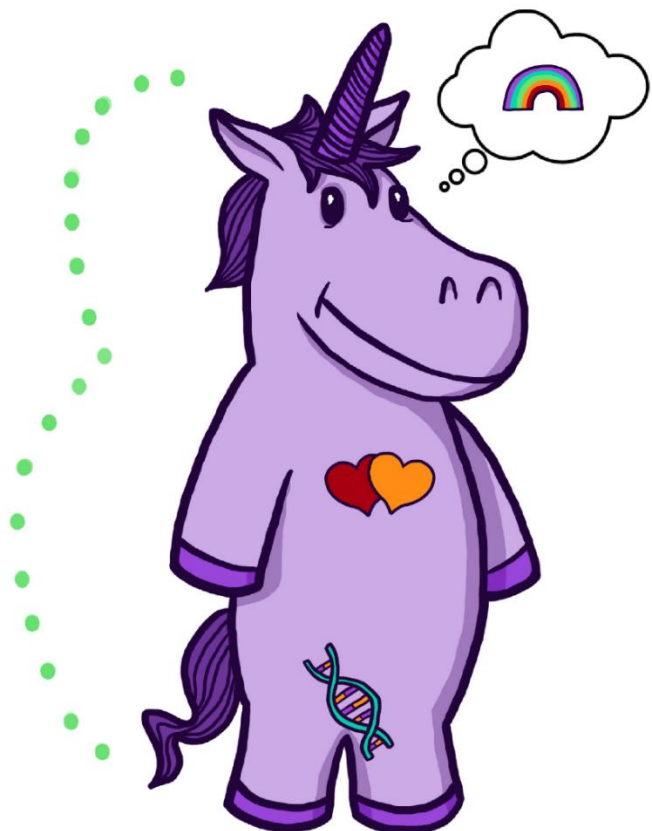
- AB 959: The LGBT Disparities Reduction Act (Asm. Chiu) [2015]
- AB 677: Reducing LGBT Disparities in Education and Employment (Asm. Chiu) [2017]

❖ San Francisco

- Chapter 104 Administrative Code – Collection of Sexual Orientation and Gender Identity Data [2016]
- **Requires 6 City Departments and their grantees to collect and report SOGI data every year**

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity



Female / Woman / Girl

Male / Man / Boy

Other Gender(s)



Gender Expression



Feminine

Masculine

Other



Sex Assigned at Birth

Female

Male

Other / Intersex



Physically Attracted to



Women

Men

Other Gender(s)



Emotionally Attracted to



Women

Men

Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

Sex *Assigned* at Birth

The assignment and classification of people as male, female or intersex, based on a combination of anatomy, hormones, chromosomes.

Sex *assigned* at birth vs “sex” highlights that we are all assigned a sex at birth that we don’t choose.

Gender Identity

One's internal sense of being a man, woman, neither of these, both, and/or (an)other gender(s). Everyone has a gender identity, including you!

Cisgender is a term for people whose gender identity matches the expectations based on their sex assigned at birth. For example, people who are assigned female at birth and grow up to identify as women.

For transgender people, our gender identity does not match the expectations based on our sex assigned at birth. For example, people who are assigned female at birth and grow up to identify as some other gender identity, such as non-binary or a trans man.

Gender Expression

How we express our gender identity to the world. We do this through clothing, hairstyle, voice, grooming, mannerisms, etc.

We can't know how someone identifies in terms of gender identity or sexual orientation by how they express their gender outwardly, or by how we perceive their gender expression.

The only way to know is to ask!

Sexual / Romantic Orientation

Who we are sexually and/or romantically attracted to.

For example: Lesbian, Bisexual, Queer, Gay, Same Gender-Loving, Asexual, Heterosexual, etc.

This attraction can be related to various factors, not just gender identity. Gender identity is separate from sexual orientation.

SOGI: Sexual Orientation

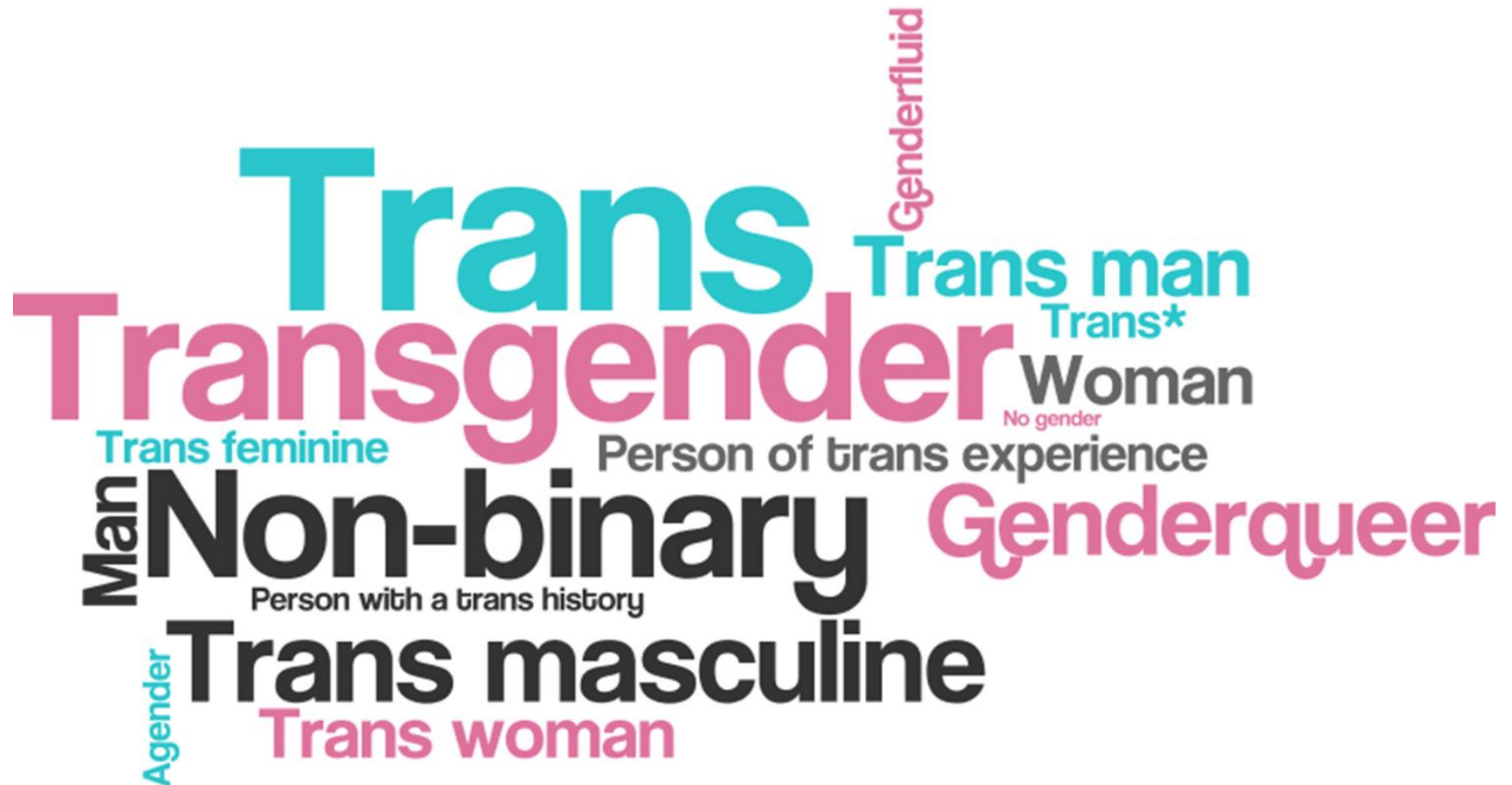


Sexual Orientation or Sexual Identity

- How do you describe your sexual orientation or sexual identity?
(Mark ONE)

- ☐ Bisexual
- ☐ Gay/Lesbian/Same-Gender Loving
- ☐ Questioning/Unsure
- ☐ Straight/Heterosexual
- ☐ Not Listed. Please Specify: _____ [Optional]
- ☐ Decline to Answer

SOGL: Gender Identity



Gender Identity

- What is your gender? (Mark the ONE that best describes your current gender identity)

☐ Female

☐ Male

☐ Genderqueer/Gender Non-Binary

☐ Trans Female

☐ Trans Male

☐ Not Listed. Please Specify: _____ [Optional]

☐ Decline to Answer

Additional Questions (Optional)

- By what name do you wish to be called? [Optional]
- What gender pronouns do you use? [Optional] (Mark ONE)
 - ☐ She/Her/Hers
 - ☐ He/Him/His
 - ☐ They/Them/Theirs
 - ☐ Not Listed. Please Specify: _____



How To Ask About Pronouns?

- **Offer your name and pronouns first.**

This helps make it a normal part of introductions:

“My name is Pau, and I use he, him, his pronouns.”

- **Just ask!**

“What are your gender pronouns?”

“What gender pronouns do you go by?”

- **Explain why you are asking:**

“We ask all clients about gender pronouns to be respectful of everyone’s gender identity”

- **Avoid using the term “preferred pronouns.”**

Using the correct pronouns is not optional!

Best Practices for Welcoming TGNC People

Affirm the person's experience - Ask and use the correct words.

Use pronouns and gender neutral language – If you don't know, it's okay to ask!

Avoid assumptions – Avoid assumptions about gender identity, pronouns, sexual orientation, and trans experiences or trajectories.



Educate yourself – and remember it's a life-long process!

Scenario: Client Questions

A new client asks for your assistance completing the gender identity and sexual orientation section on your Client Intake Form. They say, “I don’t know what all these sexual orientation options are. Why do I have to fill out these questions?”

- **What would you do in this scenario?**
- What will you say to this client?

- Explain what the sexual orientation/identity options mean: *“It’s okay not to know. These are words that people use to describe their sexual orientation or sexual identity.”*
- Explain how to complete this section of the form : *“We ask all clients to complete this form. You can mark whichever options feel right for you, and this information will be confidential. If your identity is not listed, you can add it in the ‘Not Listed. Please Specify’ option. If you don’t want to answer these questions, you don’t have to. It’s completely up to you!”*
- Explain why you collect SOGI data: *“We collect all this information so that the City and County of San Francisco can see how we can all make our services more welcoming for LGBTQ+ communities.”*

Scenario: Client Feels Offended

A long-term client gets upset while completing the gender identity and sexual orientation section on your Client Intake Form. They say, "Everyone is a man or a woman, I don't believe in all these in-between or neither options. Can't you just tell what my gender is by looking at me?"

- **What would you do in this scenario?**
- What will you say to this client?

- Explain how your organization creates an inclusive environment by not making assumptions: *“We have clients of all gender identities, and we know that we can’t always know how someone identifies without asking, so we try not to make assumptions.”*
- Explain how to complete this section of the form : *“We ask all clients to complete this form. You can mark whichever options feel right for you, and this information will be confidential. If your identity is not listed, you can add it in the ‘Not Listed. Please Specify’ option. If you don’t want to answer these questions, you don’t have to. It’s completely up to you!”*
- Explain why you collect SOGI data: *“This information helps us see how we can make our services more welcoming to all communities.”*

Thank You!

