

Do Ask, Do Tell: Gathering Data to Provide Affirming & Inclusive Services to the LGBTQIA+ Community

DCADV's Advocates' Retreat & Conference Monday, May 1st, 2023

Why would an organization not want to collect client data regarding sexual orientation and gender identity?

What could this data tell us?



What do we have to gain by asking?

- Clients are sent message these are important topics
- Clients learn these topics are okay to talk about
- Clients learn their identity won't impact service delivery
- Their personhood is seen and validated
- No room for assumptions to be made
- Clients receive the most appropriate and best care

➡ #1 - The ultimate purpose of collecting information about sexual orientation and gender identity is to improve the quality of care and outcomes for all clients.

How to Collect Data Regarding Sexual Orientation and Gender Identity

1. Explain why you're asking.

2. At what point in your organization's service provision could you ask clients?

3. What context can you give?

4. What can your organization do to prepare staff for the conversation?

Asking about sexual orientation –

Do you think of yourself as: [check all that apply]

- Straight/heterosexual
- Lesbian
- Gay
- Asexual
- Bisexual
- An identity not listed: please specify _____
- Don't know
- Prefer not to disclose

Asking about gender –

What is your current gender? [check all that apply]

- Male
- Female
- Female-to-male (FTM)/Transgender Male/Trans Man
- Male-to-Female (MTF)/Transgender Female/Trans Woman
- Genderqueer/Gender Non-Conforming/Non-Binary

- Additional Gender Category/(or Other), please specify: _____
- Don't know
- Prefer not to disclose

Asking about sex assigned at birth –

What was the sex you were assigned at birth?

- Male
- Female
- Intersex
- Prefer not to answer

Asking about pronouns & name –

What are your gender pronouns? [check all that apply]

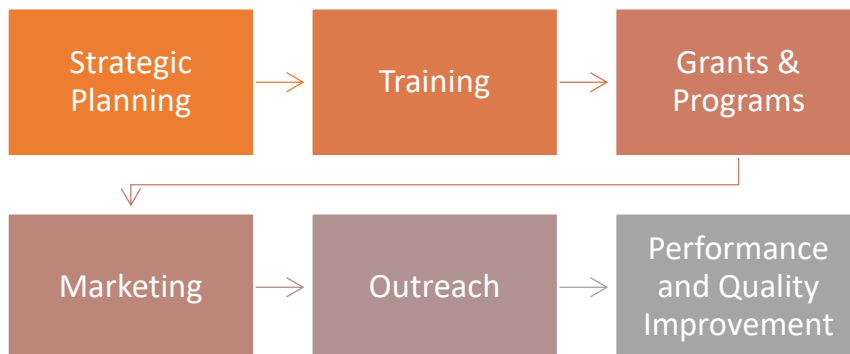
- He/Him
- She/Her
- Them/Them
- Something else (Specify: _____)

What is your preferred name? _____

What is your legal name? _____

5. Where can this data be stored where it will be accessible to all staff who need to know?

How can your organization use this client data?



Resources

A Toolkit for Collecting Data on Sexual Orientation and Gender Identity in Clinical Settings (2022, The Fenway Institute & The Center for American Progress) <https://doaskdotell.org/>

Beyond Inclusion: Pronoun Use for Health and Well-Being (Sarah Bond-Yancey, Community Commons) <https://communitycommons.org/collections/Pronouns-and-Well-Being>

Suggested Best Practices for Asking Sexual Orientation and Gender on College Applications (2015, Consortium of Higher Education LGBT Resource Professionals) <https://www.lgbtcampus.org/assets/docs/suggested%20best%20practices%20for%20asking%20sexual%20orientation%20and%20gender%20on%20college%20applications.pdf>

How to Ask About Sexuality/Gender (2022, Vanderbilt University) <https://www.vanderbilt.edu/lgbtqi/resources/how-to-ask-about-sexuality-gender>

Evaluations of Sexual Orientation and Gender Identity Survey Measures: What Have We Learned? (2016, Federal Interagency Working Group on Improving Measurement of Sexual Orientation and Gender Identity in Federal Surveys) https://dpcpsi.nih.gov/sites/default/files/Evaluations_of_SOGI_Questions_20160923_508.pdf

National Survey on LGBTQ Youth Mental Health 2021 (The Trevor Project) <https://www.thetrevorproject.org/survey-2021/?section=Introduction>

Workshop presented by Jess Harman (she/her)

Jess is a Queer survivor, anti-violence advocate, trainer, and consultant. She has over 10 years of experience working with diverse populations including youth, survivors of sexual/domestic violence and sex trafficking, LGBTQIA individuals, folks with disabilities, people experiencing severe and persistent mental illnesses, individuals impacted by substance use, incarcerated folks, people experiencing homelessness, and people living with HIV/chronic health conditions. Her career has primarily focused on antiviolence systems advocacy, direct services advocacy & case management, and supervising anti-violence advocates. Jess has trained thousands of working professionals how to appropriately work with trauma survivors utilizing best practice methodologies. She has presented at state and national conferences. Jess holds a bachelor's degree in Women, Gender, and Sexuality Studies with a minor in History from the University of Kansas and is currently pursuing a Master of Social Work degree.

Connect with me!

Email: consultant@jessharman.com

Website: www.jessharman.com

Instagram: [@jessforjustice](https://www.instagram.com/jessforjustice)