

## ▶▶ Expanding Sexual Orientation and Gender Identity (SOGI) Data Collection in Los Angeles County

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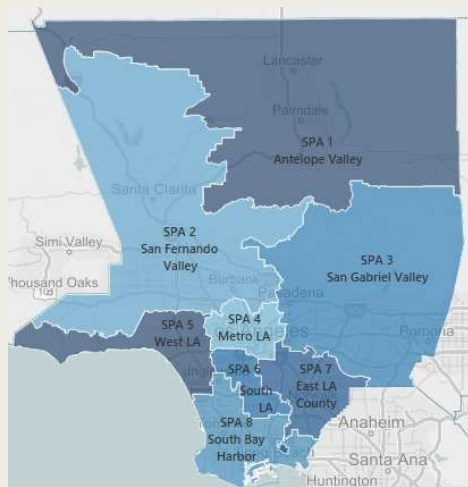
Anti-Racism, Diversity, and Inclusion (ARDI) Division

Los Angeles County Department of Mental Health



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## Los Angeles County: Beyond a One-Size-Fits-All Approach

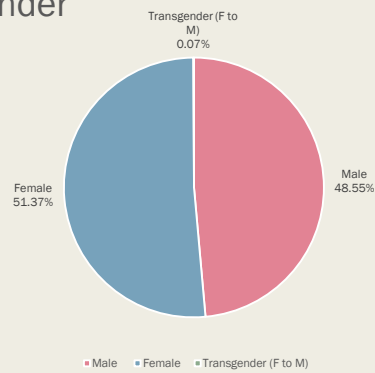


- LA County is organized into 8 Service Planning Areas (SPAs)
  - *Facilitate access to services*
  - *Residents can request services in any Service Area*
- Each SPA has a distinct population size and demographic makeup

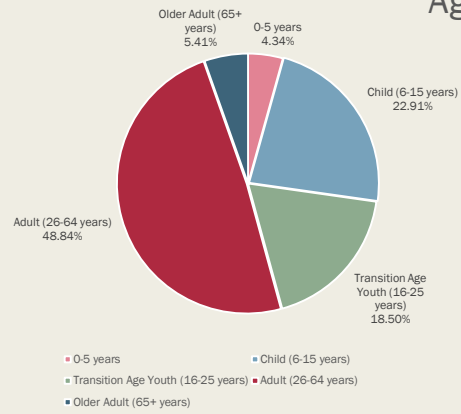
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# Who Does LACDMH Serve? (Total: over 237,000 clients annually)

Gender



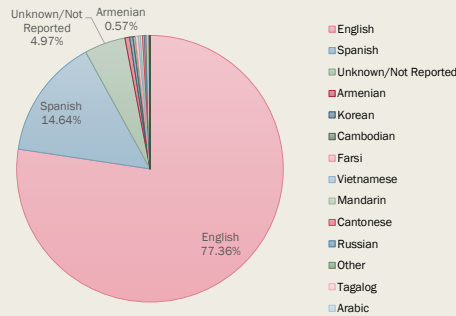
Age



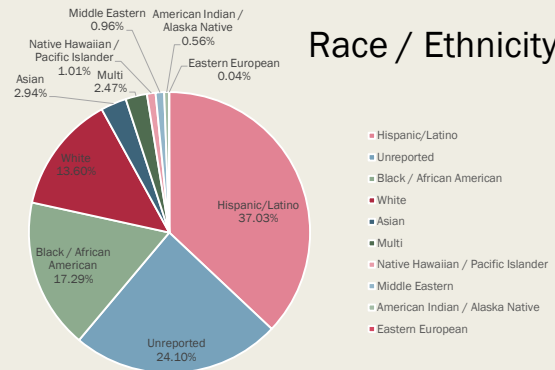
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# Who Does LACDMH Serve? (Total: over 237,000 clients annually)

Primary Language



Race / Ethnicity



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## Considerations for Unhoused Residents

- Homelessness is increasing in LA County (13% increase in 2020)
  - *Inadequate housing supply*
  - *Systemic racism*
  - *Regional patterns in Southern California*
- LAHSA is housing more residents – and quicker
- Substantial increase among TAY (19%) and seniors (20%) experiencing homelessness
- LGBTQ+ community members are overrepresented among unhoused residents of LA County
  - *Systems-impacted youth*
- Lack of affirming and culturally responsive shelter sites and transitional housing programs for LGBTQ+ community members
  - *Single-gender facilities*
  - *Faith-based organizations and programming*

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## What is Missing in Our Data? Why Does it Matter?

- Sexual orientation and gender identity (SOGI) data has *not* been collected
- (Mental) health disparities among LGBTQIA2-S communities are well-established in scientific literature
  - *We need to be able to track disparities and improvements over time*
  - *Minority stress framework*
    - Microaggressions
    - Invisibility
- Welcoming and affirming clinical environments are crucial to reducing disparities among LGBTQIA2-S service recipients

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## Expansion and Standardization of SOGI Data Collection in LA County

- January 2021: Los Angeles County Board of Supervisors (BOS) directs CEO, Office of the Chief Information Officer, and Information Management Committee to report back:
  - *Status report on creating standardized questions to gather SOGI data*
  - *Recommendations for establishing Countywide policy that would require County departments and agencies to collect SOGI data*
  - *Recommendations and cost analysis on strategies for implementation, created in consultation with Information Technology Governance Bodies*
- March-June 2021: SOGI Workgroup meets weekly to generate County response to BOS
- May-July 2021: Drafted response presented to stakeholders for input/feedback
  - *Community stakeholders*
  - *DMH LGBTQIA2-S Workgroup*
  - *DMH IBHIS Clinical Council*
- June 21, 2021: CEO submits final report to BOS

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## Expansion and Standardization of SOGI Data Collection in LA County

- Principles guiding best practice for collecting and reporting SOGI data:
  - *Easy for respondents to understand and answer accurately*
  - *Affirm individual's identities; SOGI is self-identified*
  - *Clear to those collecting the information to understand its relevance*
  - *Practical for collecting data to address the service needs, health disparities, and inequities among/within diverse communities*

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## Recommended SOGI Questions: Gender Identity

- Gender Identity: two-step approach
  - *Recommended introduction: "I want to ask you about your gender identity and your sex designated or listed at birth. Gender identity refers to how you identify yourself, which may or may not be the same as the sex you were designated or listed at birth. We ask these questions because people are diverse, and we want to make sure we are treating everyone equally and meeting every person's individual needs. If you don't want to answer these questions, you can state that you prefer not to answer."*
- What is your gender identity?
- What was your sex at birth?

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## Recommended SOGI Questions: Gender Identity

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>■ What is your gender identity?           <ul style="list-style-type: none"> <li>- <i>Man</i></li> <li>- <i>Woman</i></li> <li>- <i>Transgender man / Transmasculine</i></li> <li>- <i>Transgender woman / Transfeminine</i></li> <li>- <i>Non-binary (e.g., genderqueer or gender expansive): _____</i></li> <li>- <i>Another category (e.g. Two-Spirit): _____</i></li> <li>- <i>Undecided / unknown at this time</i></li> <li>- <i>Not sure what this question means</i></li> <li>- <i>Prefer not to answer</i></li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>■ What was your sex designated or listed at birth?           <ul style="list-style-type: none"> <li>- <i>Male</i></li> <li>- <i>Female</i></li> <li>- <i>X</i></li> <li>- <i>Another category (e.g. Intersex): _____</i></li> <li>- <i>Prefer not to answer</i></li> </ul> </li> </ul> |
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## Recommended SOGI Questions: Sexual Orientation

### Written

*Adult:* Do you think of yourself as (check one):

*Child/Youth:* Which of the following best describes your sexual orientation (check one):

### Interview

*Adult:* Would you say you are lesbian or gay, straight (meaning not gay or bisexual), or bisexual? Or I can write down another word that you use, such as queer or asexual?

*Child/Youth:* Would you say you are lesbian or gay, bisexual, straight, or another word, such as pansexual or asexual? I can also write down if you are questioning your sexual orientation or if you prefer not to use any label.

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## Recommended SOGI Questions: Sexual Orientation

- Do you think of yourself as:
  - *Heterosexual / straight*
  - *Gay or lesbian*
  - *Bisexual or pansexual*
  - *Something else (e.g., queer, asexual): \_\_\_\_\_*
  - *Undecided / unknown at this time*
  - *Not sure what this question means*
  - *Prefer not to answer / prefer no labels*

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## Next Steps and Staff Training

- Collaborating with DMH Clinical Informatics team to discuss implementation
  - *Crosswalking with federal and state value fields*
- Staff training
  - *Series of live virtual trainings (1-2x/week) in the weeks leading up to rollout*
    - Trainings can be recorded
  - *Written bulletins*
  - *Asynchronous training material*
    - DMH + UCLA Prevention Center of Excellence
    - National LGBTQIA+ Health Education Center
  - *Champions in each Service Planning Area*

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# Questions?

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