



Department
of Health

Advancing Sexual Orientation & Gender Identity Data Collection

Exploring AIRS Data Changes and Next Steps for Your Agency

May 14, 2018

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Presentation Goals

- Learn about the process to update SOGI demographic categories.
- Review the changes.
- Tips and overview of available resources.
- Discuss what it will mean for your agency.
- Q&A



Presentation Guidelines

- Overview
- Save questions until the end
- Judgement-free space



Background



End the Epidemic (ETE) Advisory Groups



- Drug User Health
- Young Adults
- Older Adults
- Black MSM
- Latino MSM
- Non-English Speaking, Migrant Workers, New Immigrants
- Transgender and Gender Non-Conforming (TGNC)



ETE TGNC Advisory Group:

Erin Alexander	Jonovia Chase	Carrie Davis
Cristina Herrera	Kiara St. James	Sean Coleman
Cecilia Gentili	Nathan Levitt	Levi Solimine
Nicole Bowles	Lyndon Cudlitz	Gabby Santos
Juli Grey-Owens	Rev. Moonhawk River Stone	



Demographic Diversity

- Age
- Geographic Location
- Gender Identity
- Ability
- Religion/Spirituality
- Professional Role



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Recommendations for Data Collection and Reporting

Phase 1:

- Develop AIRS and other data forms that adequately and respectfully capture gender identities, expressions and orientations of TGNC people. Gender categories should include non-binary people.
- Provide clear guidance and training to all funded contractors to ensure that risk categories are entered correctly.

Phase 2:

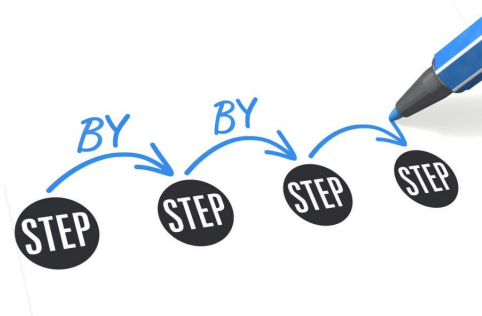
- Restructure risk categories in AIRS data to reflect risks rather than identities.

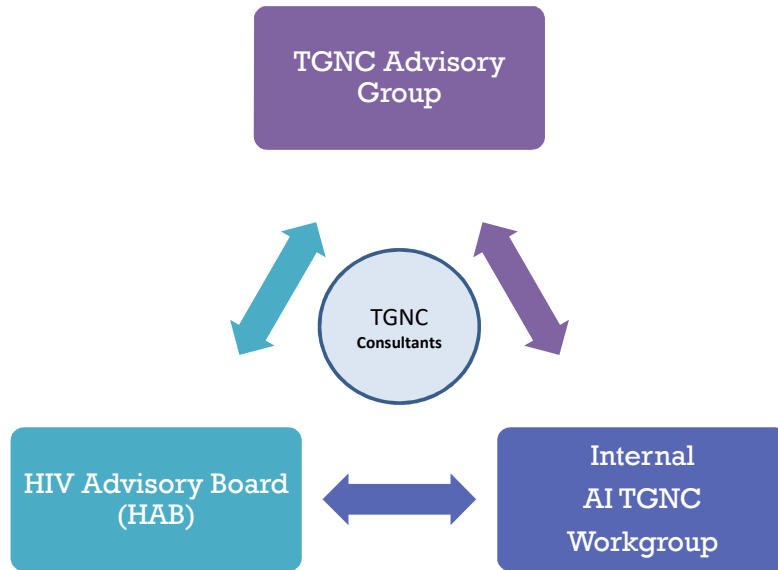


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Implementation Process





What are the new terms?



Former SOGI List

Sex Assigned at Birth:

- Female
- Male
- Declined to Answer

Current Gender Identity:

- Female
- Male
- Transgender Female
- Transgender Male

Sexual Orientation:

- Gay
- Lesbian
- Straight or heterosexual
- Bisexual
- Something else
- Don't know
- Chose not to respond



Drum roll, please!



Updated SOGI List

Sexual Orientation:

- Lesbian
- Gay
- Straight or Heterosexual
- Bisexual
- Queer
- Pansexual
- Asexual
- Not Sure/Questioning
- Chose not to respond
- Sexual Orientation not listed (*write-in*)

Current Gender Identity:

- Woman/Girl
- Transgender Woman/Girl
- Man/Boy
- Transgender Man/Boy
- Non-Binary Person
- Gender Non-Conforming Person
- Not Sure/Questioning
- Chose not to respond
- Gender not listed (*write-in*)

Sex Assigned at Birth:

- Female
- Male
- Intersex
- Chose not to respond

**Gender Pronouns: Write-in by client's name*



AIRS Snapshot

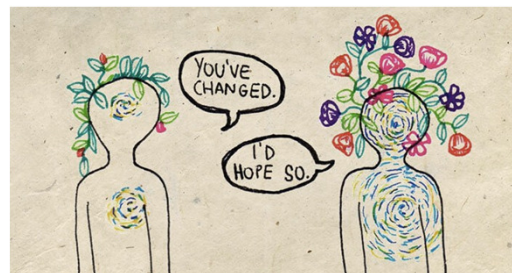
*SEXUAL ORIENTATION / GENDER IDENTITY:		
*CURRENT SEXUAL ORIENTATION:	*CURRENT GENDER IDENTITY:	*SEX ASSIGNED AT BIRTH:
<input type="radio"/> Lesbian	<input type="radio"/> 10 Woman/Girl	<input type="radio"/> 10 Female
<input type="radio"/> Gay	<input type="radio"/> 12 Transgender Woman/Girl	<input type="radio"/> 11 Male
<input type="radio"/> Straight or Heterosexual	<input type="radio"/> 11 Man/Boy	<input type="radio"/> 19 Intersex
<input type="radio"/> Bisexual	<input type="radio"/> 13 Transgender Man/Boy	<input type="radio"/> 14 Chose not to respond
<input type="radio"/> Queer	<input type="radio"/> 14 Non-Binary Person	
<input type="radio"/> Pansexual	<input type="radio"/> 15 Gender Non-Conforming Person	
<input type="radio"/> Asexual	<input type="radio"/> 16 Not sure/Questioning	
<input type="radio"/> Not Sure/Questioning	<input type="radio"/> Chose not to respond	
<input type="radio"/> Chose not to respond	<input type="radio"/> Gender not listed: Write-in: _____	
<input type="radio"/> Sexual Orientation not listed: Write-in: _____		



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Tips for Implementation



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Tips for Providers

1. Practice
2. Open-ended questions
3. Non-judgmental approach
4. Be consistent
5. Teachable moments
6. In-person training

Data Entry Tips

1. Write-in field
2. Consistent spelling
3. Support data entry staff
4. Quality Assurance



Resources

AIDS Institute Reporting System (AIRS):
Guidance on Completion of Gender Identity and Sexual Orientation Questions
Updated May 2018

Definition: Gender Identity
A person's innate, deeply felt psychological identification as a man, woman, combination of both or some other gender which may or may not correspond to the sex assigned to them at birth.

Definition: Sexual Orientation
An individual's physical and/or emotional attraction to the same and/or other gender(s). "Gay," "lesbian," "bisexual" and "straight" are all examples of sexual orientations.

Definition: Gender Expression
An individual's physical characteristics, behaviors, and presentation that are commonly linked to femininity, masculinity, or androgyny.

KEY POINT: Gender identity and sexual orientation are independent.
A person's sexual orientation is distinct from a person's gender identity and expression.

Why is it important to collect client information about gender identity and sexual orientation? Significant health and mental health disparities exist for individuals who are lesbian, gay, bisexual (LGB) and transgender or gender non-conforming (TGNC). Once a provider is aware of an individual's sexual orientation and gender identity, the provider can take steps to screen for, and address, health issues that disproportionately impact LGB and TGNC clients. Gathering this data is critical for determining the extent to which the health and human services needs of LGB and TGNC clients are being met.

An important element in providing stigma-free, affirming services is to ask about gender identity, sex assigned at birth and sexual orientation in a manner that is respectful and inclusive. This includes honoring the different ways that people define themselves or refuse to define themselves. The AIDS Institute refined the fields in AIRS with guidance from community experts and LGBTQ-led organizations. The expansion in options is intended to ensure that, as contractors complete grant reporting requirements, it will not create a barrier to service or stigmatizing experience for any individual. When a provider asks about an individual's gender identity, sex assigned at birth and sexual orientation, it is essential that an open and accepting attitude be demonstrated.

For more information, contact GIDHealth@health.ny.gov

GETTING FAMILIAR WITH THE FIELDS

Sex Assigned at Birth:	Current Gender Identity:	Sexual Orientation:
<input type="checkbox"/> Female	<input type="checkbox"/> Woman/Girl	<input type="checkbox"/> Lesbian
<input type="checkbox"/> Male	<input type="checkbox"/> Transgender Woman/Girl	<input type="checkbox"/> Gay
<input type="checkbox"/> Intersex	<input type="checkbox"/> Man/Boy	<input type="checkbox"/> Bisexual
<input type="checkbox"/> Choose not to respond	<input type="checkbox"/> Transgender Man/Boy	<input type="checkbox"/> Straight or heterosexual
	<input type="checkbox"/> Non-Binary person	<input type="checkbox"/> Queer
	<input type="checkbox"/> Gender Non-Conforming person	<input type="checkbox"/> Pansexual
	<input type="checkbox"/> Not sure/Questioning	<input type="checkbox"/> Asexual
	<input type="checkbox"/> Gender not listed	<input type="checkbox"/> Not sure/Questioning
	- Write-in	<input type="checkbox"/> Sexual Orientation not listed
	<input type="checkbox"/> Choose not to respond	<input type="checkbox"/> Write-in
		<input type="checkbox"/> Choose not to respond

The following definitions were adapted from Fenway Health, *InterACT: Advocates for Intersex Youth, and the LGBT Health and Human Services Needs Assessment.*

Sex Assigned at Birth:
Intersex (adj.) – Refers to people who are born with any variation of sex characteristics that may not fit traditional conceptions about male or female bodies.

Current Gender Identity:
Transgender (adj.) – Describes a person whose gender identity and assigned sex at birth do not correspond. Also used as an umbrella term to include gender identities outside of male and female. Sometimes abbreviated as trans.
Non-binary (adj.) – An umbrella term that describes people whose gender falls outside of the traditional gender binary structure. Other terms for people whose gender identity falls outside the traditional gender binary include agender, bigender, gender fluid, genderqueer, and gender variant.
Gender non-conforming (adj.) – Describes a gender expression that differs from a given society's norms for women and men.

Sexual Orientation:
Lesbian (adj., noun) – A sexual orientation that describes a woman who is emotionally and sexually attracted to other women.
Gay (adj.) – A sexual orientation that describes a person who is emotionally and sexually attracted to people of their own gender. It can be used regardless of gender identity, but is more commonly used to describe men.
Bisexual (adj.) – A sexual orientation that describes a person who is emotionally and sexually attracted to people of their own gender and people of other genders.
Heterosexual (straight) (adj.) – A sexual orientation that describes women who are emotionally and sexually attracted to men, and men who are emotionally and sexually attracted to women.
Queer (adj.) – An umbrella term that describes some people whose sexual orientation or gender identity falls outside of societal norms. Some view the term queer as more fluid and inclusive than traditional categories for sexual orientation and gender identity. Others still view it as a derogatory term. As with all identities, utilize terms people use to describe themselves.
Pansexual (adj.) – Describes a person who is romantically and/or sexually attracted to people based upon features other than gender; people may also choose to describe themselves as pansexual to acknowledge attraction to various genders beyond the traditional binary of "male" or "female."
Asexual (adj.) – Describes a person who experiences little or no sexual attraction to others.

Getting Comfortable Asking Clients About Gender Identity and Sexual Orientation
Asking questions about a client's gender identity, sex assigned at birth and sexual orientation in a manner that is culturally sensitive is an important part of your work as a health or social services provider. An important first step is to assess your level of comfort asking these questions. Below is a list of 6 statements. If you answer "yes" to any of these statements, review the suggestion in the column to the right.

I would get nervous or uncomfortable asking one or more of these questions.	Practice asking the questions with a supervisor or co-worker. Consider attending LGB and TGNC awareness training.
I don't think it is right that I am required to ask these questions.	Using appropriate language is beneficial to building client trust and to establishing safe spaces to receive care. Be aware that all AIDS Institute contractors, as well as staff in other state agencies and their contractors, are charged with this responsibility.
Hearing someone answer one or more of these questions will make me uncomfortable.	Talk with your supervisor or co-workers about this and consider attending LGB and TGNC awareness training.
I think that, for most clients, you can tell the answers to these questions without having to ask them.	Providers are not able to accurately identify a person's sexual orientation and people should have the opportunity to self-identify their gender identity and sexual orientation. Besides, beginning open dialogue is an important step in promoting effective provider-client communication.
I feel overwhelmed by all of the different options for gender identity and sexual orientation.	It is true that the number of fields have been increased. Guidance from community members indicated that each additional field is needed to respect the range of diversity of people being served.
I want to provide stigma-free, affirming services but it seems like this is taking things too far.	Feedback from community members indicates that each new field is required to ensure all clients have options for gender identity or sexual orientation that are affirming.



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Next Steps!



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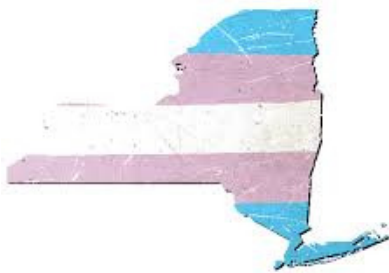
Next Steps for SOGI Rollout – AIDS Institute

- **Mandatory Webinar**
 - Contract Managers, Funded Providers
- **Toolkit**
 - Continuing Education,
Reports/Articles, Resources
- **Phase 2**
 - Edit Risk Categories!

Next Steps for SOGI Rollout – Providers

- Update your intake and EMR forms (not just the ones you use for the AIDS Institute)
- Role-play and practice asking questions
- Coordinate in-person, TGNC developed and led trainings for all staff interfacing with clients.

Agency Implementation Questions



What do you think the data changes will mean for your clients?

What does successful implementation look like for your agency?

What are some next concrete steps your agency will need to take to prepare for the changes?



Questions?

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or

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