



If You're Not Counted, Then You Don't Count: Why Collecting Sexual Orientation and Gender Identity Data Matters

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Software and services to realize care's potential

Aging & Disability | Protective Services and Guardianship | Behavioral Health
Homelessness | Community Services





78% states use our
LTSS solutions

60% HUD continuums
of care

50% area agencies
on aging



Home Health

Hospice

Physical Rehabilitation

Home Medical Equipment

Behavioral Health

Intellectual & Developmental Disabilities

Specialty Pharmacy

Skilled Nursing

Home Infusion

Cellular Therapy

Our Presenter



James Moorhead

Aging Services Manager
Maine Department of Health and Human Services,
Office of Aging and Disability Services

James oversees Older American Act funded services across Maine and serves as a subject matter expert in a variety of topics, including assistive technology and LGBT cultural humility. His previous role was with the Georgia Department of Human Services Division of Aging Services as an Aging Services Coordinator where he managed OAA funded In-Home Services in Georgia and served as a system administrator for non-Medicaid HCBS services in the WellSky Framework environment. James received his M.A. in Gerontology and B.A. in Sociology from Georgia State University. He is married and has recently moved to Augusta, Maine.

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James Moorhead
Aging Services Manager
Office of Aging and Disability Services
November 12, 2019



My Teachers

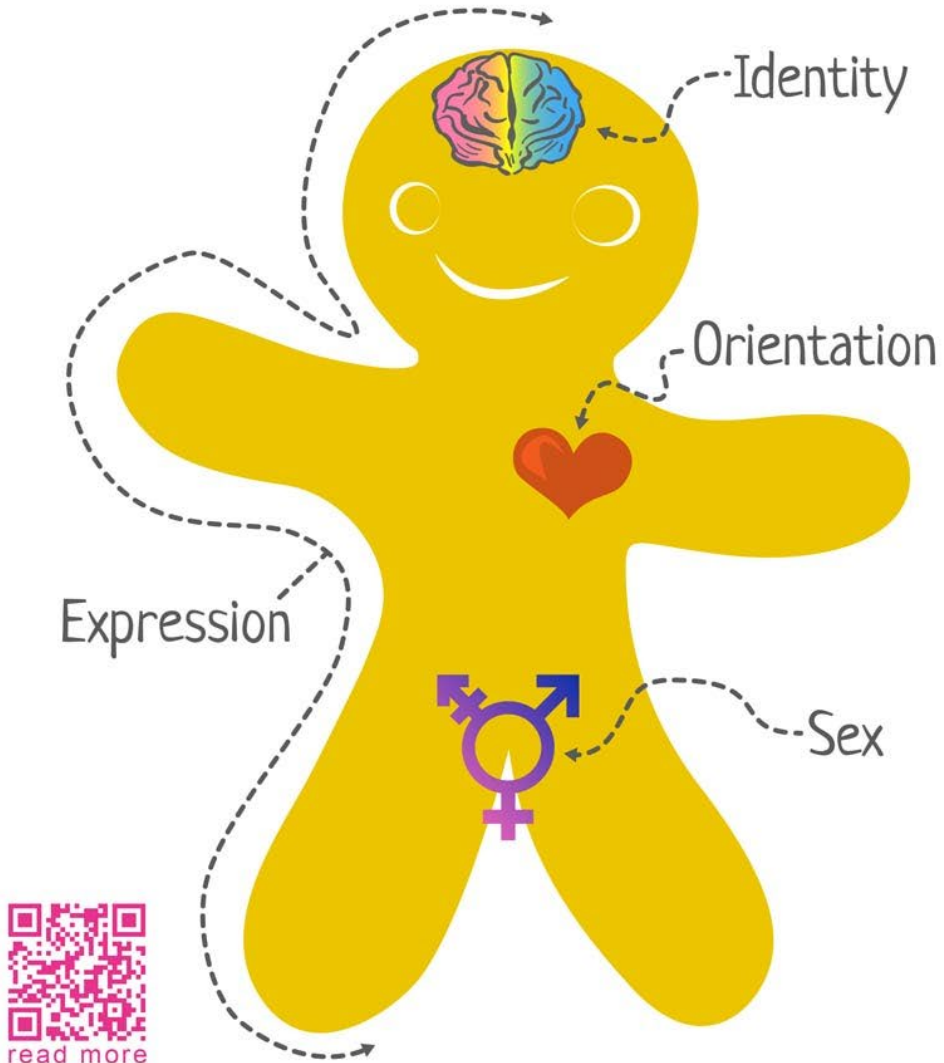


Outline

- What is Sexual Orientation and Gender Identity
- Unique Challenges to LGBT Data
- Data Collection Strategies
- Example of SOGI Questions
- Q&A

The Genderbread Person

by www.ItsPronouncedMetrosexual.com



Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.



Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.



Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.



Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

Known Disparities Among LGBTQ Populations

Youth:

- 40% of clientele served by homeless youth providers (43% were kicked out)¹
- 42% of non-binary youth have attempted suicide²

General:

- 1.6X more likely to be food insecure³
- Higher rates of HIV transmission among MSM of color⁴
- Lesbian and bisexual women greater risk of obesity⁴

Older Adults:⁵

- Avoid or delay health care, or conceal identity
- Less likely to have children or close family for support
- Greater financial risk (Hispanic lesbian couples of color highest rate)

1: williamsinstitute.law.ucla.edu/wp-content/uploads/Durso-Gates-LGBT-Homeless-Youth-Survey-July-2012.pdf

2: Toomey, R. B., A. K. Syversten & M. Shramko. 2018. Transgender Adolescent Suicide Behavior. *Pediatrics*, Oct 2018, 142 (4) e20174218. DOI: 10.1542/peds.2017-4218

3: williamsinstitute.law.ucla.edu/wp-content/uploads/Food-Insecurity-and-SNAP-Participation-in-the-LGBT-Community.pdf

4: www.apa.org/advocacy/health-disparities/lgbt-health.pdf

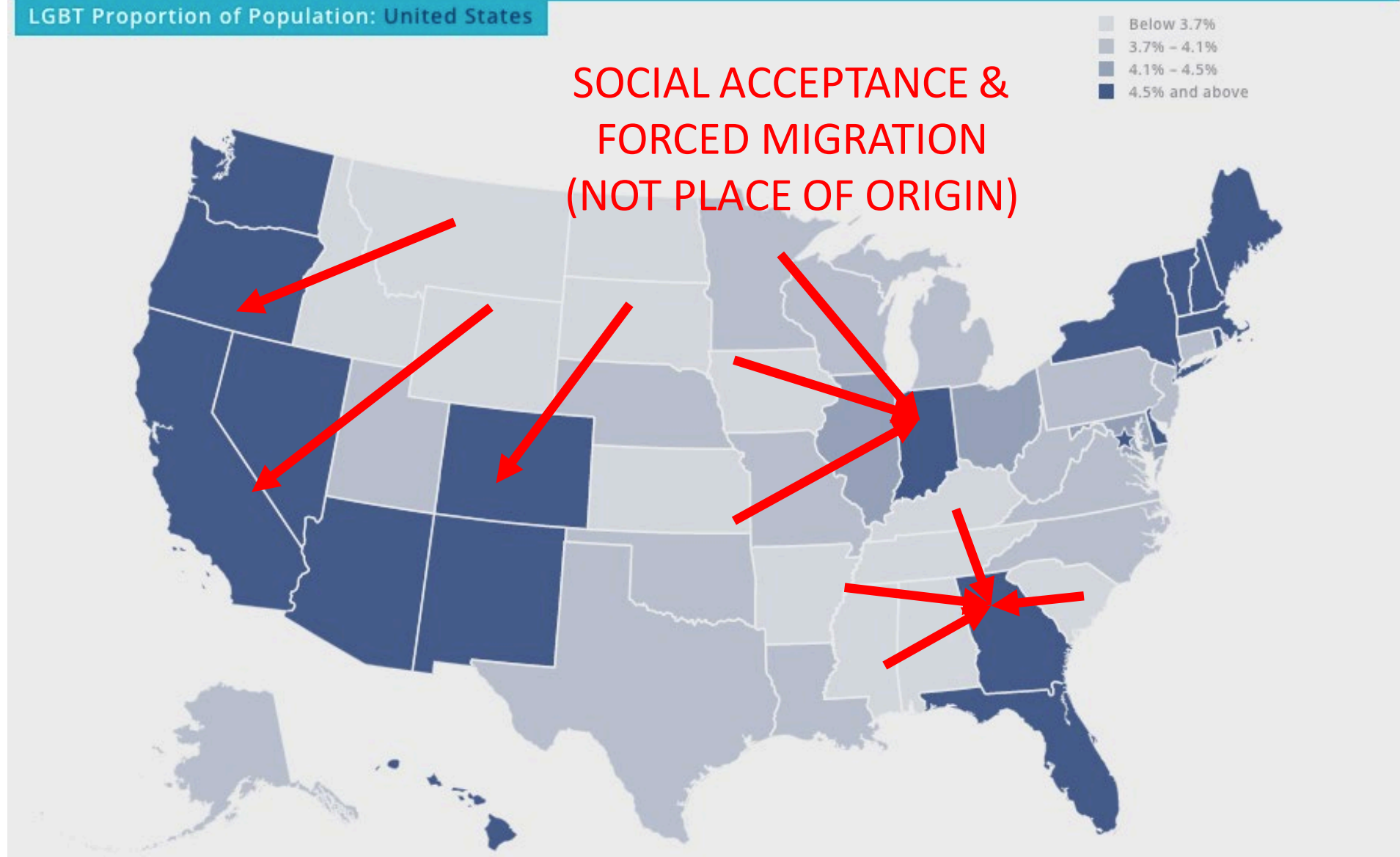
5: lgbtagencycenter.org

Resiliency

Aging with Pride Study (NIH funded)

- 91% engage regularly in wellness activities.
- 89% feel positive about belonging to their LGBT communities.
- 38% attend spiritual or religious activities at least once a month.
- 41% of transgender older adults, 41% of bisexual men, and 34% of gay men have served in the military.

LGBT Data

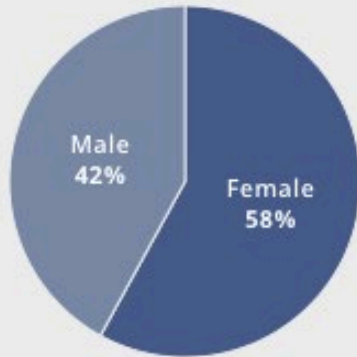


Maine Department of Health and Human Services

LGBT Data

Characteristics of LGBT People: United States

**NO INCLUSION OF
TRANSGENDER PEOPLE**



GENDER

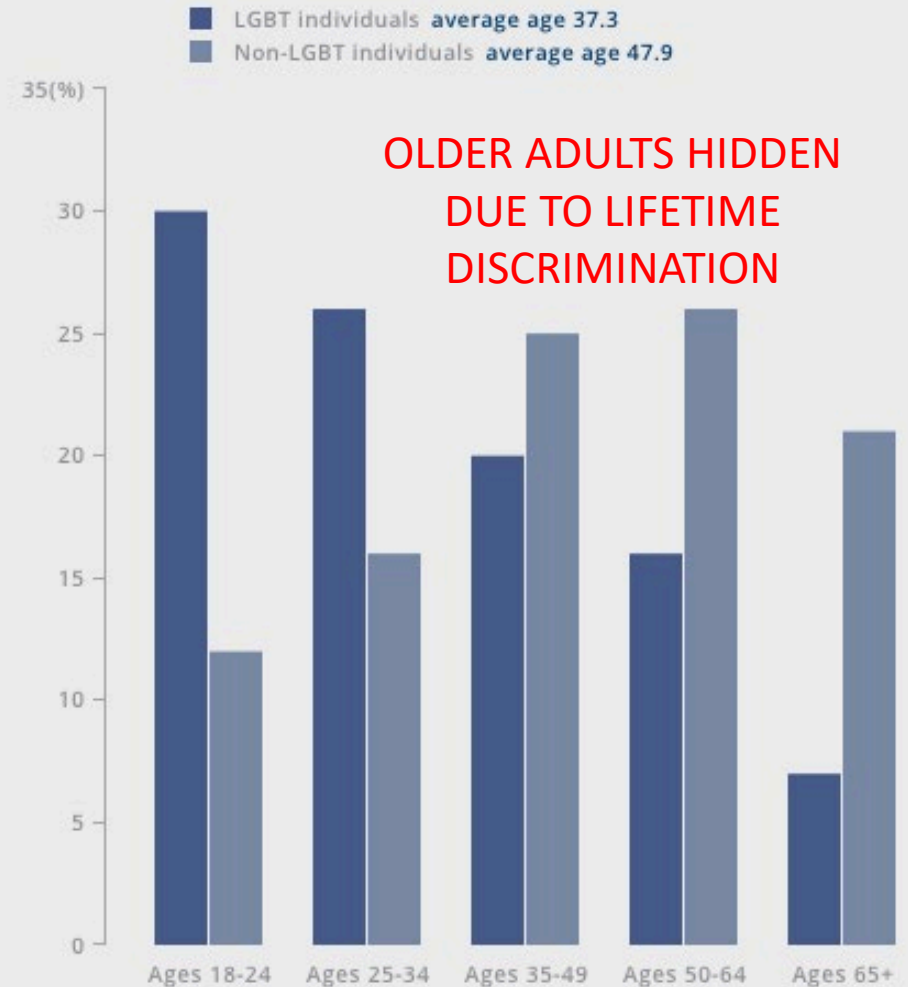
AGE SKEWED



% RAISING CHILDREN



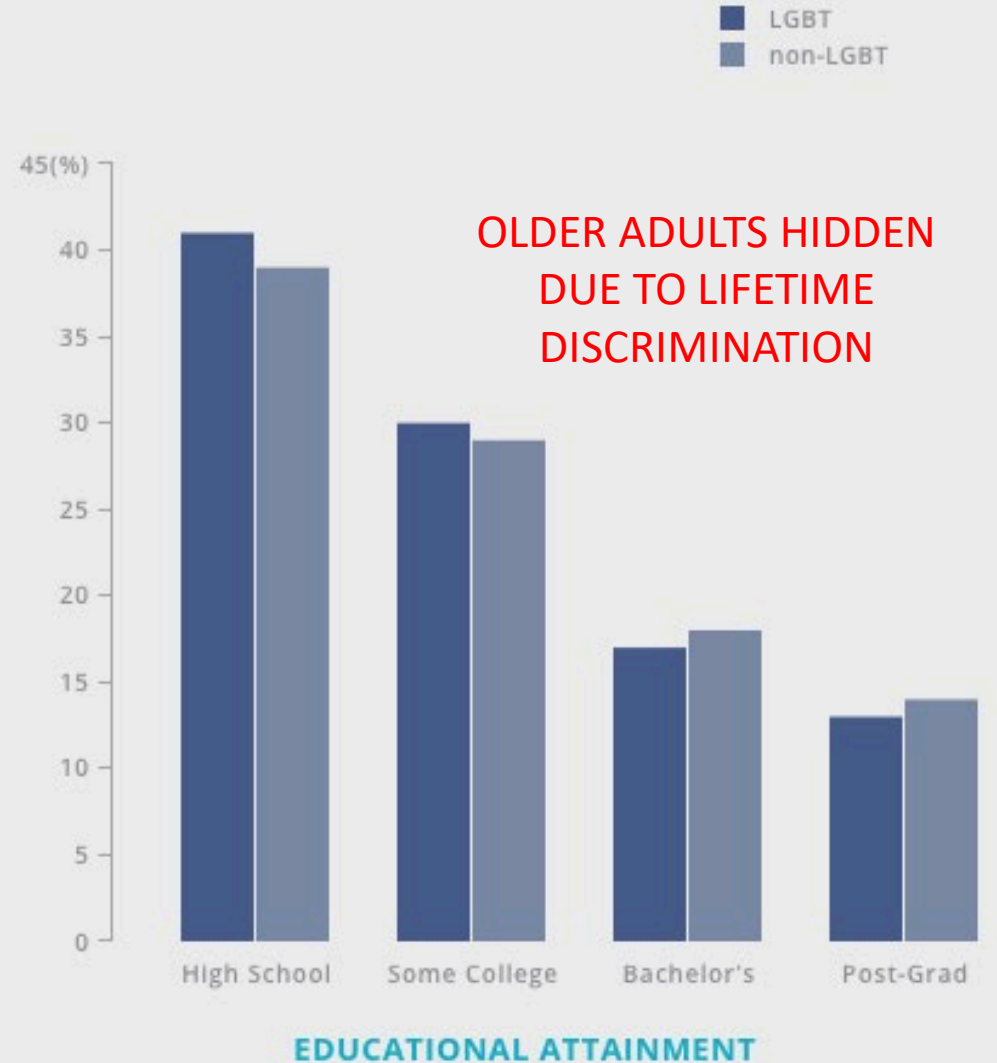
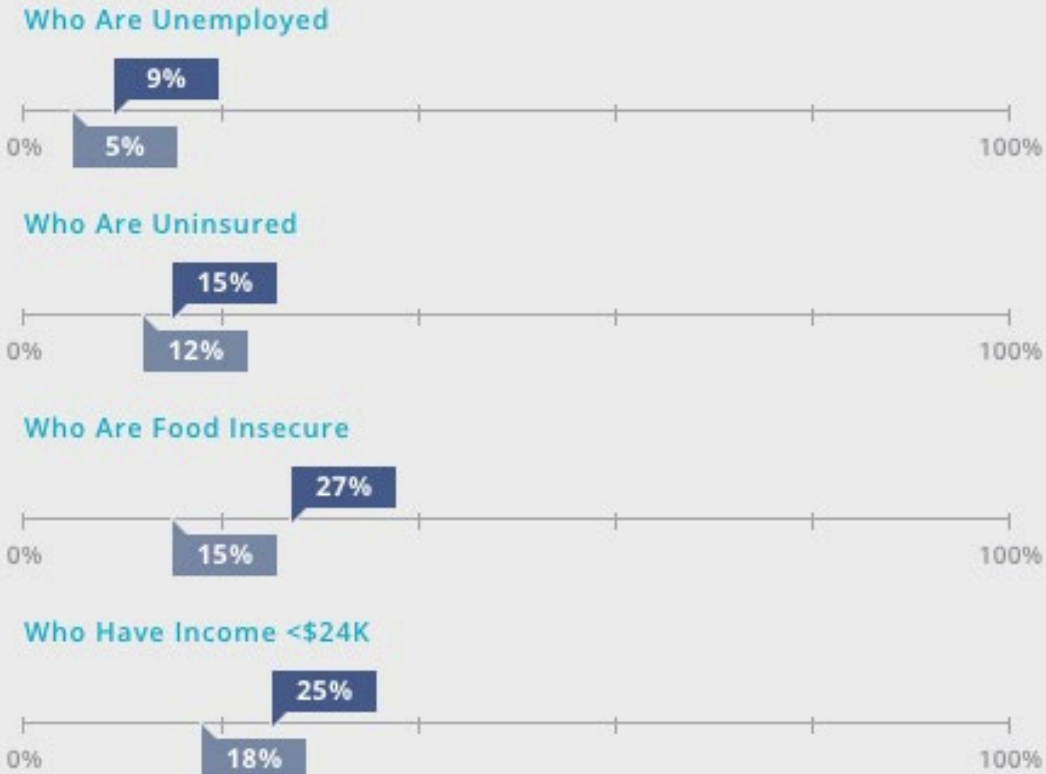
RACE/ETHNICITY



AGE DISTRIBUTION

LGBT Data

Socioeconomic Indicators: United States



Data Gaps

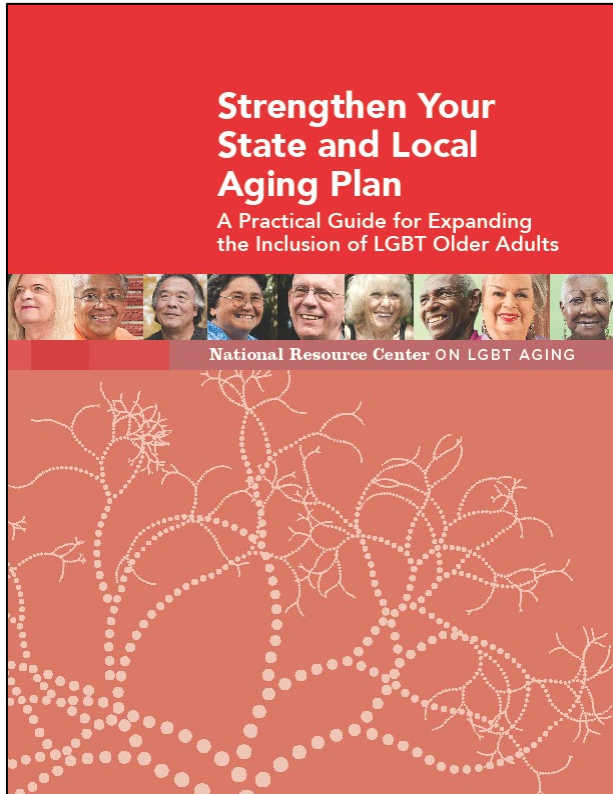
Healthy People 2020 SOGI Data Collection Objectives

Objective	Current	Target
↑ # of Pop. Based Systems (Lesbian, Gay, & Bisexual)	8	12
↑ # of Pop. Based Systems (Transgender)	2	4
↑ # of States that include SOGI questions in BRFSS	31	54
↑ # of States that use BRFSS Module on SOGI	20	22
↑ # of States that use YRBSS Module on SOGI	28	31

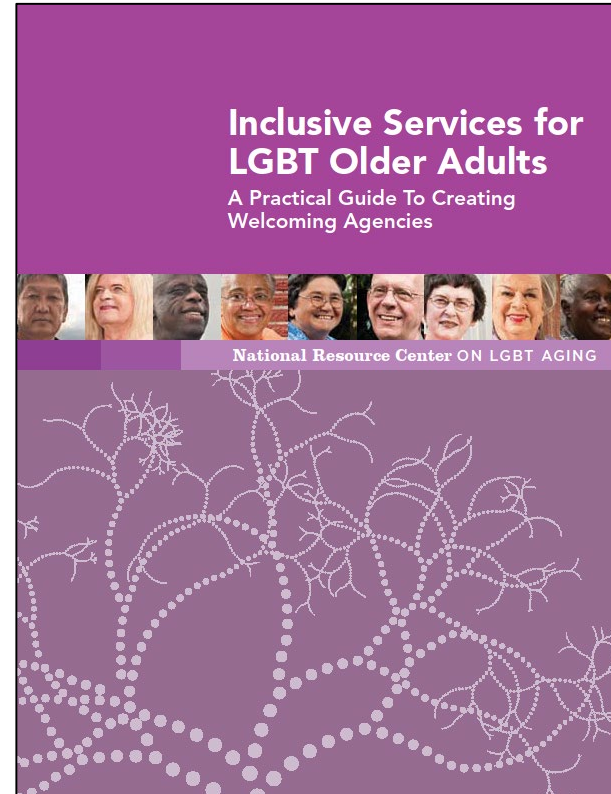
<https://www.healthypeople.gov/2020/data-search/Search-the-Data#topic-area=3494;>

Best Practices

Inclusive Planning Processes



First Impressions Matter



Asking the Right Questions



<https://www.lgbtagingcenter.org/planningtools>

Strategies

- Ask EVERYONE! or no one at all
- Don't be afraid to ask¹
 - Census Bureau Experiment
 - More skipped income than SOGI
 - 90% felt comfortable being asked
- Practice makes perfect
 - Training strongly recommended
 - Role play with coworkers
- Be prepared for the answer

1: <https://www.surveymonkey.com/curiosity/ask-survey-questions-sexual-orientation-gender-identity/>

Asking the Right Questions: Gender Identity

- What is your gender? (check only one)
 - Male
 - Female
 - Transgender Female to Male
 - Transgender Male to Female
 - Genderqueer/Gender Non-binary
 - Not listed, please specify: _____
 - Declined/not stated
- What was your sex at birth? (check only one)
 - Male
 - Female
 - Intersex
 - Declined/not stated

<https://www.lgbtagingcenter.org/resources/pdfs/LGBT%20Affirming%20Intake.pdf>

Asking the Right Questions: Sexual Orientation

- How do you describe your sexual orientation or sexual identity? (check only one)
 - Straight/Heterosexual
 - Bisexual
 - Gay/Lesbian/Same-Gender Loving
 - Questioning/Unsure
 - Not Listed. Please specify: _____
 - Declined/not stated

<https://www.lgbtagingcenter.org/resources/pdfs/LGBT%20Affirming%20Intake.pdf>

Questions?

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