

# Using Diverse Perspectives to Create Useful Data

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# Case Study: Data and Evidence in EO 14075



JUNE 15, 2022

## Executive Order on Advancing Equality for Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Individuals



› BRIEFING ROOM

› PRESIDENTIAL ACTIONS

# Case Study: Data and Evidence in EO 14075

EO 14075: Advancing Equality for Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex (LGBTQI+) Individuals

- Wide-ranging EO with many components and requirements
- Recognition that advancing equity and full inclusion requires improvements in data collection and evidence use
- Emphasis on promoting inclusive and responsible Federal data collection practices:
  - ❑ Development of Federal Evidence Agenda on LGBTQI+ Equity
  - ❑ Development and implementation of agency SOGI Data Action Plans
  - ❑ Recommendations for agencies on the best practices for collection of SOGI data on Federal statistical surveys

# Designing for Diverse Perspectives



RECRUITING



BUILDING LEADERSHIP  
OPPORTUNITIES



VALUING DIVERSE SKILLS

# Designing for Diverse Perspectives

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Leaders identified as transgender, nonbinary, cisgender, lesbian, gay, bisexual, straight, people of color, and other marginalized identities

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Representation from variety of USG grades (GS levels, SES)

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All CFO Act agencies represented in addition to non-CFO Act agencies

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Variety of skills sets – technical expertise, writing, design, community relationships



# Supplementing Our Knowledge

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Complemented with significant community input:

- Issued an RFI and reviewed 70+ responses
- Held seven listening sessions with individuals, academics, community advocates, SMEs, and technical experts
- Engaged with federal groups like EOC, ICSP, CDOC, etc.

# Six months later...

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- Nearly 50 pages
- Three chapters
- Consensus across USG
- Full interagency clearance
- Well-received by advocates and broader community
- Subcommittee continues collaboration through self-initiated community of practice



## FEDERAL EVIDENCE AGENDA ON LGBTQI+ EQUITY

*A Report by the*  
Subcommittee on Sexual Orientation, Gender Identity, and  
Variations in Sex Characteristics (SOGI) Data  
Subcommittee on Equitable Data  
*of the*  
NATIONAL SCIENCE AND TECHNOLOGY COUNCIL

January, 2023

# Twelve months later...

- Nearly every CFO Act agency making progress on Action Plan
- Proactive communication about progress without complex reporting requirements
- Frequent cadence of progress on large and small goals

DRAFT – Deliberative and pre-decisional

## SOGI Data Action Plan TEMPLATE

SOGI Data Action Plan for the Department of \_\_\_\_\_

The Department of \_\_\_\_\_'s mission includes programs, policies, or regulations related to the [topic] identified in the Federal Evidence Agenda on LGBTQ+ Equity. Answers to the following Learning Questions would improve our ability to make evidence-based decisions related to our programs, policies, operations, and/or regulations, or would improve the ability of our federal partners to make evidence-informed decisions related to their programs:

1. [insert text of relevant learning question]
2. [insert text of relevant learning question]
3. [insert text of relevant learning question]
4. [...insert text of additional learning questions as appropriate]

## Evidence-Building Activities

In order to **build** evidence related to Learning Questions [#1, 3, 4...] listed above, the Department of \_\_\_\_\_ will explore the following activities over the next [8-12] months:

- Describe evidence-building activities agency will conduct, such as:
  - Creating new research projects
  - Adding SOGI data elements to existing surveys
  - Seeking out SOGI data from federal government sources (i.e., Census Bureau, HHS)
- Be as specific as possible, recognizing ultimate approval may need to be sought outside of your agency.
- If appropriate, address Learning Questions separately in this section, as indicated below.

In order to build evidence related to Learning Questions [#2, 5, 6...] listed above, the Department of \_\_\_\_\_ will explore the following activities over the next [8-15...] months:

- Describe evidence-building activities the agency will conduct related to different learning questions in separate sections if they cannot easily be combined under one heading. In other words, if several questions could be answered using a single evidence-building activity, it may make sense to address those learning questions together. See the SOGI Data Action Plan SAMPLE for an example.
- Repeat this section/prompt as necessary

DRAFT – Deliberative and pre-decisional

## Evidence-Building Infrastructure

Evidence-building activities often require infrastructure – policies, processes, staff, etc. – in order to successfully execute them. In order to support the evidence-building activities described above, the Department of \_\_\_\_\_ will explore the following activities over the next [12-24] months:

- **Policy:** Describe the action steps that would be feasible for your agency to conduct in the next year toward the goal of adopting a SOGI data collection policy or integrating SOGI data into your existing data collection policies.
- **Staff:** Describe the action steps that would be feasible for your agency to conduct in the next year toward the goal of having staff dedicated to building evidence on LGBTQ+ people relevant to the Learning Agenda and have the appropriate expertise on collecting and analyzing SOGI data.
- **Process:** Describe the action steps that would be feasible for your agency to conduct in the next year toward the goal of having a process in place that will ensure SOGI data collection is implemented in surveys or forms where safe and appropriate.

## Evidence Use Activities

In order to ensure that evidence generated that is related to Learning Questions [#1, 3, 4...] listed above is used in decision-making, the Department of \_\_\_\_\_ will explore the following activities over the next [12-24] months:

- Describe the action steps that would be feasible for your agency to conduct in the next year toward the goal of using LGBTQ+ evidence in policy and programmatic decision-making.
- These action steps may have a longer horizon given the amount of time required to build evidence. However, agencies are encouraged to think creatively about interim steps that would help facilitate use of SOGI data when it is available.

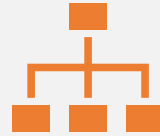
## Monitoring Progress

Milestones or metrics: The Department of \_\_\_\_\_ will use the following milestones or metrics to ensure progress is made in implementing the activities laid out in the SOGI Data Action Plan:

- Describe output and/or outcome measures here (e.g., number of ICRs submitted to OIRA with SOGI data added, number of analyses conducted that include disaggregated SOGI data)
- Describe any key milestones that will indicate success to your agency (e.g., SOGI data policy is in place, FTEs to support SOGI data analysis hired and onboarded, execution of an evaluation to assess effectiveness of intervention for LGBTQ+ community conducted)
- Describe any other mechanisms your agency will use to demonstrate progress



# Lessons Learned



Building multi-dimensional diversity into USG structures is possible



Diversity of skills and perspective can hasten progress



Community engagement is improved when USG leaders reflect the diversity of the community