

# COLLECTING SOGI DATA FOR THE FEDERAL WORKFORCE

**Renee Ellis, Ph.D.** (Pronouns: She/They)

Center for Behavioral Science Methods-Data Analytics Research U.S. Census Bureau

**Christina Dragon, MSPH, CHES** (she | her)

Sexual and Gender Minority Research Office NIH U.S

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# BACKGROUND

# EXECUTIVE ORDERS

- [Executive Order 14035](#), Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce
  - Ensure existing employee support services equitably serve LGBTQI+ employees, including supportive services for transgender, gender non-conforming, and non-binary employees who transition
  - Foster an inclusive environment where all employees' gender identities are respected, such as by including non-binary gender marker and pronoun options in Federal hiring, employment, and benefits enrollment forms
  - Update employee identification standards to include non-binary gender markers in systems and profiles, and reduce administrative burden for transgender and non-binary employees to update gender markers and pronouns in employee systems and profiles
- [Executive Order 14075](#), Advancing Equality for Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Individuals
  - [Federal Evidence Agenda on LGBTQI+ Equity](#)
  - Agency SOGI Data Action Plans

# FEDERAL EVIDENCE AGENDA

- Chapter 1: An Overview of LGBTQI+ Data Needs – This chapter provides an overview of the SOGI-related data needs throughout the Federal Government that, if addressed, could improve the Federal Government's ability to make data-informed, evidence-based decisions to improve the health and well-being of LGBTQI+ individuals.
- Chapter 2: Learning Agenda to Advance LGBTQI+ Equity – This Learning Agenda identifies a series of overarching and illustrative questions that will guide the Federal Government's efforts to understand, support, and improve the lives of LGBTQI+ individuals and families.
- **Chapter 3: Guidelines for Collecting SOGI Data on Federal Administrative Forms – This chapter identifies important guidelines for collecting SOGI data on Federal administrative forms, like applications for benefits and services.**

## Administrative Forms

- Ensure relevant data are collected and privacy protections are properly applied
- Prevent adverse adjudication
- Make responses voluntary
- Rely on self-attestation
- Be consistent and intentional

# Persisting Personnel Disclosure Challenges

- Concern about how sexual orientation and gender identity data linked to a personnel file might be protected and used
- Fear of discrimination
- Specifically for GI, potential concern about a sex assigned at birth question like the one commonly included in a two-step gender identity question
- The gap between what LGBTQI+ federal employees want to see as response options and what straight cisgender federal employees understand
- Impact of state level legislation on willingness to disclose
- State of residence impact on willingness to disclose
- Trusting OPM, human resources personnel, and employee records.

# CENTRAL QUESTIONS

- Are LGBTQI+ federal employees reluctant to share their sexual orientation and gender identity data in federal workforce data systems? Is there objection to the option being available even if they would not make changes?
- Does willingness to disclose, or support of having a voluntary option to disclose sexual orientation and gender identity change after prompting about current state level anti-LGBTQI+ efforts?
- Is there a significant aversion to including a sex assigned at birth question for a two-step gender identity question that would replace binary sex categories?

# METHODS

# METHODOLOGY

- Convenience, opt-in sample gathered from anonymous respondents to a PFS list-serve invitation to participate
- Survey was not split panel, we included two versions of Sexual Orientation questions and two versions of gender identity questions respondents were asked to answer and comment on preferences for questions
- We asked follow up questions about willingness to provide this information in a federal workforce data, willingness to allow others to ask questions, and impact of state level legislation on willingness to disclose information
- Collected some basic demographic categories. Did not collect any identifiable information



- Pride in Federal Service is a cross-government employee organization
- PFS includes over 800 federal employee members, across all cabinet level Departments, distributed broadly across the states, territories, and overseas postings
- Most PFS members have an LGBTQI+ identity or are allies



# GENDER IDENTITY QUESTIONS

## Question 1 A and B

- What is your current gender? (Check only one)
  - Female
  - Male
  - Transgender
  - I use a different term (open text write-in)
- What sex were you assigned at birth, on your original birth certificate? (Check only one)
  - Female
  - Male

## Question 2 A and B

- What is your current gender identity?
  - Female
  - Male
  - Non-Binary/third gender
  - I use a different term (open text write-in)
- Are you transgender or of transgender experience?
  - Yes
  - No

# SEXUAL ORIENTATION QUESTIONS

## Question 1 A and B

- Which of the following best represents how you think of yourself? (Check only one)
  - Lesbian or gay
  - Straight, that is not lesbian or gay
  - Bisexual
  - I use a different term (open text write-in)

## Question 2 a and B

- Which of the following best represents how you think of yourself? (Check only one)
  - Straight
  - Lesbian or gay
  - Bisexual
  - I use a different term (open text write-in)

# QUESTIONS ABOUT WILLINGNESS TO PROVIDE INFORMATION

## Gender identity

- If your agency gave you the opportunity to update your gender identity information in the agency HR data system, what would you be likely to do?
  - I would update this information
  - I would not update this information because no updates are needed
  - I would not update this information for other reasons
  - I am not sure at this time
- Regardless of whether you would choose to update your own gender identity information in the HR data system if given the opportunity, would you object to your agency making this option available to employees?
  - No I would not object
  - Yes I would object
  - I am not sure at this time

## Sexual orientation

- If your agency gave you the opportunity to share your sexual orientation in the HR data system, via a standard form like the SF185 or SF 256, what would you be likely to do?
  - I would share this information
  - I would not share this information
  - I am not sure at this time
- Regardless of whether you would choose to share your own sexual orientation information in the HR data system if given the opportunity, would you object to your agency making this option available to employees?
  - No I would not object
  - Yes I would object
  - I am not sure at this time

# SEXUAL ORIENTATION QUESTIONS

Are you concerned about the anti-LGBTQI+ state level legislation that some states have been proposing and passing? (Either specifically because you live in an affected state or in general)

- Yes, although me and my family are not affected directly at this time
- Yes, it affects me or my family directly
- no

Does the current state legislation influence your willingness to share your sexual orientation and/or gender identity in HR data systems?

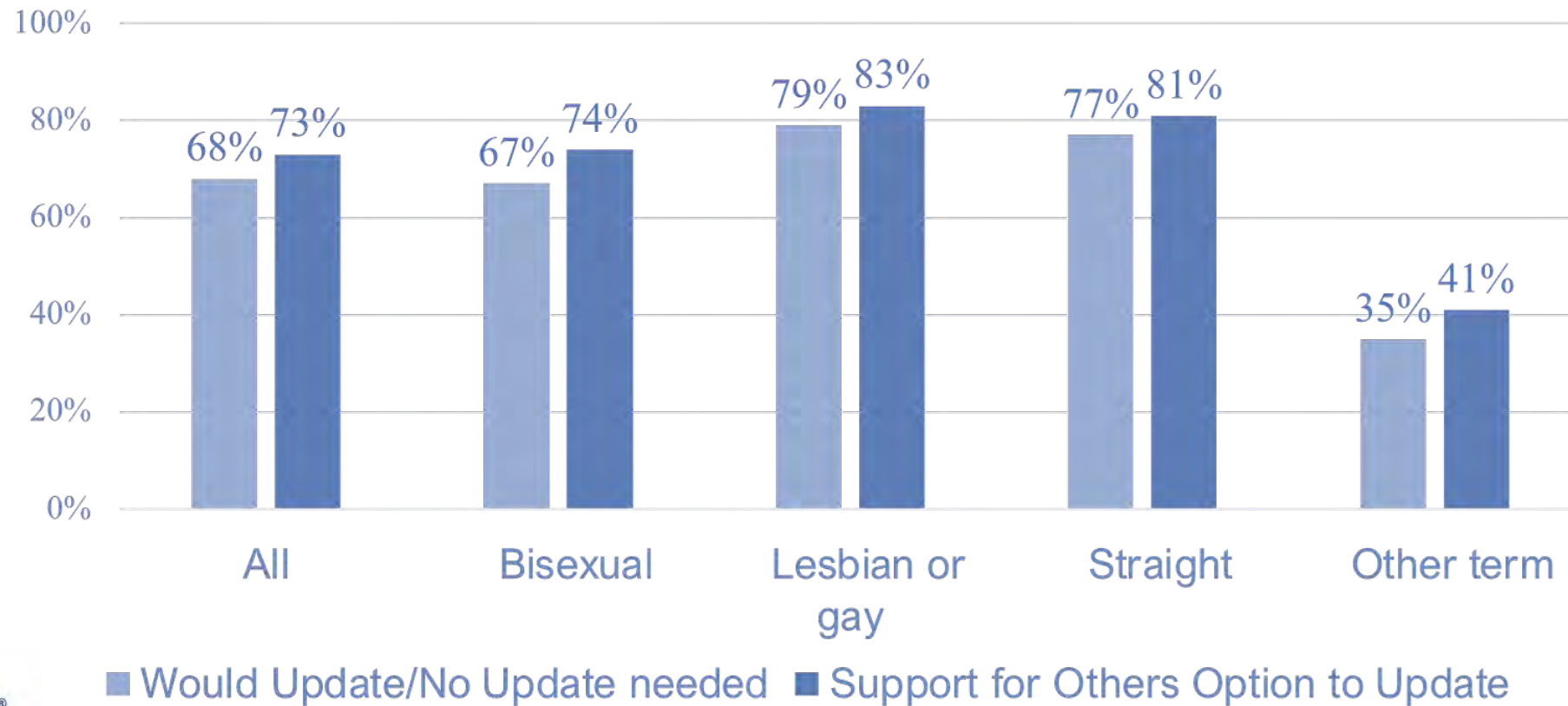
- Yes
- No

# RESULTS

# SEXUAL ORIENTATION BY GENDER IDENTITY

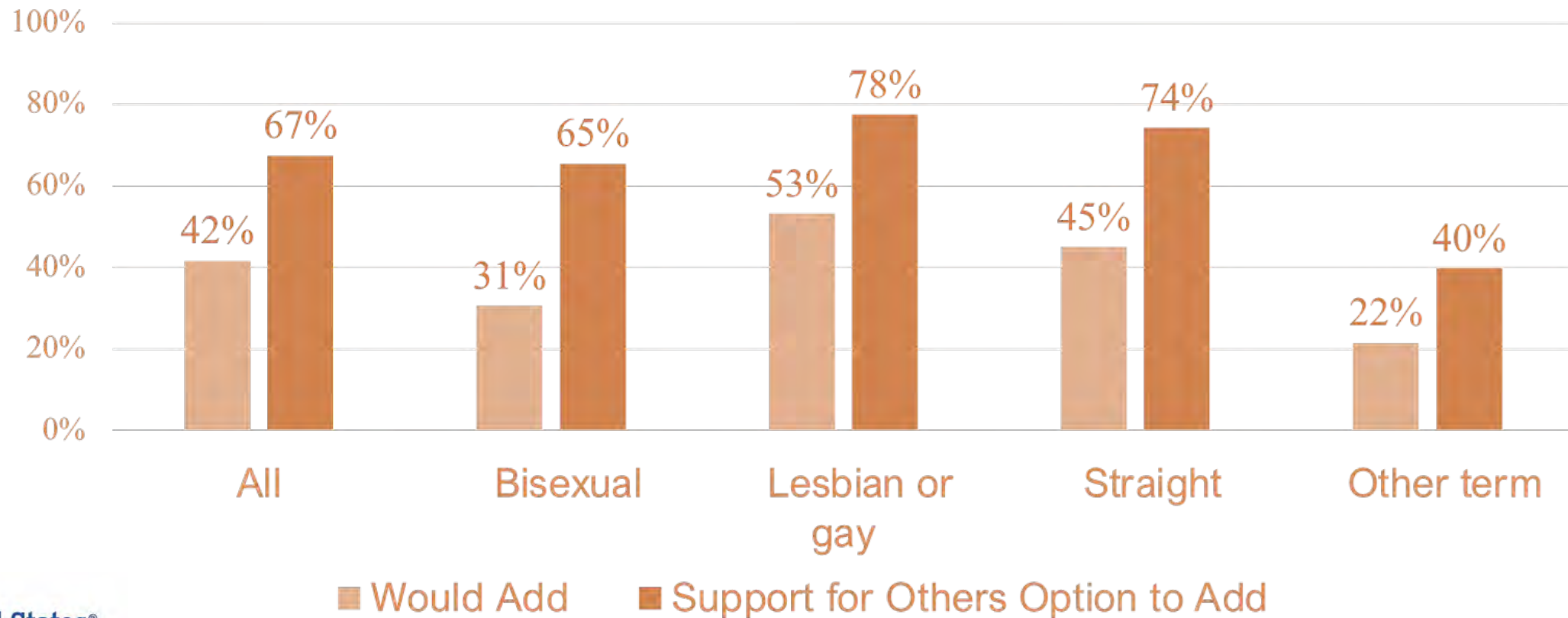
	All	Cis-gender female	Cis-gender Male	Gender minority
<b>All</b>	472	196 (42%)	175(37%)	101(21%)
<b>Bisexual</b>	86 18%	51 26%	14 8%	20 20%
<b>Gay or Lesbian</b>	225 48%	67 34%	133 76%	24 24%
<b>Straight</b>	70 15%	46 23%	16 9%	8 8%
<b>Prefer another term</b>	91 19%	32 16%	12 7%	49 48%
<b>Queer</b>	39 42%	10 31%	3 27%	26 50%
<b>Pansexual</b>	25 27%	11 34%	3 27%	11 22%
<b>Asexual</b>	6 6%	1 3%	1 10%	4 8%
<b>Blank</b>	12 13%	5 16%	3 27%	4 8%
<b>Other term</b>	11 12%	5 16%	1 10%	5 10%

# WILLINGNESS TO DISCLOSE GENDER IDENTITY BY SEXUAL ORIENTATION



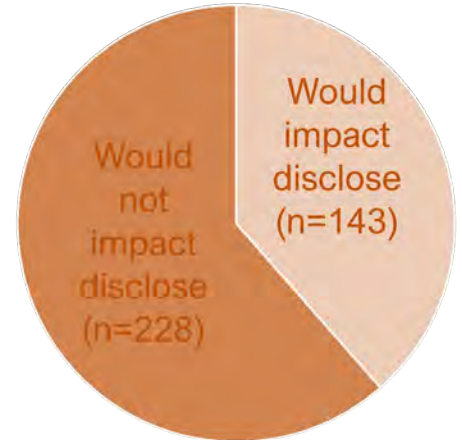
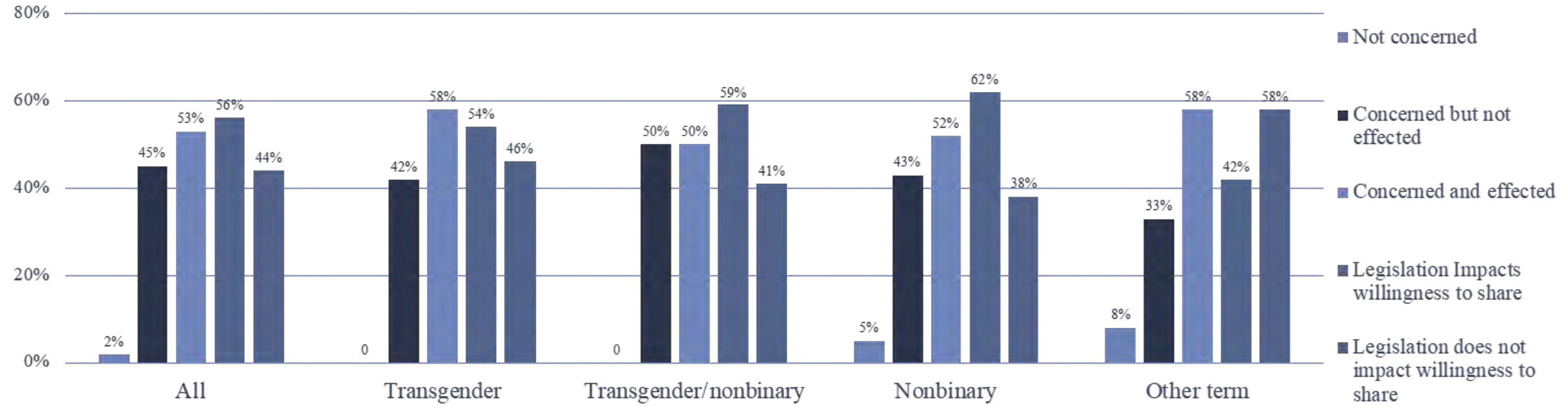


# WILLINGNESS TO DISCLOSE SEXUAL ORIENTATION BY SEXUAL ORIENTATION



N=101	No update needed	Would update	Would not update	Not sure
All	3%	52%	22%	23%
Transgender	12%	52%	14%	12%
Transgender/ nonbinary		64%	18%	18%
Nonbinary		48%	14%	38%
Other term		18%	45%	36%

# CONCERN ABOUT STATE LEGISLATION AND IMPACT ON DISCLOSURE BY GENDER MINORITY



## ISSUES WITH QUESTIONS

- Respondents generally answered both versions of gender and sexual orientation questions
  - All missing gender identity questions were from gender minorities
  - No one was missing both versions of GI or SO, gender identity and sexual orientation could be determined for all respondents
- Some Gender minority respondents gave feedback about being uncomfortable with the sex at birth question but in general still answered

GI 1a	GI 1b	GI 2a	GI 2b	So 1	SO 2
1	2	2	3	1	1

# QUESTION PREFERENCE

Gender Identity	No preference	Gender question with sex at birth	Gender question without sex at birth
Cis-gender	73%	7%	14%
Transgender	42%	4%	54%
Transgender/ Nonbinary	27%	11%	61%
Non-binary	19%	10%	71%
Other term	66%	17%	17%

# USE A DIFFERENT TERM ANSWERS

NON-CONFORMING  
FLUID  
TRANSMASC  
GENDERFLUID  
GENDERQUEER  
SHE/THEY  
NON-TRADITIONAL  
NA  
QUEER

HUMAN  
PAN-ROMANTIC  
DEMI-SEXUAL  
FLUID  
ASEXUAL  
PANSEXUAL  
QUEER  
NON-CONFORMING

# MOVING FORWARD

## Conclusion

- LGBTQI+ federal employees are willing to share their sexual orientation and gender identity data in federal workforce data systems. Even if an individual does not plan to share their own information, they are highly supportive of others doing so.
- A majority of respondents were concerned about or are directly affected by state level anti-LGBTQI+ efforts, but that did not deter most from supporting the option for voluntary disclosure of sexual orientation and gender identity in work related human resources forms. SOGI data are important demographic data.
- Overall While most respondents answered the sex at birth version of the Gender Identity question, gender minority respondents preferred the question without sex at birth.

## Recommendations

- Supporting recommendations from the Federal Evidence Agenda on LGBTQI+ Equity, collecting data on sexual orientation and gender identity are perceived as basic demographic data characteristics by LGBTQI+ Federal Workers and should be included along other demographic data in HR forms.
- Attention will need to be given to the situations in geographic locations where there are legislative actions that directly contradict federal protections on the basis of sex, gender identity, and sexual orientation.
- Like all workers, federal workers want to know why their demographic information is being collected and be assured of their privacy.

THANK YOU

*RENEE.ELLIS@CENSUS.GOV*

*CHRISTINA.DRAGON@NIH.GOV*