The views expressed are those of the authors and not necessarily those of the U.S. Bureau of Labor Statistics or the U.S. Census Bureau.

Any errors are Wendy’s.
Who are we?

- Suzanne Thornton, Swarthmore College
- Dooti Roy, Boehringer Ingelheim
- Stephen Parry, Cornell University
- Donna LaLonde, American Statistical Association (ASA)
- Renee Ellis, US Census Bureau
- David Corliss, Peace-Work
- Wendy Martinez, Bureau of Labor Statistics
Who Am I?
How I got Here

- Moderated a panel at the Women in Statistics and Data Science Conversation
- Co-wrote a resource article for Significance Magazine
- Established an LGBTQ+ Working Group as an ASA Presidential Initiative
- Participated in a project to offer guidance for statistical best practices regarding gender and sex data
- Established the ASA Pride Scholarship with the goal of supporting LGBTQ+ statisticians
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Wrote white paper to ...

Equip statistical practitioners with better understanding and practices for collecting and analyzing data about gender and sex
Background & Terminology

- Gender is a continuum & can change with time.
  - Gender identity: comes from within – personal understanding of oneself
  - Gender expression: many possible expressions of gender – clothing, hair, mannerisms, etc.

- Biological sex – not really binary – could be:
  - Chromosomes
  - Genitalia at birth
Background & Terminology

- Primary and secondary sex characteristics
  - Physical characteristics
  - Primary present at birth
  - Secondary present at puberty
- Sexual orientation is emotional, romantic or sexual attraction to other people.
Background & Terminology

Three different aspects of sex & gender identity.
Background & Terminology

- For many people, all three characteristics overlap.
- For gender or sex minorities (GSM) one or more of these characteristics may not align with the others.
- Note: GSM is catch-all label includes transgender, non-binary, other gender non-conforming, and intersex people
The Gender Unicorn

Graphic by: TSER

Gender Identity
- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression
- Feminine
- Masculine
- Other

Sex Assigned at Birth
- Female
- Male
- Other/Intersex

Physically Attracted to
- Women
- Men
- Other Gender(s)

Emotionally Attracted to
- Women
- Men
- Other Gender(s)

To learn more, go to: www.transstudent.org/gender

Design by Landyn Pan and Anna Moore
GOAL: 
Motivation for Inclusive Data

the ethical treatment of human subjects

the collection of better-quality data
Identifying the Relevant Gender and Sex Information for a Study
Is your study concerned with socially created ideas (like gender expression, gender inequality, or gender identity)?

- Yes
  - Is your study also concerned with biological considerations?
    - Yes
      - Build questions that directly ask about study concern rather than using sex or gender as a filter question. For example: Do you have a prostate? Or Are you breastfeeding?
      - Include questions on pertinent social constructs. Consider all categories that may be needed to be inclusive.
    - No
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- No
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Build protections into your project for small subgroups. Think about how you will approach statistical issues resulting from small sample sizes and fluidity/uncertainty.

Include identifying questions for the comfort of your respondents or patients. For example: What is the preferred name you would like us to use? What are your pronouns?
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Statistical Considerations

- Consideration 1: Identify relevant information – sex and gender are not interchangeable & do not necessarily need to be included in every study.
- Consideration 2: Embrace inclusivity and respect – the Belmont Report identifies “respect for persons” as a basic ethical principle of research.
- Consideration 3: Protect the participant and the data – data privacy is complicated by a lack of general, consistent standards.

Measuring Sexual Orientation and Gender Identity Research Group

The purpose of this Federal Committee on Statistical Methodology (FCSM) research group is to explore the best practices of the measurement of sexual orientation and gender identity (SOGI) in the context of Federal information collections.

Background reports from the Federal Interagency Working Group for Improving Measurement of Sexual Orientation

- Why Do Federal Agencies Ask About Sexual Orientation and Gender Identity (SOGI) on Surveys?
- Updates on Terminology of Sexual Orientation and Gender Identity Survey Measures
- Current Measures of Sexual Orientation and Gender Identity in Federal Surveys
- Evaluations of Sexual Orientation and Gender Identity Survey Measures: What Have We Learned?

Media

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FCSM SOGI Work

- SOGI – Sexual Orientation and Gender Identity
- 2016 reports – research on terminology
- Literature Review (2020) of SOGI terminology
- Discusses response option terminology and methodological implications
- Focused on youth and SGM (sexual and gender minority) population

https://nces.ed.gov/FCSM/SOGI.asp
Sexual Orientation – Takeaways

- Terms used for sexual identity/orientation are not exhaustive
- Some sexual minority groups do not like using labels for sexual orientation
- Sexual orientation is a continuum and can change over time, but terminology does not address it as such
Gender Identity – Takeaways

- Terminology does not work for all transgender individuals

- Self-identification can
  - Change over time
  - Use a variety and/or multiple terms

- Can be affected by
  - Culture and language
  - Age, sex at birth and educational attainment
Call to Action

- Work to change standard data collection of gender and sex for the sake of inclusivity and to decrease measurement error and bias.
- Be thoughtful in identifying what information is relevant and necessary.
- Understand the importance of respecting and protecting participants' identities.
- Plan in advance of data collection for statistical measurement and disclosure issues.
- Continue the conversation ....
It’s complicated and evolving, but we have to keep working on it.
Contact Information

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