

Building the Foundation for SOGIE Data Collection



- Have leaders demonstrate support for SOGIE data collection policies and reiterate to other staff the value and importance of collecting these data.
- Maximize use of the supervision structure and rely on supervisors to address staff reluctance, reinforce policies, and provide coaching.
- Have a champion/team who can reiterate the importance of these data; push this issue to the forefront.
- Use local data (e.g., from anonymous surveys) to show that these are “our youth” in “our system”, who are not currently being identified by staff (and, therefore, are not having their needs addressed).
- Create a supportive agency climate that incorporates symbols of acceptance and celebration (e.g., pronoun buttons, gender-identifying email signatures, rainbow stickers, etc.)
- Put policies and standard operating procedures in place that make data collection required and use your human resources department to reinforce policies.
- Take advantage of mandates already in place for other systems of care (e.g., requirements related to Prison Rape Elimination Act (PREA))
- Announce new policies or policy changes through memos, video messages, etc.



Getting staff buy-in

- Explain why the data are important and what they will be used for
 - To promote services/case planning for young people
 - To find and address barriers
 - Equity cannot be stripped from the context of any case - race, SOGIE, etc. matter!
- Reassure staff that it is safe to collect these data.
 - This may mean understanding issues, such as staff safety, that staff may have related to their own SOGIE.
 - Remind staff that they already collect very personal and much more challenging data elements with respect to social histories and trauma and collecting SOGIE data is actually much easier.
- Reiterate that this is not about changing views/religious values - it is about benefiting the young people.
- Dispel myths regarding what you can/cannot talk about with youth and families.
- Address spoken and unspoken concerns
 - Recognize situations where supervisors may be less supportive and may be negatively influencing their staff.
 - Provide staff with a safe space that gives them permission to ask questions and make mistakes. Let them work through their discomfort.



Share the data, make them visible

- Hold educational sessions
- Present at conferences and events
- Make use of branding/marketing
- Share summary statistics (e.g., how youth are identifying, reunification, etc.).





Data collection and cleaning recommendations

- Include options for self-identification in addition to standardized options/categories
- Take small steps. If the agency will not allow for all elements to be collected, make use of limited fields (e.g., sexual orientation) as a starting place for eventually capturing additional fields (e.g., gender identity and expression).
- Know how things will look on the screen and have business processes in place so staff know exactly what fields are required. Try to streamline processes so staff are not slowed down trying to collect these data and ensure they are a part of the usual workflow for staff.
- Use survey data from youth in placement to show how youth identify vs. how they are being identified (or not identified) in the administrative data. Use this as a way to have conversations about the accuracy of the data.
- Make use of research/evaluation/stats personnel who can regularly communicate with staff about missing or inaccurate data and who can also promote successes.



Training

- Include multiple, ongoing opportunities for learning and repeated exposure to terminology, especially regarding gender identity
 - New hire orientation
 - Training on the data information system
 - Peer coaching
 - Supervisor trainings
 - Booster trainings
- Consult outside/community experts if needed
- Role playing should be conducted in small groups (not larger meetings)



Community Providers

- Encourage providers to collect SOGIE fields and to revise their forms to be more inclusive
- Revise contract language so that SOGIE trainings are required
- Hold all providers equally accountable – everyone must abide by the same standards