Sexual Orientation and Gender Identity Data Collection

San Francisco Office of Transgender Initiatives

Board of Supervisors - Government Audit and Oversight Committee
November 7, 2019

SOGI Compliance Requirements

- **California**
  - AB 959: The LGBT Disparities Reduction Act (Asm. Chiu) [2015]
  - AB 677: Reducing LGBT Disparities in Education and Employment (Asm. Chiu) [2017]

- **San Francisco**
  - Chapter 104 Administrative Code – Collection of Sexual Orientation and Gender Identity Data [2016]

Why Collect SOGI Data?

DATA → KNOWLEDGE → ACTION

- **Document disparities** in accessing services

- **Identify areas for improvement** in current services

- **Allocate resources** to meet the needs of LGBTQ communities

- **Identify and address policy and service gaps**

- **Lack of data** on unique experiences and needs of LGBTQ people

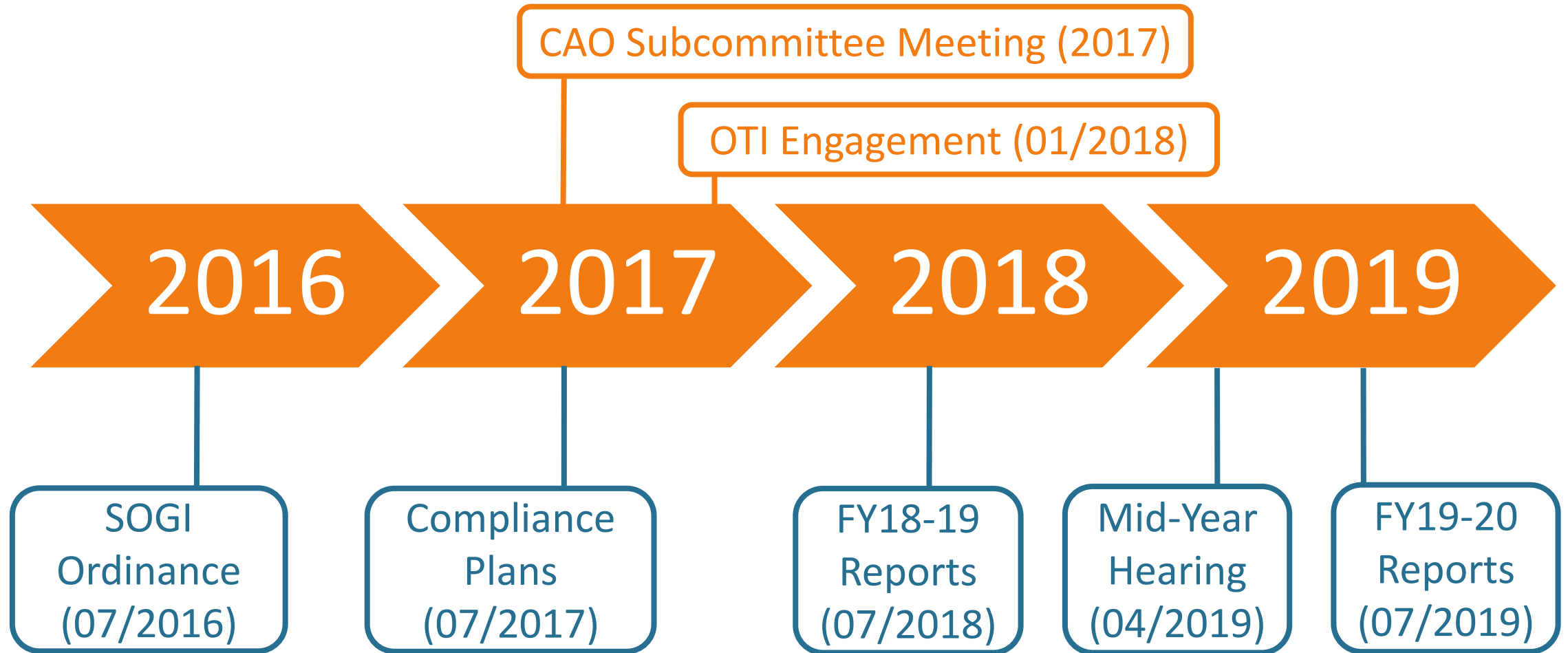# Collection of SOGI Data in San Francisco (2016)

- **Collect SOGI data** when other demographic data is collected

- **Report SOGI data** on an annual basis, including:

  1. Analysis of SOGI data for Covered Department, contractors and grantees
  2. List of programs and services where data demonstrates that LGBTQ individuals are underrepresented and/or underserved
  3. Steps planned to address barriers to services

Role of Office of Transgender Initiatives

- **Guidance** to Covered Departments

- **Develop and share best practices** on SOGI data collection, implementation, and increasing access for LGBTQ communities

- **Compile annual reports**, making those available to City Administrator's Office and Board of Supervisors

- **Trainings** for Covered Departments and grantees

Timeline of SOGI in San Francisco

CAO Subcommittee Meeting (2017)

OTI Engagement (01/2018)

2016 > **2017** > **2018** > **2019**

SOGI Ordinance (07/2016)

Compliance Plans (07/2017)

FY18-19 Reports (07/2018)

Mid-Year Hearing (04/2019)

FY19-20 Reports (07/2019)

Common Themes

- LGBTQ people are best served by programs that explicitly include and reflect them

- Disparities in needs and access to services between transgender and cisgender LGBQ individuals

- Covered Departments:
  - Capacity limitations
  - Complex data systems
  - Different processes for implementation
  - Training needs

Recommendations

- **Coordinated approach** across Covered Departments

- **Meaningful evaluation** of SOGI implementation

- **Expand SOGI** data collection to all City Departments

- **Additional training** on LGBTQ issues

- **Transparency** with public

Questions?

Thank you!