

REVISED MOTION BY SUPERVISORS SHEILA
KUEHL AND HOLLY J. MITCHELL

September 15, 2021

Implementing Best Practices for SOGIE Competency Training and Data Collection

In an effort to capture data that reflects a more complete picture of both the residents we serve and our own County employees, the Board of Supervisors (Board) has taken steps to broaden the information that we collect and analyze. One example of this larger objective is the work that has been undertaken in the realm of Sexual Orientation and Gender Identity (SOGI) data collection, which we will now refer to Countywide as Sexual Orientation, Gender Identity and Expression (SOGIE).

The most recent motion, Expansion and Standardization of Sexual Orientation and Gender Identity (SOGI) Data Collection in Los Angeles County, Kuehl & Mitchell, was unanimously approved by the Board on January 26, 2021 and requested a report back on the following:

1. A status report on the progress made on creating standardized questions to be asked in SOGI data collection that are in compliance with state mandates on recording and reporting. This update should include input from statewide LGBTQ+ advocates including, but not limited to, Equality California, the Los Angeles LGBT Center, TransLatin@ Coalition, and Gender Justice LA;

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2. Recommendations for establishing a Countywide policy that would require departments and agencies of the County to collect SOGI data where appropriate in instances where they are also collecting data on race/ethnicity and other social determinants of health; and
3. Recommendations for, and cost analysis on, strategies that can be implemented to make meaningful progress toward collection and reporting of SOGI data in Los Angeles County. These recommendations to be created in consultation with the Information Technology Governance Bodies.

The report back provided several recommendations, including that DHS, DMH and DPH recommend SOGIE data standards and best practices described in the report to their respective Data Governance Committees for adoption in their respective patient care/case management systems. The report further recommended that the Data Workgroup develop and recommend a Technology Directive, based on the SOGIE data standards and best practices, to the Information Technology Governance Bodies for Adoption. This Technology Directive will ensure that our County departments are utilizing the standardized system for SOGIE questions and data collection.

While this work continues, it is equally important to simultaneously focus on integrating SOGIE competency and awareness into the HR training that County employees are required to take, with an added layer for those whose roles will involve asking people about their SOGIE and collecting meaningful data. Building competency around this data will move us closer to the overall goal of standardization and promote a culture that is increasingly more affirming of all identities.

WE, THEREFORE, MOVE that the Board of Supervisors direct the Department of Human Resources in coordination with the Chief Executive Office, Chief Information Office, Information Management Committee and other relevant stakeholders to report

back to the Board in 90 days with the following:

1. Timeline, financial assessment, and best practices for the creation of a multi-part training to include training on LGBTQ+ competency in workplace relations and constituent relations, training on transgender competency in workplace relations and constituent relations and training for County employees responsible for asking SOGIE questions in interactions with County residents/clients/constituents; and
2. Assessment and feasibility of making the first two trainings mandatory as part of County HR required training to be implemented upon hire and mandatory for all existing County staff and an assessment of the timeline that would be required by which all existing staff would be trained.

WE FURTHER MOVE that the departments above consult with the Departments of Mental Health, Health Services, and all other departments responsible for the collection of SOGIE information as well as LGBTQ+ community leaders on best practices and content for these important training modules.

S:AY/ImplementingBestPracticesForSOGIECompetencyTrainingAndDataCollection