COLLECTING SOGIE DATA TO IMPROVE OUTCOMES FOR FOSTER YOUTH

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GUIDING PRINCIPLE #1

We all have multiple aspects of our identity that place us in privileged and oppressed positions in society. Examples of these identities include race, sexual orientation, gender identity, gender expression, and immigration status.
GUIDING PRINCIPLE #2

LGBTQ and gender diverse young people are not a homogenous population, but embody multiple identities that confer unique and intersecting stressors and strengths.
GUIDING PRINCIPLE #3

Treating youth as whole people will improve the relationship that you have and the services you provide.
GUIDING PRINCIPLE #4

Asking SOGIE and race/ethnicity questions will help you understand and treat youth as whole people.
GUIDING PRINCIPLE #5

Permitting youth to decide when and to whom to disclose their SOGIE protects their safety and promotes their healthy development.
AGENDA

• Four pillars of reform
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- Four pillars of reform
- Why collect SOGIE data?
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• Four pillars of reform
• Why collect SOGIE data?
• How should you collect SOGIE data?
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• How should you collect SOGIE data?
• How can you use SOGIE data?
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• Why collect SOGIE data?
• How should you collect SOGIE data?
• How can you use SOGIE data?
• How can you protect and share SOGIE data once it is collected?
THE FOUR PILLARS OF REFORM

- Data
- Best Practice
  - Anti-discrimination Policies
  - Training
THE FOUR PILLARS OF REFORM

Data

Best Practice

Anti-discrimination Policies

Training
THE FOUR PILLARS OF REFORM

Data

Best Practice

Anti-discrimination Policies

Training
COLLECTING SOGIE DATA
WHY COLLECT SOGIE DATA?

• To promote safety, permanency and well-being
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• To promote safety, permanency and well-being
• To provide an opportunity to affirm youth
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• To promote safety, permanency and well-being
• To provide an opportunity to affirm
• To inform agency planning
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- To promote safety, permanency and well-being
- To provide an opportunity to affirm youth
- To inform agency planning
- To develop case plans
WHY COLLECT SOGIE DATA?

• To promote safety, permanency and well-being
• To provide an opportunity to affirm youth
• To inform agency planning
• To develop case plans
• To measure bias, disparities, and outcomes
WHY COLLECT SOGIE DATA?

• To promote safety, permanency and well-being
• To provide an opportunity to affirm youth
• To inform agency planning
• To develop case plans
• To measure bias, disparities, and outcomes
• To generate aggregate numbers
Experiences from Allegheny County
Experiences from Ruth Ellis Center
HOW TO COLLECT SOGIE DATA
Protect privacy

1. Prepare to ask SOGIE questions

- Adopt nondiscrimination policies
- Identify community-based partners
- Develop questions and protocol
- Train staff
Create a comfortable environment

- Create private settings
- Make decisions based on answers while protecting privacy
- Explain that all youth are asked the same questions
- Ask questions multiple times
- Place SOGIE questions with other questions

#LEADINGCHANGE
Be aware of cultural and generational differences

Respect and support youth

1. Use respectful and supportive language
2. Ask for preferred gender pronoun
3. Avoid making assumptions
4. Signal openness and acceptance
Ask SOGIE questions

- Were you born a boy, girl, or intersex?
- Do you feel like a boy, girl, or something else?
- Do you prefer to wear boy clothes or girl clothes?
- Do you like/date girls, boys, both, or neither?
- Are you lesbian, gay, bisexual, pansexual, questioning, or something else?
DATA PROTECTION AND SHARING

• Understanding your agency’s practice
DATA PROTECTION AND SHARING

• Understanding your agency’s practice
• Documentation
DATA PROTECTION AND SHARING

- Understanding your agency’s practice
- Documentation
- General rules
• Where is client specific data documented?
Where is client specific information documented?

- CHILD ABUSE REPORTS
- CASE FILES
- COURT REPORTS
- INCIDENT REPORTS
- INTERNAL ELECTRONIC COMMUNICATION
AGENCY PRACTICE

• Where is client specific data documented?
• Who has access to it?
Who has access to client specific information?

- CASE WORKERS
- LICENSING STAFF
- ATTORNEYS
- COURT
- PARENTS
AGENCY PRACTICE

• Where is client specific data documented?
• Who has access to it?
• How does your agency protect confidentiality of sensitive information?
How does your agency protect confidential information?

SPECIFIC FIELDS-ELECTRONIC RECORDS

DISCRETION TO PROTECT YOUTH

PROTECTED CATEGORIES

DATA SHARING MOUs

COURTROOM STRATEGIES

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COURTROOM STRATEGIES
AGENCY PRACTICE

• Where is client specific data documented?
• Who has access to it?
• How does your agency protect confidentiality of sensitive
• What are the relevant laws and policies?
GENERAL RULES

• Do no harm
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• Do no harm
• Youth have a right to know the rules
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- Do no harm
- Youth have a right to know
- Maximize the youth’s autonomy and control
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• Do no harm
• Youth have a right to know the rules
• Maximize the youth’s autonomy and control
• Only share on a “need to know” basis
GENERAL RULES

• Do no harm
• Youth have a right to know the rules
• Maximize the youth’s autonomy and control
• Only share on a “need
• Avoid gossip