# Maisha Manson

## Youth Advocacy Program Manager

*They/Them/Theirs*

# Goals

- Understand Gay City's approach to community support & defines gender identity and sexual identity
- Review applications of GC data collection
- Understand qualitative and quantitative data that advances equitable design, evaluation, and practice

# Gay City Approach:

Centering

1. Peer-Lead Advocacy in Context of Social Determinants of Health
2. Targeted Universalism

# Peer-led Advocacy in Context of Social Determinants of Health

As a community, we have a shared understanding of the problems we face, and know the most appropriate solutions. By centering mutual support, we build trust in our communities and disrupt the disparate distribution of money, power, and resources that lead to health inequities.

Peer-led advocacy is an effective strategy for providing self-determination first advocacy, which leads to increased access to social determinants of health.

# What are the **Social Determinants of Health ?**

**The Social Determinants of Health**
are the economic and social conditions that influence the health of people and communities.

# Understanding the 5 Social Determinants of Heath

1. **Economic Stability**
2. **Education**
3. **Social & Community Context**
4. **Health & Health Care**
5. **Neighborhood & Built Environment**

Social Determinants of Health
Office of Disease Prevention and Health Promotion

# Targeted Universalism

An equitable practice that focuses on the needs of the most marginalized of a community or communities.

In doing so creating practices to support the needs of all community members.

# Understanding
# **Gender Identity and Sexual Orientation**

# Gender Identity

- A person's internal sense of their gender
- All people have a gender identity
- Gender and assigned sex at birth are not the same
- Although people may align with their assigned sex at birth that is not true for everyone

# The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources

## 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

# Sexual Orientation

- A persons internal sense of emotional, romantic, sexual attraction to other people
- Does not dictate a persons gender identity

# ≠Monolith

Multitudes of gender identities, sexual orientations and combinations of the two create LGBTQ identities

# Importance of counting LGBTQ people

"..if transgender and other gender minority people could be identified in key federal surveys, the resulting data could **provide transgender and other gender minority people with a critical tool to guide local and national discussions about policy, resource allocations**, and other issues that affect them"

-Gender Identity in U.S. Surveillance (GenIUSS)

# Significance

If we do not include LGBTQ people, we will not have to the tools to support them.

# Gay City
# Data Gathering
## Healthcare Navigation Form

# Healthcare Navigation Form

Used as the general intake form for healthcare navigation appointments.

GAY CITY HEALTHCARE NAVIGATION

REGISTRATION FORM

gay city Seattle's LGBTQ Center

## DISCLAIMER

In this appointment the identities that you and your navigator may use in conversation may not be reflected in Washington Health Plan Finder. Your navigator will make sure that your name and gender pronouns are respected, but the system may not be as affirming. If there is anything that might make this process easier for you, please let your navigator know.

## DEMOGRAPHICS

**TERMINOLOGY YOU SHOULD KNOW BEFORE CONTINUING:**

- **Cisgender (Cis)** When your gender aligns with your assigned gender at birth.
- **Transgender (Trans)** When your gender differs with your assigned gender at birth.
- ***Gender Non-binary* (GNB)** When your gender differs from the binary genders.

1. **What are the first 3 letters of your home town?** _____
2. **What is your date of birth?** ____/____/_____
3. **What is your phone number?** _____
4. **What is your email?** _____
5. **Are Follow-ups okay?** ❒ Yes ❒ No
6. **Have you received services at Gay City before?** ❒ Yes ❒ No
7. **Race/Ethnicity** (Please check all that apply):
   - ❒ Alaskan Native
     - ❒ Enrolled/Principal Corporation_____
   - ❒ American Native/Indian
     - ❒ Enrolled/Principal Tribe_____
   - ❒ Asian/ Asian American
   - ❒ Biracial/ Multiracial_____
   - ❒ Black or African American
   - ❒ Latinx/o/a
   - ❒ Hispanic
   - ❒ Middle Eastern/ North African
   - ❒ Native Hawaiian or Pacific Islander
   - ❒ White/ European American
   - ❒ My Race/Ethnicity is: _____
8. **What is your current gender identity? (Check all that apply):**
   - ❒ Transfeminine ❒ Transmasculine
   - ❒ Non-binary ❒ Gender Nonconforming
   - ❒ Man (❒ Cisgender ❒ Transgender)
   - ❒ Woman (❒ Cisgender ❒ Transgender)
   - ❒ My Gender is _____
9. **Sex Assigned at Birth** (Optional):
   - ❒ Intersex ❒ Female
   - ❒ Male ❒ Refuse to Answer
10. **What is your sexual orientation?**
    - ❒ Asexual ❒ Lesbian
    - ❒ Bisexual ❒ Pansexual
    - ❒ Gay ❒ Queer
    - ❒ Straight ❒ My sexual orientation is: _____
11. **What is your zip code of residence?** _____
12. **What is your current income?**
    $_____ per **month** before taxes
    $_____ per **year** before taxes
13. **Did you serve the United States Military?** ❒ Yes ❒ No
14. **What is the highest grade in school you've completed?**
    - ❒ 8th grade or less
    - ❒ Some high school
    - ❒ High school diploma or GED
    - ❒ Some college
    - ❒ College degree
    - ❒ Post graduate degree
15. **How did you hear about Healthcare Navigation/Enrollment Services at Gay City?** *(check all that apply)*:
    - ❒ Newspaper ❒ Picked up a flyer
    - ❒ Sign on the door ❒ From a friend
    - ❒ From a sex partner
    - ❒ Gay City Arts Show
    - ❒ Gay City newsletter/email
    - ❒ Gay City Wellness Center
    - ❒ Gay City Library & Resource Center
    - ❒ Promo on Gay City's TV
    - ❒ Flyer handed to me at bar or club
    - ❒ Dating App (Please specify app): _____
    - ❒ Internet (please specify site): _____
    - ❒ Other *(please specify)*:_____

# Defining Terminology

Create a universal understanding for information forthcoming.

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# Immutable Information

Name and gender changes are common in LGBTQ communities. One way that Gay City can create data profiles with that in mind is to use information that does not change.

- Home town
- Date of birth

1. **What are the first 3 letters of your home town?** _____
2. **What is your date of birth?** ____/____/_____
3. **What is your phone number?** _____
4. **What is your email?** _____
5. **Are Follow-ups okay?** ❒ Yes ❒ No
6. **Have you received services at Gay City before?** ❒ Yes ❒ No

# Gender Identity, Sex Assigned at Birth & Sexual Orientation

One way to make sure that Gay City data collection can be affirming and responsive to community:

- Allow for a "check all that apply"
- Include a blank space for self-identification "_____"
- Include a separation of gender identity, sex assigned at birth, and sexual orientation

**8. What is your current gender identity? (Check all that apply):**

- ❒ Transfeminine ❒ Transmasculine
- ❒ Non-binary ❒ Gender Nonconforming
- ❒ Man (❒ Cisgender ❒ Transgender)
- ❒ Woman (❒ Cisgender ❒ Transgender)
- ❒ My Gender is _____

**9. Sex Assigned at Birth** (Optional):

- ❒ Intersex ❒ Female
- ❒ Male ❒ Refuse to Answer

**10. What is your sexual orientation?**

- ❒ Asexual ❒ Lesbian
- ❒ Bisexual ❒ Pansexual
- ❒ Gay ❒ Queer
- ❒ Straight ❒ My sexual orientation is: _____

# What does this mean?

Gay City uses detailed & holistic capture of data which allows for more responsive, equitable prevention efforts.

# Takeaways

In order to have effective prevention programing, the focus population has to be counted **and** included in the prevention efforts.

By centering the most marginalized (BIPOC, LGBTQ, youth), we support all of our communities.

If you do not count them, you can not support them.

If the data doesn't exist, what resources are you using to fill the gap? Where are you investing in listening to community?

# Questions?

# Thank You!

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11/9/2020

gay city
Seattle's LGBTQ Center