



Tips for Gathering Information on Sexual Orientation and Gender Identity & Expression (SOGIE)

Collecting SOGIE information is not just for data. Asking about a client's SOGIE can help you build rapport as it lets them know you are an affirming provider. It is essential to individualizing your care and resources. SOGIE is seeing the whole person.

How to ask about SOGIE



- “We’ve created a culture where this is routine information to gather, much like other demographic information”
- “This information comes up through organic conversation”
- “If you ask, people are likely to share”
- “Add it to intake forms and/or application forms”
- “Role play how to ask about SOGIE (in supervision)”

Have a Process for Updating Information (so it's current and accurate)

- Have a clear communication workflow to make EHRS updates (at intake, med eval, reassessment, ongoing)
- Review this information in supervisions & consultations
- Communication should include all staff (including support staff) working with client



Check your bias or that of those completing forms: Did the client answer the questions or did I make an assumption?

Managing Issues of Confidentiality (with guidance from QA/Compliance training on confidentiality)

- With clients who are cautious about sharing with caretakers, consider separate interviews during the assessment
- With the goal of bridging the conversation w/caretakers, if safe to do so, consider their perspective, be supportive, & educate
- Be able to explain what happens to SOGIE information and how it can be protected



Other Helpful Links

- Use the [Gender Unicorn](#) as an activity to talk about SOGIE
- For professional knowledge, check out video recordings from the [HRC Archive](#)
- To support caregivers refer them to [PFLAG](#)
- Here are agency sponsored LGBTQ+ trainings on MyLearning: [Supervisors](#), [Admin Support Staff](#), [Clinical Direct Staff](#), and [RISE](#)



Thank you to the program representatives who shared their tips & tricks with LEADS