FREQUENTLY ASKED QUESTIONS

"Safe and useful data for an inclusive response that is mindful of people's diverse sexual orientation, gender identity, gender expression and sex characteristics (SOGIESC)"

SOGIESC

SEXUAL ORIENTATION, GENDER IDENTITY, GENDER EXPRESSION AND SEX CHARACTERISTICS

SEXUAL ORIENTATION

Each person's enduring capacity for profound romantic, emotional and/or physical feelings for, or attraction to, other people. Encompasses hetero-, homo-, bi-, pan- and asexuality, as well as a wide range of other expressions of sexual orientation. This term is preferred over sexual preference, sexual behaviour, lifestyle and way of life when describing an individual's feelings for or attraction to other people.

GENDER IDENTITY
Each person's deeply felt internal and individual experience of gender, which may or may not correspond with their sex assigned at birth or the gender attributed to them by society. It includes the personal sense of the body, which may or may not involve a desire for modification of appearance or function of the body by medical, surgical or other means.

GENDER EXPRESSION

Individuals use a range of cues, such as names, pronouns, behaviour, clothing, voice, mannerisms and/or bodily characteristics, to interpret other individuals' genders. Gender expression is not necessarily an accurate reflection of gender identity. People with diverse sexual orientation, gender identity or sex characteristics do not necessarily have a diverse gender expression. Likewise, people who do not have a diverse sexual orientation, gender identity or sex characteristics may have a diverse gender expression.

SEX CHARACTERISTICS

Each person's physical features relating to sex, including chromosomes, gonads, sex hormones, genitals and secondary physical features emerging from puberty.

Definitions from IOM institutional glossary:
https://www.iom.int/resources/iom-sogiesc-glossary-terms

What are data for persons with diverse *SOGIESC*?

✓ We identify the data we need to better understand barriers, impact, needs and resources of all persons, including those with diverse SOGIESC, and then safely collect, store and use this data for an inclusive response.

✓ Data is not the same as "number of persons". Most of the data we need are qualitative not quantitative, e.g.,: data on barriers to accessing basic goods and services, information on cultural context, legal frameworks and legal practices in the country, active networks and community organizations serving persons with diverse SOGIESC.

Why do we need data on persons with diverse SOGIESC?

✓ To programme, implement and monitor inclusive response that reflects and addresses all groups' needs, and ensures access modalities tailored to all people in need, including persons with diverse SOGIESC.

✓ To better advocate that persons with diverse SOGIESC are not discriminated, can safely access existing services and participate to the life of the community and enjoy equal rights.

What are examples of data that we need?

✓ Barriers that persons with diverse SOGIESC face in accessing basic goods and services
✓ How the impact of the crisis (risks, capacities & priorities) and access to basic goods and services by persons with diverse SOGIESC are evolving
✓ Access of persons with diverse SOGIESC to assistance
✓ Legal framework and legal practices in the country
✓ Cultural context and roles of each group of persons with diverse SOGIESC
✓ Practical obstacles related to documentation that is incongruent with appearance
✓ Capacities in the community, resources, resilience mechanisms
✓ Risks and resources related to intersectionality with other characteristics

We identify what data we need depending on our purpose: what decision are we trying to make with the information?

Consult the *Decision-Making Tree to gather Data for Persons with diverse SOGIESC (https://dtm.iom.int/dtm-partners-toolkit/sogiesc)* to identify what data you need for each purpose and how to obtain them.

What principles guide our collection, storage, analysis and sharing of "Data for persons with diverse SOGIESC"?

Collection, storage, sharing, analysis and destruction of data for persons with diverse SOGIESC must be conducted with specific care, due to additional risks that LGBTIQ+ people face in most of the legal and cultural contexts where IOM operates.

We must strictly adhere to the fundamental principles identified by **Protection Information Management** and the **IASC Operational Guidance on Data Responsibility in Humanitarian Action**, including:

- ✓ **Do No Harm:** specific attention to collecting data that will not increase or bring harm when collected, stored, shared, analysed and used. Data must be collected through the appropriate methods and sources and managed in a way that does not do harm.

- ✓ **Defined Purpose, Necessity and Proportionality**: each data we collect must "have a clearly defined purpose", "should contribute to improved outcomes" and, "in line with the concept of data minimization, the management of data in a response should be relevant, limited and proportionate [...] to the specified purpose(s)" as well as to those of Fairness and Legitimacy ("Legitimate grounds for data management").

- ✓ **People-Centered and Inclusive**: "affected populations should be afforded an opportunity to be included, represented, and empowered to exercise agency throughout data management whenever the operational context permits. Special efforts should be made to support the participation fad engagement of people who are not well represented and may be marginalized in the data management activity at hand or are otherwise 'invisible', consistent with commitments to leave no one behind".

How can we do no harm with data?

To do no harm when collecting, storing, analysing and sharing data and information, follow the steps below:

1. Identify the use of the data you want to collect: what decisions are you going to make with the information? Keep it concrete! *(Use the Decision-Making Tree to gather Data for Persons with diverse SOGIESC-https://dtm.iom.int/dtm-partners-toolkit/sogiesc).*

2. Identify the information needed to make each decision.

3. Engage with organizations serving persons with diverse SOGIESC.

4. Analyse existing data and evaluate if you need to collect new data.

5. If you need to collect primary data, identify the appropriate method and sources. *(Use the Decision-Making Tree to gather Data for Persons with diverse SOGIESC-https://dtm.iom.int/dtm-partners-toolkit/sogiesc).*

6. Design data collection tools together with data and assessment experts, context experts, protection experts and colleagues from relevant sectors and with organizations serving persons with diverse SOGIESC. Prepare and share a Data Analysis Plan.

7. Conduct a "Do No Harm analysis" for each question and dataset: identify the potential of each question and resulting data to do harm to all persons and organizations involved, during data collection, during data storage, during data analysis or during data sharing. Use the DTM Do No Harm checklist (https://dtm.iom.int/dtm-partners-toolkit/field-companion-sectoral-questions-location-assessment)

8. Find alternatives to any question that can do harm and reassess again until you develop questions unlikely to do harm.

9. Ensure safe storage and confidentiality of data, including through SOPs, training personnel and using secure IM systems.

10. Analyse jointly: data and assessment experts with subject-matter experts (sectoral experts, protection experts), context/cultural experts and organizations serving persons with diverse SOGIESC to interpret the information and make sense of the data. Ensure analysis does not do harm to individuals and communities, and to the organizations.

11. Monitor if any harm is done, implement mitigation measures and implement a strengthened strategy for the following data collection exercise.

What data should we NOT collect?

We should never ask people about their Sexual Orientation, Gender Identity, Gender Expression or Sex Characteristics: never try to collect the number or percentage of persons with diverse SOGIESC in a community (i.e., prevalence) or the number of persons with diverse SOGIESC accessing our programmes.

Why should we not collect these data?

✓ There is a diversity of SOGIESC in every context: Each programme must be designed and implemented in a way that is accessible by all people, including persons with diverse SOGIESC, irrespective of their number.

✓ Knowing the number of persons with diverse SOGIESC does not help advocacy, programming and implementing an inclusive response. Collect safer, more reliable and more suitable data using the *Decision-Making Tree to gather Data for Persons with diverse SOGIESC-https://dtm.iom.int/dtm-partners-toolkit/sogiesc).*

✓ Trying to collect prevalence data creates additional harm for persons with diverse SOGIESC, data collectors and for the organization itself, due to legal, social and cultural realities.

✓ Attempting to collect prevalence of individuals or number of beneficiaries by their SOGIESC will also result in gross underestimation that may harm advocacy attempts.

✓ Due to practical factors, the results will not be reliable. In addition, the lack of baseline (for comparison) impedes the use of such data for monitoring. Safe alternatives are available and detailed in the Operational Guide. For example:

- You may monitor the number of programmes that are designed to facilitate access to goods and services by persons with non-binary gender identity or persons with diverse SOGIESC, as well as the number of programmes that include context-tailored modalities to overcome specific risks and challenges.

- You may also monitor the number of staff, personnel and partners being trained and sensitized on working with persons of diverse SOGIESC (see the *IOM SOGIESC and Migration Training Package*). This will help you understand where to invest more on capacity building and sensitization of field workers and managers.

I understand I should NOT ask. Should I allow people to discuss and tell me their SOGIESC if they need or want to?

✓ Someone may disclose their SOGIESC to IOM Personnel, without being prompted to do so, to communicate their specific needs, or risks or obstacles they are facing, or for other personal reasons.

✓ IOM personnel must ensure a safe environment where such disclosures can safely and confidentially happen. The consequences of these disclosures should never jeopardise the safety and well-being of the individuals.

✓ IOM personnel must ensure that response-specific Standard Operating Procedures (SOPs) are ready on how to follow up on such disclosures to ensure safety and access to goods and services.

✓ IOM personnel should have appropriate and updated referral pathways, so to safely refer all persons in need to specialists to address their needs.

✓ IOM Personnel should have clear and contextualised instructions, SOPs and IM systems for safely collecting, storing, sharing and destroying data on SOGIESC of individuals as such data is Personally Identifiable Information, considered "SECRET DATA" by IOM Data Protection Policy. If these data fall in the wrong hands, individuals and their families risk harassment, discrimination, exclusion, exploitation, abuse and violence.

ALL IOM PERSONNEL SHOULD HAVE A CLEAR UNDERSTANDING OF WHAT SOGIESC MEANS AND THE OBLIGATIONS TO SUPPORT TO ALL PEOPLE WITHOUT DISCRIMINATION (AS PER IOM MANDATORY INSTRUCTION IN/15 REV. 1: IOM STANDARDS OF CONDUCT)

For more details on preparing to safely and effectively respond wo disclosures, and for support on how to report such numbers of disclosures to donors, IOM HQ and in public communication, please see the full IOM Operational Guide on "Safely gathering, storing and using data for an inclusive response that is mindful of people's diverse sexual orientation, gender identity or expression and sex characteristics (SOGIESC)"

How do I identify the data that I need and choose the appropriate methods and sources to collect them?

Use the *Decision-Making Tree to gather Data for Persons with Diverse SOGIESC* and the full Operational Guide on "*Safely gathering, storing and using data for a response that is inclusive of persons with Diverse SOGIESC*", available at: https://dtm.iom.int/dtm-partners-toolkit/sogiesc