

**NEW MEXICO STATEWIDE
RACE, CLASS, GENDER DATA POLICY CONSORTIUM**

*“Harmonizing Race, Gender, Class Data to Better Serve
Diverse Communities in the State of New Mexico”*

For more information visit: race.unm.edu

Meeting Date: Wed. Jan. 20, 2016, 12-1pm

Location: Institute for the Study of “Race” & Social Justice, RWJF Center for Health Policy, 1909 Las Lomas NE, downstairs conference room, UNM Main Campus; No Need to RSVP. Feel free to bring your own lunch/beverage. Hourly Paid Parking available at the Yale & Las Lomas Parking Structure. Visa/MC Credit/Debit Cards only. No Cash.

Everyone is Welcome! If you would like to call please email: Dr. Nancy López, nlopez@unm.edu, so I can send you the toll free dial in number. If you need wheelchair access, please call the RWJF Center for Health Policy, UNM Tel: (505) 277-0130 on the morning of the meeting so that you can get further instructions on how to access the downstairs conference room from the wheelchair parking behind RWJF Center for Health Policy Building, 1909 Las Lomas NE.

Agenda

12:00-12:05pm Sign-In, Brief Introductions, Approval of the Agenda (5 min.)

12:05-12:10pm Updates:

1. “Race & Social Justice Interdisciplinary Insights Project”
 - a. “Race & Social Justice Interdisciplinary Graduate Certificate” will be considered by Graduate Committee, Faculty Senate 2/4@8:30am, 204 Scholes Hall, UNM. **We are always collecting syllabi; please email syllabi to: race@unm.edu**. More info: race.unm.edu
 - b. “Race & Social Justice Faculty Working Group” will meet in Spring 2016 to produce a collective interdisciplinary syllabi for Soc 507/LLSS 593 “Race & Social Justice: Interdisciplinary Insights,” which will be co-taught in Fall 2016. Please email race@unm.edu or nlopez@unm.edu if you are teaching a graduate seminar that centers on race and social justice and you would like to join the interdisciplinary working group meetings this Spring 2016.
 - c. Invitation to Institute for the Study of “Race” & Social Justice Speakers Series: “Race & Social Justice: Interdisciplinary Insights” Spring 2016 & Fall 2016. Dates/Speakers: TBA and will be posted on race.unm.edu.
2. Form B Proposal for New Course focused on intersectional knowledge projects: Soc 430* Integrating Race, Gender, Class for Policy (under review in the faculty senate committee; if approved may be offered in Fall 2016; * asterisk indicates can be taken for graduate credit).
3. Consortium Research Projects include: (1) *Hispanics in New Mexico: A Demographic Profile of Education, Income, Employment and Wealth by Race, Gender and Nativity, 2000-2014*; (2) *Trends in Intersecting Inequalities in New Mexico, 2000-2014: Opportunities for Advancing Social Inclusion Policy in Education, Work & Wealth by Race, Nativity, Gender & Ethnicity*; (3) *Making the Invisible Visible: Examining Race-Gender and Race-Gender-Class Gaps at a Public University in the Southwest 1980-2015 and Exploring the Role of High School Resources and Community Characteristics*.
4. Dr. Jean Belkhir, founder and editor, Race, Gender and Class Journal has asked the Institute/Consortium to co-found “Institute for the Study and Teaching of Race, Gender and Class & Social Justice” at the Southern University of New Orleans as sister Institute/Consortium.

Reminder: We need *your* support and partnership. The Institute & Consortium are volunteer initiatives. We have no operating budget or research funds. We are grateful for funding/in-kind support/office space/partnerships from the leadership of a number of Institutes, including the Institute for the Study of “Race” & Social Justice Advisory Board Members; RWJF Center for Health Policy (Dr. Sanchez); Southwest Hispanic Research Institute (Dr. Reyes); Bureau for Economic Business Research (Dr. Mitchell); the Institute for Social Research (Dr. Binder); Office of the VP for Student Enrollment (Dr. Terry Babbitt); Chicana and Chicano Studies (Dr. Vasquez); LGTQ Resource Center (Ms. Silva-Banuelos); Office of Institutional Analytics (Ms. Briggs and Ms. Mechler); Student Services (Ms. Romero and Mr. Patel); Center for Education and Policy Research (Dr. Heredia-Griego); Diversity Council (Dr. DeLeon); Sociology Department (Dr. Richard Wood); College of Arts and Sciences (Dean Peceny); College for Social Transformation Working Group; Web Designer (Leanne Yanabu) as well as the Teaching Allocation Grant Committee and many others. To partner/support any Institute/Consortium projects and activities, email: race.unm.edu. To donate to the Institute/Consortium please visit our giving page at the UNM Foundation under “Institute for the Study of “Race” & Social Justice” at:

<https://www.unmfund.org/fund/institute-for-the-study-of-race-and-social-justice/>

12:10-12:45pm

Improving Sex, Gender Identity and Sexual Orientation Data Collection, Analysis & Reporting: Promising Practices for Equity-Based Policy Research and Practice in Higher Education and Beyond; Alma Rosa Silva-Banuelos, Director, Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) Resource Center, UNM; Next Steps for Implementing the Collection of this Data at UNM

and other institutions of Higher Education in NM; Note: UNM Dean's Council endorsed the collection of equity-based data on LGBTQ status last year at their Feb. 2016 meeting (35 min)

12:40-12:55pm

New Business & Open Discussion, Next Meeting 3/16/16 Agenda Items? (15 min.)

12:55-1:00pm

Announcements (5 min.):

1. Invitation: New Mexico Antiracism Day, Wed. 2/3/16, 1-2pm: Santa Fe Capitol Rotunda. For more information visit the Facebook page for the New Mexico Health Equity Working Group.
2. Graduate School Funding Opportunity: UNM Health Policy Doctoral Fellowships: Priority Deadline 2/12/16. More info: healthpolicy.unm.edu
3. Reminder next Consortium meeting W 3/16/16 (**Note: we will meet during UNM Spring break**). Potential topic include: collecting class data in NM colleges (e.g., common application for parental educational attainment in P-20 in order to better serve our diverse communities)
4. Invitation to Talk: 1/21/16, 12:30-2, SUB Fiesta, Dr. Sanchez-Vaznaugh, "Social Policy and Environmental Determinants of Child Health." More info: healthpolicy.unm.edu
5. Other announcements?

REMINDER: The regular meeting date/time for the Consortium is 12-1pm on the *third Wednesday* of every *odd* month. **Future meeting dates in 2016 are: 3/16/16*** (yes we will meet during UNM Spring Break), 5/18/16, 7/20/16, 9/21/16, 11/16/16. For more information on the Consortium including past agenda for meeting in 2014-2015, visit race.unm.edu or contact: Dr. Nancy López, nlopez@unm.edu, Associate Professor, Sociology; Director and co-founder, Institute for the Study of "Race" & Social Justice, RWJF Center for Health Policy (2009-present); Founding Coordinator, New Mexico Statewide Race, Gender, Class Data Policy Consortium (2014-present).

SAMPLE QUESTION FORMATS FOR SEX, GENDER, SEXUAL ORIENTATION

UNM Division of Equity and Inclusion, Campus Climate Student Survey (Spring 2013). For more information visit: diverse.unm.edu.

1. What best describes your gender:

- | | |
|--------------------------|---------------------------|
| a. male | b. female |
| c. transgender | d. transmale |
| e. transfemale | f. gender queer |
| g. gender non-conforming | h. intersex |
| i. two-spirit | j. other: Write in: _____ |

2. What best describes your sexual orientation?

- | | |
|-----------------|---------------------------|
| a. heterosexual | b. lesbian |
| c. bisexual | d. gay |
| e. pansexual | f. queer |
| g. questioning | h. other: Write in: _____ |

Behavioral Risk Factor Surveillance System Questionnaire (BRFSS) Sexual Orientation & Gender Identity Module (2014 Questionnaire for Phone Survey). For BRFSS instructions to interviews re: participants who ask about transgender and gender non-conforming visit: http://www.cdc.gov/brfss/questionnaires/pdf-ques/2014_BRFSS.pdf, last accessed 1/16/16.

BRFSS SEX & ADULT STATUS QUESTION

1. Are you 18 years old or older?

- a. Yes, Respondent is male
- b. Yes, Respondent is female
- c. No, (If not 18 years old or older stop)

* NOTE: Challenge and Opportunity: The only sex/gender question that is required for all 50 states on the BRFSS national phone survey is never directly asked; it assessed by phone voice only. This is an opportunity for improvement. Again, please keep in mind that the following questions on gender identity and sexual orientation are optional. For more information Visit: Centers for Disease Control and Prevention (CDC). Behavioral Risk Factor Surveillance System Survey Questionnaire. Atlanta, Georgia: U.S. Department of Health and Human Services, Centers for Disease Control and Prevention. <http://www.cdc.gov/brfss/> last accessed 1/16/16.

Optional Module: Sexual Orientation & Gender Identity; Note: The BRFSS module on gender identity is optional. Only 25 states have used it at some point. NM has used it once.

The next two questions are about sexual orientation and gender identity.

1. Do you consider yourself to be:

- | <i>Read</i> | <i>Don't Read</i> |
|-------------------|------------------------|
| a. Lesbian or gay | d. Don't Know/Not Sure |
| b. Straight | e. Refused |
| c. Bisexual | f. Other |

2. Do you consider yourself to be transgendered?

If yes, ask "Do you consider yourself to be male-to-female, female-to-male, or nonconforming?"

- a. Yes, Transgender, male-to-female
- b. Yes, Transgender, female-to-male
- c. Yes, Transgender, nonconforming
- d. No
- e. Don't know/not sure
- f. Refused

American Sociological Association Membership Form (2015)

Please select all that apply:

- | | |
|---------------------------------------|--|
| -Male | -Genderqueer/Gender Non-conforming |
| -Female | -Preferred Identity (in addition to or not listed above) |
| -Transgender Male/Transgender Man | Write in: _____ |
| -Transgender Female/Transgender Woman | |

This schema is drawn from the UCLA William's Institute, an organization dedicated to research on sexual orientation and gender identity research. You can see more information about their suggestions here: <http://williamsinstitute.law.ucla.edu/wp-content/uploads/GenIUSS-Gender-related-Question->

Interagency Working Group to Improve Federal Survey Measurement of the LGBT Population (LGBT IWG), Office of Management & Budget (OMB)

The following question formats for sex, gender identity and sexual identity were presented at a panel of the American Sociological Association 2015 Annual Meeting. The theme for the 2015 Annual Meeting was "Sexualities in Our Social World." At the panel, Dr. Jennifer Park, Director, Office of Management and Budget (OMB), described the work of the Interagency Working Group to Improve Federal Survey Measurement of the LGBT Population (LGBT IWG). The LGBT IWG was established in 2015 to examine sexual orientation and gender identification question in Federal Surveys with the goal of improving measurement with a focus on understanding and interrupting disparities. This data can be used for multiple purposes, including tracking demographic changes, residential patterns, discipline, homelessness, curriculum tracking, employment, health outcomes and law enforcement. We need better measures of sex, gender and sexual orientation so that we can monitor and interrupt experiences of discrimination. For more information on potential improved measurement see (MRFSH):

http://fcsmsites.usa.gov/files/2014/04/MRFHS_statisticalPolicyWorkingPaper201408.pdf

SEX ASSIGNED AT BIRTH Source: CHIS

What sex were you assigned at birth, on your original birth certificate?

1. Female
2. Male

GENDER IDENTITY Source: CHIS

1. Do you currently describe yourself as male, female or transgender?
2. Just to confirm, you mentioned that on your original birth certificate your sex was assigned as _____, but know you identify as (man, woman, transgendered)?

SEXUAL IDENTITY Source: National Health Interview Survey (NHIS, 2014)

Which of the following best describes how you think of yourself? (for adults 18+)

1. Lesbian or gay
2. Straight, that is not lesbian or gay
3. Bisexual
4. Something else
5. I don't know the answer
6. Refused

ON THE NEED FOR SEPARATE QUESTIONS ON HISPANIC ORIGIN, RACE, “STREET RACE,”
GENDER & SEXUAL ORIENTATION

In order to capture the unique lived experiences of the diversity of the LGBTQ communities, data on sex, gender identity and sexual orientation can be combined with the following Hispanic origin, race and “street race” for understanding the very different lived experiences of LGBTQ communities.

INCLUDE SEPARATE QUESTIONS ON HISPANIC ORIGIN & RACE; ALLOW RESPONDENTS TO MARK MORE THAN ONE HISPANIC ORIGIN (Source: 2010 Census)

→ **NOTE: Please answer BOTH Question 8 about Hispanic origin and Question 9 about race. For this census, Hispanic origins are not races.**

8. Is Person 1 of Hispanic, Latino, or Spanish origin?

- No, not of Hispanic, Latino, or Spanish origin
- Yes, Mexican, Mexican Am., Chicano
- Yes, Puerto Rican
- Yes, Cuban
- Yes, another Hispanic, Latino, or Spanish origin — *Print origin, for example, Argentinean, Colombian, Dominican, Nicaraguan, Salvadoran, Spaniard, and so on.* ↘

9. What is Person 1’s race? Mark one or more boxes.

- White
- Black, African Am., or Negro
- American Indian or Alaska Native — *Print name of enrolled or principal tribe.* ↘

- | | | |
|---|--|--|
| <input type="checkbox"/> Asian Indian | <input type="checkbox"/> Japanese | <input type="checkbox"/> Native Hawaiian |
| <input type="checkbox"/> Chinese | <input type="checkbox"/> Korean | <input type="checkbox"/> Guamanian or Chamorro |
| <input type="checkbox"/> Filipino | <input type="checkbox"/> Vietnamese | <input type="checkbox"/> Samoan |
| <input type="checkbox"/> Other Asian — <i>Print race, for example, Hmong, Laotian, Thai, Pakistani, Cambodian, and so on.</i> ↘ | <input type="checkbox"/> Other Pacific Islander — <i>Print race, for example, Fijian, Tongan, and so on.</i> ↘ | |

- Some other race — *Print race.* ↘

→ If more people were counted in Question 1, continue with Person 2.

APPENDIX D: STREET RACE QUESTION; ALREADY PILOTED IN RWJF Center for Health Policy, UNM National Latino Health & Immigration Survey (January-March, 2015) STREET RACE QUESTION (N=1,493)

If you were walking down the **street**, what race do you think other **Americans** who **do not know you** personally would assume you were **based on what you look like?**

- | | |
|--|--|
| ▶ White1 | ▶ Mexican6 |
| ▶ Black).....2 | ▶ Middle Eastern/Arab7 |
| ▶ Asian American.....3 | ▶ Some other race (record what they say).....8 |
| ▶ Native American/American Indian4 | ▶ Don't know.....88 |
| ▶ Hispanic or Latino.....5 | ▶ Refused.....99 |

For more info see [Blog Post](#):

López, Nancy. 2014. "What's Your Street Race-Gender? Why We Need Separate Questions on Hispanic Origin and Race for the 2020 Census." RWJF Human Capital Blog, November 26th. Robert Wood Johnson Foundation Blog. http://www.rwjf.org/en/blogs/culture-of-health/2014/11/what_s_your_street.html.

For more information see [Smithsonian Showcase Video](#):

López, Nancy. 2015. "What's Your Street Race-Gender?" Why We Need Two Separate Questions on Hispanic Origin and Race for the 2020 Census & Implications for the African Diaspora and Urban Communities." Washington, DC: Smithsonian Institution. 40-minute presentation followed by a 30-minute question and answer available at: <http://www.stream.tv/recorded/58008514>.

CHALLENGES & OPPORTUNITIES FOR IMPROVING DATA POLICY, COLLECTION, REPORTING:

How can we leverage linking race, gender, class data together for equity-based policy making? One-dimensional analysis & reporting: state and municipal pay equity reports, K-12 and university graduation reports; health equity reports; law enforcement and equal employment and housing opportunity monitoring, usually report race or gender alone and do not usually include any measures of gender identity or sexual orientation. How could we transform our data collection for reducing inequalities in marginalized communities?