

# More Inclusive Data Collection: Improving Research and Policy

## ACTION

Reintroduce and support the **LGBTQI+ Data Inclusion Act**. This bill requires federal population surveys to include voluntary questions on gender identity and sexual orientation.

LGBTQI+ people continue to face inequitable treatment. These experiences can dampen educational attainment and workforce participation.

In STEM fields, preliminary evidence shows that **LGBTQI+ professionals face persistent disadvantages** compared to their non-LGBTQI+ counterparts.

**Without data on LGBTQI+ representation in STEM, we cannot create strategic interventions to fix discrimination and exclusion in our community.**

*"...my peers have consistently left me out of social events and frequently talked about me behind my back with disrespectful language relating to my gender identity/expression."\**

*"In the last lab I worked with, I was afraid to even mention that I might be gay."\**

Much of our current understanding is anecdotal rather than data-driven.

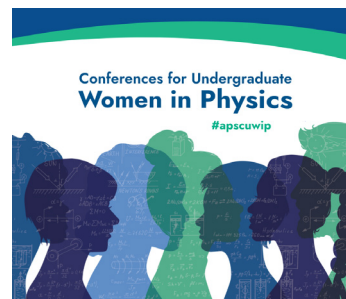
\*Quotes from 2016 APS LGBT Climate in Physics Report

To inform policy decisions, federal agencies regularly conduct national population studies. **However, these surveys rarely include LGBTQI+ demographic questions.**

The current lack of standardized, reliable LGBTQI+ population data impedes the physics community's ability to effectively assess and address issues like we have for race or gender.

## Limited Preliminary Studies Indicate Negative LGBTQI+ Experience in STEM

The 2016 APS report *LGBT Climate in Physics: Building an Inclusive Community* found that:



**APS BRIDGE PROGRAM**

Demographic data on gender and race inspired successful APS initiatives like the Conference for Undergraduate Women in Physics and the APS Physics Bridge Program. The current lack of standardized, reliable LGBTQI+ population data impedes our ability to effectively assess and address LGBTQI+ inequities with similar interventions.

## Demographic Data is a First Step Towards a More Inclusive STEM Workforce

U.S. competitiveness depends on welcoming the full participation of all groups in STEM. By requiring all federal agencies to include voluntary LGBTQI+ survey questions, we can better work toward this goal.