WITH STANDARDS – UNLOCK THE POWER OF DATA



Sexual Orientation, Gender Identity, and Intersex Status Data Collection Implementation at Bristol Myers Squibb

Presented by: Donna Sattler, Associate Director, Clinical Data Standards, Bristol-Myers Squibb Stacey Panfil, Senior Manager, External Data Acquisition, Bristol-Myers Squibb



Meet the Speakers

Donna Sattler

Title: Associate Director, Clinical Data Standards

Organization: Bristol-Myers Squibb

I've worked in various Data Management and Programming roles for over 25 years. I made a career change 20 years ago, bringing me into the world of clinical research and data standards. I am deeply motivated by helping to influence, educate, and communicate Data Standards, through process improvements and best practices across the enterprise.

Stacey Panfil

Title: Senior External Data Acquisition Specialist

Organization: Bristol-Myers Squibb

I've worked in the Pharmaceutical Industry for approximately 13 years. I moved from Pre-Clinical Research to Clinical Data Management 5 years ago. I've held positions of increasing responsibilities within my team and have represented Global Data Management and Centralized Monitoring on enterprise level continuous improvement projects. I look forward to expanding my knowledge in Data Standards.



Disclaimer and Disclosures

- The views and opinions expressed in this presentation are those of the author(s) and do not necessarily reflect the official policy or position of CDISC.
- Additionally, the presenters are not presenting how their organization will analyze this data collection. It is too soon to demonstrate.



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Agenda

- 1. Sexual Orientation, Gender Identity and Intersex Status (SOGIIS) Background
- 2. Healthcare Disparities and Why This Data Matters
- 3. BMS's Journey to Implementation
- 4. SOGIIS Data Collection
- 5. Lessons Learned BMS
- 6. Helpful Resources and Links

Sexual Orientation, Gender Identity and Intersex Status (SOGIIS) Background

SOGIIS means...

Sexual Orientation

• The gender or genders one is attracted to, physically or romantically

<u>Gender</u> Identity

- **One's psychological sense of their gender**, based on what they understand to be their options for gender, and how much they align (or don't align) with one of those options
- One's gender identity is independent of their sexual orientation; for example, a transgender male (who was assigned female at birth) can be attracted to women, men, both or neither

Intersex Status

- Intersex conditions, also referred to as differences of sex development (DSD), are genitals, reproductive organs, or chromosomal patterns that do not fit standard definitions of male or female; can be present at birth or develop naturally in puberty
- Intersex conditions are independent of one's sexual orientation or gender identity



Sexual and Gender Minorities: Health Equity **Challenges and Opportunities**

- 1. Many health inequities exist for the Sexual and Gender Diverse (SGD) population, leading to poorer health outcomes
- 2. Though concerted efforts to reduce health disparities in many domains (e.g., race/ethnicity, social class, disability, geographic location) have occurred, limited societal efforts have occurred to address disparities by sexual orientation, gender identity and intersex status (SOGIIS), rooted in the lack of available data
- 3. Lack of clinical study data inhibits healthcare system understanding of this population
- Institutions that shape industry and academic practice recommend action 4.



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Why BMS has standardized this data collection:

- To obtain novel SGD (sexual and gender diverse) information from clinical trial participants for analysis of new patient characteristics to identify and mitigate health disparities that may exist within the SGD populations
- BMS has a business objective to cultivate a diverse and inclusive global community in their clinical trials where participation in less represented populations is lessened



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Healthcare Disparities and Why This Data Matters

What does Health Equity mean?

"Research shows that LGBTQ+ populations of all ages disproportionately experience more instances of mental health and substance use disorders, suicidality, and poorer wellbeing outcomes compared to their heterosexual and cisgender peers. The CoE LGBTQ+ BHE's mission is to bring information and resources to the behavioral health field to enhance culturally responsive care and decrease disparities for this population."

https://www.samhsa.gov/lgbtg-plus-behavioral-health-equity





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Background A history of medical bias against the LGBTQ+ community

| Pre-1973 | Homosexuality and gender dysphoria considered mental disorders |
|----------|--|
| 1973 | Homosexuality removed from of the American Psychiatric Association's Diagnostic & Statistical Manual of Mental Disorders ("the DSM") |
| 1980 | Gender identity disorder introduced into the DSM as a psychopathological condition |
| 2003 | Homosexual activity decriminalized in Lawrence v Texas |
| 2012 | Gender identity disorder replaced with gender dysphoria in DSM |
| 2016 | NIH formally designated Sexual and Gender Minorities (SGM) as a health disparity population for NIH research |
| 2020 | Discrimination on the basis of sexual orientation or gender identity ruled unlawful in Bostock v Clayton based on Title VII |





LGBTQI+ Health Disparity: Cancer

- 5.6 percent of the U.S. population self-identifies as belonging to the SGM population, but the percentage of SGM individuals experiencing illnesses like cancer are difficult to estimate, as demographic data is lacking and disclosure is still hindered by stigma and discrimination.
- Some studies have shown worse long-term physical outcomes for SGM people with cancer compared to non-SGM people.
 - In one study, SGM people who felt their provider was not competent about SGM health experienced unmet needs related to depression, stress, and sexual dysfunction.
 - In another study, bisexual women with a history of cancer have been found to be 3times more likely to report psychological stress



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Health Equity Pivot Point - Regardless of historic biases, key institutions have made a health equity pivot

The National Academies of

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SCIENCES ENGINEERING MEDICINE

<u>Understanding the Well-Being of</u> <u>LGBTQI+ Populations (2020),</u> Recommendation 1:

"Entities throughout the federal statistical system; other federal agencies; state, local, and tribal departments and agencies; private entities; and other relevant stakeholders should consider adding measures of sexual orientation, gender identity, and intersex status to all data collection efforts and instruments, such as population-based surveys, administrative records, clinical records, and forms used to collect demographic data."

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The NEW ENGLAND JOURNAL of MEDICINE

Ensuring That LGBTQI+ People Count (2021):

"...the widespread lack of comprehensive data collection means that many more disparities — and the policy and programmatic interventions that might address them — remain unknown."

"According to the National Academies report, there are several types of data-collection activities that should routinely include measures of sexual orientation, gender identity, and intersex status. These are population surveys,... clinical trials and other research...."



Diversity Draft Guidelines (2022)

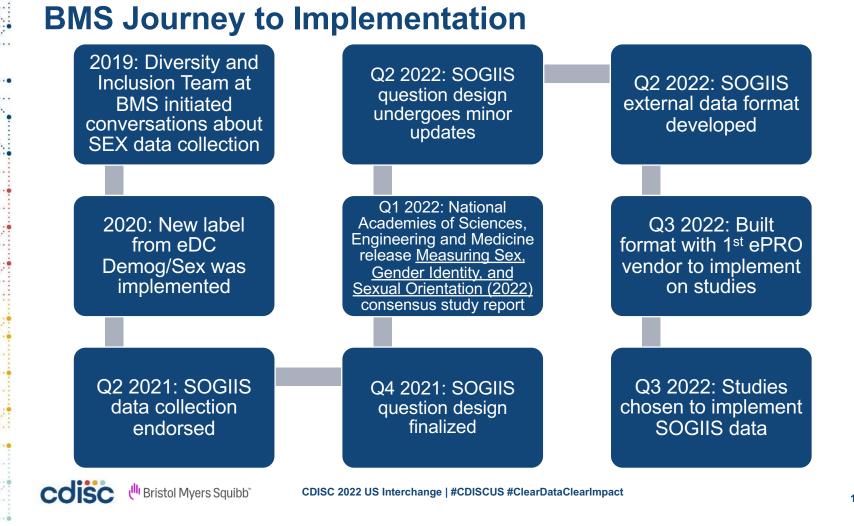
"FDA advises sponsors to seek diversity in clinical trial enrollment beyond populations defined by race and ethnicity, including other underrepresented populations defined by demographics such as sex, gender identity, age, socioeconomic status, disability, pregnancy status, lactation status, and co-morbidity.

FDA encourages sponsors to also submit plans that help ensure the adequate participation of relevant and underrepresented populations and analyses of data collected from clinically relevant subpopulations.



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Journey to Implementation



BMS Journey to Implementation

Pre-Requisites (Study Level at BMS)

- 1. US Only
- 2. Only adult study participants
- 3. Protocol and Informed Consent includes SOGIIS data collection rational
- 4. Studies must already plan to utilize ePRO vendor for data collection
- 5. Planned diversity training for sites to address potential biases
- 6. Analysis considerations





BMS Journey to Implementation

SDTM Subject Characteristics Evolution

The structure for demographic data is fixed and includes date of birth, age, sex, race, ethnicity, and country...

SDTMIG 3.2 – 26Nov2013 SDTMIG 3.3 – 20Nov2018

SDTMIG 3.4 - 29Nov2021

 The structure of subject characteristics is based on the

Subject characteristics may be collected periodically over time.

to change during the trial or whose change is not of interest after the initial collection.

level, marital status, and national origin.



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BMS Journey to Implementation

ePRO vs eDC

| | ePRO | eDC |
|--------------|---|--|
| Definition : | Electronic Patient Reported Outcomes allows patients to answer questions and report on their health through an electronic device | Electronic Data Capture is the computerized collection and management of clinical trail data from patients and participants. |
| Who?: | Patient/Participant | Site/Investigator |



BMS Journey to Implementation: **Many Collaborations**

PBRG Lead, PRIDE Alliance Diversity in Clinical Trial Lead (DiCT)

Cross-Functional Teams:

- **Clinical Data Standards**
- **External Data Acquisition**
- eCOA Management •
- ePRO Vendor Management
- Clinical
- **Global Biostatistics and Data Sciences**
- Legal
- Regulatory

SOGIIS mini-study team

Formed in Q2 2022 to address implementation and downstream analysis plan. SOGIIS mini-study team functions as an extension of the PBRG Pride Alliance and comprised of 20+ members representing all facets of the **BMS** organization

Roadshows:

Functional-specific information was gathered on specific questions about what information does your function need for its part in SOGIIS data collection implementation? Presentations created for specific BMS functions were rolled out in Q3 2022

CDISC CDASH SOGIIS Working Group:

Meetings have begun around the SDTM CT implementation strategy. Subject Characteristics and the SCTEST CT list will be utilized. New CT will be requested per examples shown.



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SOGIIS Data Collection

SOGIIS Data Collection

Questions asked privately in ePRO device setting only

Sex at Birth

Sexual Orientation

Gender Identity

What sex were you Which of the following best What is your current Have you ever been diagnosed by a medical gender? (check all) assigned at birth, on your represents how you think doctor or other health original birth certificate? of yourself? Female professional with an intersex (check one): (check one): Male condition or a difference of Lesbian or gay **G** Female Transgender sex development (DSD) or Male □ Straight, that is, not Non-binary or were you born with (or Don't Know gay or lesbian developed naturally in gendergueer, neither □ Prefer not to answer Bisexual puberty) genitals, exclusively male nor □ I use a different term reproductive organs, or female chromosomal patterns that Don't know do not fit standard definitions □ I use a different term Prefer not to answer of male or female? (check Don't know one): Prefer not to answer Yes No This answer is compared to Sex Don't know At Birth (question 1) to identify non-cisgender subjects Prefer not to answer All questions include 'Prefer not to Answer' option – no requirement for subjects to answer

SOGIIS questions for trial participation

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Questions based on recommendations from Measuring Sex, Gender Identity, and Sexual Orientation (NIH, 2022)

Intersex Status

SOGIIS Data Collection Non-CRF Specification

| VARIABLE # | VARIABLE NAME | VARIABLE LABEL | LENGTH | PRECISION | ТҮРЕ | GENERAL INFORMATION | FORMAT GUIDANCE | REQUIREMENT FOR POPULATION | DICTIONARY |
|------------|---------------|---------------------------|--------|-----------|------|---|---|-------------------------------|---------------------|
| 1 | PROJECT | STUDY | 10 | | Char | BMS protocol number as defined in the Data Specification Package | Format = AB999-XXX or AB999-XXXX as applicable where AB is alphabetical and n uppercase. XXX or XXXX can be numeric or alphanumeric and in uppercase | Required | |
| 2 | SUBJECT | SUBJECT IDENTIFICATION | 10 | | Char | Subject identification | Four character BMS investigator original SITE number (right justify, zero fill), a blank space, the five character original SUBJECT number (right justify, zero fill) e.g., 0001 00001) | Required | |
| 3 | X_SEX | Vendor Sex at Birth | 1 | | Char | Subject's sex at birth | Should contain one of the following Codes: M (for male), F (for female). | Required | SEX_NCF |
| 4 | X_BRTHDAT | Vendor Date of Birth | 11 | | | Subject's Full Date of Birth from birth up to, but not including 2 years old. 01 IUL as imputed Day and Month of Birth with Subject's Actual Year of Birth for all subjects 2 years or older. | | | |
| 5 | FOLDER | Visit Folder | 16 | | Char | Visit Folders as defined by BMS | Format defined in Visit Mapping table (BMS Visit Code column) within the Data Specification Package. | Required | |
| 6 | M_SCDAT | Collection Date | 11 | | Date | Assessment collection date | DD MMM YYYY month abbreviation must be capitalized (e.g., 08 AUG 2001). If interval collection, this is the END DATE. | Required | |
| 7 | M_SCTIM | Collection Time | 8 | | Time | Assessment collection time | 24 hr format: HH:MM:SS (e.g. 13:10:00). If not collected, this field is empty. If interval collection, this is the END TIME. | Optional | |
| 8 | M_SCNAM | Vendor Name | 100 | | Char | Vendor responsible for assessment | Defined by BMS in the Data Transfer Frequency Table within the Data Specification Package. | Required | |
| 9 | M_SCREFID | Accession Number | 26 | | Char | Vendor's unique internal accession number or assessment tracking number. | Accession number should be unique per time point. | Required | |
| 10 | M_SCCAT | Questionnaire Name | 200 | | Char | Description of questionnaire | Name of Questionnaire : SEXUAL ORIENTATION, GENDER IDENTITY AND NTERSEX STATUS | Required | SCCAT_SET_NCF |
| 11 | M_SCSCAT | Subcategory | 40 | | Char | Subcategory | See Relational Table immediately following this file format: SEX ASSIGNED AT BIRTH, SEXUAL ORIENTATION, GENDER IDENTITY, INTERSEX STATUS | Conditional | SCSCAT_NCF |
| 12 | M_QVAL_QSVN | BMS SCALE IDENTIFIER | 3 | | Char | BMS identification of the scale and version number | Please see BMS LANGUAGE CODE and SCALE table immediately following this file format | Required | |
| 13 | M_QVAL_LANGID | BMS LANGUAGE CODE | 3 | | Char | Language of questionnaire used by BMS | Please see BMS LANGUAGE CODE and SCALE table immediately following this file format | Required | LANGID_SET_NCF |
| 14 | M_SCTESTCD | Question Test Code | 8 | | Char | Question Test Code | See Relational Table immediately following this file format. | Required | SCTESTCD_NCF |
| 15 | M_SCORRES | Response | 200 | | Char | Original Response | See Relational Table immediately following this file format. If Field 16 is ND, this field will be blank. | Conditional | SCORRES_NCF |
| 16 | M_SCSTAT | Completion Status | 40 | | Char | Completion status indicates question not done. Should be null if a result exists in original results. | Should contain the following: ND *Note: Field may be left blank; If full questionnaire was not completed, each question should still be accounted for with a ND record. | Conditional | ND |
| 17 | M_SCREASND | Reason Not Done | 200 | | Char | Reason the question was not completed by the patient. | Please provide one of the following: INSTRUMENT NOT AVAILABLE, DEVICE NOT FUNCTIONING, ADMINISTRATIVE DISEASE FACTORS, SUBJECT FACTORS, SUBJECT REFUSED, OTHER, LOGICALLY SKIPPED, SITE OPTED OUT. *This field will only be populated when field 20 is populated | Conditional | NOTOBTAINED_SET_NCF |



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SOGIIS Data Collection Relational Table

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|-------|---|
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| Variable 11 M_SCSCAT | Variable 14 M_SCTESTCD | Question Test Dictionary Decoded Data M_SCTEST NOT TRANSFERRED | Variable 15 M_SCORRES | |
|-------------------------|---------------------------|---|---------------------------------------|--|
| | | Do you agree to the collection and use of information about the gender you identify with, sexual orientation, and intersex status | YES | |
| CONSENT | SOGI101 | for these purposes? You will be able to take part in this study regardless of which option you choose: | NO | |
| | | | FEMALE | |
| SEX AT BIRTH | | What sex were you assigned at birth, on your original birth | MALE | |
| SEX AT BIRTH | SOGI102 | certificate? (check one): | DON'T KNOW | |
| | | | PREFER NOT TO ANSWER | |
| | | | LESBIAN OR GAY | |
| | | | STRAIGHT, THAT IS, NOT GAY OR LESBIAN | |
| | | Which of the following best represents how you think of | BISEXUAL | |
| SEXUAL ORIENTATION | SOGI103 | yourself? (check one): | I USE A DIFFERENT TERM | |
| | | | DON'T KNOW | |
| | | | PREFER NOT TO ANSWER | |
| | SOGI104A | | YES | |
| GENDER IDENTITY | | What is your current gender? (check all that apply) : FEMALE | NO | |
| | SOGI104B | | YES | |
| GENDER IDENTITY | | What is your current gender? (check all that apply) : MALE | NO | |
| | SOGI104C | What is your current gender? (check all that apply) : | YES | |
| GENDER IDENTITY | | TRANSGENDER | NO | |
| | | What is your current gender? (check all that apply) : NON-BINARY | YES | |
| GENDER IDENTITY | SOGI104D | OR GENDERQUEER, NEITHER EXCLUSIVELY M NOR F | NO | |
| | | What is your current gender? (check all that apply) : I USE A | YES | |
| GENDER IDENTITY | SOGI104E | DIFFERENT TERM | NO | |
| | | What is your current gender? (check all that apply) : DON'T | YES | |
| GENDER IDENTITY | SOGI104F | KNOW | NO | |
| | | What is your current gender? (check all that apply) : PREFER NOT | YES | |
| GENDER IDENTITY | SOGI104G | TO ANSWER | NO | |
| | | Have you ever been diagnosed by a medical doctor or other health professional with an intersex condition or a difference of sex development (DSD) or were you born with (or developed | YES | |
| INTERSEX STATUS | SOGI105 | naturally in puberty) genitals, reproductive organs, or chromosomal patterns that do not fit standard definitions of male or female? (check one): | NO | |

| SOGIIS Mock Data | _ | Colle | ction | | | | | | | | |
|--|----------------------------------|----------------------|--|----------------|------------------------------|-------------------|----------------|----------------------|-----------------|----------|--------------------------|
| PROJECT SUBJECT X_SEX X_BRTHD | T FOLDER M_SCDAT M_SCTIN | | SCREFID M_SCCAT | | M_SCSCAT | M_QVAL_9 | M_QVAL_LANG | | | M_SCSTAT | T M_SCREASNE |
| XX123-123 0001 00001 M 01 Jul 19 XX123-123 0001 00001 M 01 Jul 19 | | 00 SIGNANT HEALTH AB | | | CONSENT SEX AT BIRTH | A.0 A.0 | ENU | SOGI101 SOGI102 | YES MALE | | |
| XX123-123 0001 00001 M 01 Jul 19 | | | 0000000012 SEXUAL ORIENTATION AND GE | | SEXUAL ORIEN | | ENU | SOGI103 | LESBIAN C | | |
| XX123-123 0001 00001 M 01 Jul 19 | | | 0000000012 SEXUAL ORIENTATION AND GE | NDER IDENTITY | GENDER IDEN | | ENU | SOGI104A | NO | | |
| (X123-123 0001 00001 M 01 Jul 19 | | | 0000000012 SEXUAL ORIENTATION AND GE | | GENDER IDEN | | ENU | SOGI104B | YES | | |
| X123-123 0001 00001 M 01 Jul 19 X123-123 0001 00001 M 01 Jul 19 | | | 0000000012 SEXUAL ORIENTATION AND GE 0000000012 SEXUAL ORIENTATION AND GE | | GENDER IDEN GENDER IDEN | | ENU | SOGI104C SOGI104D | NO NO | | - |
| X123-123 0001 00001 M 01 Jul 19 | | 00 SIGNANT HEALTH AB | | | GENDER IDEN | | ENU | SOGI104D | NO | | |
| X123-123 0001 00001 M 01 Jul 19 | | 00 SIGNANT HEALTH AB | | | GENDER IDEN | | NU | SOGI104F | NO | | |
| X123-123 0001 00001 M 01 Jul 19 | 0 SCRN 29 Jul 2022 13:10:0 | 00 SIGNANT HEALTH AB | 0000000012 SEXUAL ORIENTATION AND GE | ENDER IDENTITY | GENDER IDEN | | | SOGI104G | Ne | | |
| X123-123 0001 00001 M 01 Jul 19 | | | 0000000012 SEXUAL ORIENTATION AND GE | | INTERSEX STA | | | SOGI105 | | | |
| X123-123 0011 00002 M 01 Jul 19 X123-123 0011 00002 M 01 Jul 19 | | | 0000432032 SEXUAL ORIENTATION AND GE 0000432032 SEXUAL ORIENTATION AND GE | | CONSENT | A.0 A.0 | Â | | | ND ND | SITE OPTED |
| X123-123 0011 00002 M 01 Jul 19 X123-123 0011 00002 M 01 Jul 19 | | | 0000432032 SEXUAL ORIENTATION AND GE 0000432032 SEXUAL ORIENTATION AND GE | | SEX AT BIRTH SEXUAL ORIEN | | | SOGI103 | | ND | SITE OPTED SITE OPTED |
| X123-123 0011 00002 M 01 Jul 19 | | | 0000432032 SEXUAL ORIENTATION AND GE | | GENDER IDEN | | ENU | SOGI103 | | ND | SITE OPTED |
| X123-123 0011 00002 M 01 Jul 19 | | 00 SIGNANT HEALTH AB | 0000432032 SEXUAL ORIENTATION AND GE | NDER IDENTITY | GENDER IDEN | TITY | ENU | SOGI104B | | ND | SITE OPTED |
| X123-123 0011 00002 M 01 Jul 19 X123 | 8 SCRN 14 Jun 2022 16:20:0 | 00 SIGNANT HEALTH AB | 0000432032 SEXUAL ORIENTATION AND GE | NDER IDENTITY | GENDER IDEN | TITY | ENU | SOGI104C | | ND | SITE OPTED |
| | ATION AND GEND | | | | _ | M_QVAL_LAN ENU | | | M_SCORRE YES | S | |
| X123 X123 | ATION AND GEND | ERIDENTITY | CONSENT | A.0 | | ENU | SOGI | 101 | YES | | |
| 2 SEXUAL ORIENT | ATION AND GEND | ER IDENTITY | SEX AT BIRTH | A.0 | | ENU | SOGI | 102 | MALE | | _ |
| 2 SEXUAL ORIENT | ATION AND GEND | | SEXUAL ORIENTATION | | | ENU | SOGI | | LESBIAN O | R GAY | _ |
| X123 X123 X123 | ATION AND GEND | | GENDER IDENTITY | A.0 | | ENU | SOGI | | NO | | |
| 2 SEXUAL ORIENT | ATION AND GEND | | GENDER IDENTITY | A.0 | | ENU | SOGI | | YES | | |
| | ATION AND GEND | | GENDER IDENTITY | A.0 | | ENU | SOGI | | NO | | |
| 2 SEXUAL ORIENT | ATION AND GEND ATION AND GEND | | GENDER IDENTITY | A.0 | | ENU | SOGI | | NO | | |
| | ATION AND GEND | | GENDER IDENTITY | A.0 A.0 | | ENU ENU | SOGI: SOGI: | | NO NO | | |
| | ATION AND GEND | | GENDER IDENTITY | A.0 | | ENU | SOGI | | NO | | |
| 2 SEXUAL ORIENT | | | INTERSEX STATUS | A.0 | | ENU | SOGI | | NO | | |

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SOGIIS Data Standardized

| SCCAT = Sexual Orientation, Gender Identity, and What sex were you assigned at birth, on your or | Intersex Status |
|---|--|
| What sex were you assigned at birth, on your or | |
| Male SCTESTCD = S | x Reported at Birth (NCI <u>CT)</u> |
| Which of the following represents how you think Lesbian or gay | of yourself? (<u>check</u> one): SEXUAL ORIENTATION |
| Bisexual | SCTEST = Sexual Orientation SCTESTCD = SEXORNT SCORRES = choices to the left SCSTRESC = SCORRES |
| Prefer not to answer | |



.......

.......

| | What is your current gende | er? (<u>check</u> all that apply): | GENDER I | DENTITY | | |
|----------|---|--|---------------|----------------------|-------------|--|
| | Female | | | | | |
| | Male | | SCTEST = | = Gender Identi | ty (NCI CT) | |
| | Transgender | | | D = GENIDENT | ., (| |
| | Non-Binary or Gend | erqueer, neither exclusively | SCORRE | S = choices to ti | ie left | |
| | male or female | | | SC = SCORRES | | |
| | l use a different terr | n | SCSPID | | | |
| of se | x development (DSD) or were you | edical doctor or other health profes I born with (or developed naturally i the standard definitions for male o | n puberty) ge | enitals, reproductiv | | |
| | Yes | SCTEST = Intersex Status | | INTERSEX STA | TUS | |
| K | No · | SCTESTCD = INTRSEX | | | | |
| 8 | Don't know | SCORRES = choices to the left | | | | |
| <u> </u> | Prefer not to answer | SCSTRESC = SCORRES | | | | |
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Lessons Learned

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What we've learned along the way...

- Lack of healthcare data to close the gaps in understanding the burden of this underrepresented population, SOGIIS data collection can help.
- Include multiple functions of the organization to be a part of the conversation as well as to decide which studies can adopt at study start-up ٠
- Engage teams for example regulatory, legal, medical writing, informed consent, and protocol template processes. ٠
- Continuously stay engaged with the LGBTQ+ communities for new data revelations •
- Remain patient when asked the same questions. We are all learning. ٠





Helpful References and Links

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Links

- NIH-Measuring Sex, Gender Identity, and Sexual Orientation 1.
- Fenway Health-SOGI-Data-Collection 2.
- National Academies Sciences Engineering & Medicine 3.
- ExecutiveSummary (cancer-network.org) 4.



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Thank You!

Special recognition BMS's Diversity in Clinical Trials Team (DiCT), PBRG PRIDE organizations, the Cancer-Network, NIH, CDISC CDASH SOGI Team, many BMS colleagues and even more industry leaders for taking courageous and thoughtful steps in reducing the healthcare disparities in the LGBTQ+ Community by championing to normalize SGM data collection. Special shout out to Paul Shay, Lorena Kuri, Jessica Brescher, Korey Hendricks, Trisha Putro and many others who contributed to this initiative.



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Definitions

SOGI = Sexual Orientation and Gender Identity
SGM = Sexual and Gender Minorities (often used in research settings)
LGBTQI = Lesbian, Gay, Bisexual, Transgender, Queer, Intersex

Sexual Orientation: Gender one is attracted to

- Heterosexual: Opposite-sex attraction
- Homosexual/Gay/Lesbian: Same-sex attraction
- **Bisexual:** Both opposite- and same-sex attraction
- Asexual: Not attracted to any gender



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Gender Identity: One's internal selfunderstanding of their gender

- **Cisgender:** One's internal self-understanding of their gender matches their sex assigned at birth
- **Transgender:** One's internal self-understanding of their gender does not match their sex assigned at birth
- Non-binary or Gender Queer: Individuals who may identify partly with either sex or neither, regardless of biological traits

Intersex:

People born with primary or secondary sex characteristics that do not fit binary medical definitions of male or female reproductive or sexual anatomy; Intersex traits are widely heterogeneous.