



OVERVIEW OF THE SEXUAL & GENDER MINORITY RESEARCH OFFICE

Committee on the Assessment of NIH Research on Women's Health
National Academies of Sciences, Engineering, and Medicine

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Background

Sexual Orientation or Gender Identity, by Generation, 2022

	Generation Z	Millennials	Generation X	Baby boomers	Silent Generation
	%	%	%	%	%
Total LGBT	19.7	11.2	3.3	2.7	1.7
Lesbian	2.2	1.5	0.5	0.7	0.2
Gay	3.4	1.9	0.8	1.0	0.8
Bisexual	13.1	6.9	1.6	0.7	0.6
Transgender	1.9	1.0	0.3	0.2	<0.05
Other LGBT	1.5	0.2	0.1	0.2	0.2

Sum of categories may exceed the total because respondents can choose multiple identities.

Birth years for each generation: Generation Z (1997-2004), Millennials (1981-1996), Generation X (1965-1980), baby boomers (1946-1964), Silent Generation (1945 and earlier).

Based on aggregated data from 2022 Gallup telephone polls.

SGMRO – Who We Are & What We Do

- **Coordinate** sexual and gender minority (SGM) health research activities across NIH
- **Serve** as a resource about and **provide** technical assistance on SGM-related research activities, including measurement and data collection, for the extramural and NIH communities
- **Collaborate** with and **support** the NIH Institutes, Centers, and Offices to develop initiatives to expand SGM health research and support the SGM health research workforce

SGMRO does not have grant-making authority



Constructs to Consider

Sex

Anatomy

Physiology

Genetics

Hormones

Gender

Identity & Expression

Roles & Norms

Power Relations

Equity & Equality

Sexual Orientation

Attraction

Identity

Behavior

Defining Sex

BIOLOGICAL SEX

Sex is a biological descriptor based on reproductive, hormonal, anatomical, and genetic characteristics. Typical sex categories include male, female, and intersex.

Sex is used when describing anatomical, gonadal, chromosomal, hormonal, cellular, and basic biological phenomena. E.g., sex development, sex hormones, sex characteristics.

FEMALE

XX chromosomes, ovaries, female genitals, and female secondary sexual characteristics

INTERSEX

Any mix of male and female chromosomes, testicular and ovarian tissue, genitals, other sexual characteristics

MALE

XY chromosomes, testes, male genitals, male secondary sexual characteristics

Defining Gender & Gender Identity

GENDER

Gender is a multidimensional social and cultural construct that includes gender roles, expressions, behaviors, activities, power dynamics, and/or attributes that a given society associates with being a woman, man, girl, or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time.

GENDER IDENTITY

An individual's sense of being a man, woman, boy, girl, genderqueer, nonbinary, etc. This identity is not necessarily visible to others.

WOMAN

Identification
with girls
or women

NONBINARY

Identification with
both men and women or a
gender that is neither

MAN

Identification
with boys
or men

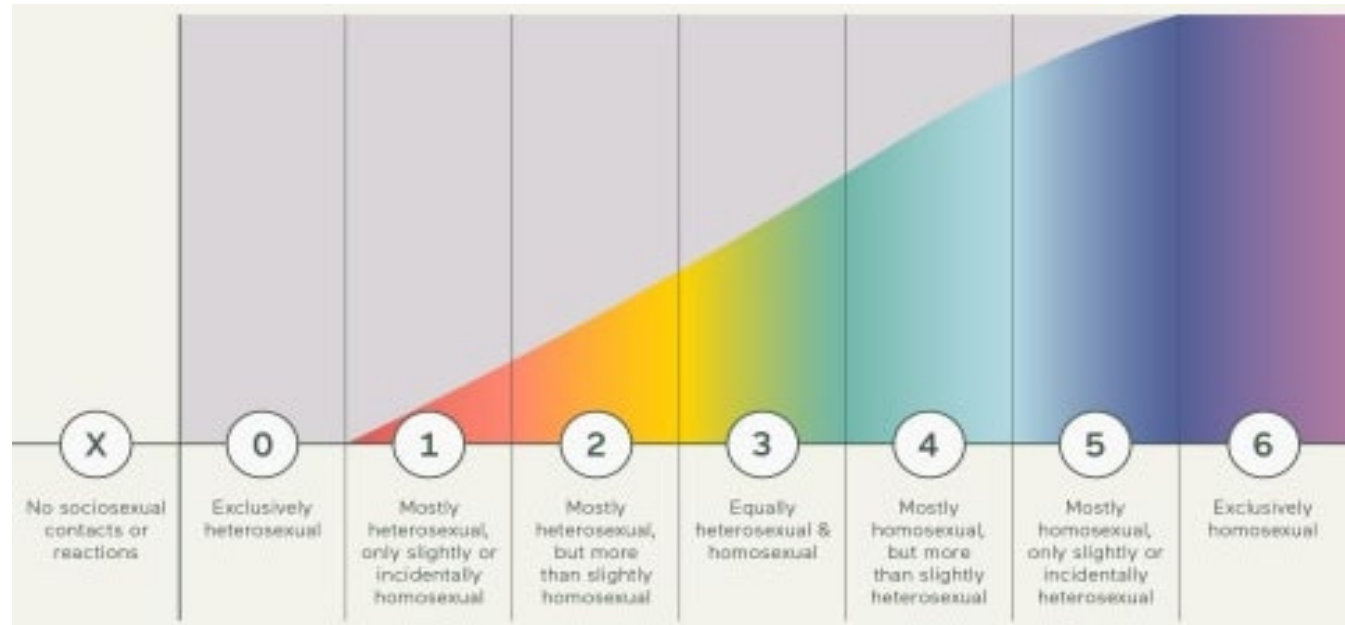
Defining Sexual Orientation

SEXUAL ORIENTATION

Sexual orientation describes sexual attraction, behavior, and identity.

SEXUALITY EXISTS ON A SPECTRUM

Sexuality or sexual orientation can be fluid, changing over time or at different circumstances. Numerous examples of sexuality spectrums exist, including the Kinsey Scale:



Health and Workforce Inequities

- **SGM women face unique inequities and disparities** in physical and mental health, social determinants of health, and healthcare access.¹
- Lesbian and bisexual women are more likely to report having certain **chronic conditions** such as arthritis, asthma, chronic obstructive pulmonary disorder, and diabetes, and have a greater risk of certain **diseases** such as obesity, cardiovascular disease, and breast cancer when compared to heterosexuals.^{2,3}
- Transgender women are more at risk for **HIV** and sexually transmitted infections (**STIs**), **violence**, **mental health issues**, and **suicide** and **are less likely to have health insurance** in comparison to their cisgender counterparts.⁴
- **STEM workplace data show inequities** in social inclusion, harassment, professional respect, annual salary, career advancement opportunities, and intentions to persist in STEM fields between white, able-bodied, heterosexual men and people of intersectional gender, race, disability status, and LGBTQ groups.⁵
- **LGBTQ professionals face systemic inequalities in science, technology, engineering, and mathematics (STEM) fields.** Reported challenges for SGM researchers include fewer opportunities to develop relevant skills, less access to resources necessary for performing their jobs, a higher chance of experiencing professional devaluation, and a higher chance of expressing an intention to leave their current position or science altogether. SGM researchers were also more prone to insomnia, stress, harassment, and depressive symptoms than their non-LGBTQ counterparts.⁶

Current Challenges

- **Dearth of Research that Focuses Solely on SGM Women**
 - According to the NIH RCDC Inclusion Statistics Report, only 24% of NIH Clinical Research Projects Coded as SGM Projects Focused on Women (reported as females) in 2021
- **Lack of Adequate and Accurate Data Collection on Sexual Orientation, Gender Identity, and Sex Characteristics (SOGISC)**
 - Key to Ensuring Scientific Rigor
- **NIH Sex as a Biological Variable (SABV) Policy**
 - Reinforces Sex as a Binary Construct
- **NIH Inclusion Policy and Reporting**
 - Reinforces Gender as a Binary Construct
- **Experiences of SGM Women in STEM and in the Health Science Workforce**
 - Elevated Marginalization at the Intersection of Gender and SGM status

Opportunities

- **Increasing Precision in Language Related to Sex and Gender**
 - More Nuanced Language Supports Scientific Rigor (e.g., Sex Characteristics)
- **Expanding SOGISC Data Collection**
 - Efforts to Expand Measurement Research
 - Enhanced Data Collection, Analysis, and Reporting in Human Studies
 - Data Collection with the Health Research Workforce
 - HHS SOGI Data Action Plan
- **Fostering Inclusion in Research and Workforce**
 - Recruitment and Retention in Research Studies and the Workforce to Increase Scientific Rigor
 - Centering the Questions Around the Health Needs of SGM Women



Thank You!

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