

# Gender, and Sexual Orientation Data Collection and Usage

## Institutional Research

January 6, 2023

### Overview

As required by [Oregon law](#), Western Oregon University updated the collection of biographical data to include gender identity and sexual orientation information.

Along with other biographical information such as race, collecting sexual orientation and gender allows WOU and the State of Oregon to analyze important information related to student success and retention rates for specific communities of students.

Using this information, WOU can advocate for resources, scholarships, and provide appropriate services to support these communities.

Note: This information will not be used in admissions or hiring decisions.

### Definitions

- Gender\*
  - One's internal sense of being male, female, neither of these, both, or other gender(s).
  - WOU recognizes that gender is not limited to, nor always congruent with, the categories available in sex assigned at birth.
- Sexual Orientation\*
  - A person's physical, romantic, emotional, aesthetic, and/or other form of attraction to others.

### Who has access to this information?

Unit level and aggregate data will be reported to the State of Oregon as required by ORS 352.274.

#### *Unit Level Data:*

Unit level data (individual responses) will not be viewable by general university departments. This data will only be available to limited staff in offices that are responsible for data collection at WOU (the Office of the Registrar, Institutional Research, Admissions, Human Resources, University Computing Solutions). WOU will not release this information to others unless required by state or federal law.

#### *Aggregate Data:*

Aggregate data (percentages and category totals) will be available to administrative departments at WOU.

## **How will WOU use this information?**

Offices responsible for data collection may use student data to communicate relevant information regarding resources, scholarship, and event information directly with individual students only.

Aggregate data will be used by administrative departments to assess diversity, equity, and inclusion efforts. When necessary, the data will be suppressed to protect student/faculty/staff privacy. Additionally, Institutional Research will submit data to the Oregon state government as required by ORS 352.274 and to the Integrated Postsecondary Partnership System.

*This document is adapted from Portland State University's [LEGAL SEX, GENDER AND SEXUAL ORIENTATION DATA COLLECTION](#) policy, the University of Oregon's [Legal Sex, Gender and Sexual Orientation Data Collection](#) policy, and Portland Community College's [Legal sex, gender and sexual orientation data collection](#) policy.*

### **Reviewed by:**

Stonewall Center: Reviewed, 10/20.

Triangle Alliance: Reviewed, 10/26

SafeZone: Reviewed, 10/24.

Academic Affairs Council: Reviewed, 11/3.

Faculty Senate: TBD

Staff Senate: TBD

ASWOU Director of Equity: TBD

Data Integrity Group: TBD

UCS: TBD

Freedom Center: TBD

Abby's House: TBD

President's Cabinet: TBD

**Additional Information:**

Appendix A - FAQs and Glossary of Terms

Appendix B - WOU Sex, Gender, Sexual Orientation Questions

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