



McLAREN STRIVES TO PROVIDE ALL PATIENTS AND THEIR FAMILIES EQUITABLE, EXCEPTIONAL HEALTHCARE THAT IS TAILORED TO THEIR NEEDS.

That’s why McLaren is collecting sexual orientation and gender identity (SOGI) demographic data from our patients.

This brochure provides additional information about why we are asking these questions and how the information will be used.

SEX VS GENDER: WHAT IS THE DIFFERENCE?

Sex is different than gender. Sex is biologically determined and gender is culturally determined.

The term sex can refer to biological sex, sex assigned at birth or administrative sex.

- **Biological sex** is a combination of chromosomes, production of and response to hormones, and reproductive anatomy. Traditionally thought of as either male or female, sex also includes numerous biological sex conditions that do not strictly align with either male or female. This is most commonly known as intersex.
- **Sex assigned at birth** is the sex assigned by a healthcare provider, at birth, based on external reproductive anatomy. Sex assigned at birth does not account for hormone production, hormone response or chromosomes.
- **Administrative sex** is the sex that is designated on legal documents such as a passport or state issued ID. Administrative sex may match a person’s sex assigned at birth or their gender identity, depending on personal choice or state laws.



Thank you for taking the time to learn more about the value of answering questions. For additional information, we encourage you to speak with your provider.

WE ASK BECAUSE WE CARE
SEX, SEXUAL ORIENTATION AND GENDER IDENTITY QUESTIONS



HEALTH CARE

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Gender is a culture-dependent term that links societal norms, behaviors and expectations with specific sexes. Gender varies across cultures. There is not a single universal set of rules for gender distinctions.

WHY AM I BEING ASKED ABOUT MY SEX, SEXUAL ORIENTATION AND GENDER IDENTITY

Learning about the sex, sexual orientation and gender identity of our patients helps us provide patient-centered care that is specific to your health and wellness needs. Additionally, this information allows McLaren to see if there are gaps in care or services across different patient populations.

WHY AM I BEING ASKED ABOUT MY SEX ASSIGNED AT BIRTH?

We ask for your safety because it can affect medication dosages and other medical treatment for our patients. It is safer and more respectful to ask than to assume.

WHY AM I BEING ASKED ABOUT PRONOUNS?

Pronouns are words people use when they are referring to you, but not using your name. Examples of pronouns are she/her/hers, he/him/his and they/them/theirs. Asking about pronouns helps staff correctly refer to patients.

WHAT IS GENDER IDENTITY?

Gender Identity is a person's inner sense of being a woman/female, a man/male, something else or having no gender.

The term "transgender" describes people whose gender identity and sex assigned at birth do not correspond based on traditional expectations.

- **Transgender woman/female** describes someone assigned male at birth who has a female gender identity.
- **Trangender man/male** describes someone assigned female at birth who has a male gender identity.

Additional gender identities include, but are not limited to:

- **Cisgender** describes a person whose gender identity is the same as their sex assigned at birth
- **Gender fluid** describes someone whose identity is not fixed.
- **Gender queer/non-binary** describe people whose gender identity falls outside the traditional gender binary of either woman/female or man/male.

WHAT IS SEXUAL ORIENTATION?

Sexual orientation is how a person describes their emotional and sexual attraction to others.

- **Heterosexual** (straight) describes women who are emotionally and sexually attracted to men, and men who are emotionally and sexually attracted to women.
- **Gay** describes a person who is emotionally and sexually attracted to people of their own gender. It is most commonly used when talking about men.
- **Lesbian** describes a woman who is emotionally and sexually attracted to other women.
- **Bisexual** describes a person who is emotionally and sexually attracted to people of their own gender and people of other genders.

- **Pansexual** describes someone who has the potential for emotional, romantic, or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree. Sometimes used interchangeably with bisexual.

HOW DO I CHOOSE THE CORRECT INFORMATION?

There are no right or wrong answers. If you don't find an answer that fits, you can choose "Prefer to describe (other), Prefer not to describe, or "Other," or you can talk with your provider.

WHO WILL SEE THIS INFORMATION?

Your provider(s) will see this information, and it will become part of your medical record. In addition, a few other staff will have access to this information. Your information is confidential and protected by law.

DO I HAVE TO SHARE THIS INFORMATION?

You have the option to answer "Prefer not to describe" or "Other". Later, your provider may ask you these questions privately during your visit. You can choose whether to share this information at that point, and/or you can ask your provider more questions.