



DATA DICTIONARY

SEXUAL ORIENTATION AND GENDER IDENTITY 1.2

Revisions

Change reference	Date	Version
Original Version	01/01/2021	1.0
Added Demisexual as a Sexual Orientation category as approved by the Data Governance Committee Demographic Sub-committee	01/15/2021	1.1
Added HCM ctcLink table names	10/23/2023	1.2

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Sexual Orientation and Gender Identity Collection Categories

Sexual Orientation and Gender Identity (SOGI) are collected from students in both the Legacy and ctcLink systems. The primary purpose for collecting sexual orientation and gender identity information is to ensure inclusivity and success for all students in our system. It is imperative, and a system goal, to provide safe places for all students to be affirmed in their identity and learn in an environment free from harassment and discrimination. In addition, this data will assist local colleges in providing services and creating programs and curriculum designed to support student success within the LGBTQIA+ community.

The categories collected and their definitions are contained in this document.

Sexual Orientation and Gender Identity are categorized as highly sensitive data needing special handling (OCIO Category 4). Access to this information within the ctcLink system is restricted and requires the security role ZD_DS_QRY_SOGI_HIGH_SENS in the CS Pillar and the security role ZD_DS_QRY_HRCORE_SOGI_HI_SENS in the HCM Pillar.

Sexual Orientation

Sexual Orientation is defined as an inherent or immutable enduring emotional, romantic or sexual attraction to other people.

This data is found in the SCC_PERS_BIOG table SCC_SEXUAL_ORT field in ctcLink in both the CS and HCM Pillars.

This data is also found in the PS_GENDER_ORNT_DTL table in the HCM Pillar, and available in the VHC_HR_SOGI view SEXUAL_ORIENTATION field used within ctcLink.

ctcLink Code	Label	Description
ZA	Asexual	Asexuality (or non-sexuality) is the lack of sexual attraction to anyone, or low or absent interest in sexual activity. It may be considered the lack of a sexual orientation, or one of the variations thereof, alongside heterosexuality, homosexuality, and bisexuality.
ZB	Bisexual	Bisexuality is romantic attraction, sexual attraction or sexual behavior toward both males and females, or romantic or sexual attraction to people of any sex or gender identity; this latter aspect is sometimes termed pansexuality.
ZC	Gay	Gay is a term that primarily refers to a homosexual person or the trait of being homosexual. Gay is often used to describe homosexual males but lesbians may also be referred to as gay.

ctcLink Code	Label	Description
ZD	Lesbian	A lesbian is a female homosexual: a female who experiences romantic love or sexual attraction to other females.
ZE	Pansexual	Pansexuality, or omnisexuality, is sexual attraction, romantic love, or emotional attraction toward people of any sex or gender identity. Pansexual people may refer to themselves as gender-blind, asserting that gender and sex are insignificant or irrelevant in determining whether they will be sexually attracted to others.
ZF	Queer	Queer is an umbrella term for sexual and gender minorities that are not heterosexual or cisgender. Queer was originally used pejoratively against those with same-sex desires, but beginning in the late-1980s, queer scholars and activists began to reclaim the word.
ZG	Questioning	The questioning of one's gender, sexual identity, sexual orientation, or all three is a process of exploration by people who may be unsure, still exploring, and concerned about applying a social label to themselves for various reasons.
ZH	Two-Spirit	Two-Spirit is a modern umbrella term used by some indigenous North Americans to describe gender-variant individuals in their communities, specifically people within indigenous communities who are seen as having both male and female spirits within them.
ZJ	Heterosexual /Straight	People who are attracted to a different gender, for example, women who are attracted to men or men who are attracted to women.
ZK	A Sexual Orientation not listed here	A Sexual Orientation not listed here.
ZL	Prefer not to answer	Prefer not to answer.
ZM	Demisexual	A demisexual person typically does not feel sexual or romantic attraction unless they also share an emotional bond with the person.

Gender Identity

Gender Identity is defined as one's innermost concept of self as male, female, a blend of both or neither — how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

This data is found in the SCC_PERS_BIOG table SCC_SEXUAL_ORI field in ctcLink in both the CS and HCM Pillars.

This data is found in the PS_GENDER_IDNT_DTL table in the HCM Pillar. Also available in the VHC_HR_SOGI view GENDER_IDENTITY field in ctcLink.

ctcLink Code	Label	Description
XA	A Gender Identity not listed here	A Gender Identity not listed here.
XB	Female (Cisgender)	A person who identifies as female.
XC	Gender Fluid	Denoting or relating to a person who does not identify themselves as having a fixed gender. Gender fluid refers to someone whose gender is fluid and fluctuates between two or more genders.
XD	Gender Non-Conforming	A gender expression that goes against societal norms.
XE	Intersex	A person whose internal or external sexual organs, chromosomes, or other biological features are neither exclusively male or female at birth.
XF	Male (Cisgender)	A person who identifies as male.
XG	More than one gender identity	A person who identifies with more than one gender identity.
XH	Non-Binary	A person who does not identify as either male or female. Gender identity is not seen as a binary.
XJ	Prefer not to answer	Prefer not to answer.
XK	Questioning	The questioning of one's gender, sexual identity, sexual orientation, or all three is a process of exploration by people who may be unsure, still exploring, and concerned about applying a social label to themselves for various reasons.
XL	Transgender Female	Transgender is an umbrella term for people whose gender identity differs from what is typically associated with the sex they were assigned at birth. It is sometimes abbreviated to trans.

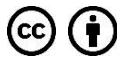
ctcLink Code	Label	Description
XM	Transgender Male	Transgender is an umbrella term for people whose gender identity differs from what is typically associated with the sex they were assigned at birth. It is sometimes abbreviated to trans.
XN	Two-Spirit	Two-Spirit is a modern umbrella term used by some indigenous North Americans to describe gender-variant individuals in their communities, specifically people within indigenous communities who are seen as having both male and female spirits within them.

Appendix A — Resources

Human Rights Campaign. (2021, January). *Sexual Orientation and Gender Identity Definitions*. Retrieved from Human Rights Campaign: <https://www.hrc.org/resources/sexual-orientation-and-gender-identity-terminology-and-definitions>

KW Counselling Services. (2021, January). Retrieved from OK2BME: <https://ok2bme.ca/>

WebMD. (2021, January). *What is Demisexuality?* Retrieved from WebMD: <https://www.webmd.com/sex/what-is-demisexual-demisexuality#1>



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