UC Presidential Policy on Gender Recognition and Lived Name (GRLN) – Progress Sharing on Implementation

March 3, 2022

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Graduate, Undergraduate
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Background GRLN Policy

- **California Gender Recognition Act SB 179 – October 2017**
  State law enabling individuals to change their gender, inclusive of nonbinary on state issued documents

- **UC Regents Meeting – May 2019**
  Testimonies from transgender students resulting in President Emerita Napolitano and Regent Chair Pérez to call for a Presidential Policy to address the hurdle of gender misidentification and mis-naming for UC information systems

Background GRLN Policy

As of November 17, 2020 GRLN Presidential Policy is the official UC policy for all campuses, locations, laboratories, medical centers and health systems, as well as satellite offices, affiliates and other units controlled by the Regents of the University of California

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NEWS ⌄

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Press Room

UC advances equality, inclusion by implementing nonbinary gender identification

UC Office of the President
Tuesday, November 17, 2020

The University of California announced today (Nov. 17) that it has adopted systemwide gender identity and lived name options for UC-issued documents and information systems. UC's new Presidential Policy on Gender Recognition and Lived Names, which acknowledges gender identities other than man and woman, is another milepost in the University's commitment to equity and inclusion for all.

The University must provide the minimum three equally recognized gender options on university-issued documents and IT Resource systems – woman, man and nonbinary – and an efficient process for current students and employees and UC alumni and affiliates to retroactively amend their gender designations and lived names on university-issued documents, including eligible academic documents, and IT Resource Systems.

What the Policy States

The **legal name** of university students, employees, alumni and affiliates, if different than the individual's lived name, **must be kept confidential** and **must not be published on documents or displayed in IT Resource Systems that do not require a person's legal name**.

What the Policy States

It is the intent of the University that **implementation of this policy begins on the date of policy issuance [November 17, 2020] with full implementation of policy and procedures completed no later than December 31, 2023**.

Other Policy Items

COMPLIANCE/ RESPONSIBILITIES

- Systemwide policy; instituted across all Locations

- Chancellors and Directors or their designees will adopt implementing procedures consistent with policy and make widely available.

- GUEA provide interpretations and clarifications on the policy.

PROCEDURES

- All forms provided to an individual entering into an academic or professional relationship with the University

- Gender option selected must be used in all settings and situations

- Any individual entering into academic or professional relationship with the University permitted to use a lived name

- Clear and efficient process to amend records

- Adhere to UC policy on Protection of Administrative Records containing Personally Identifiable Information (BFB-RMP -7)

- Adhere to UC Policy on Electronic Information Security (BFB-IS-3)

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UC Riverside Chancellor's Task Force on the California Gender Recognition Act

Background

The Gender Recognition Act ([California Senate Bill 179](#)) officially went into effect January 1, 2019. The bill streamlines the process for Californians to apply to change their gender markers, and creates a nonbinary gender category (the letter "x," "n," or "nb") on California birth certificates, drivers' licenses, identity cards, and gender-change court orders. This law provides an opportunity for our campus to update language and policies to be more inclusive of transgender, intersex, and nonbinary members of the UCR community.

To guide our campus through this transition, Chancellor Wilcox asked Vice Chancellor for Diversity, Equity and Inclusion, Mariam Lam, to lead a task force to examine current use of gender in systems across the campus, and to advise senior leadership on steps to incorporate a nonbinary category into these systems. This Task Force began its work in the Summer of 2018 and its process has included:

- Reviewing campus data systems, report templates, surveys/assessments, physical spaces, and policy language

- Implementing inclusive changes to systems, policies and customer service practices

- Recommending training and resources to ensure appropriate implementation.

The task force is consistent with UCR's [Principles of Community](#), by which we affirm our commitment to equitable treatment of all students, staff, and faculty; as well as our commitment to creating an environment in which each person has the opportunity to grow and develop. Further, this task force has been working in concert with the UC Office of the President, as it develops the system-wide Gender Identity Toolkit and Guidelines for Employees. The UCR task force has essentially completed its work, and is now following up with specific departments as needed to provide consultation and training as they implement the recommendations.

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Task Force Membership

Vice Chancellor and Chief Diversity Officer (Chair)

Director, LGBT Resource Center

Registrar

Vice Provost for Academic Personnel

Associate Vice Chancellor and Chief Human Resources Officer

Associate Vice Chancellor and Chief Compliance Officer

Counsel

Executive Director, Student Information Systems

Chief of Police

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Timeline

The task force convened regularly during the 2018-2019 academic year. Initial recommendations were developed in December 2018, for review and implementation by senior leadership and other campus stakeholders in 2019.

October 2018: Inventory distribution to campus community

January 2019: Initial recommendations to campus leadership

June - September 2019: Follow up on implementation progress with units

Additional Recommendations

Based on the inventory, this living document outlines categories of perceived needs, along with recommendations and/or best practices already in effect.

One of the most common requests from departments is for training. An online training is now available and recommended for all. To access the training, entitled "Gender Recognition: A Focus on Transgender, Nonbinary, and Intersex Awareness," go to https://ucrlearning.ucr.edu/ and search for "Gender Recognition."

To schedule an in-person training to expand on the online module, please contact Nancy Tubbs, Director of the LGBT Resource Center at nancy.tubbs@ucr.edu or 951.827.2267.

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Gender Recognition Act Task Force FAQ

+ Why is UCR conducting this inventory?

+ Why does each unit need a point person?

+ How do I change the gender listed on my California ID?

+ Are there templates and models of appropriate gender categories that we can see to apply to our existing documents and policies?

+ Are there any workshops or trainings we can attend to help us understand the changes and better inform ourselves toward creating a more gender inclusive campus?

+ What was supposed to be completed by January 1, 2019?

+ Are we responsible for updating data systems?

+ What can I do when I hear dismissive comments of this process from others?

+ Where are gender-inclusive restrooms located on campus?

UCR Gender Recognition Act Task Force Recommendations

Needs	Recommendations	Responsibility
Training	• Online training (available to all via LMS - those requesting departmental trainings should all complete this first) • Small, in-person training sessions in departments where staff can ask specific questions • Workshops available to all on LGBT Competency, Trans/Intersex Allies, and Trans-Inclusive Work Environment	LGBT Resource Center, UCOP
Communication	• FAQs (above, and more on website) • Guidelines on language for websites and policies (soon to be available via LGBT Resource Center) • Email follow-up communication as necessary	Chancellor's office, University Communications, LGBT Resource Center
Updates to applications and intake forms	• Guidelines on when and how to solicit gender-related information (soon to be available via LGBT Resource Center) • UCPath - already updated • UC Application - updated application in November 2019 • APRecruit and iRecruit - in process • Individual departments - in process, with consultation as needed	UCOP, Registrar, HR, Academic Personnel
Policy development / renewal	• Departments update gendered language in policies as they are renewed • Increased central review of new policies, including review for gender use	All departments, Compliance
Physical space	• Explanation of UC policy and link to campus map showing gender inclusive facilities (GIF), including tips for navigating map	Chancellor's Office, Facilities
Current Software / Applications	• Thorough assessment of all software/applications that store gender to determine what modifications needed to allow appropriate gender indicators	ITS
Access and Health	• Identify clinicians knowledgeable and supportive of the medical aspects of trans-specific health care services • Communicate availability of clinicians through various channels	Student affairs, School of Medicine
Records and Documents	Establish a procedure (and clear illustrated path) for transitioning employees and students to change the name and/or gender designation on their records and documents, including ID cards, directory listings, and files in admissions, financial aid, human resources, and the registrar's office.	Student Affairs, Enrollment Services, Human Resources

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Resources

[California DMV portal with nonbinary certification option](#)
[Fact Sheet from the Transgender Law Center](#)
[Example of changes made for California State Housing Entities](#)
[UCR Transgender Guide](#)
[NCAA Training Materials](#)

UC GENDER RECOGNITION LIVED NAME POLICY ↗

ITS IMPLEMENTATION STRATEGY AND TIMELINE ↗

Action Items for UCR Departments

Resources for Gender Inclusive Language

Examples of Inclusive Planning at UCR: Student Recreation Center

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Ongoing Work: Departmental/Unit Check-Ins & ITS Deep Collaboration

ITS Team: Teri Eckman, Eric Martin, Josh Bright, Michael Morales

UC Path interface and advocacy

Student facing systems

Employee facing systems

Creation and regeneration of user NetIDs

Decision making for rare cases when legal name is requested – approval process

Student system and UC Path system pronoun possibilities

ITS/Systems Timelines and Update Goals

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How do I find out if my campus has an implementation team?

If I am not an IT-systems manager, what can I do to implement this policy at my local unit level?

How does one go about changing a record with their lived name or gender?

How will campuses be held accountable to meet the deadline?

How do you communicate this option exists for those that may want to change their name or gender?

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For more information contact:

Elizabeth.Halimah@ucop.edu

Cynthia.Davalos@ucop.edu

Patrick.Rogers@ucop.edu

Access the policy at: https://policy.ucop.edu/doc/2700693/GRLN