Gender Recognition Lived Name

Land Acknowledgement

"The land on which we gather is the unceded territory of the Awaswas-speaking Uypi Tribe. The Amah Mutsun Tribal Band, comprised of the descendants of indigenous people taken to missions Santa Cruz and San Juan Bautista during Spanish colonization of the Central Coast, is today working hard to restore traditional stewardship practices on these lands and heal from historical trauma."

GRLN Info Slides Overview

- Introductions
- Policy Overview
- History, timeline, and context
- Communication

The Policy

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.

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employees, alumni and affiliates, if different than the individual's lived name, must be kept confidential and must not be published on documents or displayed in IT Resource Systems that do not require a person's legal name.

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.

UC system-wide commitment to diversity, inclusion, and equity

- Mission statement from the University of California Academic Plan, 1974-1978: "The distinctive mission of the University is to serve society as a center of higher learning, providing long-term societal benefits through transmitting advanced knowledge, discovering new knowledge, and functioning as an active working repository of organized knowledge. That obligation, more specifically, includes undergraduate education, graduate and professional education, research, and other kinds of public service, which are shaped and bounded by the central pervasive mission of discovering and advancing knowledge."

- UCOP: "Our goal is to help UCOP achieve its vision of becoming an inclusive workplace that embraces the diversity of its employees and fosters an environment where everyone feels respected, appreciated and valued."

- UC's Non-Discrimination Policy

Organizational Change Management

Vision: UCOP is an inclusive workplace that embraces the diversity of its employees and everyone feels respected, appreciated, and valued.

Value: Diverse teams are more creative, productive, and employees are more engaged

Employee Engagement
- Continue Culture and Connectivity work (COVID-19 employee support)
- Execute Employee Engagement Survey action plan
- Revise staff organization structure

Workplace Culture and Inclusion
- Enhance learning and development opportunities
- Increase organizational capacity
- Focus on leadership development
- Develop shared vocabulary

Equity and Diverse Representation
- Launch equity advisor program
- Partner with local HR
  - Talent Acquisition
  - Promotions and Career Pathing, Succession Planning, Performance Management (WFP implementation)
- Increase understanding of UCOP as an Affirmative Action organization

Inclusion into Strategic Framework
- Develop division-level CEDI strategies
- Infuse EDI into department practices
- Set organization-wide EDI performance goals
- Increase leadership accountability

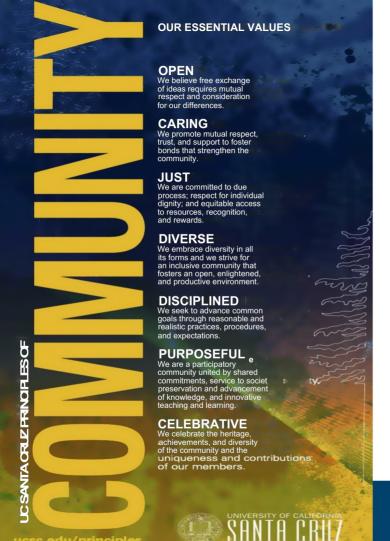**Anti-Racism Work**
- Acquire and support diverse talent
- Audit and revise policies
- Create and maintain UCOP EDI strategy
- Develop culturally competent leaders

OWIB is a trusted resource and subject matter expert providing client support and guidance

Foundation: Culture based on mutual trust and accountability. The work of OWIB is an integral part of organizational structure, overall strategic framework, and everyday activities.

UC SANTA CRUZ

UCSC grounding

Basic and simple reality: If people do not feel safe, affirmed, seen, and heard, they can't wholly thrive.

Chancellor Larive's campus-wide goals:
- Foster an **inclusive campus climate** that embraces and values diversity and equity
- Improve **efficiency, effectiveness, resilience and sustainability**

Context for GRLN at UCSC

- Nearly a decade before the Gender Recognition and Lived Name Policy was enacted across the UC, UCSC was the first in UC System to work on Lived Name procedures through paper forms that were offered at the Office of the Registrar
- UCSC was the first campus in the UC system and amongst the first in the country to offer a full-time, dedicated staff position intended to support trans students and focus on gender education for the campus. The Trans Ed Specialist position was created in 2015 after student demand and the first Trans Ed Specialist was hired in the Spring of 2016
- [SB 179: The California Gender Recognition Act](#) was passed in October of 2017, creating a third legally recognized Gender in the State of California. An SB 179 Task Force was formed at UCSC in the Spring of 2018 to begin preparing the campus for compliance with SB 179, prior to GRLN becoming campus policy in 2020.

Campus Provost and Executive Vice Chancellor Lori G. Kletzer's charge to Steering Committee

- Provide a minimum of three equally recognized gender options on university-issued documents and IT Resource systems - woman, man, and nonbinary.
- Create an efficient process for current students, employees, UC alumni and affiliates to retroactively amend their gender designations and lived names on university-issued documents, including eligible academic documents, and in IT Resource systems.
- Secure the legal name of university students, employees, and alumni and affiliates if different than the individual's lived name. The person's legal name must be kept confidential and must not be published or displayed in IT Resource systems where it is not required.

Summary & Context

- What is Gender Recognition & Lived Name Policy?
    - o You can read the policy [HERE](#)
    - o Gender Recognition
        - Minimum of three equally recognized gender options- man, woman, nonbinary
        - Ability to easily change and update for students, employees, alumni, and affiliates
    - o Lived Name
        - Lived names can be first name, last name, middle name, and/or last name/surname
        - Lived names used whenever possible in the course of university business and education
        - Legal name must be kept confidential and must not be published on documents or displayed in IT resource systems unless it is the same as their lived name
        - Only use legal name where legally required
        - Ability to easily change and update for students, employees, alumni and affiliates

Summary & Context Cont'd

- What is Gender Recognition & Lived Name Policy? (Cont'd)
  - o Sexual Orientation
    - ■ Expands sexual orientation options to include Asexual, requires fill in the blank options
  - o Pronouns
    - ■ Encourages their use in conjunction with all other updates

Summary & Context (Cont'd)

Glossary of terms

Asexual: Describes a person who is not drawn to people sexually and does not desire to act upon attraction to others in a sexual way. The asexual spectrum may also include people who experience forms of attraction that can be romantic, aesthetic or sensual in nature.

Cisgender: Denotes or relates to a person whose sense of personal identity and gender corresponds with their assigned birth sex.

Dead Name: Refers to the name a trans person was given at birth but is no longer using. The term is intended to stress the inappropriateness of referencing a person's name given at birth instead of their chosen name and effectively misgendering their identity. Legal name rather than dead name will be used for purposes of this policy.

Downstream IT Resources: An IT Resource system that receives data from a collaborative system.

Eligible academic documents: Academic documents that include transcripts, diplomas, dissertation title pages and other submissions of academic work.

Gender identity: The gender(s), if any, with which a person identifies. An individual's gender is their gender identity, which can be the same or different from their sex assigned at birth.

Genderqueer/gender nonconforming: A person whose gender identity and/or gender expression falls outside of dominant social norms.

Summary & Context (Cont'd)

__Glossary of terms (Cont'd)__

Information Technology (IT) Resources: A term that broadly describes IT infrastructure, software and/or hardware with computing and networking capability. These include, but are not limited to: portable computing devices and systems, mobile University of California phones, printers, network devices, industrial control systems (SCADA, etc.), access control systems, digital video monitoring systems, data storage systems, data processing systems, backup systems, electronic media, Logical Media, biometric and access tokens and other devices that connect to any UC network. This includes both UC-owned and personally owned devices while they store Institutional Information, are connected to UC systems, are connected to UC Networks, or are used for UC business.

Legal name: A name appearing on an official government-issued document.

Lived Name: A self-chosen or personal and/or preferred professional name used instead of a legal name.

Nonbinary: An umbrella term for genders other than woman or man, including genders with aspects of both or neither. Nonbinary people may identify as agender, genderqueer, gender fluid, Two Spirit, bigender, pangender, gender nonconforming or gender variant.

Primary IT Resource: The initial IT Resource information system that collects the raw data that is later transferred to downstream IT Resource systems.

Sex Assigned at Birth: This term illustrates that the individual's sex (and subsequently gender socialization in early life) was assigned based on their genitalia as it meets a particular visual standard by doctors. This designation is made without the consent of the individual and is always 'male' or 'female'. This term can also be seen as 'Female assigned at birth' (FAAB or AFAB) and 'Male assigned at birth' (MAAB or AMAB). **2.** Further, this term can also be seen as 'Coerced at birth' (CAB or as CAFAB/CAMAB) used by Intersex folks, and some trans folks use it.

T rans/T ransgender : a) Someone whose gender identity or expression does not fit within dominant group social constructs of assigned sex and gender; b) A gender outside of the man/woman binary; c) Having no gender or multiple genders

Background on GRLN

2012

UC Task Force and Implementation Team on LGBT Climate & Inclusion convened by then UC President Mark Yudof

2014

Recommendations from UC President's LGBTQ Task Force Revived by then President Janet Napolitano

2016

UC begins collecting and processing sexual orientation and gender identity (SOGI) data on undergraduates.

2017

Passage of California Senate Bill 179, which led UCSC to create the SB 179 Task Force in December 2018.

2019

Presentation to the UC Regents on trans and nonbinary experiences.

2020

Issuance of the UC Gender Recognition Lived Name Policy

Resources

[Registrar's Office](#)

[Office for Diversity, Equity, and Inclusion](#)

[Lionel Cantu Queer Resource Center](#)

[Division of Student Affairs and Success](#)

Contact Us!

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