

UCR Task Force on the California Gender Recognition Act

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") 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](#).

Chancellor Wilcox asked Associate Vice Chancellor for Diversity 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 process has included:

1. Reviewing campus data systems, report templates, surveys/assessments, physical spaces, and policy language
2. Implementing inclusive changes to systems, policies and customer service practices
3. Recommending training and resources to ensure appropriate implementation.

The 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.

Gender Recognition Act Task Force FAQ

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

Yes, there are useful resources and examples on the task force website: <https://chancellor.ucr.edu/chancellors-task-force-california-gender-recognition-act>. In general, the DMV and the UC system will be providing the options of M = male, F = female, X = nonbinary.

2. 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?

- Online Training: "Gender Recognition: A Focus on Transgender, Nonbinary, and Intersex Awareness." Go to <https://ucrllearning.ucr.edu/> and search for "Gender Recognition."
- Quarterly in-person workshop: "Creating a Trans-Inclusive Work Environment" that you may register to attend via the UCR Learning Center web site. The next trainings will be held in Fall 2019. This 2-hour workshop will increase your knowledge of gender identity and expression, diversity within the transgender community, and current UC and government resources, policies, and laws. We will address both staff and faculty concerns and provide communication skills and action tips for creating a more trans-inclusive campus and workplace.
- In-person presentation and Q&A by emailing Nancy Jean Tubbs at nancy.tubbs@ucr.edu.

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

The Act became enforceable by law on January 1, 2019, so we can now expect official IDs and birth certificates to have the nonbinary option. We anticipate that it may take the campus the rest of the year and beyond to gradually update all units across campus, and that initially, we will learn on a case by case basis new areas that need improvement and updating. We recommend that as each unit proceeds with its daily activities, each document/policy/facility that is addressed be reviewed as it appears. Thus, by the end of one full annual cycle, a unit may be somewhat confident that it has addressed and reviewed the regular policies/documents/facilities most frequently used by that unit.

4. Are we responsible for updating data systems?

Central data systems, such as UC undergraduate admissions, Banner, and UC Path, will be administered and updated centrally as they come online. However, if your own department/unit maintains internal applications and databases, such as for graduate recruitment, etc., please do update those within your units directly. If you are an application/system owner and ITS provides technical support or maintenance, please work with ITS to determine the impact and changes that may be required for your applications/systems.

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

Since most individuals who initially react dismissively do so because they do not thoroughly understand the underlying goals, issues and ramifications, they may benefit from additional education and resources, such as the trainings.

6. Where are gender-inclusive restrooms located on campus?

To find gender-inclusive restrooms, visit the UCR campus map and zoom in until you see the circle-triangle symbol. Click on the symbol and room number details will become visible on the left-hand side of the window. ADA-compliant facilities information is also available on the UCR campus map.

UCR Gender Recognition Act Task Force Recommendations

Needs	Recommendations	Responsibility
Training	<ul style="list-style-type: none"> • Online training (available to all via LMS - those requesting departmental trainings should all complete this first) – as of 9/5/19, 262 faculty and staff have completed the training • Small, in-person training sessions in departments where staff can ask specific questions • Workshops available to all on LGBT Cultural Competency and Creating a Trans-Inclusive Work Environment 	LGBT Resource Center, UCOP
Communication	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Thorough assessment of all software/applications that store gender to determine what modifications needed to allow appropriate gender indicators 	ITS
Access and Health	<ul style="list-style-type: none"> • 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