UC RIVERSIDE
UNIVERSITY OF CALIFORNIA

Initial Recommendations from the UCR Task Force on the California Gender Recognition Act

Based on the inventory, here are some categories of perceived needs, along with recommendations and/or best practices already in effect:

Needs	Recommendations	Responsibility
Training	- Small, in-person training sessions where staff can ask specific questions - Leverage current resources: LGBT Competency and Trans/Intersex Ally training, anti-bias curriculum, inclusiveness training - Online PowerPoint / video coupled with 1 hour briefing/trainings - Trans-Inclusive Work Environment Sessions (see website for dates)	LGBT Resource Center, UCOP, HR
Communication	- FAQs (on website) - Summary of required actions and deadlines - Basics of the new law - NCAA examples - Periodic email updates during 2019 - Guidelines on language for websites	Chancellor's office, University Communications
Updates to applications and intake forms	- Prioritize forms (student-facing, high-volume) - Guidelines on when and how to solicit gender-related information - Formalize campus timelines for Banner and UC Path implementation of nonbinary data - iRecruit changes	UCOP, Registrar, Provost's office & HR (for iRecruit)
Policy development / renewal	Increased central review of new policies, including review for gender-neutrality	All depts, Compliance
Physical space	- Summary of CA law protecting use of restrooms and dressing rooms - Explanation of UC policy and link to campus map showing GIF, including tips for navigating map - Link to model policy for athletics/rec centers	Facilities
Procurement	Ensure software/application purchases allow for appropriate gender code identifiers, and include a clause in new software contracts.	Procurement, ITS
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 such clinicians through various channels.	Student affairs, School of Medicine
Records and Documents	Establish a simple, one-stop procedure for transitioning employees and students to change the name and gender designation on their records and documents, including identification cards, listings in electronic and print directories, and files in admissions, financial aid, human resources, and the registrar's office.	Student Affairs, Enrollment Services, Human Resources