### 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:

<table>
<thead>
<tr>
<th>Needs</th>
<th>Recommendations</th>
<th>Responsibility</th>
</tr>
</thead>
</table>
| 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)  
  • 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                                                                                                                                                                                                                                                                 | LGBT Resource Center, UCOP, HR, 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 G1F, 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 |