



OFFICE OF THE VICE PROVOST - DIVERSITY AND ENGAGEMENT

OFFICE OF THE PRESIDENT  
1111 Franklin Street  
Oakland, California 94607-5200

February 14, 2020

CHANCELLORS  
ACADEMIC COUNCIL CHAIR BHAVNANI  
LABORATORY DIRECTOR WITHERELL  
ANR VICE PRESIDENT HUMISTON

**Re: Systemwide Review of Proposed Presidential Policy Gender Recognition and Lived Name**

Dear Colleagues:

Enclosed for systemwide review is new Presidential Policy Gender Recognition and Lived Name.

The drafters of new Presidential Policy Gender Recognition and Lived Name — Elizabeth Halimah and Tae-Sun Kim of Diversity and Engagement, UCOP Academic Affairs — consulted with the following groups to inform the details of the proposed policy:

- Academic Senate (Kum Kum Bhavnani and Robert May)
- Academic Personnel (Amy K. Lee)
- Students (UC Student Association and Graduate Program Committee)
- Staff (Systemwide HR)
- Office of General Counsel (Shondella Reed)
- IT Leadership Council (Chris Handy)
- Vice Chancellors for Student Affairs
- Vice Chancellors for Equity and Inclusion/Chief Diversity Officers
- Vice Provosts for Academic Personnel
- Associate Vice Chancellors for Admissions and Enrollment
- Campus LGBTQ Center Directors
- Campus Title VII and IX Officers
- UC PATH Steering Committee

Three key issues are addressed in the policy:

- The University must provide three equally recognized gender options on university-issued documents and information systems — female, male and nonbinary.
- The University must provide an efficient process for students and employees to retroactively amend their gender designations and lived names on university-issued documents and in information 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employees, alumni and affiliates, if different than the individual's lived name, must be kept confidential and must not be published on documents or displayed in information systems that do not require a person's legal name.

The UCOP workgroup had extensive discussions about the guidelines, finally agreeing on a draft that was sent to campus stakeholders for preliminary comment. We received about 50 individual comments from about 20 individuals, including comments from stakeholder groups such as the LGBTQ Center Directors, and we have addressed many of these preliminary comments in the policy and revised guidelines.

In a parallel path, President Napolitano asked for an estimate of the costs of the IT system changes. We have received the President's approval to submit a MPI proposal for a one-time allocation to support upgrades of UC information systems to ensure that displays of gender identity and lived name are consistent with the intent of the proposed policy.

Potentially controversial issues include: a) whether preferred name be allowed on academic documents such as transcripts, diplomas or dissertation cover pages; b) the implementation date of the changes, given that numerous IT systems may have to be updated; and c) the cost of IT systems changes.

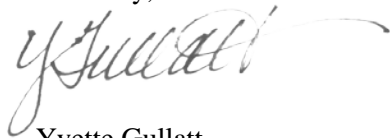
### **Systemwide Review**

Systemwide review is a public review distributed to the Chancellors, the Director of the Lawrence Berkeley National Laboratory, the Chair of the Academic Council, and the Vice President of Agriculture and Natural Resources requesting that they inform the general University community, especially affected employees, about policy proposals. Systemwide review also includes a mandatory, 90-day full Senate review.

Employees should be afforded the opportunity to review and comment on the draft policy. Attached is a Model Communication that may be used to inform non-exclusively represented employees about these proposals. The Labor Relations Office at the Office of the President is responsible for informing the bargaining units representing union membership about policy proposals.

We would appreciate receiving your comments no later than **May 15, 2020**. Please submit your comments to [elizabeth.halimah@ucop.edu](mailto:elizabeth.halimah@ucop.edu). If you have any questions, please contact Liz Halimah at [elizabeth.halimah@ucop.edu](mailto:elizabeth.halimah@ucop.edu).

Sincerely,



Yvette Gullatt  
Vice Provost, Diversity and Engagement and  
Interim Vice President, Student Affairs

#### Enclosures:

- 1) Presidential Policy Gender Recognition and Lived Name (new policy/clean copy only)
- 2) Model Communication

cc: President Napolitano  
Provost and Executive Vice President Brown  
Executive Vice Chancellors/Provosts  
Executive Vice President and Chief of Staff Nava  
Executive Vice President of UC Health Byington  
Senior Vice President Bustamante  
Acting Vice President Lloyd  
Vice Provost Carlson  
Vice Provost and Interim Vice President Gullatt  
Vice Provosts/Vice Chancellors of Academic  
Affairs/Personnel  
Academic Personnel Directors  
Deputy General Counsel Woodall

Executive Director Baxter  
Executive Director Chester  
Executive Director and Chief of Staff Henderson  
Executive Director Peterson  
Chief of Staff Levintov  
Chief of Staff Peterson  
Director Grant  
Director Lee  
Manager Donnelly  
Manager Smith  
Manager Crosson  
Analyst Wilson