



Memorandum

To: Vice President Humiston
From: Executive Director Fox and Director Sanchez
Date: January 21, 2021
Subject: Gender Recognition and Lived Name Policy
Re: Gender Options in UC ANR

UC ANR has begun work to implement the UCOP systemwide Gender Recognition and Lived Name policy (<https://policy.ucop.edu/doc/2700693/GRLN>). To implement the policy a Workgroup has been formed (see roster below), and it met for the first time on January 15, 2021. Full implementation of the policy is mandated by December 31, 2023.

The UCOP policy requires the use of only three gender options, namely; Woman, Man and Nonbinary. However, in the Workgroup meeting, Director of Cooperative Extension Dr. Katherine Soule advised that in accordance with recent research findings, it is optimal that five gender options be provided, namely; Woman, Man, Nonbinary, Gender Identity Not Listed Above, and Prefer Not to State. The Workgroup agreed that, based on Dr. Soule's information, use of the five gender option should be implemented in UC ANR.

Accordingly, we write to you today to request your approval to implement the five gender option throughout UC ANR. Policy makes clear that use of additional genders, beyond the three required by policy, is allowable at the discretion of the UC location. The Workgroup predicts that use of the five gender option will increase administrative burden only marginally, with the benefit far outweighing the minimal workload increase.

Should you have any questions or concerns for us, please do not hesitate to let us know. If you approve, please sign below as indicated.

Approved:  DocuSigned by:
Glenda Humiston
B9EB400EEE17469... Date: 1/22/2021
Glenda Humiston, UC ANR Vice President



UC ANR Gender Recognition and Lived Name Policy Workgroup Roster

Kit Alviz
Andrea Ambrose
Whitney Bell
Marisa Ann Coyne
John Fox
Missy Gable
Patricia Glass
Tina Jordan
Larissa Leavens
Sree Mada
Catherine Montano
Kimberly Rodegerdts
Robin Sanchez
Katherine Soule
David White