THE GENDER RECOGNITION ACT

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Campus Diversity Officer &
Director of the LGBT Resource Center

UC San Diego
LESBIAN GAY BISEXUAL TRANSGENDER RESOURCE CENTER
WHAT WE WILL COVER...

- Overview of Gender and Sexuality
- CA Gender Recognition Act/Code of Regulations
- Names, Pronouns, Titles, Inclusive Language
- Gender Recognition Act Steering Committee
- Implications for your work
Gender and Sexuality

**Sexual Orientation**
Who are you physically and emotionally attracted to?
Who have you had sex with?
How do you identify your sexuality?

**Gender Expression**
How do you present yourself to society in clothing and mannerisms?

**Gender Identity**
What your internal sense tells you that your gender is? How would you tell someone what your gender is?

**Gender**
LEGAL GENDER: What is the legal gender on your documents, like drivers license/birth certificate?
ASSIGNED AT BIRTH: What is the legal gender on your birth certificate?

Adapted from the National LGBT Health Education Center: A Program of the Fenway Institute
www.lgbthealtheducation.org
CA GENDER RECOGNITION ACT

- Creates nonbinary gender for all people of California. Three genders in California: men, women, and nonbinary
- Nonbinary will be listed on birth certificates, driver’s licenses and state-issued ID cards – the marker will be an “X”
- All systems which store and use gender must be updated to include a nonbinary option (registrar, housing, athletics, etc.)
- All reports which indicate gender must include nonbinary people (enrollment, etc.)
- Protected: Title IX, state, UC, and UCSD harassment and discrimination policies
NAME AND GENDER CHANGES

• **Deletes the requirement** that a person have undergone any treatment to seek a court judgment to recognize a change of gender
  
  • Instead authorizes the petitioner to **attest**, under penalty of perjury, that the request is to conform the person’s legal gender to the person’s gender identity and not for any fraudulent purpose.

• **Authorize a change of gender** in the court judgment to **female**, **male**, or **nonbinary**.

• **Modifies procedures to obtain a court order for a change of name** to conform to the petitioner’s gender identity and a court judgment to recognize a change in the petitioner’s gender.
BIRTH CERTIFICATES

- **Deletes the requirement** that an applicant have undergone any treatment.

- Authorizes a person to submit to the State Registrar an application to change gender on the birth certificate and an **affidavit attesting**, under penalty of perjury, that the request for a change of gender is to conform the person’s legal gender to the person’s gender identity and not for any fraudulent purpose.

- Authorizes the change of gender on a new birth certificate to be **female**, **male**, or **nonbinary**.
Gender identity and expression may be thought of in binary terms: Male and female, men and women, masculine and feminine.

Many transgender people fall on this binary. Trans women are women, trans men are men.

- Some transgender people do not fall on this binary. They identify as nonbinary, agender, gender fluid, gender queer, gender non conforming, etc.

Nonbinary people’s gender identity and expression may not conform to societal norms of masculinity or femininity.

Nonbinary people may prefer the pronouns “they/them” in the singular, or their name.
GENDER AND SEX

social constructions and medical definitions
INTERSEX EXPLAINED

- Sex may be thought of in binary terms: Male and female, boys and girls. This is typically assigned at birth.
- Some people are born with chromosomes, gonads, sex hormones and/or genitalia which do not meet the medical standards of male or female. These infants are intersex.
- Best practice is no non-necessary medical intervention, gender designation, age-appropriate education about an intersex child's body as they develop, and choice in adolescence.
- Intersex persons often may not know their gender identity until adolescence.
- Hermaphrodite is an outdated and inappropriate term for the community.
CA CODE OF REGULATIONS

• Sex discrimination includes preferred name and pronouns
• Defined in the Fair Employment & Housing Act
• “If an employee requests to be identified with a preferred gender, name, and/or pronoun, including gender-neutral pronouns, an employer or other covered entity who fails to abide by the employee’s stated preference may be liable under the Act”
• An employer is engaging in discriminatory behavior if they do not use an employee’s preferred name and pronouns
NAMES

- Preferred names, Lived names, Names in use
  - Names other than legal names which many people use for a variety of reasons

- Why we use them
  - It is a shortened/alternate version of the legal name
    - Robert = Rob or Bob
    - Elizabeth = Liz
    - Francisco = Paco or Pancho
    - Jesús = Chuy
  - Cultural or familial preference/practice
    - Eleanor Roosevelt (first name: Anna), Mindy Kaling (first name: Vera), Rihanna (first name: Robyn), Reese Witherspoon (first name: Laura Jeanne).
  - It is anglicized because English speakers can’t pronounce the legal name
  - It is deeply gendered and does not reflect your gender identity
SHARING PRONOUNS

- Signature lines, business cards, name tags, introductions
  - A quick and easy way to communicate you have some level of knowledge around our trans, non-binary, gender queer and gender non-conforming community

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Pronouns: He/His/Him
(links to https://www.mypronouns.org)
SHARING PRONOUNS

• Introductions
  • Hi, my name is Shaun and I use he, his and him pronouns
    • Avoid saying “masculine pronouns” or “feminine pronouns”
    • Avoid saying “I don’t care” unless it is well considered
    • Avoid saying “preferred” because they are not preferences

• If you are unsure what pronouns to use
  • “What pronouns would I use to be respectful?”
  • “I use she, her and hers pronouns. Are you comfortable sharing your pronouns with me?”

• If you make a mistake
  • Apologize, and do better next time

• Group introductions
  • “Please share your name and we invite you to share your pronouns as well” and lead the way
# Pronouns

<table>
<thead>
<tr>
<th>Pronoun</th>
<th>Nominative (subject)</th>
<th>Oblique (object)</th>
<th>Possessive determiner</th>
<th>Possessive pronoun</th>
<th>Reflexive</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>He/His</strong></td>
<td>He is laughing</td>
<td>I called him</td>
<td>His eyes gleam</td>
<td>That is his</td>
<td>He likes himself</td>
</tr>
<tr>
<td><strong>She/Her</strong></td>
<td>She is laughing</td>
<td>I called her</td>
<td>Her eyes gleam</td>
<td>That is hers</td>
<td>She likes herself</td>
</tr>
<tr>
<td><strong>They/Them</strong></td>
<td>They are laughing</td>
<td>I called them</td>
<td>Their eyes gleam</td>
<td>That is theirs</td>
<td>They like themselves</td>
</tr>
<tr>
<td><strong>Ze/Hir</strong></td>
<td>Ze is laughing</td>
<td>I called hir</td>
<td>Hir eyes gleam</td>
<td>That is hirs</td>
<td>Ze likes hirself</td>
</tr>
<tr>
<td><strong>Per/Per</strong></td>
<td>Per is laughing</td>
<td>I called per</td>
<td>Per eyes gleam</td>
<td>That is pers</td>
<td>Per likes perself</td>
</tr>
<tr>
<td><strong>My Name</strong></td>
<td>Shaun is laughing</td>
<td>I called Shaun</td>
<td>Shaun’s eyes gleam</td>
<td>That is Shaun’s</td>
<td>Shaun likes Shaun</td>
</tr>
</tbody>
</table>

TITLES AND SALUTATIONS

• **Gendered**
  • Mr.
  • Miss
  • Ms.
  • Mrs.

• **Inclusive**
  • Mx.
    • Pronounced mix
GENDER INCLUSIVE LANGUAGE

• Language that avoids bias toward a particular sex or social gender. There tends to be a bias towards the masculine in English.

• This includes use of nouns that are not gender-specific to refer to roles or professions.

• It also includes avoiding the pronoun he (including the forms him and his) to refer to people of unknown genders or groups of people with many gender identities.  
  • Guys and You guys is the most frequent culprit.
  • Try “you all”, “y’all”, “friends”, “colleagues”, etc.
Gendered

- Each participant presents his ID badge at the door

Inclusive

- Participants present their ID badges at the door.
- Participants present ID badges at the door.
Gendered
• Each employee submits his annual disclosure form by the deadline.

Inclusive
• Employees submit the annual disclosure forms by the deadline.
Gendered
• The student edits a variety of documents. S/he also prepares weekly updates.

Inclusive
• The student edits a variety of documents and also prepares a weekly update.
Gendered

- The employee submits the training class registration by July 1. Her manager confirms.

Inclusive

- The employee submits the training class registration by July 1. The employee’s manager confirms receipt.
- The employee submits the training class registration by July 1 and the manager confirms receipt.
Gendered

- Please hire an employee to man the front desk.

Inclusive

- Please hire an employee to staff the front desk.
## GENDER INCLUSIVE LANGUAGE

<table>
<thead>
<tr>
<th>Gendered</th>
<th>Inclusive</th>
</tr>
</thead>
<tbody>
<tr>
<td>mankind</td>
<td>humankind</td>
</tr>
<tr>
<td>chairman</td>
<td>chair or chairperson</td>
</tr>
<tr>
<td>freshman</td>
<td>first year student</td>
</tr>
<tr>
<td>fireman</td>
<td>firefighter</td>
</tr>
<tr>
<td>stewardess</td>
<td>flight attendant</td>
</tr>
<tr>
<td>policeman</td>
<td>police officer</td>
</tr>
<tr>
<td>congressman</td>
<td>congressperson</td>
</tr>
</tbody>
</table>
UC SAN DIEGO CALIFORNIA
GENDER RECOGNITION ACT
STEERING COMMITTEE

Goals, process and update
DEEPER IMPLICATIONS AND USE

What does this mean for your work?
The UC San Diego Web Editorial Style Guide is intended to help writers preparing text for the UC San Diego website. In most instances, it follows The Associated Press (AP) Stylebook.

We recommend writers and editors follow this style to ensure consistency throughout UC San Diego websites.

**they, them, their**

They/them/their is acceptable in limited cases as a singular and/or gender-neutral pronoun, when alternative wording is overly awkward or clumsy. Rewording usually is possible and always is preferable. Clarity is a top priority; gender-neutral use of a singular they is unfamiliar to many readers.

- Found on Blink: [https://blink.ucsd.edu/technology/websites/training-writing/styleguide/index.html#p](https://blink.ucsd.edu/technology/websites/training-writing/styleguide/index.html#p)
A singular they might be used when a source's gender must be shielded and other wording is overly awkward.

- The person feared for their own safety and spoke on condition of anonymity.

General Examples of Rewording:

- The foundation gave grants to anyone who lost a job this year (instead of anyone who lost their job).
- Police said the victim would be identified after relatives are notified (instead of after his or her relatives are notified).
- Lottery officials said the winner could claim the prize Tuesday (instead of their, or his or her prize).
THEY, THEM, THEIR - AP STYLE GUIDE USAGE

• In stories about people who identify as neither male nor female or ask not to be referred to as he/she/him/her. Use the person's name in place of a pronoun, or otherwise reword the sentence, whenever possible.

• If they/them/their use is essential, explain in the text that the person prefers a gender-neutral pronoun. Be sure that the phrasing does not imply more than one person.

• Examples of rewording:
  • Hendricks said the new job is a thrill (instead of Hendricks said they are thrilled about the new job).
  • Lowry's partner is Dana Adams, an antiques dealer. They bought a house last year (instead of Lowry and their partner bought a house last year).
OTHER OPPORTUNITIES?

• Email signatures
• Sharing pronouns
• Social Media
• Writing stories – ask for pronoun use
• Alumni, alumnus, alumna, alum?
• Drafting comments for campus leadership
• What are other opportunities?
QUESTIONS AND DISCUSSION

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