Wednesday, Jan. 30, 2019
8:30 – 10 a.m.
Career Services Center Horizon Room

AGENDA:

1. Welcome and Introductions  Anthony King
   Chair

2. California Gender Recognition Act  Shaun Travers
   Director, UC San Diego LGBT Resource Center
   Campus Diversity Officer

3. Member Updates  All

California Gender Recognition Act

What is the California Gender Recognition Act?
The Gender Recognition Act (California Senate Bill 179) was signed into law and went into effect Jan. 1, 2019. The text of the bill is available here. In brief, the bill streamlines the process for Californians to apply to change their gender markers, and creates a nonbinary gender category (the letter “x” or “nb”) on California birth certificates, drivers’ licenses, identity cards, and gender-change court orders. This enables many in our community—including transgender, intersex, and nonbinary people—to have full recognition in California.

What does this mean for UC San Diego?
The Gender Recognition Act has implications throughout campus, particularly in areas where we organize by gender in binary ways. For example, many parts of employment processes, housing, sports facilities, payroll systems, and recreational areas are designated by gender in a binary way (men and women). Our campus will need to adjust to better serve students, faculty, and staff who are transgender, intersex, and nonbinary. All reports must now include nonbinary statistics, no matter how small. Read more FAQs.

Overview of Gender and Sexuality

- Sexual Orientation: issues of the heart, who are we going to fall in love with and form intimate relationships with? This refers to gay, lesbian, straight, bisexual and other relationships.
- Gender Expression: daily choices we make that help other people understand what our gender is. Sometimes unconscious. Includes voice, clothing, posture, haircut and more. We decide upon these choices.
- Gender Identity: Internal sense of self, what words and phrases you use to describe your gender.
Marketing Council

- Gender: What is the legal gender on your documents, like drivers license/birth certificate? What is the legal gender on your birth certificate?

Updating Documents
Previously to change your name or gender on a birth certificate was pretty complicated. Now, you don’t need to have surgery or take hormones. You simply tell the court and attest that is your name and gender identity. There is no outside medical professional that can negate the fact. You get to determine your gender identity. You can change your name before you do anything else, or after surgery.

There are five states/cities that have moved forward with this act, including Washington, Oregon, District of Columbia and the city of New York. We are front end of wave of what will probably hit many progressive states. We will be in continual tension with federal government. Social security is tied to your sex. Also makes it difficult to travel; TSA doesn’t yet accept nonbinary identities.

Nonbinary
Gender identity and expression may be thought of in binary terms: male and female, men and women, masculine and feminine. Many transgender people also fall on this binary. Trans women are women, trans men are men.

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. The law lists 12 identities under nonbinary.

Intersex
Some people are born with chromosomes, sex hormones or genatalia that do not meet medical standards of male or female. These infants are intersex, which is a normal human variation. The best practice is don’t do anything medically, don’t surgically change. Intersex people may not know gender identity until adolescence. Some may not do chromosome testing until they are ready to reproduce. Do not use the term hermaphrodite, it is an old, inappropriate term.

Sex Discrimination
CA code of regulations has also changed. Sex discrimination includes preferred names and pronouns. This is defined in fair employment and housing act. If an employee wants to be identified somehow, including gender neutral pronouns, we have to do that. If we don’t we are committing sex discrimination.

Gender Pronouns
Pronouns are a quick way to interact and show you have some level of knowledge around trans, nonbinary and other identities. You may have heard others introduce themselves as, “Hi, my name is Sarah and my gender pronouns are she and her.” If you introduce yourself with your pronouns you are telling them intentionally that you know something about trying to be inclusive for trans and nonbinary people. Start with your pronouns first and that will help others open up. This will create space for inclusion and relationship building. Our students know the faculty members who respect gender pronouns and even change their majors to take their classes.
Recommendations:

- Don’t say, “I don’t care what pronouns you use to refer to me.” This can be seen as dismissive.
- Avoid saying “preferred pronouns” because they are not preferences, they are important decisions a person makes about their identity.
- If you don’t know what pronouns a person prefers, ask them. Apologize and move on if you misgendered them.
- Group introductions sample: “Please share your name and we invite you to share your pronouns as well.” Make it optional because some don’t feel safe to do so.
- Learn more at Mypronouns.org.

Salutations
The titles many use are Mr., Miss and Mrs. For nonbinary, the salutation is Mx, pronounced as “mix.”

Be aware of gender inclusive language
In the English language, we bias toward the masculine. Become more aware of this and try to incorporate more inclusive language.

Examples:
Manning the front desk ➔ Staffing the front desk
Freshman ➔ First year student
Stewardess ➔ Flight attendant
Mankind ➔ Humankind
Chairman ➔ Chairperson
Her manager confirmed ➔ The employee’s manager confirmed

NEXT MEETING: Wednesday, Feb. 27, 2019