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Date: Tuesday, March 21, 2023
To: Chancellor's Cabinet; Provost Cabinet; Deans; Academic Senior Managers; OIT Leadership; IT School Directors; UCI Health; Business Transformation Office
From: Rodrigo Lazo - Interim Vice Chancellor for Equity, Diversity, and Inclusion
Subj: Gender Recognition and Lived Name Policy Implementation Due December 31, 2023

Dear colleagues,

In an effort to promote an inclusive environment, the University of California published the [Gender Recognition and Lived Name Policy](#) so that all university-issued identification documents and displays of personal identification information will show the accurate gender identity and lived name for UC community members. The UC expects all locations, including the health system, will complete the implementation of this policy and corresponding procedures by **December 31, 2023**.

Since the policy was published in November 2020, work toward the implementation has included a survey to identify systems across the campus and medical center that would be impacted. A project manager from the UCI Business Transformation Office has been assigned to track progress for the remaining items that will make UCI compliant.

UCI campus units are responsible for most implementation activities, including revising processes and information systems. For information systems, campus unit leaders are responsible for working with their IT service providers (either UCI technical system custodians or vendors) to determine what process/system/data changes are needed to comply with the policy.

While UCI campus units are responsible for most implementation activities, the BTO is charged with ensuring the implementation is completed by the deadline. Please be responsive as BTO representatives reach out to gather this timely information. Specific questions can be directed to bto@uci.edu.

Please see the [Gender Inclusive Campus webpage](#) for background information on the Gender Recognition and Lived Name Policy implementation at UCI. To report noncompliance or harassment concerning the usage of a person's gender identity or lived name, contact [Office of Equal Opportunity and Diversity](#) at oeod@uci.edu.

Thank you for your partnership in ensuring successful implementation of the GRLN policy.

Rodrigo Lazo, Ph.D. (pronouns: he/him/his)
Interim Vice Chancellor for Equity, Diversity, and Inclusion