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Chair of the Assembly and the Academic Council
Faculty Representative to the Board of Regents
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

February 7, 2012

PROVOST AND EVP LAWRENCE PITTS
VICE PRESIDENT JUDY SAKAKI

Re: Self-identification of LGBT applicants

Dear Larry and Judy:

At its meeting on January 25, the Academic Council endorsed a joint recommendation of BOARS and UCAAD regarding providing opportunities for students to self-identify as LGBT. Assembly Bill 620, signed into law by the governor, requested that UC provide the opportunity for students, staff, and faculty to report their sexual orientation and gender identity on any forms used to collect demographic data. Both BOARS and UCAAD support the intent of the law regarding enrolled students. However, BOARS opined that such data should not be solicited on application forms. Both committees recommend that the information be solicited on Student Intent to Register forms and all forms completed by matriculated students, and UCAAD, with BOARS' concurrence, proposes that the question of whether to collect this data on application forms be revisited in a few years.

Sincerely,

A handwritten signature in cursive script that reads "Robert Anderson".

Robert M. Anderson, Chair
Academic Council

Cc: ICAS
Academic Council
Executive Director Winnacker

Encl.

UNIVERSITY OF CALIFORNIA, ACADEMIC SENATE

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SANTA BARBARA • SANTA CRUZ

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY (UCAAD)
Margaret W. Conkey, Chair
meg@berkeley.edu

ACADEMIC SENATE
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

January 18, 2012

ROBERT ANDERSON
ACADEMIC COUNCIL CHAIR

Dear Bob:

At its meeting of January 12, the University Committee on Affirmative Action and Diversity (UCAAD) discussed the BOARS' recommendations to Council on the recently signed Assembly Bill 620, that includes a request that UC provide the opportunity for its students, staff, and faculty to report their sexual orientation and gender identity on any forms used to collect demographic data. While some UCAAD members agreed with the BOARS' assessment on the appropriate venue for collecting this information, (i.e., the Statement of Intent to Register (SIR) form and other forms required of *admitted* and *enrolled* students as better alternative venues for collecting these data), other Committee members were not convinced by the arguments for not collecting this information on the application for admission. UCAAD members discussed the need to convey a message to LGBT applicants of inclusiveness in a way that acknowledges the fluid nature of gender identity and sexual orientation. In the end, UCAAD voted to: 1) support the recommendation to solicit this information on SIRs and on forms completed by *matriculated* students; and 2) propose that the question of whether to collect the data on the application forms be revisited in a few years. We were particularly concerned to give individuals as many opportunities as possible, in addition to the SIR form, to self-identify if they so choose; that is, the same opportunities that are open to students to self-identify according to other perhaps more traditional "categories" that appear on forms.

Sincerely,

A handwritten signature in black ink that reads "Margaret W. Conkey".

Margaret W. Conkey, Ph.D.
Chair, UCAAD

Copy: Martha Winnacker, Academic Senate Executive Director
UCAAD Members



BOARD OF ADMISSIONS AND RELATIONS WITH SCHOOLS (BOARS)

Bill Jacob, Chair

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Assembly of the Academic Senate

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December 9, 2011

ROBERT ANDERSON, CHAIR
ACADEMIC COUNCIL

Re: Allowing LGBT Applicants to Self-Identify on the UC Application

Dear Bob,

On October 8, the Governor signed [Assembly Bill 620](#), which includes a request that UC provide the opportunity for its students, staff, and faculty to report their sexual orientation and gender identity on any forms used to collect demographic data. The Academic Senate for the California Community Colleges recently adopted a resolution in support of allowing students to voluntarily report their sexual orientation and gender identity on college and district forms where other demographic data are collected. It has been suggested to BOARS that UC follow suit by adding a place on the undergraduate application to voluntarily report this information.

BOARS is sympathetic to the view that students should have the right to identify themselves as LGBT, and we agree that there is value in collecting data on LGBT admits and enrollees; however, the majority of the committee do not think that the application for admission is an appropriate venue for collecting this information.

The relevant section of AB 620 reads as follows:

66027. (1) The Trustees of the California State University, the Regents of the University of California, and the governing board of each community college district are requested to, in collecting data relative to gender, race, ethnicity, or other demographics, from faculty, staff, or students, allow the faculty, staff, and students to identify their sexual orientation, gender identity, and gender expression on any forms used to collect that demographic data, as appropriate.

We note that AB 620 refers specifically to faculty, staff, and students only, not to applicants, but our main concern is the privacy of applicants, who in most cases will need their parents' approval before submitting the application. The question could be awkward for young people who are not yet out or who are questioning, especially with parents reading the application over their shoulder.

We do think it would be useful to collect demographic data on the number of self-identified LGBT students who are *enrolled* at UC to help track their representation on campuses and inform campus

climate assessments. We recommend the Statement of Intent to Register (SIR) form and other forms required of admitted and enrolled students as better alternative venues for collecting these data.

BOARS appreciates the larger intent of AB 620 to reduce discrimination and improve the educational climate for LGBT students on campus. We also emphasize that we support any efforts to convey a message that the University welcomes LGBT students and is interested in their welfare.

Sincerely,

A handwritten signature in black ink that reads "Bill Jacob". The signature is written in a cursive style with a large, prominent "B" and "J".

Bill Jacob
BOARS Chair

cc: BOARS