

pronouns in to VCU's identification platforms









#### AT VCU, DIVERSITY DRIVES EXCELLENCE

That means we at VCU are committed to putting our values into action. One of the ways that we make inclusion real is by recognizing that individuals have the right to use names other than their legal name, to identify with the gender they know themselves to be and to utilize the pronouns that best fit them.



### **ACTION STEP**

VCU has added three new fields: name/name of use, gender/gender identity, and pronouns to self service eServices/Banner. In a multi-phase, multi-year process; ultimately, VCU will update all of its platforms to utilize these fields. In the initial phase, name of use became a public directory field and a large number of major university systems will utilize these new fields. This shift is a complex undertaking, and while many teams have worked diligently to anticipate all possibilities, there may be initial procedural irregularities.

## Accessible to all VCU since July 10, 2020



### **WEBSITE**

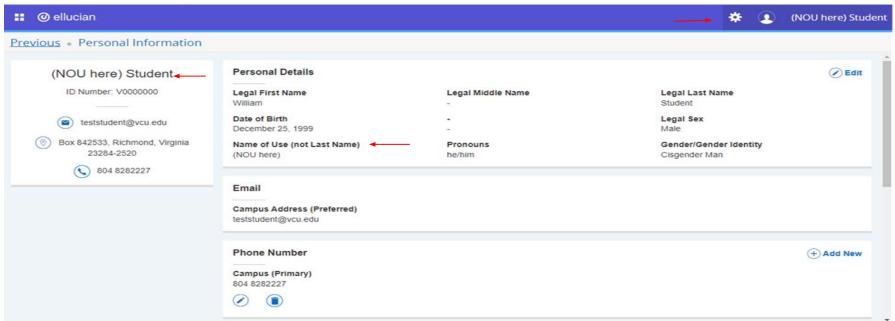
https://myname.vcu.edu

Direct Banner link: go.vcu.edu/myname

Units are encouraged to utilize language from this site and to link to this site



### **NEW FIELDS**



#### Name of Use:

- Fill-in field
- Individual can provide a first name of choice
- Will serve in lieu of legal first name
- Legal last name remains intact

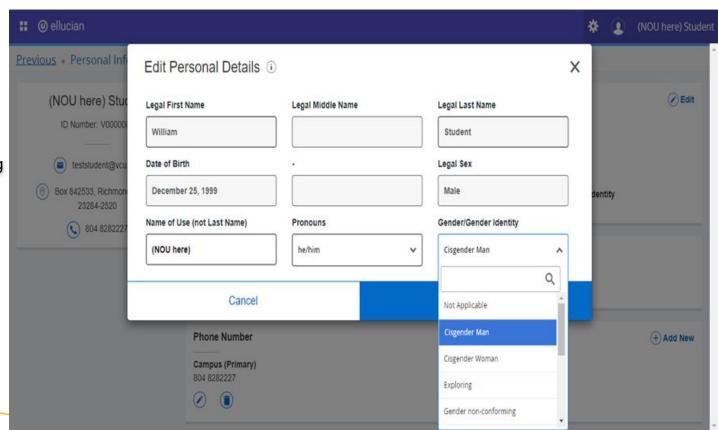


#### **NEW FIELDS**

Gender/Gender Identity -

#### Drop-down menu:

- Cisgender Man
- Cisgender Woman
- Exploring
- Genderqueer
- Gender non-conforming
- Non-binary
- Questioning
- Transgender Man
- Transgender Woman
- Not listed
- Prefer not to disclose
- Not Applicable

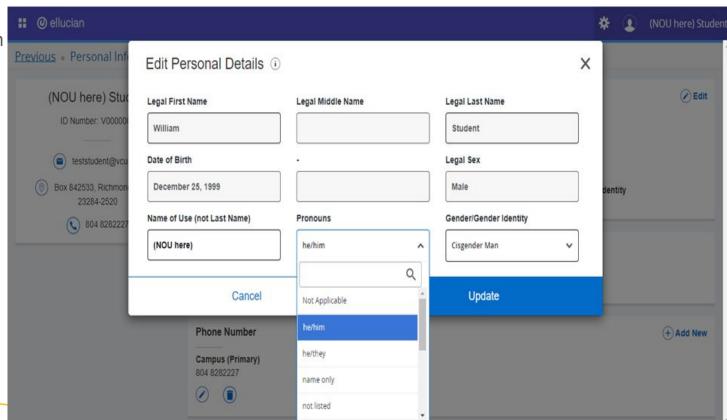




#### **NEW FIELDS**

Pronouns - Drop-down menu:

- he, him
- he, they
- name only
- she, her
- she, they
- they, them
- xe, xem
- ❖ ze, hir
- ❖ ze, zir
- Not listed
- Not Applicable





## **Implementation**

- A significant number of systems will automatically update within 24-48 hours of an update to a person's eServices account:
  - eServices
  - Blackboard/Canvas
  - My VCU Portal
  - VCU G Suite
    - Email alias
  - Resident Management System
  - Rec Sports



## **Key Information**

- . This is a VCU change
- For students and employees
- Includes Health Sciences (except some SoM systems)
- . Some systems continue to utilize legal first name
  - VCU will release legal name when necessary or required to do so



### **Human Resources**

- HR is incorporating a page on their site which will expand on the main site and provide further employee resources
- HR is updating forms and HR systems to reflect these changes

## **Student Affairs**

- Student Affairs is incorporating a page on their site which will expand on the main site and provide further student resources
- There is a course available that explains this initiative and its goals on Talent and Blackboard



## What does this mean for you?

- Process now streamlined
- VCU will utilize name of use in all possible options (with designated exceptions)
- This means instructor enrollment lists,
  Blackboard and Canvas will utilize name of use

### **Available Resources**

- IExel Education courses (https://iexcel.vcu.edu/)
- My Name course in Talent and Blackboard
- Faculty Resource Document
- Student Success Resource Document



# **Questions?**

