



DATA GOVERNANCE COMMITTEE PROPOSAL

SOGI and Pronoun Description Modifications in CS and HCM

The system's Data Governance Committee (DGC) seeks commission, council, and college feedback on the following proposal related to Sexual Orientation, Gender Identity, and Pronouns in ctcLink.

Background

The Washington CTC system currently collects information about sexual orientation, gender identity, and pronouns both within the CS and HCM pillars of ctcLink.

The following fields are used within CS:

1. Sexual Orientation
2. Gender Identity
3. Pronoun (forthcoming in CS)

The following fields are used within HCM under the tile "Gender Identity":

1. Sexual Orientation
2. Gender Identity
3. Pronoun

Annually the Demographic Subcommittee (DemoCom) of DGC reviews language for these areas for ensuring the most inclusive and updated language is being used within the CTC system. This review was most recently conducted in June 2023. Recommended updates include consistently using the terminology of "man" and "woman" related to gender identity and "male" and "female" related to sex characteristics (as distinguished by the World Health Organization), and addressing grammatical errors.

Recommendation

In support of DemoCom's review, the DGC recommends implementing the following updates to the language used within ctcLink. Please note, that definitions not listed below should remain unchanged within ctcLink.

1. Sexual Orientation
 - **Bisexual:** Bisexuality is romantic attraction, sexual attraction or sexual behavior toward both ~~males and females~~ **men and women**, or romantic or sexual attraction to people of any sex or gender identity; this latter aspect is sometimes termed pansexuality.

- **Gay:** Gay is a term that primarily refers to a homosexual person or the trait of being homosexual. Gay is often used to describe homosexual ~~males~~ **men** but lesbians may also be referred to as gay.
- **Lesbian:** A lesbian is a ~~female~~ **woman** homosexual; a ~~female~~ **woman** who experiences romantic love or sexual attraction to other ~~females~~ **women**.
- **Two-Spirit:** Two-Spirit is a term used by some indigenous North Americans to describe gender-variant individuals in their communities, specifically people within indigenous communities who are seen as having both **a man** ~~male~~ and **a woman** ~~female~~ spirit within them. It is also frequently used to describe individuals who do not identify as heterosexual or straight.

2. Gender Identity

- **Woman Female (Cisgender):** A **woman** who **was assigned as a woman at birth and continues to identify as a woman.** ~~identifies as female.~~
- **Man Male (Cisgender):** A **man** who **was assigned as a man at birth and continues to identify as a man.** ~~Someone who identifies as male.~~
- **Non-binary:** A person who does not identify as either **man or woman** ~~male or female~~. Gender identity is not seen as a binary.
- **Transgender Woman Female:** A transgender **woman** ~~female~~ is someone who was assigned **as a man** ~~male~~ at the time of birth, but later identifies as **a woman** ~~female~~.
- **Transgender Man Male:** A transgender **man** ~~male~~ is someone who was assigned **as a woman** ~~female~~ at the time of birth, but later identifies as **a man** ~~male~~.
- **Two-Spirit:** Two-Spirit is a term used by some indigenous North Americans to describe gender-variant individuals in their communities, specifically people within indigenous communities who are seen as having both **a man** ~~male~~ and **a woman** ~~female~~ spirit within them. It is also frequently used to describe individuals who do not identify as heterosexual or straight.

3. Pronoun

- **Address me by name:** Address me by my name should be used when an individual does not wish to be referred to as any pronoun and instead wants **only** their name to be used to address them.
- **Not in list:** Use this value when the **chosen** pronoun is not in the list.
- **They/Them/Theirs:** ~~Use~~ These pronouns **are used to** ~~when you~~ identify as gender neutral or gender non-conforming ~~to~~ **and** reflect ~~as your~~ identity and gender expression, rather than "he/him" or "she/her" pronouns that designate a person **as a man or a woman.** ~~male or female.~~
- **Xe/Xem/Xir:** Xe/Xem/Xir and its variations are gender neutral pronouns **which** can be used ~~to~~ when **the** individual wants to be referred to as people who are non-binary, genderfluid, genderqueer, trans, and/or do not identify with the gender binary.
- **Ze/Hir/Hirs:** Pronouns used in the trans community. These pronouns offer inclusion and accuracy for someone who does not identify **with man/woman** ~~by the~~ **male/female** gender classifications.
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