



Lived Name Considerations

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What is a Lived Name?

- Nicknames
- Name that accurately reflects a person's gender identity
- An Anglicized name
- Name reflects a cultural or familial preference
- Pen name
- Alternative name for safety reasons

Why use Lived Names?

- Essential to our sense of identity.
- Fosters inclusive community.
- Policy requires it.
- Work to embrace cultural change.

Terms

- **Lived name:** preferred personal and/or professional name
- **Legal name:** as on driver license or birth certificate
- **Dead name:** name a trans person was given at birth and does not use
- **Directory or Display name:** name shown in campus directory. May be sent to downstream systems.
- **Systems of record:** databases containing authoritative person data.

CalNet Data Flow

Lived name set in SOR

Name data moves through CalNet

displayName populated in LDAP

displayName available downstream

IDM Considerations

Our Goal: User updates lived name in SOR and it populates across campus systems.

- Systems of record
- IDM development effort
- Name data flow
- Exception requests

Development Efforts

What changes need to be made in your IDM system to accept lived name and send it downstream?

Are our existing processes in line with where we want to be?

Name Provisioning

- Users with multiple roles
- Name data flow
 - Name hierarchy
 - displayName
 - Downstream systems

Heirarchy

- Student Information System (active students)
- Human Resources
- Student Information System (inactive students)
- Alumni System

Downstream Systems

- Common ways to assert name data
 - LDAP
 - Active Directory
 - Grouper
 - APIs
- How do they display name data?
- Is development effort required to be in compliance?

Legal Name

- Legal names will appear only where legally required.
 - Exception process?
 - Exception approval?
 - How does an app obtain legal name?
- Improper use of legal name can violate federal and state antidiscrimination laws

Tips and Strategies

- Keep user instructions easy
- Map out your name data flow
- Reuse existing displayName field
- Set a name hierarchy
- Address unique use cases
 - Can a user choose who sees their legal name and lived name?
 - What name does a parent delegate see?

Resources

- <https://diversity.berkeley.edu/thriving-initiatives/gender-recognition-and-lived-name-policy>
- <https://outandequal.org/>
- <https://policy.ucop.edu/doc/2700693/GRLN>
- <https://transgenderlawcenter.org/>
- <https://transequality.org/>