

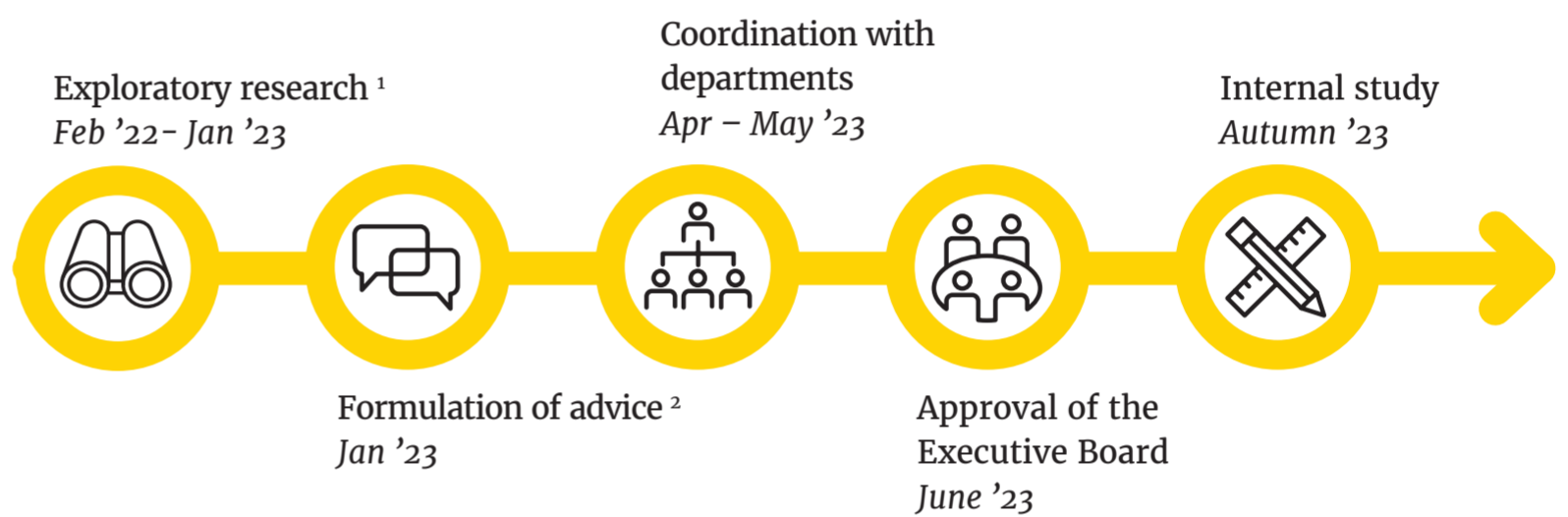


Advice on gender registration and personal pronouns

Currently, Utrecht University registers its staff and students as either F (female) or M (male). Part of our community cannot identify with these options and has therefore asked for an alternative. Our aim is to expand the options for gender registration (F, M or X) and keep registration to a minimum. We also want to give an option to indicate your preferred pronouns, such as *she/her*, *he/him* or *they/them*.


TIMELINE

We formulated the advice after conducting exploratory research with students and staff. After that we submitted a request to the Executive Board for conducting an internal study within the departments of HR, SO&O, C&M and ITS and further development and implementation of the advice across the university.




AWARENESS

We raise awareness with an awareness campaign, a practical guide and accessible (online) workshops. We involve the LGBTIQ+ community in the process.



CHOICE IN USE OF PRONOUNS

We draw up guidelines for the correct use of pronouns and make the topic discussable (e.g. in the lecture hall and in the workplace). In addition, it is possible to indicate one's preferred pronouns.



REGISTER ONLY WHEN NECESSARY

We register only what is necessary for justification of data collection or legal obligations.




REGISTRATION OPTIONS

We register students and staff as M, F or X and, within the legal framework, and provide them with the option to change it.



INCLUSIVE LANGUAGE

We have guidelines for using inclusive language. We communicate with students and staff in a gender-neutral/inclusive way in all written UU communication.



EXPERTISE DEVELOPMENT

We develop knowledge about gender issues and related questions (e.g. among student counsellors and corporate social workers) to communicate with students and staff in a safe and accessible way.

Want to know more about this topic? Go to uu.nl/edi

1. Consulted: EDI Steering Committee, Diversity Dean, academic staff, focus groups consisting of students and staff, national and foreign partners and experts.
 2. Readers: EDI Steering Committee, Diversity Dean, academic staff, directors and different colleagues from the departments SO&O, HR, C&M, ITS, including the IT administrator, HR processes and systems, information manager, digital learning environment coordinator, colleagues at JZ and the privacy officer.