

Executive Numbered Memo: 008-2017-18
New Gender Code for 2018-19

TO: Superintendents, Principals, State Reporting Staff and IT Managers
FROM: Colt Gill, Director of the Oregon Department of Education
DATE: June 21, 2018
RE: New Gender Code for 2018-19

Beginning with the 2018-19 school year, the Oregon Department of Education will revise certain data collections to allow for a non-binary gender option – represented by the code “X” in the gender field.

This message includes information on steps districts should take to implement this change in data collections as well as background information.

Change in Data Collection:

Beginning with the 2018-19 school year, the Oregon Department of Education will revise the Unique Staff Identifier Number (USID) and Secure Student Identifier (SSID) collections, and therefore all student and staff level collections containing those core fields, to allow for a non-binary gender option – represented by the code “X” in the gender field.

Definition of gender code “X:” Non-binary people, including intersex and gender-fluid individuals.

Collections Updated: SSID, USID, and all student and staff level collections.

Effective Date: 2018-19 school year.

District Actions:

All districts should offer students and new staff the ability to select from three gender code options (M, F, and X), starting with the beginning of the 2018-19 school year. Districts are not required to reprint registration forms that may have already been ordered for the 2018-19 school year. However, school districts should be prepared to handle a request from a student to select a third option for gender.

Existing staff should be offered the option to re-identify as non-binary if they so choose.

As with race/ethnicity data collection, districts may offer additional gender codes beyond M, F, and X, provided that they are able to collapse their reporting categories into M, F, and X for state reporting purposes, but are not permitted to offer fewer than these three options.

Background:

The mission of the Oregon Department of Education is to foster excellence for every learner through innovation, collaboration, leadership and service to our education partners. As an organization, we value equity for every student, teacher and staff member. For students, teachers, and staff to be successful, they must be safe in their school environment. This change in data collection practice is a step towards gender inclusivity and follows recent moves by the Oregon Department of Transportation and the Oregon Legislature to recognize and allow for a non-binary option for drivers licenses, identification cards and birth certificates.

In July 2017, Oregon became the first state to allow residents to select a non-binary gender identity on licenses and identification cards issued through the Oregon Department of Transportation. Oregonians now have the option of selecting M, F, or X as their gender. The decision by the Oregon Department of Transportation followed a ruling by a state court judge allowing an Oregon citizen to identify legally as non-binary.

As of January 1, 2018, pursuant to House Bill 2673 (2017), a person born in Oregon may change their name or gender on their birth certificate to reflect their gender identity by completing a notarized application. The application includes a non-binary option – represented by the gender code “X.”

For questions about the implementation of this change in SSID, USID and district data collection practices, please contact:

Jonathan Wiens, PhD
Director of Accountability and Reporting
Office of Accountability, Research, and
Information Services
jon.wiens@state.or.us
503-947-5764

Emily Nazarov
Government and Legal Affairs Manager
Office of the Deputy Superintendent
emily.nazarov@state.or.us
503-947-5637