

Enabling Inclusive Identity

Agenda

- Project Sponsors, Goals and Objectives
- Phased Implementation Approach
- WISER Changes
- Security Access
- Campus Readiness Activities
- Questions

Enabling Inclusive Identity

Project Sponsors, Goals and Objectives

Project Sponsors –

Multi-campus representation from Registrar Offices, Student Affairs and Offices of Diversity, Equity and Inclusion.

Goal – why are we doing this project?

Students want us to deliver a more inclusive, respectful and welcoming experience for all Student Identities that includes development of necessary services, programs, practices and support systems to maintain that environment.

Objectives – what are we doing initially to achieve this goal?

Partnering with UITs, Dartmouth and Lowell campuses to review best practices for collecting **Inclusive Identity** data and modify existing or create **New** Student Self-Service fields in **WISER**.

Performing **Campus Readiness** activities to support these values and notify campus stakeholders of changes so they can assist Students if needed.

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Phased Implementation Approach

Phase 1- Went live on June 6th, 2022

- Relabeled “Preferred Name” to “**Chosen Name**”
- Relabeled “Gender” to “**Sex**”

Phase 2 - Go-live scheduled for October 17th, 2022

- New “**Pronouns**” – *“How I want to be referred to”*
- New “**Gender Identity**” – *“Gender I identify with”*
- New “**Sexual Orientation**” – *“My emotional and/ or physical attractions”*
- Adding “**Chosen Name**” and “**Pronoun**” to Class Rosters, Grade Rosters and Reports in Faculty and Advising Centers.
- Syncing up **Pronouns** in WISER to Blackboard.

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WISER Changes - Chosen Name

The screenshot shows the WISER 'Names' page. The left sidebar contains navigation options: Home, Academics, Enrollment, Personal Information (selected), Emergency Contacts, Names (highlighted), User Preferences, Email Addresses, Demographic Information, Addresses, Phone Numbers, and Finance Center. The main content area shows the user's name 'LK Moriarty' and instructions to view, add, change, or delete names. Below this is a table of current names with columns for NAME TYPE, NAME, EDIT, and DELETE. The 'Chosen' name 'LK Moriarty' is highlighted in yellow, and its 'EDIT' and 'DELETE' buttons are visible. An 'Add a new name' button is located at the bottom right.

Names

Return

LK Moriarty

Menu

View, add, change or delete a name.

Below is a list of your current names. Each name has a type associated with it that is indicative of the name's use.

[Campus Information Link](#)

NAME TYPE	NAME	EDIT	DELETE
Primary	Lisa K Moriarty		
Chosen	LK Moriarty	Edit	Delete
Legal	Lisa K Moriarty		

[Add a new name](#)

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WISER Changes - Pronoun

The screenshot displays the WISER user interface for updating pronouns. On the left is a navigation menu with items: Home, Academics, Enrollment, Personal Information, Finance Center, Financial Aid Center, and Classic View. The main content area shows the user's name 'LK Moriarty' and the instruction 'Select your pronoun(s) below.' Below this is an 'Effective Date' field set to '09/19/2022' and a 'Pronouns' dropdown menu. The dropdown menu is open, listing the following options: 'Select', 'Choose not to disclose', 'He/Him', 'He/She (He/Him & She/Her)', 'He/They (He/Him & They/Them)', 'He/Ze (He/Him & Ze/Hir)', 'She/Her' (highlighted), 'She/They (She/Her & They/Them)', 'She/Ze (She/Her & Ze/Hir)', 'They/Them', 'They/Ze (They/Them & Ze/Hir)', and 'Ze/Hir'. A 'Save' button is located at the bottom of the form.

*Authorized Users (Parents, Legal Guardians, Friends, Other Family)
DO NOT have access to view this data in WISER

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Pronouns available on Class Rosters and Reports

Class Roster

2022 Fall | Regular Academic Session | University of Mass Boston | Undergraduate

▼ ENGL 101 - 01 (1002)
Composition I (Lecture)

Days and Times	Room	Instructor	Dates

*Enrollment Status [Email this roster](#)

Enrolled Students Personalize | Find | First 1-16 of 16 Last

Select	ID	Name	Pronoun	Grade Basis	Units	Program and Plan	Level
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Report ID: SRCLSRST
Institution: UMBOS

University of Massachusetts Boston
CLASS ROSTER REPORT

Page No. 1
Run Date 08/30/2022
Run Time 10:46:52

Term/Session:
Course:
Class#/Section:
Instructor:
Class Dates:

University of Mass Boston

ENROLLED Students

Student ID	Name	Pronoun	Units	Program	Academic Plan	Note
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Enabling Inclusive Identity

Pronouns available on Grade Rosters and Reports

Grade Roster Type **Grade Roster**

Grade Roster Find First 1 of 1 Last

Term 2022 Fall Class Nbr 1002 Composition I Section 01

Session Regular ENGL Catalog 101 Seq Nbr 1 [Convert to MID grading](#)

Roster Type

Mid-Term Grade Mid-Term Grade Display Unassigned Roster Grade Only

Approval Status Not Reviewed

ID	Name	Pronoun	Roster Grade	Official Grade	Career	Grading Basis	Detail	Note
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Report ID: SRRSTRPT GRADE ROSTER REPORT Page No. 1

Run Date 08/30/2022

Run Time 10:50:54

Term: Institution: University of Mass Boston

Course: Session: 1 Section: 01

Class Title: Class Nbr: 1002

Grade Roster Type:

Instructor(s):

<u>Student ID</u>	<u>Student Name</u>	<u>Pronoun</u>	<u>Grade Input</u>	<u>Grade Official</u>	<u>Grade Basis</u>	<u>Academic Career</u>	<u>Units</u>	<u>Roster Status</u>
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Enable Inclusive Identity

Pronouns available on Adviser Center - areas highlighted

Student Center	General Info	Transfer Credit	Academics	Summary All Terms	Summary One Term	Advising Notes	Advising Report	Unofficial Transcript	Service Indicators
Student Center	General Info	Transfer Credit	Academics						
Student Center	General Info	Transfer Credit	Academics						
Student Center	General Info	Transfer Credit	Academics						
Student Center	General Info	Transfer Credit	Academics						
Student Center	General Info	Transfer Credit	Academics						
Student Center	General Info	Transfer Credit	Academics						
Student Center	General Info	Transfer Credit	Academics						
Student Center	General Info	Transfer Credit	Academics						
Student Center	General Info	Transfer Credit	Academics						
Student Center	General Info	Transfer Credit	Academics						

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WISER Changes - Gender Identity & Sexual Orientation

The screenshot displays the WISER system interface for user LK Moriarty. The left sidebar contains navigation links: Home, Academics, Enrollment, Personal Information, Finance Center, Financial Aid Center, and Classic View. The main content area is titled 'Information about gender identity and sexual orientation' and contains two sections:

- Gender Identity:** A list of radio button options: Agender, Nonbinary, Cisgender(non-trans) Man, Questioning or Unsure, Cisgender (non-trans) Woman, Trans Man, Gender Fluid, Trans Woman, and Genderqueer.
- Sexual Orientation:** A list of radio button options: Asexual, Pansexual, Queer, Bisexual, Questioning, Same Gender Loving, Gay, Lesbian, Straight (Heterosexual), and Demisexual.

“Authorized Users, Faculty and majority of Staff DO NOT have access to view this **Confidential** information. Only Students and select Registrar staff will have access to enter data and provide support where needed.

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PeopleSoft Access

*Only after access is allowed

View	Pronoun	Gender Identity	Sexual Orientation
Student	Yes	Yes	Yes
Advisor	Yes	No	No
Faculty	Yes	No	No
Staff	Yes	No	No
Staff – Super SR User*	Yes	Yes	Yes
Parent	No	No	No
Update	Pronoun	Gender Identity	Sexual Orientation
Student	Yes	Yes	Yes
Advisor	No	No	No
Faculty	No	No	No
Staff	No	No	No
Staff – Super SR User*	Yes	Yes	Yes
Parent	No	No	No

*UITS developing “Full Audit Table” for all Inclusive Identity values including user, data added or modified and timestamps.

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Campus Readiness Activities – Ongoing

- Hosted **Fall 2022 Welcome Week** tables to promote changes to Students, Faculty and Staff.
- Developed **new** Inclusive Identity website to centralize information...
<https://www.umb.edu/all-of-us>
- Developing **new** “WISER Help for Students” website and video for entering new values... https://www.umb.edu/it/wiser/student_help
- Developing **new** online Instructor and Staff “Pronouns” training slides (*to be added to ODEI website prior to Go-Live)
- Outreaching to Student Groups and Administrative Departments re: **new** values and mid-October *Go-live* timeline to build awareness.
- Developing broad email communications that will be distributed to announce availability of these **new** WISER values via Campus Currents, IT News distributions.

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Questions