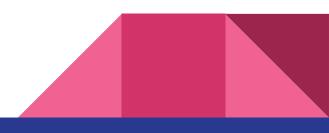
Handling preferred/chosen/legal names and pronouns

(in Moodle)

Key questions to consider

- 1. What types of identity data does the institution manage?
- 2. Who makes decisions about identity at your institution?
- 3. Where does that data come from?
- 4. What types of identity data does each downstream application need?
- 5. Who should have access to identity data?
- 6. How can we manage that data in Moodle?



Types of identity data

- Names: legal, preferred, professional, chosen
- Pronouns
- Gender identity
- Course enrollments
- ID photos
- Phone numbers



Who makes decisions about identity data?

- Information Technology
- Registrar's Office
- Provost's Office
- Human Resources
- Alumni Office
- Dining Services

- Health Services
- Athletics
- Campus Security
- Legal
- Dean of Students
- Advising

Sources of identity data

- Student information system / ERP
- Department-specific customer relationship management software (CRM)
- Downstream client applications
- Authentication / authorization platform
- Housing software
- ID card system



Supported vs needed

- Not all supported fields are required for an application to function
- Consider allowing choice where possible
- Legal name vs preferred name



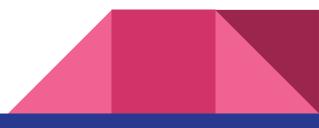
Access to identity data

- What do you *really* need to do your job?
- What do you need to identify a student?
- What question are you trying to answer?



Right, Moodle

- Moodle *needs* a first name, last name, and email address
- Moodle is traditionally gender-agnostic
- Moodle has custom profile fields
- Mapping custom profile fields to the SIS is an institution-specific challenge
- Exposing those custom profile fields has been difficult...



First name / Surname	Email address	Pronouns	Roles	Groups	Last access to course	Status	
-	-	-	-	-	-	-	
Kristi Burch	kristi.burch@centre.edu	she/her/hers	Teacher	No groups	1 day 4 hours	Active 🕄	٠
Andrew Ruether	aruethe2@swarthmore.edu	he/his	Teacher	No groups	4 hours 1 min	Active 1	•

...until Moodle 3.11 added custom identity field support.

Resources

- <u>Gender Identity Expression in Higher Education</u>
 - Published by the American Association of Collegiate Registrars and Admissions Officers
 - Describes good, better, best approaches to handling names, pronouns, sex and gender, etc.
- <u>Gender Identity in Higher Education: Recommendations for Campus Information Systems</u>
 - Published by EDUCAUSE
 - Best practices related to uses of names and gender identity data, including an individual's ability to update their data at any time and privacy considerations.

