

# “We’re here! We’re queer!” Administrative data reforms for LGBTQ+ representation

Andrea Belgrade (she/her/hers) and Matt Reed (he/him/his), UC Office of the President



# More UC students identify as nonbinary or trans, new enrollment data shows

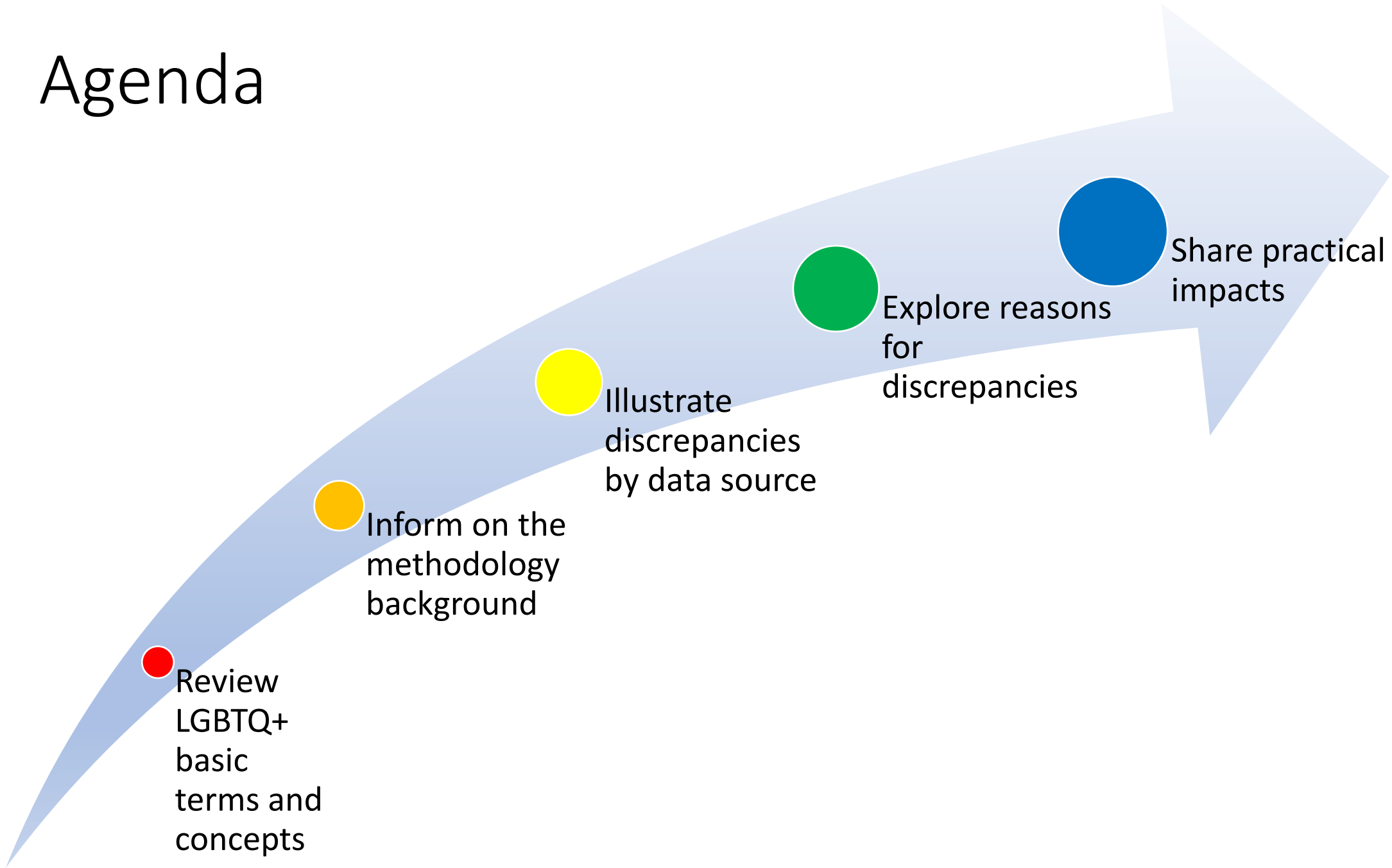
By Erin Allday, Emma Stiefel

Feb 6, 2024



Nilo, a Transgender Student Wellness Initiative student coordinator and Multicultural Community Center administrative intern, stands in front of a rainbow Pride flag, Intersex-Inclusive Pride Progress flag and transgender flag at the Gender Equity Resource Center at UC Berkeley on Friday, Feb. 2.

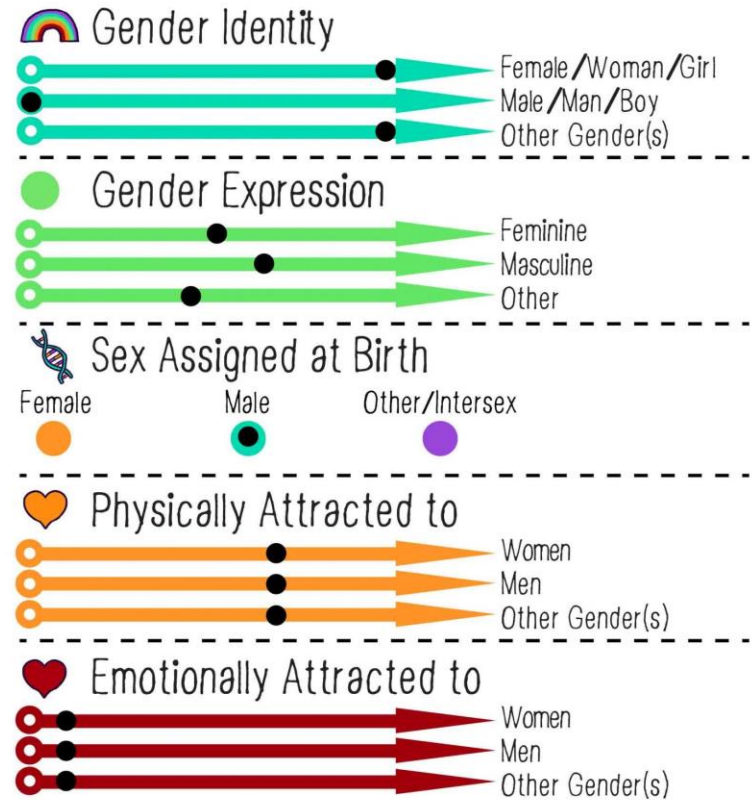
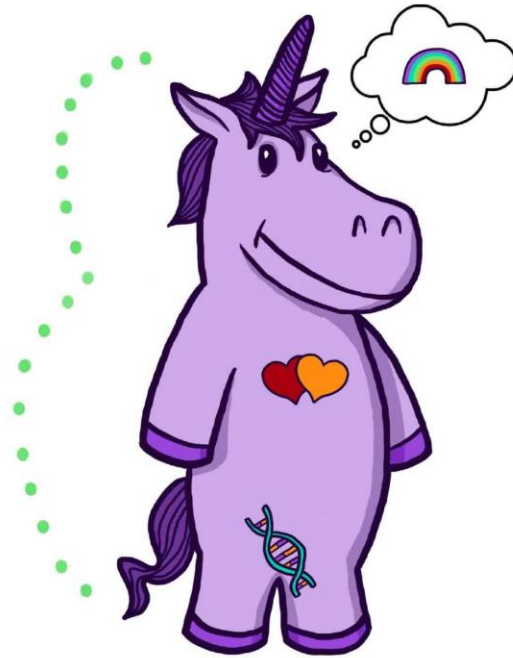
# Agenda



LGBTQ+  
basic terms  
and concepts

# The Gender Unicorn

Graphic by:  
**TSER**  
Trans Student Educational Resources



To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore

# Cisgender and Transgender

These terms describe a combination of sex assigned at birth and gender

Describe one's experiences of gender and sex assigned at birth given societal norms

Transgender can include binary and nonbinary genders





## DEMISEXUAL

Demisexual individuals experience sexual attraction in the context of romantic connection.



## PANSEXUAL

Those people who are pansexual experience romantic or sexual attraction to individuals regardless of their gender or sexual orientation.



## BISEXUAL

Bisexuals are attracted to individuals of more than one gender.



## QUEER

"Queer" has been adopted by members of the LGBTQ+ community as an umbrella term describing those who are not exclusively cisgender or heterosexual.



## GAY

As an alternative to the outdated term "homosexual," "gay" can be used to describe individuals who are attracted to those of the same or similar gender. This term has historically been used for men (or those who identify as men) who are attracted to the same gender; some women choose to use this term as well.



## LESBIAN

This is a term used to describe women who are attracted to those of the same gender. It applies to those who identify as women, too.



## HETEROSEXUAL

This term can describe those who are attracted to the "opposite" gender. Cisgender and transgender individuals can identify as heterosexual.



## ASEXUAL

Asexual individuals do not experience sexual attraction to others, although they can experience romantic attraction to individuals of any gender.

# Data Sources



## Administrative data

Application data

Enrollment data (informed partially by application data)



## Survey data

UCGSES and UCUES

# LGBTQ+ survey respondents by campus

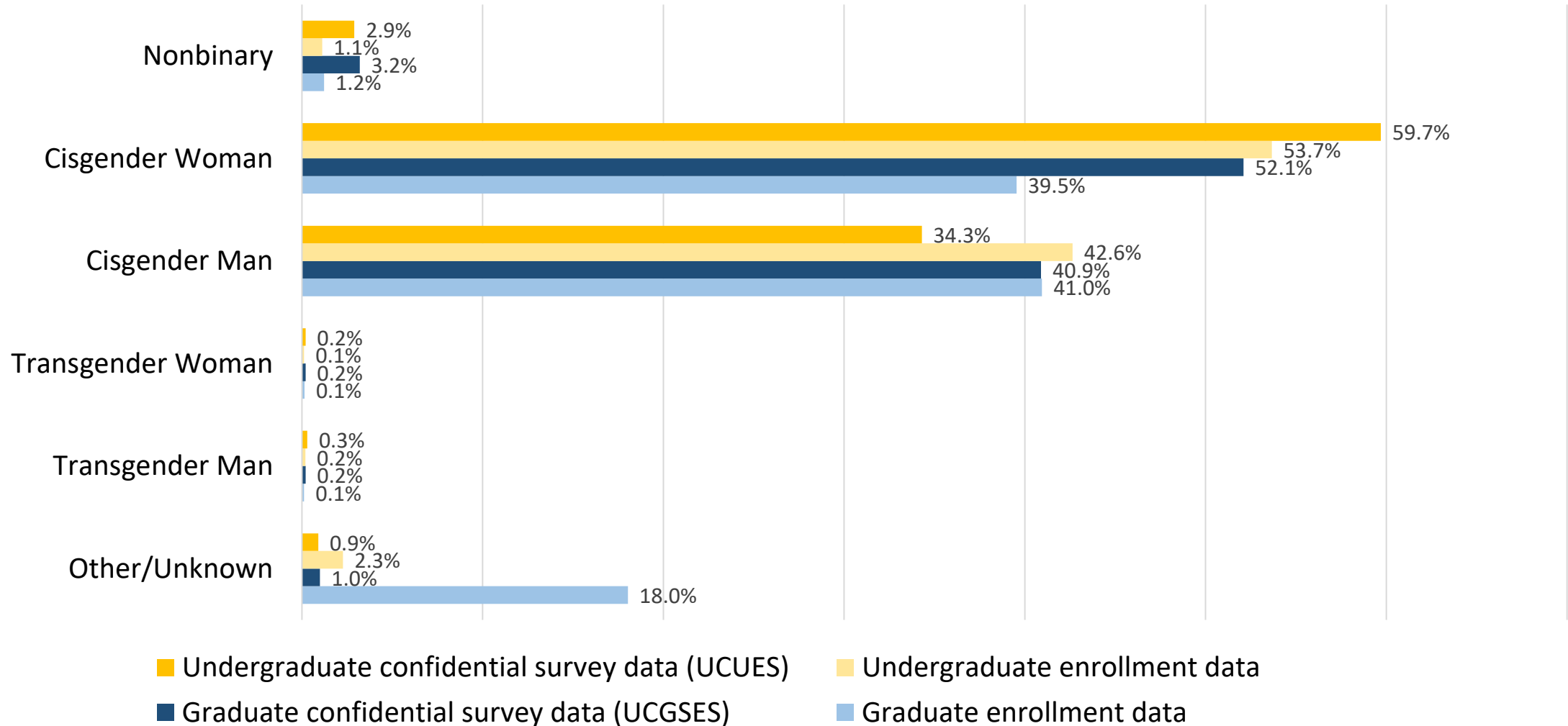
| Student level        | Data type  | UCB   | UCSF  | UCD   | UCLA  | UCR   | UCSD  | UCSC  | UCSB  | UCI   | UCM   |
|----------------------|------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Undergraduate (2022) | Survey     | 26.5% | N/A   | 28.3% | 25.6% | 21.9% | 24.8% | 37.7% | 27.1% | 22.6% | 23.9% |
|                      | Enrollment | 14.6% | N/A   | 14.2% | 13.5% | 11.1% | 12.7% | 23.6% | 15.0% | 11.9% | 11.8% |
| Graduate (2023)      | Survey     | 25.3% | 24.6% | 25.2% | 23.2% | 23.4% | 23.8% | 33.0% | 35.4% | 21.3% | 19.7% |
|                      | Enrollment | 16.6% | 15.4% | 14.6% | 14.8% | 13.6% | 15.6% | 18.6% | 25.0% | 2.2%  | 11.7% |

Percentages exclude 'unknown' and are calculated based on valid responses only

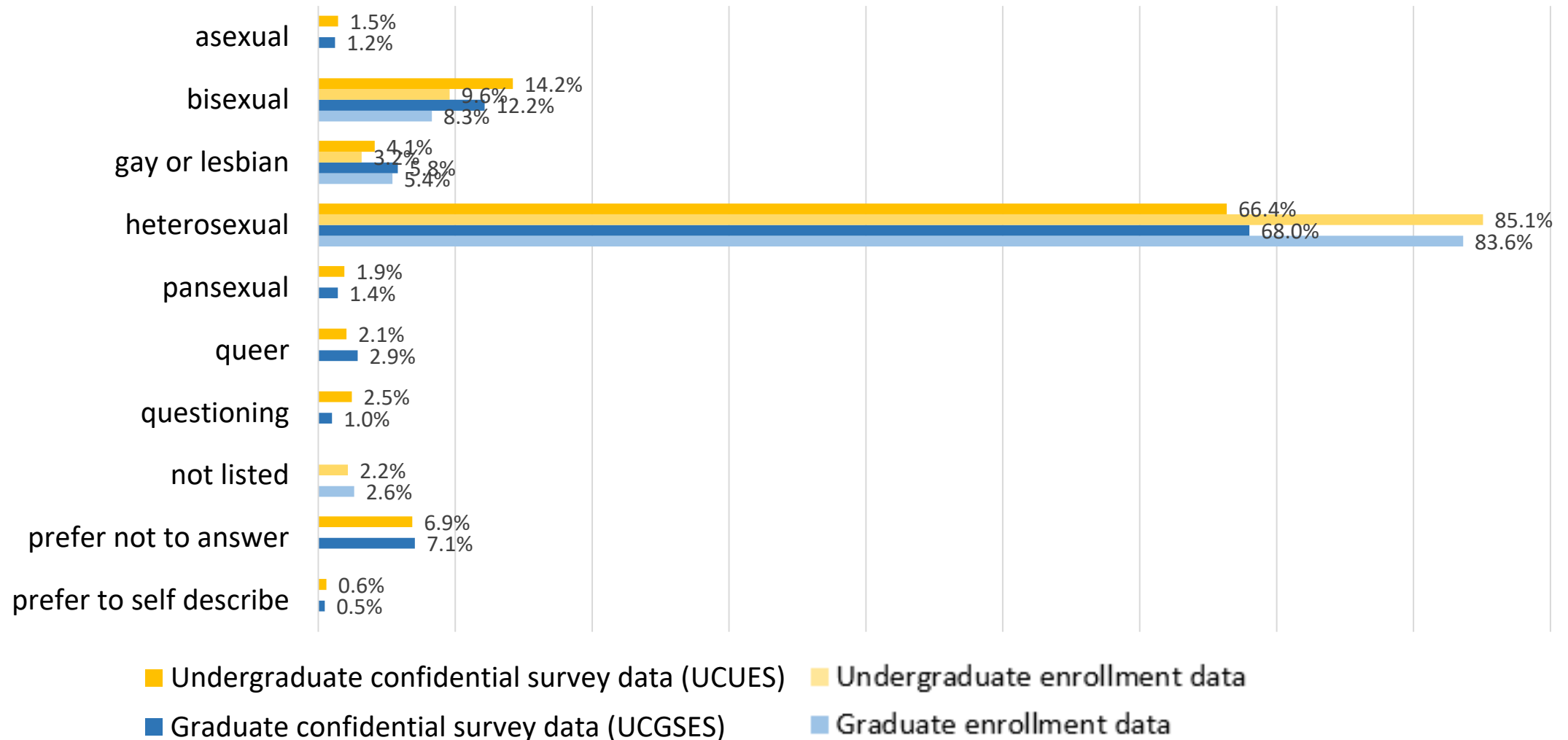
UCI has 98.8% Blank/Not Provided responses for sexual orientation in graduate enrollment data, and therefore the percentage largely reflects LGBTQ+ gender identities



# Gender identity representation by student level and data source



# Sexual orientation representation by student level and data source



# Possible reasons for data discrepancy

- LGBTQ+ students love to take surveys
- Survey data responses are not reliable
- ✓ • LGBTQ+ survey takers are not represented as LGBTQ+ in our enrollment data

# Comparison: Pell status has significantly greater overlap between administrative and survey data

| Pell Status in enrollment data | Missing Pell information in survey data | Not Pell in survey data | Pell in survey data |
|--------------------------------|---|-------------------------|---------------------|
| Did not receive Pell/unknown   | 60.3%                                   | 97.4%                   | 11.1%               |
| Received Pell                  | 39.7%                                   | 2.6%                    | 88.9%               |

# Most nonbinary students in the surveys are not represented as nonbinary in the administrative data

| Enrollment Data Gender Selection | Nonbinary Survey Respondents |                   |
|----------------------------------|------------------------------|-------------------|
|                                  | 2022 Undergraduate           | 2023 Graduate     |
| Genderqueer or Nonbinary Gender  | <b>25% (394)</b>             | <b>37% (153)</b>  |
| Woman                            | 47% (736)                    | 20% (85)          |
| Man                              | 12% (189)                    | 11% (45)          |
| Trans Woman                      | 0% (4)                       | 1% (3)            |
| Trans Man                        | 1% (19)                      | 1% (3)            |
| Different Identity               | 3% (54)                      | 7% (31)           |
| Blank/Not provided               | 11% (177)                    | 23% (95)          |
| <b>Total</b>                     | <b>100% (1,573)</b>          | <b>100% (415)</b> |

# Most bisexual students in the surveys are not represented as such in the administrative data

| Enrollment Data Sexual Orientation Selection | Bisexual Survey Respondents |                     |
|--|-----------------------------|---------------------|
|  | 2022 Undergraduate          | 2023 Graduate       |
| Bisexual                                     | <b>47% (2,029)</b>          | <b>44% (465)</b>    |
| Gay or lesbian                               | 2% (77)                     | 2% (18)             |
| Heterosexual or straight                     | 41% (1,797)                 | 20% (214)           |
| Not listed                                   | 2% (94)                     | 3% (29)             |
| Blank/Not provided                           | 8% (339)                    | 31% (323)           |
| <b>Total</b>                                 | <b>100% (4,336)</b>         | <b>100% (1,049)</b> |

# About 2/3 of gay or lesbian students in the surveys are represented as such in the administrative data

| Enrollment Data Sexual Orientation Selection | Gay or Lesbian Survey Respondents |                   |
|--|-----------------------------------|-------------------|
|  | 2022 Undergraduate                | 2023 Graduate     |
| Bisexual                                     | 11% (139)                         | 5% (32)           |
| Gay or lesbian                               | <b>64% (770)</b>                  | <b>63% (309)</b>  |
| Heterosexual or straight                     | 13% (163)                         | 3% (13)           |
| Not listed                                   | 3% (41)                           | 5% (25)           |
| Blank/Not provided                           | 8% (97)                           | 25% (121)         |
| <b>Total</b>                                 | <b>100% (1,210)</b>               | <b>100% (491)</b> |

Why do you think we see this discrepancy between data sources?





# Why the discrepancy?

- Students may fear discrimination on their application
- Students may not have come out yet when filling out their application, and especially among undergraduates, parents may be reviewing these with students
- Students may have more opportunity to explore their gender identity and sexual orientation in college, and therefore the label they use for themselves may change
- Given the length of the application cycle, about a year or more may have passed since the student made their selections for gender and sexual orientation

# Most common write in responses for gender (on surveys)

## **Undergraduates (281 write ins)**

- Agender
- Genderfluid
- Gender nonconforming
- Genderqueer

## **Graduates (74 write ins)**

- Agender
- Genderfluid
- Gender nonconforming
- Genderqueer

# Most common write in responses for sexual orientation (on surveys)

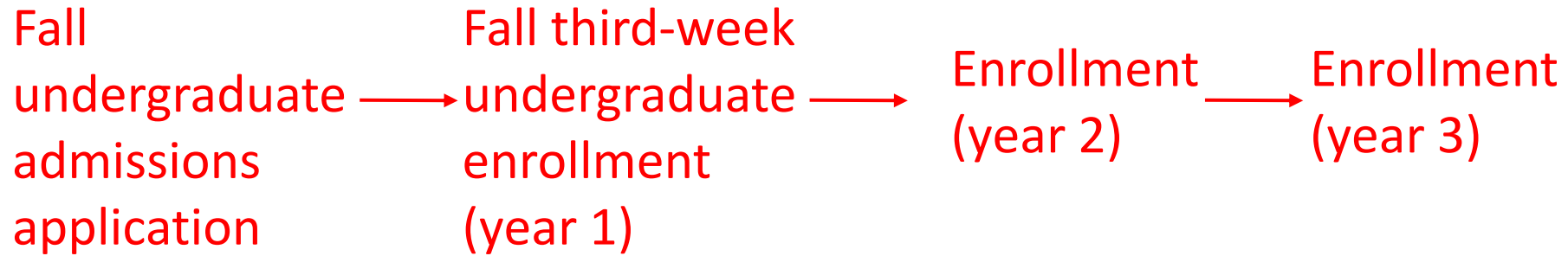
## **Undergraduates (309 write ins)**

- Aromantic
- Demisexual
- Greysexual
- Omnisexual

## **Graduates (35 write ins)**

- Demisexual

# Longitudinal changes in sexual orientation and gender identity categories, by entering cohorts of undergraduates



# Share of undergraduates changing sexual orientation, gender identity categories over time

| Time period                                      | Sexual Orientation | Gender Identity |
|--|--------------------|-----------------|
| UG admissions application to Enrollment (year 1) | 6%                 | 5%              |
| Enrollment (year 1 to year 2)                    | 3%                 | 3%              |
| Enrollment (year 2 to year 3)                    | 1%                 | <0.5%           |
| Enrollment (year 3 to year 4)                    | 1%                 | <0.5%           |

**Source:** UC Data Warehouse, Fall Undergraduate Admissions and Fall Third-Week Enrollment data, 2016 to 2023 entering cohorts

# Share changing sexual orientation categories

| UG application to enrollment year 1 | Berkeley | Davis | Irvine | Los Angeles | Merced | Riverside | San Diego | Santa Barbara | Santa Cruz |
|-------------------------------------|----------|-------|--------|-------------|--------|-----------|-----------|---------------|------------|
| 2016                                | 93%      | 0%    | 13%    | 1%          | 0%     | 5%        | 1%        | 0%            | 3%         |
| 2017                                | 96%      | 0%    | 0%     | 1%          | 98%    | 0%        | 1%        | 5%            | 1%         |
| 2018                                | 6%       | 0%    | 0%     | 2%          | 0%     | 1%        | 1%        | 7%            | 2%         |
| 2019                                | 0%       | 0%    | 0%     | 1%          | 0%     | 1%        | 1%        | 6%            | 3%         |
| 2020                                | 0%       | 0%    | 0%     | 1%          | 0%     | 2%        | 0%        | 6%            | 3%         |
| 2021                                | 0%       | 0%    | 0%     | 2%          | 1%     | 2%        | 0%        | 6%            | 5%         |
| 2022                                | 0%       | 0%    | 0%     | 2%          | 1%     | 2%        | 1%        | 4%            | 5%         |
| 2023                                | 3%       | 0%    | 0%     | 2%          | 3%     | 2%        | 0%        | 4%            | 5%         |

**Source:** UC Data Warehouse, Fall Undergraduate Admissions and Fall Third-Week Enrollment data, 2016 to 2023 entering cohorts

# Share changing sexual orientation categories

| Enrollment<br>(year 1 to year 2) | Berkeley | Davis | Irvine | Los Angeles | Merced | Riverside | San Diego | Santa Barbara | Santa Cruz |
|----------------------------------|----------|-------|--------|-------------|--------|-----------|-----------|---------------|------------|
| 2016                             | 0%       | 0%    | 12%    | 0%          | 0%     | 0%        | 0%        | 1%            | 1%         |
| 2017                             | 90%      | 0%    | 0%     | 0%          | 98%    | 0%        | 0%        | 1%            | 1%         |
| 2018                             | 0%       | 0%    | 0%     | 0%          | 0%     | 0%        | 0%        | 2%            | 1%         |
| 2019                             | 0%       | 0%    | 0%     | 0%          | 0%     | 0%        | 0%        | 2%            | 1%         |
| 2020                             | 0%       | 0%    | 0%     | 0%          | 1%     | 0%        | 0%        | 2%            | 2%         |
| 2021                             | 0%       | 0%    | 1%     | 0%          | 1%     | 0%        | 0%        | 1%            | 2%         |
| 2022                             | 3%       | 0%    | 0%     | 0%          | 2%     | 0%        | 0%        | 1%            | 1%         |

**Source:** UC Data Warehouse, Fall Undergraduate Admissions and Fall Third-Week Enrollment data, 2016 to 2022 entering cohorts

# Share changing sexual orientation categories

| Enrollment<br>(year 2 to year 3) | Berkeley | Davis | Irvine | Los Angeles | Merced | Riverside | San Diego | Santa Barbara | Santa Cruz |
|----------------------------------|----------|-------|--------|-------------|--------|-----------|-----------|---------------|------------|
| 2016                             | 0%       | 0%    | 0%     | 0%          | 1%     | 1%        | 0%        | 1%            | 1%         |
| 2017                             | 0%       | 0%    | 0%     | 0%          | 0%     | 0%        | 0%        | 1%            | 1%         |
| 2018                             | 0%       | 0%    | 0%     | 0%          | 0%     | 0%        | 0%        | 2%            | 1%         |
| 2019                             | 0%       | 0%    | 1%     | 0%          | 1%     | 0%        | 0%        | 1%            | 1%         |
| 2020                             | 0%       | 0%    | 0%     | 0%          | 1%     | 0%        | 0%        | 1%            | 2%         |
| 2021                             | 2%       | 0%    | 0%     | 0%          | 3%     | 0%        | 0%        | 1%            | 1%         |

**Source:** UC Data Warehouse, Fall Undergraduate Admissions and Fall Third-Week Enrollment data, 2016 to 2021 entering cohorts



# Share changing sexual orientation categories

Summary of changes in enrollment data from year to year

- Davis, Riverside, San Diego – no year to year change in enrollment data, all available cohorts/years
- Santa Barbara, Santa Cruz – 1-2% of students change each year in enrollment data, all available cohorts/years
- Berkeley, Irvine, LA, Merced – mixed pattern of change vs. no change depending on the cohort year and the year of enrollment (1st, 2nd, etc.)

# Share changing gender identity categories

| UG application to enrollment year 1 | Berkeley | Davis | Irvine | Los Angeles | Merced | Riverside | San Diego | Santa Barbara | Santa Cruz |
|-------------------------------------|----------|-------|--------|-------------|--------|-----------|-----------|---------------|------------|
| 2016                                | 95%      | 0%    | 14%    | 1%          | 0%     | 5%        | 0%        | 0%            | 3%         |
| 2017                                | 96%      | 0%    | 0%     | 1%          | 98%    | 0%        | 1%        | 0%            | 1%         |
| 2018                                | 7%       | 0%    | 0%     | 2%          | 0%     | 0%        | 1%        | 1%            | 2%         |
| 2019                                | 0%       | 0%    | 0%     | 1%          | 0%     | 0%        | 1%        | 1%            | 3%         |
| 2020                                | 1%       | 0%    | 0%     | 1%          | 0%     | 0%        | 0%        | 1%            | 3%         |
| 2021                                | 0%       | 0%    | 0%     | 0%          | 0%     | 0%        | 0%        | 1%            | 5%         |
| 2022                                | 0%       | 0%    | 0%     | 0%          | 0%     | 1%        | 1%        | 1%            | 5%         |
| 2023                                | 0%       | 0%    | 0%     | 0%          | 0%     | 0%        | 0%        | 1%            | 5%         |

**Source:** UC Data Warehouse, Fall Undergraduate Admissions and Fall Third-Week Enrollment data, 2016 to 2023 entering cohorts

# Share changing gender identity categories

| Enrollment<br>(year 1 to year 2) | Berkeley | Davis | Irvine | Los Angeles | Merced | Riverside | San Diego | Santa Barbara | Santa Cruz |
|----------------------------------|----------|-------|--------|-------------|--------|-----------|-----------|---------------|------------|
| 2016                             | 0%       | 0%    | 13%    | 0%          | 0%     | 0%        | 0%        | 0%            | 1%         |
| 2017                             | 90%      | 0%    | 0%     | 0%          | 98%    | 0%        | 0%        | 0%            | 1%         |
| 2018                             | 0%       | 0%    | 0%     | 0%          | 0%     | 0%        | 0%        | 0%            | 1%         |
| 2019                             | 0%       | 0%    | 0%     | 0%          | 0%     | 0%        | 0%        | 0%            | 1%         |
| 2020                             | 0%       | 0%    | 0%     | 0%          | 0%     | 0%        | 0%        | 0%            | 1%         |
| 2021                             | 0%       | 0%    | 0%     | 0%          | 0%     | 0%        | 0%        | 0%            | 2%         |
| 2022                             | 0%       | 1%    | 0%     | 0%          | 0%     | 0%        | 0%        | 0%            | 2%         |

**Source:** UC Data Warehouse, Fall Undergraduate Admissions and Fall Third-Week Enrollment data, 2016 to 2022 entering cohorts

# Share changing gender identity categories

| Enrollment<br>(year 2 to year 3) | Berkeley | Davis | Irvine | Los Angeles | Merced | Riverside | San Diego | Santa Barbara | Santa Cruz |
|----------------------------------|----------|-------|--------|-------------|--------|-----------|-----------|---------------|------------|
| 2016                             | 0%       | 0%    | 0%     | 0%          | 0%     | 0%        | 0%        | 0%            | 0%         |
| 2017                             | 0%       | 0%    | 0%     | 0%          | 0%     | 0%        | 0%        | 0%            | 0%         |
| 2018                             | 0%       | 0%    | 0%     | 0%          | 0%     | 0%        | 0%        | 0%            | 1%         |
| 2019                             | 0%       | 0%    | 0%     | 0%          | 0%     | 0%        | 0%        | 0%            | 1%         |
| 2020                             | 0%       | 0%    | 0%     | 0%          | 0%     | 0%        | 0%        | 0%            | 1%         |
| 2021                             | 0%       | 1%    | 0%     | 0%          | 1%     | 0%        | 0%        | 0%            | 1%         |

**Source:** UC Data Warehouse, Fall Undergraduate Admissions and Fall Third-Week Enrollment data, 2016 to 2021 entering cohorts

# Share changing gender identity categories

Summary of changes in enrollment data from year to year

- LA, Riverside, Santa Barbara, San Diego – no year to year change in enrollment data, all available cohorts/years
- Berkeley, Davis, Irvine, Merced, mixed pattern of no change vs. some change depending on cohort and year of enrollment
- Santa Cruz – 1-2% of students change from enrollment year 1 to year 2; mixed pattern other years

# Why don't data change on some campuses?

- Campuses may not be actively re-surveying students re: SOGI
- Updated demographic data may not be reflected in the enrollment data files submitted to UCOP/IRAP
- We are interested in
  - facilitating discussion and action to ensure students have the opportunity to update SOGI data
  - working with campus and UCOP colleagues to that these changes are reflected in campus and systemwide data, e.g., UC Information Center

# Santa Cruz 2018 entering undergraduates: changes in sexual orientation categories over time

| UG application to Enrollment (year 1) | Bisexual  | Gay or lesbian | Heterosexual or straight | Not Listed | Unknown    |
|---------------------------------------|-----------|----------------|--------------------------|------------|------------|
| Bisexual                              | 92%       | 2%             | 0%                       | 2%         | 3%         |
| Gay or lesbian                        | 1%        | 92%            | 0%                       | 0%         | 0%         |
| Heterosexual or straight              | 2%        | 2%             | 99%                      | 1%         | 15%        |
| Not listed                            | 4%        | 3%             | 0%                       | 96%        | 0%         |
| Unknown                               | 1%        | 1%             | 0%                       | 2%         | 81%        |
| <b>TOTAL CHANGING</b>                 | <b>8%</b> | <b>8%</b>      | <b>1%</b>                | <b>4%</b>  | <b>19%</b> |

**Source:** UC Data Warehouse, Fall Undergraduate Admissions and Fall Third-Week Enrollment data, 2018 entering cohorts

**Notes:** Unknown comprises Blank/not provided and Invalid value categories.

# Santa Cruz 2018 entering undergraduates: changes in sexual orientation categories over time

| Enrollment<br>(year 1 to year 2) | Bisexual  | Gay or<br>lesbian | Heterosexual<br>or straight | Not<br>Listed | Unknown   |
|----------------------------------|-----------|-------------------|-----------------------------|---------------|-----------|
| Bisexual                         | 95%       | 0%                | 0%                          | 0%            | 1%        |
| Gay or lesbian                   | 1%        | 97%               | 0%                          | 1%            | 0%        |
| Heterosexual or<br>straight      | 1%        | 0%                | 99%                         | 0%            | 7%        |
| Not listed                       | 3%        | 1%                | 0%                          | 99%           | 1%        |
| Unknown                          | 1%        | 1%                | 0%                          | 0%            | 91%       |
| <b>TOTAL CHANGING</b>            | <b>5%</b> | <b>3%</b>         | <b>1%</b>                   | <b>1%</b>     | <b>9%</b> |



# Santa Cruz 2018 entering undergraduates: changes in gender identity categories over time

| UG application to enrollment (year 1) | Cis Man   | Cis Woman | Genderqueer/ Nonconforming/ Nonbinary | Trans Woman | Trans Man  | Different Identity | Unknown    |
|---------------------------------------|-----------|-----------|---------------------------------------|-------------|------------|--------------------|------------|
| Cis Man                               | 100%      | 0%        | 0%                                    | 0%          | 0%         | 0%                 | 19%        |
| Cis Woman                             | 0%        | 100%      | 8%                                    | 8%          | 5%         | 13%                | 15%        |
| Genderqueer/ Nonconforming/ Nonbinary | 0%        | 0%        | 83%                                   | 0%          | 5%         | 0%                 | 1%         |
| Trans Woman                           | 0%        | 0%        | 1%                                    | 85%         | 0%         | 0%                 | 1%         |
| Trans Man                             | 0%        | 0%        | 4%                                    | 0%          | 90%        | 25%                | 0%         |
| Different identity                    | 0%        | 0%        | 1%                                    | 0%          | 0%         | 63%                | 0%         |
| Unknown                               | 0%        | 0%        | 1%                                    | 8%          | 0%         | 0%                 | 65%        |
| <b>TOTAL CHANGING</b>                 | <b>0%</b> | <b>0%</b> | <b>17%</b>                            | <b>15%</b>  | <b>10%</b> | <b>37%</b>         | <b>35%</b> |

# Santa Cruz 2018 entering undergraduates: changes in gender identity categories over time

| Enrollment<br>(year 1 to year 2)            | Cis<br>Man | Cis<br>Woman | Genderqueer/<br>Nonconforming/<br>Nonbinary | Trans<br>Woman | Trans<br>Man | Different<br>Identity | Unknown    |
|---|------------|--------------|---|----------------|--------------|-----------------------|------------|
| Cis Man                                     | 100%       | 0%           | 5%  | 0%             | 5%           | 0%                    | 14%        |
| Cis Woman                                   | 0%         | 99%          | 9%  | 0%             | 0%           | 20%                   | 11%        |
| Genderqueer/<br>Nonconforming/<br>Nonbinary | 0%         | 0%           | 82%   | 0%             | 10%          | 0%                    | 2%         |
| Trans Woman                                 | 0%         | 0%           | 0%  | 100%           | 0%           | 0%                    | 1%         |
| Trans Man                                   | 0%         | 0%           | 2%  | 0%             | 80%          | 0%                    | 0%         |
| Different identity                          | 0%         | 0%           | 0%  | 0%             | 0%           | 60%                   | 0%         |
| Unknown                                     | 0%         | 0%           | 2%  | 0%             | 5%           | 20%                   | 73%        |
| <b>TOTAL CHANGING</b>                       | <b>0%</b>  | <b>1%</b>    | <b>18%</b>                                  | <b>0%</b>      | <b>20%</b>   | <b>40%</b>            | <b>27%</b> |

# Santa Cruz 2018 entering undergraduates: changes in sexual orientation and/or gender identity categories over time

**Source:** UC Data Warehouse, Fall Undergraduate Admissions and Fall Third-Week Enrollment data, 2018 entering cohort, UC Santa Cruz

**Notes:** Unknown comprises Blank/not provided and Invalid value categories.

- Larger shares change out of the LGBTQ+ categories than out of non-LGBTQ+ categories
- Large share change out of the unknown category with most going to non-LGBTQ+ categories
- Largest changes in year 3 to year 4 (fall 2020 to fall 2021) for LGBTQ+ categories—possible pandemic effect? Campus-specific changes in policies or procedures?
- Would changes other campuses look similar if changes were being collected and submitted to IRAP?

# Positive Changes Resulting from this Work

Undergraduate applications at UC will include expanded sexual orientation options starting in 2025, including splitting the lesbian and gay categories

UCGSES 2025 instrument proposal includes expanded sexual orientation and gender categories based on common write in responses and split lesbian and gay categories

We have been told this data is useful to LGBTQ+ directors when they are trying to hire support staff at health centers for transgender and nonbinary students/patients.



# Summary and Key Takeaways

- We are likely undercounting LGBTQ+ students by about half in administrative data
  - ~12% undercount among undergraduates
  - ~13% undercount among graduate students
- The application answer options do not encompass the sexual orientations of a significant proportion of the student body
  - ~9% of undergraduates
  - ~7% of graduate students

# Summary and Key Takeaways

- Longitudinal changes (same cohort of students over time) vary by campus, year, and type of data (sexual orientation vs. gender identity)
  - Davis, Riverside, San Diego show no changes in sexual orientation responses in the enrollment data (year 1 to 2 to 3 to 4) for any entering cohort (2016 to 2022)
  - Santa Barbara, Santa Cruz show consistent 1-2% changes in sexual orientation responses in the enrollment data from year to year for all cohorts
- UCOP IRAP would like to work with campus IR, LGBTQ+, registrar, and other offices to ensure students can update SOGI data and see these changes reflected in campus and systemwide data



# Ask us questions!

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