



House Bill 5654

An Act Concerning the Updating of State Forms, Applications and Methods of Identification to Include a Nonbinary Gender Option

Testimony of the Department of Administrative Services

Joint Committee on Government Administration & Elections

March 19, 2021

Good morning Senator Flexer, Representative Fox, Senator Sampson, Representative Mastrofrancesco and distinguished members of the Government Administration & Elections Committee. Thank you for giving us the opportunity to submit testimony in SUPPORT of the Committee's effort to include a non-binary gender option in public-facing forms and procedures as set forth in House Bill 5654.

House Bill 5654 would require all state agency forms, applications and methods of identification to be updated with a non-binary gender option by January 1st, 2022. The Administration supports this concept. We would like to take this opportunity to inform the Committee of some logistical challenges in accomplishing this goal.

Examples of challenges that need to be considered are as follows:

1. **CORE-CT** is the State's integrated human resources, payroll and financial system. While it appears that a non-binary gender option could be added fairly easily to CORE-CT, it could have a number of implications for health insurance and the Health Enhancement Program (HEP) requirements, as those requirements differ depending on whether you are male or female. Work would need to be done with both DAS and the Comptroller's Office in order to accomplish this change.
2. **PeopleDocs** is the new HR software that DAS is rolling out. Similar to CoreCT, there is gender specific information required by that software that impacts benefits administration and compliance, and therefore would need to be carefully considered.
3. **JobAps** is the State's online employment center. Adding a nonbinary gender option to JobAps could be made fairly easily, but could have a number of implications for other programs. Most notably, agencies use information on gender found in the JobAps system to identify goal candidates for purposes of their Affirmative Action Plans.
4. In **CTsource**, our system for managing bidding and contract-related activities, we have an online fillable section for suppliers for CHRO purposes. CHRO requires we gather gender information with each contract.
5. The **Minority Owned business classification** for our Set-Aside Program (CGS 4a-60g) includes Women Owned Business within the statutory definition of Minority Owned Businesses. The set-aside application asks if the company is owned by a woman as this helps determine eligibility. A

policy decision would need to be made as to whether individuals who indicate they are gender non-binary would be eligible for the Women Owned Business program, and if yes, an amendment would be needed to C.G.S. Secs. 4a-60g and 32-9n.

Again, thank you for the opportunity to submit testimony. We look forward to working with the Committee to address this issue.