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Comment Submitted by Anonymous

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Comment

There are some ways that, in my opinion, that I-765 could be made more friendly for transgender (and others who have changed their gender) individuals.

The first is with the "Other Names Used" question. Other people, in the past when this form has had a comment period, have questioned whether or not such an inquiry is actually needed here. Since requiring transgender applicants to disclose former names generally means they're effectively being forced to out themselves, I think the practice of asking for all other names ever used needs to be re-evaluated (especially if asked in a matter where a private employer would see such names).

The second is providing a non-binary option for the "Gender" question.

The third is with the question about the parents' names - consider a gender-neutral "Parent" instead of "Father" and "Mother" in the inquiry (also helpful for those who may have two same-gender parents).

The fourth also deals with the same questions as the third, when you ask for the parents' "birth name" (which like the first issue requires providing a name that is likely to be indicative of the parent's gender change). If the intent is to capture what the parent's name would be without accounting for any marriage-related name changes, then consider rephrasing the question so an applicant with a trans parent can use the first name that matches their gender identity. If the intent is to match how the parent's name appears on the applicant's birth certificate, then likewise consider asking for such specifically (since birth certificates in many jurisdictions can be amended to reflect a name/gender change).

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