



# Chad Gowler

Web developer at Sky Leeds

@kitation

They/them pronouns



#### Photo: Hans Haase



### Gender

# Select One

# Male Female



The	Gen	der	Sp
F M	F	Μ	F
Chromosomes	Sexu Characte		Ex

# pectrum Analyser F F Μ Μ Μ

Role

xpression

The	Gender	Sp
F M	F M	F
Chromosomes	Sexual Characteristics	Ex

# pectrum Analyser F F Μ Μ Μ

Role

xpression

#### The Gender Spectrum Analyser Μ F Μ Μ F F Μ F Μ F Sexual Expression Role Identity Chromosomes Characteristics

The	Gender	Sp
F M	F M	F
	Sexual	
Chromosomes	Characteristics	Ex



xpression

The	Gender	Sp
F M	F M	F
	Sexual	
Chromosomes	Characteristics	Ex

# pectrum Analyser F Μ F Μ Μ

xpression

Role

The	Gender	Sp
F M	F M	F
Chromosomes	Sexual Characteristics	Ex

# pectrum Analyser F Μ F Μ Μ

xpression

Role

- Transgender Someone is not the gender they were assigned at birth
- Intersex Someone born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male
- Non-binary Someone who does not identify as male or female





Frequency of custom gender options usage as reported by survey respondents.

#### https://twitter.com/lady\_muck666/status/571335438524227585

Person 2 1 2 1 2 1 2 3 Transgender Man Trans Person Transsexual Transsexual Person Cis Female Cis Man Cisgender Man Cisgender Woman Gender Variant Transfeminine Female Transsexual Woman Trans" Female Female to Male Transgender Person Bigender Cis Male Cis Woman Cisgender Cisgender Female isgender Male Transgender Male Gender Questioning Male to Female Neither Intersex Pangender Transsexual Male Trans\* Transsexual



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# When is it ok?



#### **Monitoring Diversity**

# When is it ok?



#### **Monitoring Diversity**

**Social Profiles Hooking Into 3rd Parties** 







#### **Monitoring Diversity**





#### **Social Profiles**

### **Hooking Into 3rd Parties**

### Advertising

### **Refusing Services**

### **Assuming Physical Attributes**

**Tradition** 



### The Question Protocol

- Who needs it?
- What are they using it for?
- Is it required?
- data?

Forms that Work: Designing Web Forms for Usability

### What happens if it is filled in with false



 Do not use titles to assume gender Mx is the gender neutral title What is a "real" name?

# Names and Titles

- A title is NOT a required part of a name



SELECT A PRONOUN...

https://minus18.org.au/pronouns-app/



# Gender

<br/>
✓ N/A Female Male Language

### Let us know so we can call you by the appropriate pronoun.

### Let us know what language you want to use on Vimeo.





### Pronoun Help us call you by the proper pronoun. Female Male Neutral Rather not say







#### Nickname

#### Gender

#### Birthday

#### Country





### FREE WIFI

Please enter your details to continue. Your phone number will be your ID.



Name and surnames





#### Gender



#### **Date of birth**

Day

#### Ethnicity







# So many options...

- Text fields are great but hard to parse
- Have more options, but what?
- Other, transgender are all bad
- Non-binary is ok, but not everyone
- Always have "prefer not to say"



#### 3. Is your gender identity the same as you were assigned at birth?



#### Your responses to these questions will be kept private. Why do we ask for this info 🕜

Birth Month and Year

Gender

Country







# Non-binary people? In MY workplace?

It's more likely than you think.





# Be supportive!

- Gender neutral facilities
- Avoid gendered language like guys, or ladies and gentlemen
- Respect pronouns
- Have guidelines to help people who are transitioning
- Have a process to protect people

### Thank you! **@kitation** hello@kitation.co.uk