More Than Binary:

Inclusive Gender Collection and You

PyCon 2016

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Core Engineer, **Meetup**
Co-founder, **MergeSort**

she/her

@precisememory
#inclusivegender

1. Why gender matters

2. How people are being inclusive now

3. Gender Amender

What is gender?

None of this is gender

What is gender?

How you feel and how you want to be perceived
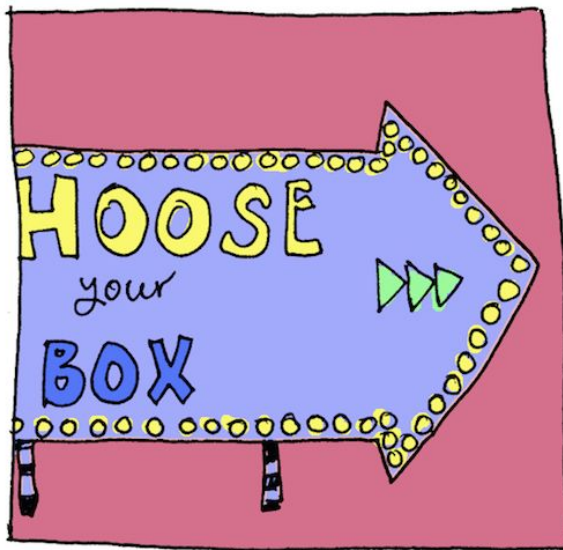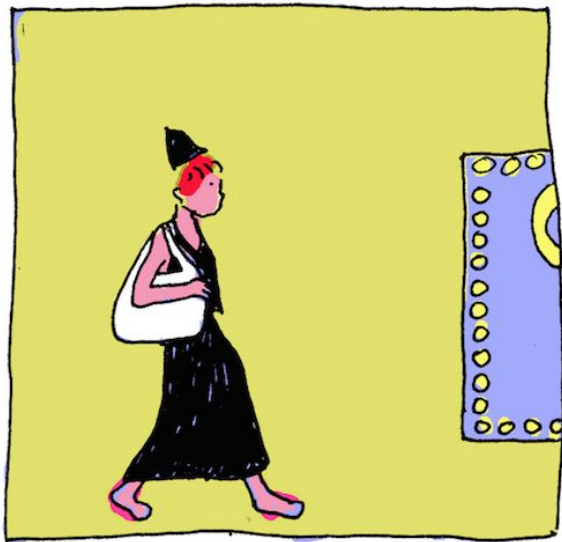
Why talk about gender at a tech conference?

NINTENDO
NETWORK

Male

Female

Back B

with permission from @yaoxiaoart, www.yao.nyc,

WIKIPEDIA

English
The Free Encyclopedia
5 077 000+ articles

Español
La enciclopedia libre
1 233 000+ artículos

Deutsch
Die freie Enzyklopädie
1 907 000+ Artikel

日本語
フリー百科事典
1 001 000+ 記事

Русский
Свободная энциклопедия
1 289 000+ статей

Français
L'encyclopédie libre
1 723 000+ articles

Italiano
L'enciclopedia libera
1 252 000+ voci

Português
A enciclopédia livre
909 000+ artigos

中文
自由的百科全書
863 000+ 條目

Polski
Wolna encyklopedia
1 154 000+ haseł

LGBT demographics of the United States   EN ⌄   🔍

??%

??%

impact

> "It's ~~an edge case~~ **a stress case**.
>
> Sara Wachter-Boettcher

Gender (optional)

With which gender do you identify? *

○ Female

○ Male

○ Non-binary/genderqueer

○ Prefer not to answer

METROLibraryCouncil @mnylc · Jan 26

@ablwr And thank you for calling us out on this cognitive dissonance. We removed the field.

> " Before we talk about what 'doing it right' looks like, first we have to talk about why we ask about gender.

Practice Makes Progress

SEGA®

What is your gender identity?

- ○ Male

- ○ Female

- ◉ Optional - Write in here [   ] *
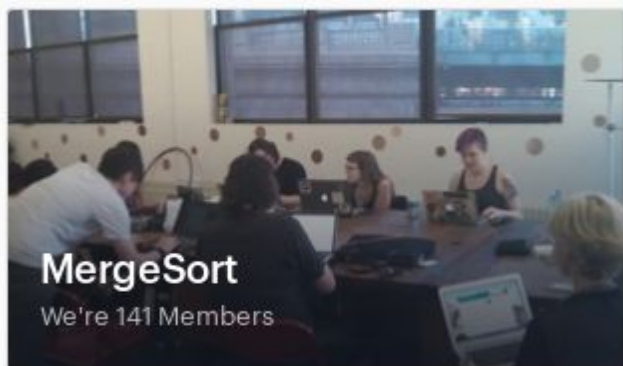
MergeSort
We're 141 Members

Men's Tea Social
We're 139 Tea Enthusiasts

Married Women Who Don't Have Children Meetup
We're 49 Married Women Without C...

The GUYalogue: A Forum for the New Man
We're 80 Man-volvers

Gender   Custom ⇕

Gender   👥 Friends ▾

Ge

Gender Fluid
Gender Variant
Genderqueer
Gender Questioning   ⇕
Gender Nonconforming   e.
Agender
Bigender
Cisgender
Cisgender Female
Cisgender Male

Birthday

rested In   ☐ Women   ☐ Men

Gender

Custom ▾ | What is your gender?

Your circles ⬍

Male

Female

Decline to State

Custom

les)

Looking for

Extended circles ⬍

I am a   More options... ▼

Select up to 5

| Woman | Man | Agender | Androgynous | Bigender |

| Cis Man | Cis Woman | Genderfluid | Genderqueer |

| Gender Nonconforming | Hijra | Intersex | Non-binary |

| Other | Pangender | Transfeminine | Transgender |

| Transmasculine | Transsexual | Trans Man |

| Trans Woman | Two Spirit |

Gender   Custom ▾

Gender   🧑 Friends ▾

open text field ✕

                                        🌐 Public

What pronoun do you prefer?   👥 Friends of Friends

                               ✓ 🧑 **Friends**

Neutral: "Wish them a happy birthda   🔒 Only Me

Your preferred pronoun is 🌐 Public.   ✳ Custom

> ℹ️ Your preferred pronoun is Public and can be seen by anyone.

Demo of Gender Amender
http://anne.loves.technology/genderamender/examples/simple.html

Gender Amender's data source

{"?": 3,
"agender": 3,
"androgyne": 0,
"androgynous": 0,
"bigender": 3,
"cis": 0,
"cisgender": 0,
"decline to
provide": -1,
"f to m": 2,
"female": 1,
"female to male": 2,
"femme": 1,
"gender
nonconforming": 3,
"gender
questioning": 3,
"gender variant": 3,

"genderfluid": 3,
"genderless": 3,
"genderqueer": 3,
"intersex": 0,
"m to f": 1,
"male": 2,
"male to female": 1,
"man": 2,
"neither": 3,
"neutrois": 3,
"nonbinary": 3,
"none": 3,
"other": 3,
"pangender": 3,
"person": 0,
"polygender": 3,
"prefer not to say":
-1,

"queer": 0,
"questioning": 3,
"trans": 0,
"trans*": 0,
"transfeminine": 1,
"transgender": 0,
"transmasculine": 2,
"transsexual": 0,
"two spirit": 3,
"woman": 1
}

DECLINE = -1,
NONGENDERED = 0,
FEMALE = 1,
MALE = 2,
NONBINARY = 3

Gender Amender's data source

```
{"?": 3,              "genderfluid": 3,      "queer": 0,
"agender": 3,         "genderless": 3,       "questioning": 3,
"androgyne": 0,       "genderqueer": 3,      "trans": 0,
"androgynous": 0,     "intersex": 0,         "trans*": 0,
"bigender": 3,        "m to f": 1,           "transfeminine": 1,
"cis": 0,             "male": 2,             "transgender": 0,
"cisgender": 0,       "male to female": 1, "transmasculine": 2,
"decline to           "man": 2,              "transsexual": 0,
provide": -1,         "neither": 3,          "two spirit": 3,
"f to m": 2,          "neutrois": 3,         "woman": 1
"female": 1,          "nonbinary": 3,        }
"female to male": 2, "none": 3,
"femme": 1,           "other": 3,
"gender               "pangender": 3,
nonconforming": 3,   "person": 0,
"gender               "polygender": 3,
questioning": 3,      "prefer not to say":
"gender variant": 3,-1,
```

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"gender
questioning": 3,
"gender variant": 3,

"genderfluid": 3,
"genderless": 3,
"genderqueer": 3,
"intersex": 0,
"m to f": 1,
"male": 2,
"male to female": 1,
"man": 2,
"neither": 3,
"neutrois": 3,
"nonbinary": 3,
"none": 3,
"other": 3,
"pangender": 3,
"person": 0,
"polygender": 3,
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-1,

"queer": 0,
"questioning": 3,
"trans": 0,
"trans*": 0,
"transfeminine": 1,
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"androgynous": 0,       "intersex": 0,         "trans*": 0,
"bigender": 3,          "m to f": 1,           "transfeminine": 1,
"cis": 0,               "male": 2,             "transgender": 0,
"cisgender": 0,         "male to female": 1,   "transmasculine": 2,
"decline to            "man": 2,               "transsexual": 0,
provide": -1,           "neither": 3,          "two spirit": 3,
"f to m": 2,            "neutrois": 3,         "woman": 1
"female": 1,            "nonbinary": 3,        }
"female to male": 2,    "none": 3,
"femme": 1,             "other": 3,
"gender                 "pangender": 3,
nonconforming": 3,      "person": 0,
"gender                 "polygender": 3,
questioning": 3,        "prefer not to say":
"gender variant": 3,    -1,
```

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The Python parts - alphabetization

```python
1   import json
2   import os
3
4   def alphabetize(rootdir="./genders/"):
5       for root, dirs, files in os.walk(rootdir):
6           for name in files:
7               filepath = os.path.join(root, name)
8               genders = {}
9               with open(filepath, "r") as f:
10                  genders = json.load(f)
11              with open(filepath, "w") as f:
12                  f.write(json.dumps(genders, indent = 2, ensure_ascii=False, sort_keys=True) + "\n")
13                  # json.dumps won't be ICU localized but it will be self-consistent and that's enough
14
15  if __name__ == "__main__":
16      alphabetize()
```

via https://github.com/anne-decusatis/genderamender/blob/master/alphabetize.py

The Python parts - "rendering"
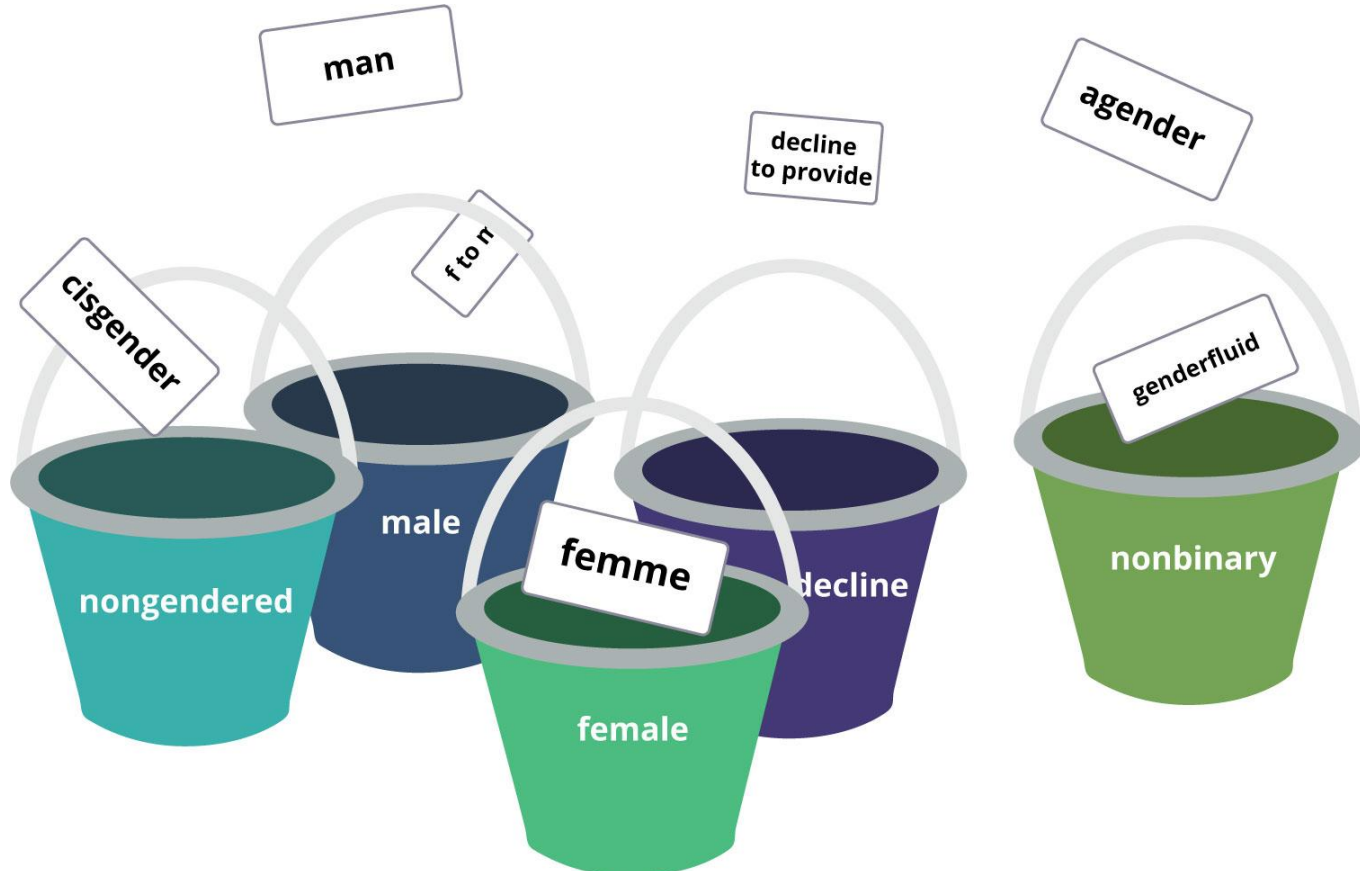
```python
if not chosen_numbers:
  return RENDERED_GENDERS.UNSURE


if POTENTIAL_INPUTS.DECLINE in chosen_numbers:
  return RENDERED_GENDERS.DECLINE
```

```python
if female_words and not male_words and not nb_words:
    return RENDERED_GENDERS.FEMALE

elif male_words and not female_words and not nb_words:
    return RENDERED_GENDERS.MALE

elif nb_words and not male_words and not female_words:
    return RENDERED_GENDERS.NONBINARY

else:
    return RENDERED_GENDERS.UNSURE
```

```python
17      # all_gender_options should be a dict of all option strings -> numbers
18      # chosen_gender_options should be a set of option strings
19      # returns an element from RENDERED_GENDERS
20      def render_genders(self, all_gender_options, chosen_gender_options):
21          relevant_numbers = [all_gender_options.get(x) for x in chosen_gender_options]
22          return self.render_genders_from_numbers(relevant_numbers)
23
24      # chosen_numbers should be a list of numbers that correspond, as in genders.json, to:
25      # -1 = decline, 0 = nongendered, 1 = female, 2 = male, 3 = nonbinary
26      # returns an element from RENDERED_GENDERS
27      def render_genders_from_numbers(self, chosen_numbers):
28          RENDERED_GENDERS = self.RENDERED_GENDERS
29          POTENTIAL_INPUTS = self.POTENTIAL_INPUTS
30          if not chosen_numbers:
31              return RENDERED_GENDERS.UNSURE
32          # first off, if they picked a decline-to-provide word, ignore everything else
33          if POTENTIAL_INPUTS.DECLINE in chosen_numbers:
34              return RENDERED_GENDERS.DECLINE
35
36          female_words = POTENTIAL_INPUTS.FEMALE in chosen_numbers
37          male_words = POTENTIAL_INPUTS.MALE in chosen_numbers
38          nb_words = POTENTIAL_INPUTS.NONBINARY in chosen_numbers
39
40          if female_words and not male_words and not nb_words:
41              return RENDERED_GENDERS.FEMALE
42          elif male_words and not female_words and not nb_words:
43              return RENDERED_GENDERS.MALE
44          elif nb_words and not male_words and not female_words:
45              return RENDERED_GENDERS.NONBINARY
46          else:
47              return RENDERED_GENDERS.UNSURE
```

What Gender Amender is *not* for

- legal compliance
- medical history
- asynchronous response
- No/slow JavaScript
  - see http://www.yaygender.net/pages/gender.pl
    for an example of how this could work

How can you help?

- Translations to non-English languages
- More gender identity words in English
- More examples/cleaner code for examples
- Things I don't know I need yet

Meetup

Acknowledgements

http://anne.loves.technology/blog/

http://making.meetup.com

Thank you

@precisememory

https://github.com/anne-decusatis/genderamender

For longer conversations: anne@meetup.com