

# More Than Binary:

Inclusive Gender Collection and You

QueensJS, May 2016

# Anne DeCusatis

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 meetup?



## Gender

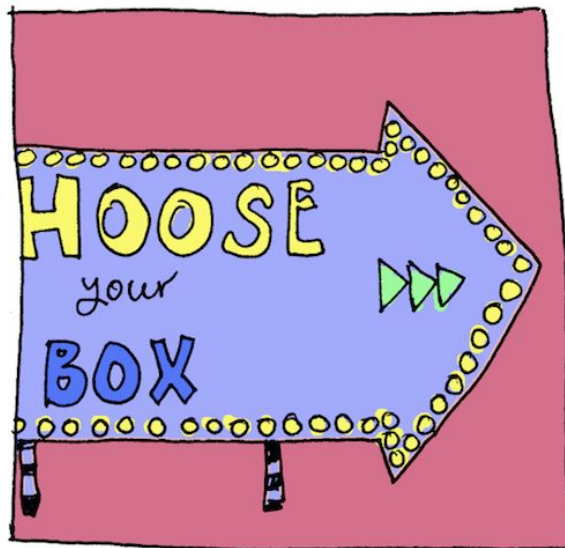
Male

Female



Back





with permission from [@yaoxiaoart](https://www.yao.nyc), [www.yao.nyc](http://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

## Русский

*Свободная энциклопедия*

1 289 000+ статей

## Italiano

*L'enciclopedia libera*

1 252 000+ voci



## 日本語

*フリー百科事典*

1 001 000+ 記事

## Français

*L'encyclopédie libre*

1 723 000+ articles

## 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** @mnlylc · 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



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

Agender

Bigender

Cisgender

Cisgender Female

Cisgender Male

Birthday

Interested In

☐

Women

☐

Men

Gender

Custom ▾

What is your gender?

Your circles ▴ ▾

Male

Female

Decline to State

Custom

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

open text field ✕

What pronoun do you prefer?

Neutral: "Wish them a happy birthday"

Your preferred pronoun is 🌐 Public. L

 Friends ▼

-  Public
-  Friends of Friends
- ✓  **Friends**
-  Only Me
-  Custom



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

A word cloud featuring various terms related to gender identity and expression. The words are arranged in a dense, overlapping manner, with some terms appearing in larger fonts than others. The color palette consists of different shades of green and yellow, set against a solid black background. The words include:

- gender
- questioning
- trans
- female
- male
- genderfluid
- genderqueer
- transsexual
- nonconforming
- queer
- polygender
- intersex
- bigender
- pangender
- cisgender
- femme
- none
- transmasculine
- spirit
- woman
- androgyny
- prefer
- cis
- not
- variant
- gender
- decline
- other
- androgynous
- man
- two
- neither
- person
- provide
- transgender
- genderless
- neutrois
- nonbinary
- transfeminine
- say

## Demo of Gender Amender

[http://anne.loves.technology/genderamender/  
examples/simple.html](http://anne.loves.technology/genderamender/examples/simple.html)

# Gender Amender's data source

```
{ "?": 3,
  "agender": 3,
  "androgynous": 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,
  "agender": 3,
  "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,
  "agender": 3,
  "androgynous": 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
}
```

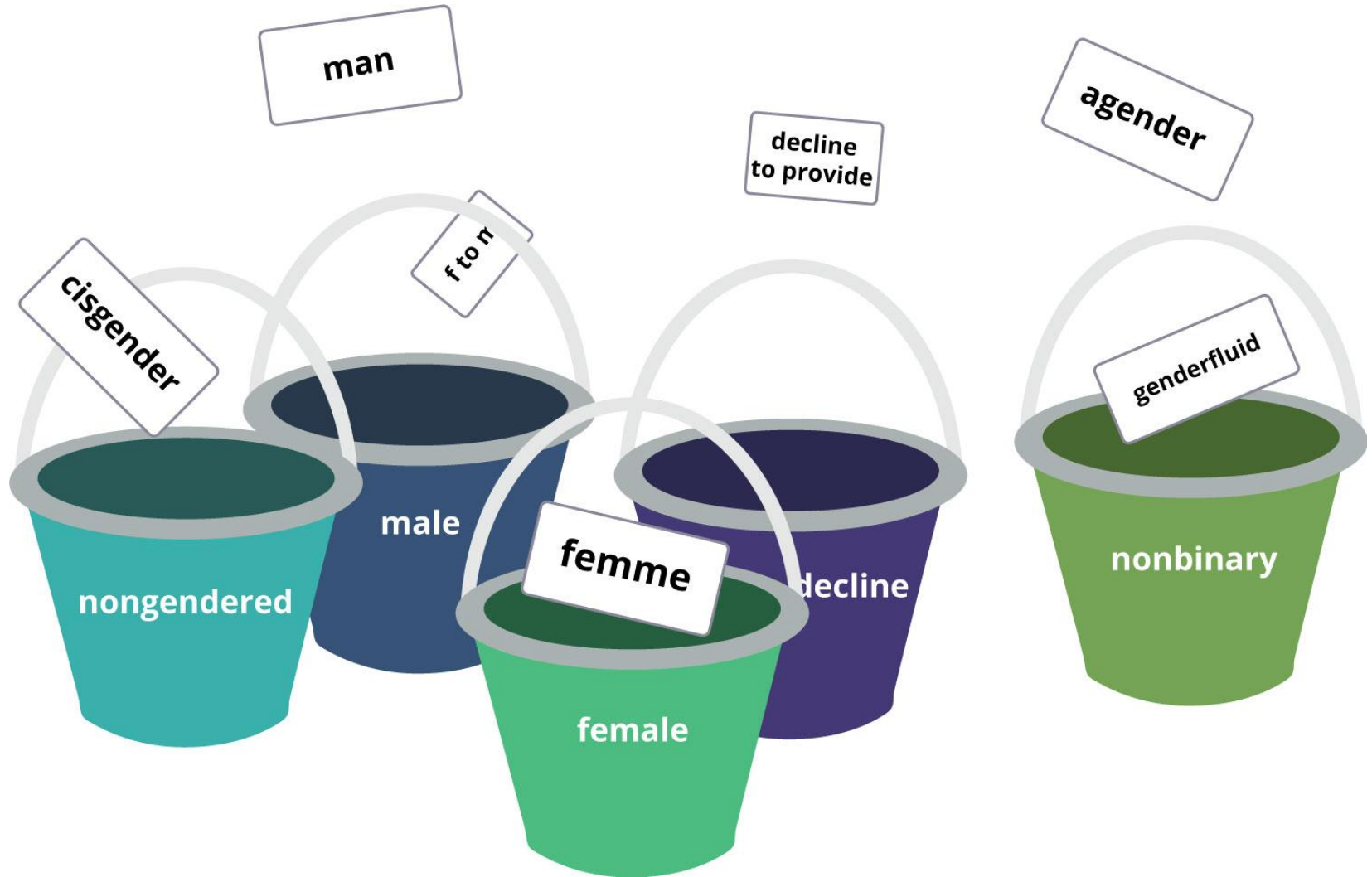
DECLINE = -1,  
NONGENDERED = 0,  
FEMALE = 1,  
MALE = 2,  
NONBINARY = 3

# Gender Amender's data source

```
{ "?": 3,
  "agender": 3,
  "androgynous": 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

# The JavaScript parts - "rendering"



```
for(var i = 0; i < keys.length; i++) {  
    var key = keys[i];  
    var value = object[key];  
    if(value == FEMALE) {  
        female = true;  
    }  
    // and so on...  
}
```

```
if(decline) {  
    result = "DECLINE";  
}  
if(female && !male && !nonbinary) {  
    result = "FEMALE";  
}  
if(male && !female && !nonbinary) {  
    result = "MALE";  
}  
if(nonbinary && !male && !female) {  
    result = "NONBINARY";  
}
```

```
var female = false;
var male = false;
var nonbinary = false;
var decline = false;
var nongendered = false;

for(var i = 0; i < keys.length; i++) {
    var key = keys[i];
    var value = object[key];
    if(value == FEMALE) {
        female = true;
    }
    if(value == MALE) {
        male = true;
    }
    if(value == NONBINARY) {
        nonbinary = true;
    }
    if(value == DECLINE) {
        decline = true;
    }
    if(value == NONGENDERED) {
        nongendered = true;
    }
}

if(decline) {
    result = "DECLINE";
}
if(female && !male && !nonbinary) {
    result = "FEMALE";
}
if(male && !female && !nonbinary) {
    result = "MALE";
}
if(nonbinary && !male && !female) {
    result = "NONBINARY";
}
if(!nonbinary && !female && !male && !decline && nongendered) {
    result = "NONGENDERED";
}
```

# 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

## Edit your Birthday & Gender

---

Birthday

Month

Day

Year

[clear](#)


I am



--  
Female  
Male  
Other



I am



--  
Female  
Male  
Nonbinary/None of these choices

# 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](mailto:anne@meetup.com)