

# More Than Binary:

Inclusive Gender Collection and You

Open Source Bridge 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

4. Discussion

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?



## Gender

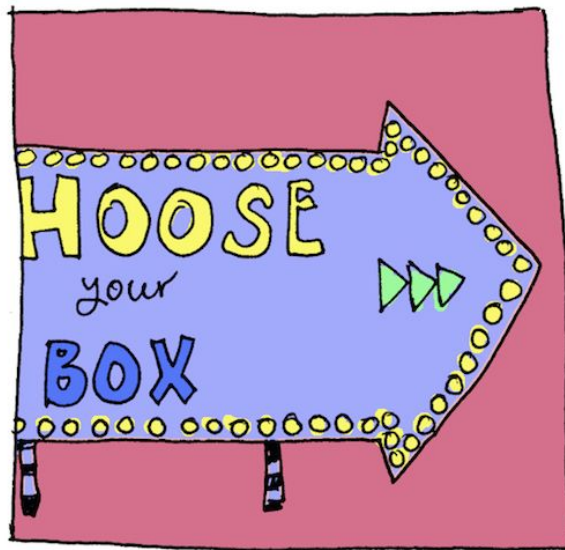
Male

Female



Back





with permission from @yaoxiaart, [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

## 中文

自由的百科全書

863 000+ 條目



## 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

## 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



What is your gender identity?

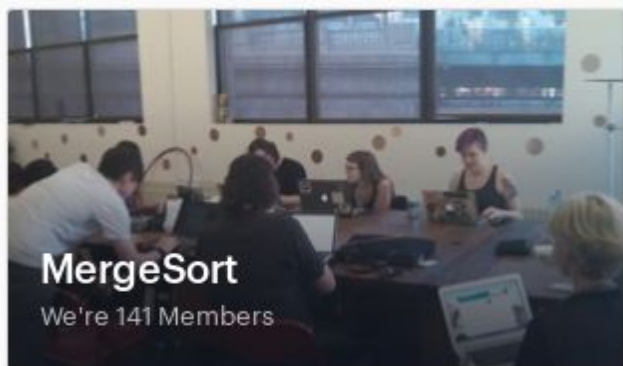
☐ Male

☐ Female

☒ Optional - Write in here

\*





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.

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

## 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,
"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
}
```

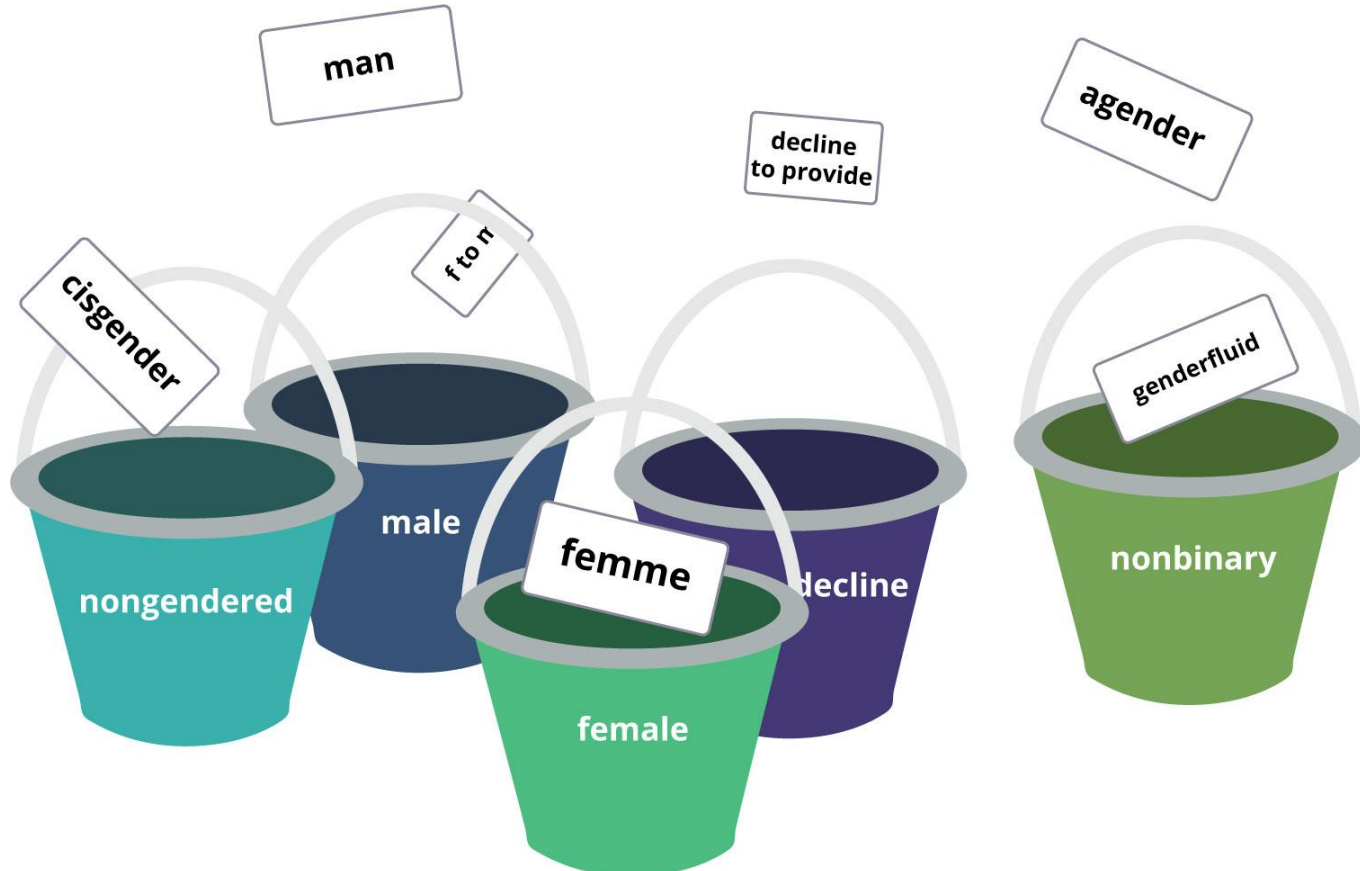
DECLINE = -1,  
NONGENDERED = 0,  
FEMALE = 1,  
MALE = 2,  
NONBINARY = 3

# The Python parts - alphabetization

```
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”



```
if not chosen_numbers:  
    return RENDERED_GENDERS.UNSURE
```

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

```
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
```

```
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

## Edit your Birthday & Gender

---

Birthday

Month

Day

Year

[clear](#)

I am

Female

--

Female

Male

Other



I am

Female

--

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)

# Discussion Questions

- What stops you from implementing inclusive gender collection systems in your work and hobby projects? What help do you need?
- If you could pick a new lens to capture and view gender information through, what would you consider important in the decision? What would you choose?