

Dear Professional Society,

Having had discussions with many transgender academics, one concern and challenge that was consistently raised by many is the apparent disconnectivity of their publication records: recent publications are under their lived name while older ones are under their previous name (i.e. their deadname). This disconnect requires transgender mathematicians to out themselves in many professional contexts like applying for jobs, going up for tenure, or even connecting new publications to prior work, revealing private information in a way that cisgender mathematicians are never required to. These kinds of challenges were eloquently described by Tess Tanenbaum, an assistant professor of informatics at UC Irvine, in a recent editorial appearing in Nature: [Publishers: let transgender scholars correct their names](#).

After consulting with our membership, we are writing to ask you to help remove this burden by adopting trans inclusive naming policies. By adopting such policies you would be joining large publishers like Springer Nature, [Elsevier](#), and [Wiley](#), as well as professional societies like the [American Chemical Society](#) and the [Association for Computing Machinery](#). In math, the American Mathematical Society has committed to following the best practices outlined below, the arXiv has also [put up guidance for authors](#), and MSP is working on updating their policies along these lines.

The [Committee On Publication Ethics](#) recently published a guest editorial on more trans inclusive publishing, including concrete steps:

[A vision for a more trans-inclusive publishing world: guest article | COPE](#)

We ask that the Professional Society implement these best practices. Specifically, we ask

1. That name changes be available to authors on request; name changes should be implemented without undue burdens like requiring documentation of a “legal name change.”
2. That any name changes seamlessly propagate through the Professional Society’s publishing system. This means that any back-end author record be updated with the new name, that all PDFs and metadata so associated with articles be updated with the new name, and that digitally available materials referencing the old name instead reference the new one.
3. That name changes happen invisibly, simply replacing old information without any announcement.
4. That these updates happen efficiently and expediently. An author requesting a name change should be able to easily do so and should feel confident that their publication record will reflect their lived name in a timely manner.

Note that such a policy would also greatly benefit many cisgender mathematicians, who might change their name for any number of reasons (e.g., marriage, separation, etc.).

We recognize that creating such a policy may require difficult conversations surrounding sensitive topics. As such we would be happy to work with the Professional Society in crafting such a policy. If you have any questions, or would like to discuss this further please feel free to contact Juliette Bruce (juliette.bruce@berkeley.edu) or Mike Hill (mikehill@math.ucla.edu).

Sincerely,

Juliette Bruce and Mike Hill
(on Behalf of the Spectra Board)