



DrupalCon
GLOBAL 2020
JULY 14-17

Trans Drupal: Designing with transgender users in mind

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I'm...

- . non-binary trans person (they/them)
- . PhD Candidate
- . technology researcher
- . software engineer
- . d.o: 11 years, 8 months

The image features a large white hexagonal area in the center, surrounded by a colorful geometric border composed of various shades of blue, green, yellow, orange, and pink triangles. At the top and bottom of the hexagon, there are small clusters of colorful triangles pointing in different directions.

This is NOT about



Tech *for* Trans People

“We detail four types of technologies trans people envision:

- . technologies for changing bodies
- . technologies for changing appearances / gender expressions
- . technologies for safety
- . technologies for finding resources.”



Refuge Restrooms

[Submit a New Restroom](#)

[About](#)

[Contact](#)

[Resources](#) ▾

Sometimes life is tough...

Find Refuge

1 Embarcadero Center, San Francisco, CA



Add A Restroom





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Tech *by* Trans People



<https://events.drupal.org/global2020/sessions/software-diverse-community-starts-diverse-team>



"Team culture"



Sage Sharp
@_sagesharp_ Follows you

Diversity & inclusion consultant @ottertechllc. @outreachy organizer. Django dev. Non-binary and trans. They/them pronouns. Header by @tlkateart.

Unceded land of the Clackamas sage.thesharps.us Joined May 2008



We want stories to reflect trans lives and affirm the dignity of trans and queer people.





Cass Adair
@cassius_a Follows you

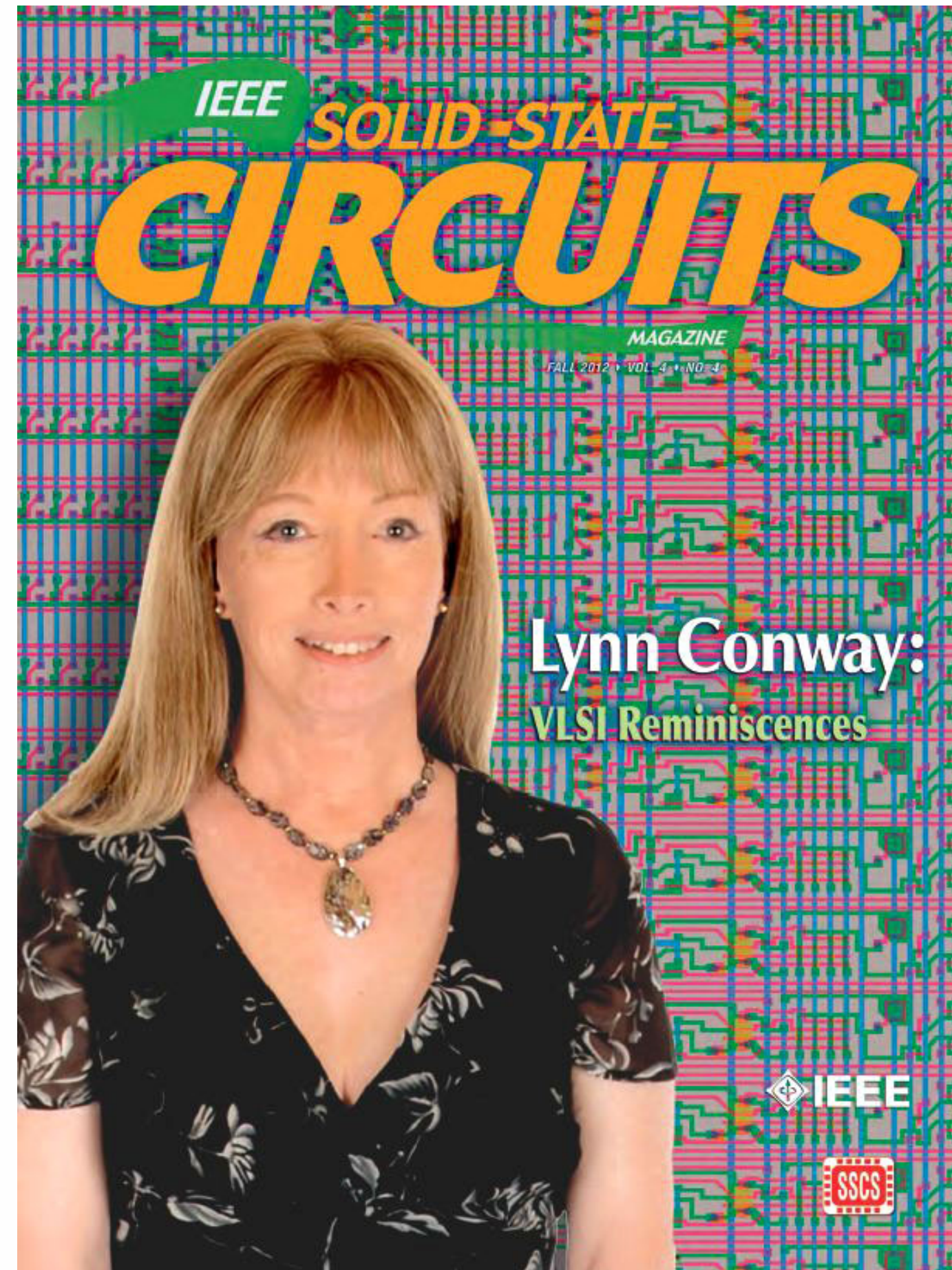
Sad queer teen turned writer / critic / audio producer. In(ter)dependent scholar. Formerly @goodreasonradio, @michiganradio, @umich. @airmedia New Voices 2018.



Tuck Woodstock
@tuckwoodstock

@Gendereveal host. Gender & equity educator (sylveon.co). Journalist reporting on PDX protests. Gay songs @leisuretrash. Biracial. They/he. DMs open.

Portland, OR cash.app/tuckwoodstock Joined June 2013





Disclaimer

The image features a large white hexagonal area in the center, surrounded by a colorful geometric border composed of various triangles in shades of blue, green, yellow, orange, and pink. At the top and bottom of the white hexagon, there are small clusters of colorful triangles. The text "Gender 101, quickly" is centered within the white hexagon in a dark blue, sans-serif font.

Gender 101, quickly



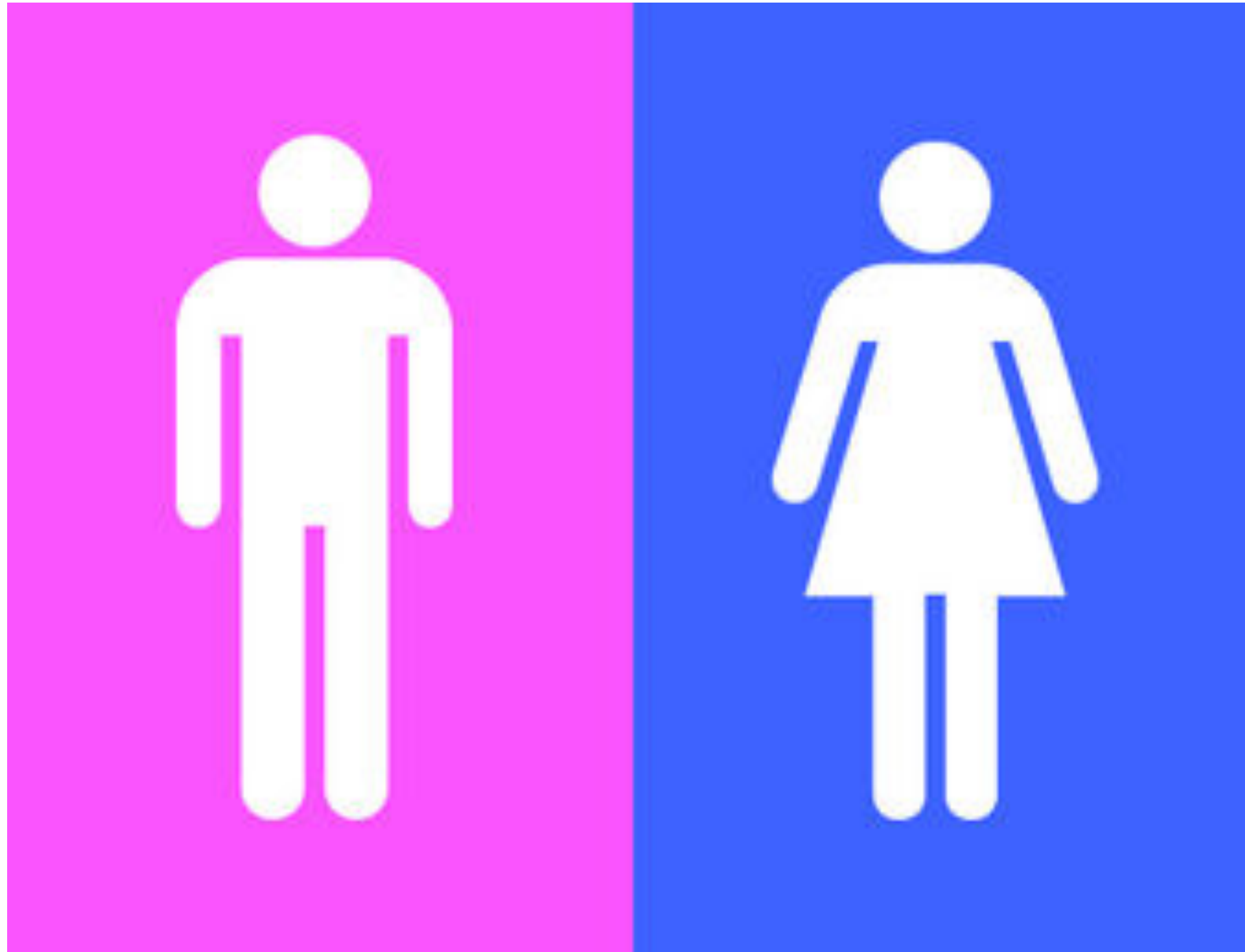
The binary



Source: <https://dev.to/buntine/the-balanced-ternary-machines-of-soviet-russia>



The binary



Genitals = Assigned sex at birth



@drnikki



Hil Malatino
@HilMalatino

Writer + Assistant Professor with [@RockEthicsPSU](#) and [@PennStateWGSS](#) |
Intersex + Trans Studies | Wilderness Queer | FGLI || they/them/theirs

📍 State College, PA [🌐 hilarymalatino.com](#) 📅 Joined March 2014

⋮ ✉️ 🔔 **Following**

<https://www.youtube.com/watch?v=SIT1z4DgWbk>



cisgender = gender aligned with the sex assigned
at birth

transgender = gender **not aligned** with the sex
assigned at birth



1.4 million adults *identify* as
transgender

UCLA Williams Institute

46% of LGBTQIA2S+
Americans are closeted
at work

HRC study

83% globally in the
closet from *all or most*
people

<https://doi.org/10.1371/journal.pone.0218084>



Gender binary & colonialism

the transformation of obìnrin[anatomical females] into women and then into ‘women of no account’ was at the essence of the colonial impact as a gendered process. Colonization, besides being a racist process, was also a process by which male hegemony was instituted and legitimized in African societies. Its ultimate manifestation was the patriarchal state.

The Invention of Women by Oyéronké Oyewùmí



BLACK

TRANS LIVES

MATTER



gender != genitals



gender != secondary sex characteristics



gender != dress/presentation



gender = _____



Individual gender = whatever a person says it is



Social gender = organizing principle of
control

The image features a large white hexagonal area in the center. This hexagon is surrounded by a border composed of various colored triangles. The left side of the border uses a cool color palette including shades of blue, teal, and green. The right side uses a warm color palette including shades of orange, yellow, and pink. The bottom corners also feature clusters of small, multi-colored triangles. In the center of the white hexagon, the word "Design" is written in a dark blue, serif typeface.

Design



Your work is always biased.



Is your product for men?

Cisgendered men?

People with penises?

People who are men?

People who use he/him pronouns?

People who want to appear

«masculine»?



Is your product for women?

Cisgendered women?

People with vaginas?

People who are women?

People who use she/her pronouns?

People who want to appear

«feminine»?

People who have carried children?

People who menstruate?

People who are excluded from

«male» industries?





Is your product for “men and women”?

What about people who are neither? Or who are both?



Textual Design Interventions

Do you use he/she?

What about they?

What about “neo pronouns”



Visual Design Interventions

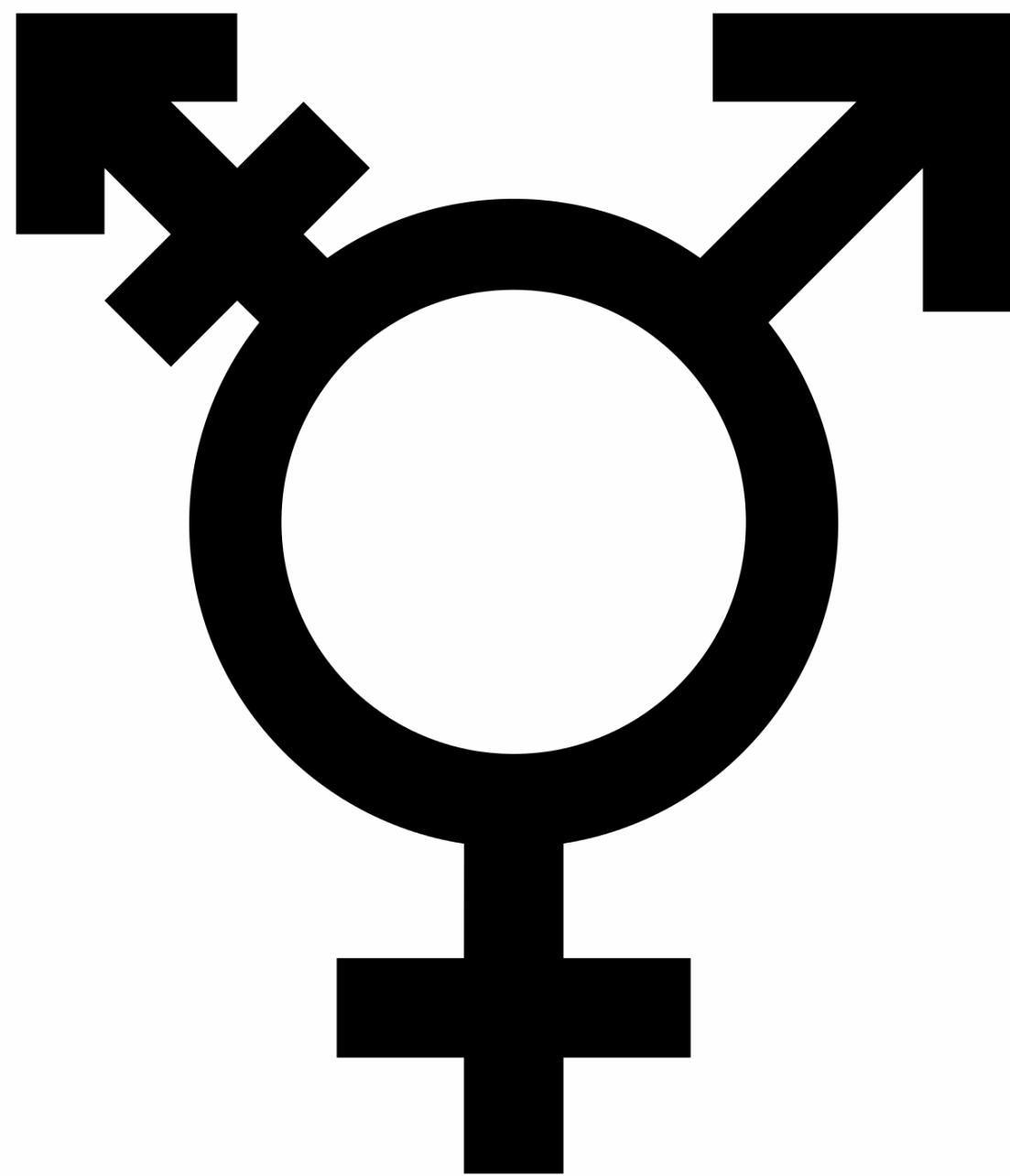
Who is in your images?

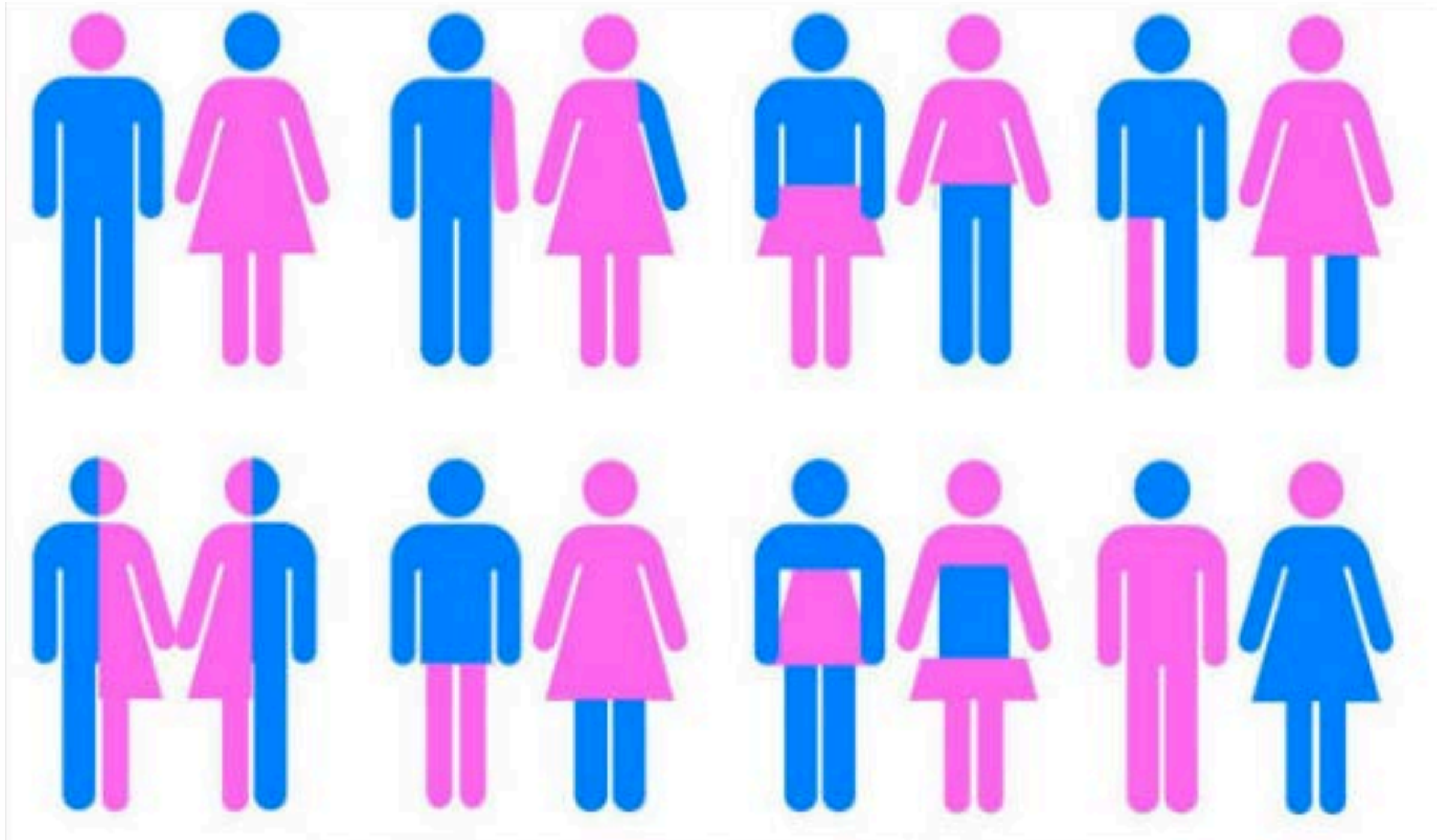
Who is absent from your images?

If you must, make a checklist.



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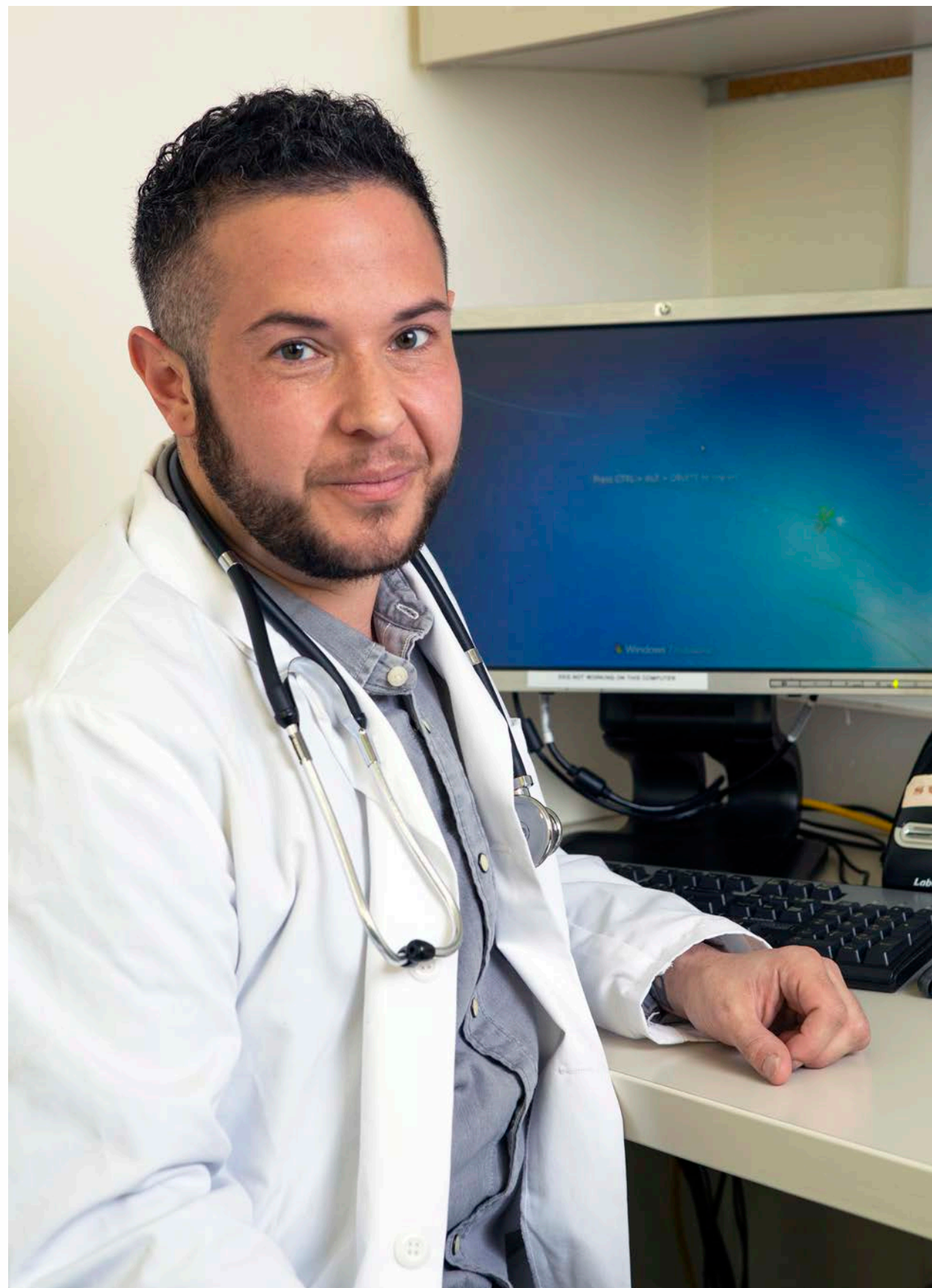
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<https://genderphotos.vice.com/>



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<https://genderphotos.vice.com/>



<https://stock.bodyliberationphotos.com/Browse-by-Topic/Workplace-Diversity-Career-Inclusive-Diverse-Photos/>



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avataaars generator

🔄 Random



Avatar Style

☒ Circle ☐ Transparent

Top

LongHairStraight

↳ 🕶️ Accessories

Blank

↳ 🎨 Hair Color

BrownDark

Facial Hair

Blank

👤 Clothes

BlazerShirt

👁️ Eyes

Default

🖍️ Eyebrow

Default

👄 Mouth

Default

🏍️ Skin

Light

More options coming soon, [subscribe for updates](#)


<https://getavataaars.com/>

The image features a large white hexagonal area in the center. The background is composed of a colorful geometric pattern of triangles. The left side has a vertical strip of triangles in shades of green, teal, and blue. The right side has a vertical strip of triangles in shades of pink, orange, and yellow. At the top and bottom corners, there are small clusters of colorful triangles in various colors including blue, green, yellow, red, and purple.

Engineering



What is your gender?

- ☐ Male
 - ☐ Female
 - ☐ Other
- 



Gender field

[View](#) [Version control](#) [View history](#) [Automated testing](#)

By [jessebeach](#) on 21 January 2013, updated 15 July 2019

[★ Star](#) 11 [✉ No mail](#)

Overview

The gender field module provides inclusive options for collecting gender information of individuals.

The goal of the gender field module project is to provide a thoughtful and sensitive way to collect gender data *when needed*. The project uses the list of genders developed by the [Open Demographics project](#) and aims to remain synced with that project as it changes.

Get Involved

This module is maintained by the [Drupal Diversity & Inclusion Contribution Team](#). We welcome new contributors! Please jump into the issue queue, or join our channel #ddi-contrib-team on [Drupal Slack](#).

Maintainers for Gender field

- [alexdmccabe](#) – 21 commits
last: 1 year ago, first: 2 years ago
- [jessebeach](#) – 6 commits
last: 6 years ago, first: 7 years ago
- [View all committers](#)
- [View commits](#)

Issues for Gender field



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drnikki / open-demographics











Watch 17 Star 67 Fork 29

Code Issues 32 Pull requests 7 Actions Projects Security Insights

Branch: master

Go to file

Code

| | | |
|---|---|--|
|  | drnikki committed 87becac on Apr 25, 2019 | 66 commits 6 branches 0 tags |
|  | doc-source | #635 removed * from trans, added two spirit to gender, added gray a... 2 years ago |
|  | docs | Merge pull request #56 from ktopham/master 15 months ago |
|  | .nojekyll | bypassing jekyll? 3 years ago |
|  | CODE_OF_CONDUCT.txt | Grammar and spelling corrections made to CODE_OF_CONDUCT.txt, ... 2 years ago |
|  | CONTRIBUTORS | merge from master 3 years ago |
|  | LICENSE | Create LICENSE 2 years ago |
|  | README.md | Grammar and spelling corrections made to CODE_OF_CONDUCT.txt, ... 2 years ago |
|  | SURVEY.md | Breaking out each category into it's own file for more details 3 years ago |
|  | _config.yml | Set theme jekyll-theme-minimal 3 years ago |

About

Open Demographics Initiative: An open standard for collecting identity/demographic data in open source communities.

open-demographics.com

Readme

CC-BY-SA-4.0 License

Releases

No releases published

Contributors 10





Where do you identify on the gender spectrum (check all that apply)?

- ☐ Woman
- ☐ Demi-girl
- ☐ Man
- ☐ Demi-boy
- ☐ Non-binary
- ☐ Demi-non-binary
- ☐ Genderqueer
- ☐ Genderflux
- ☐ Genderfluid
- ☐ Demi-fluid
- ☐ Demi-gender
- ☐ Bigender
- ☐ Trigender
- ☐ Multigender/polygender
- ☐ Pangender/omnigender
- ☐ Maxigender
- ☐ Aporagender
- ☐ Intergender
- ☐ Maverique
- ☐ Gender confusion/Gender f*ck
- ☐ Gender indifferent
- ☐ Graygender
- ☐ Agender/genderless
- ☐ Demi-agender
- ☐ Genderless
- ☐ Gender neutral
- ☐ Neutrois
- ☐ Androgynous
- ☐ Androgyne
- ☐ Prefer not to answer
- ☐ Self Identify:



Pronoun fields

- Is this what you're asking when you ask for gender?
- Room assignments? Bathroom capacity?
- Why are we splitting by gender? Clothing?
- Do pronouns autogenerate based on gender?
- MAKE NO ASSUMPTIONS



Think about Transition

- Can users change everything that they entered?
- Everything might change during transition



Data Destruction



- Throw data away
- *Never* keep it after it's been changed
- Deadnaming is real
- Check on caching

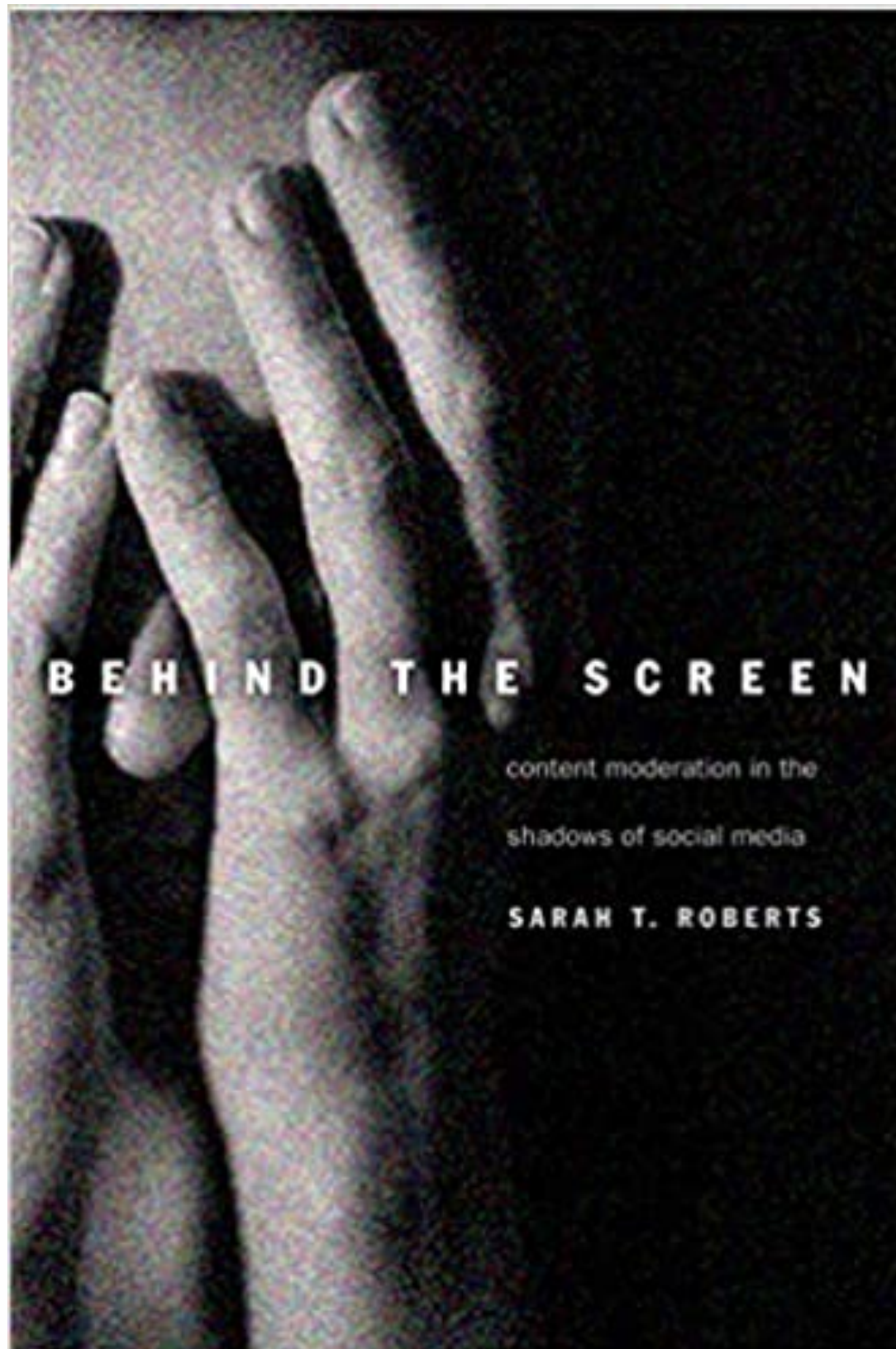


Think about access

- Regular internet access
- Stable work
- Regular housing
- 20% of trans people have experienced housing discrimination



Moderation



- Are you asking people to interact with user-generated content?
- If so, who is moderating?
- How are you protecting users?

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Trans-Inclusive Data Model



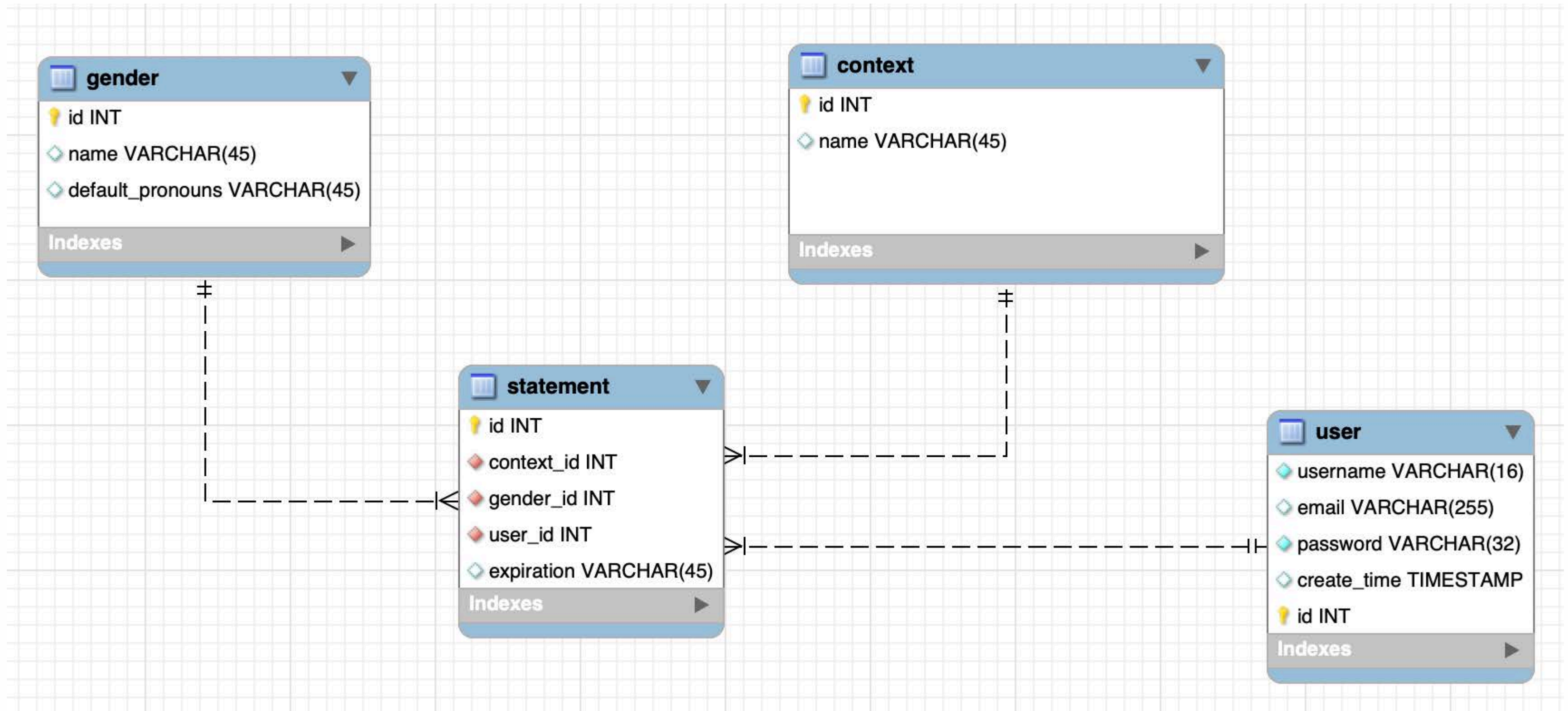
Gender Statement v1

When I'm at HOME, my gender is NONBINARY

When I'm at WORK, my gender is FEMALE



Gender Statement v1





Gender Statement v2

When I'm at HOME, my gender is NONBINARY and I use
THEY/THEM pronouns

When I'm at WORK, my gender is FEMALE and I use
SHE/HER pronouns



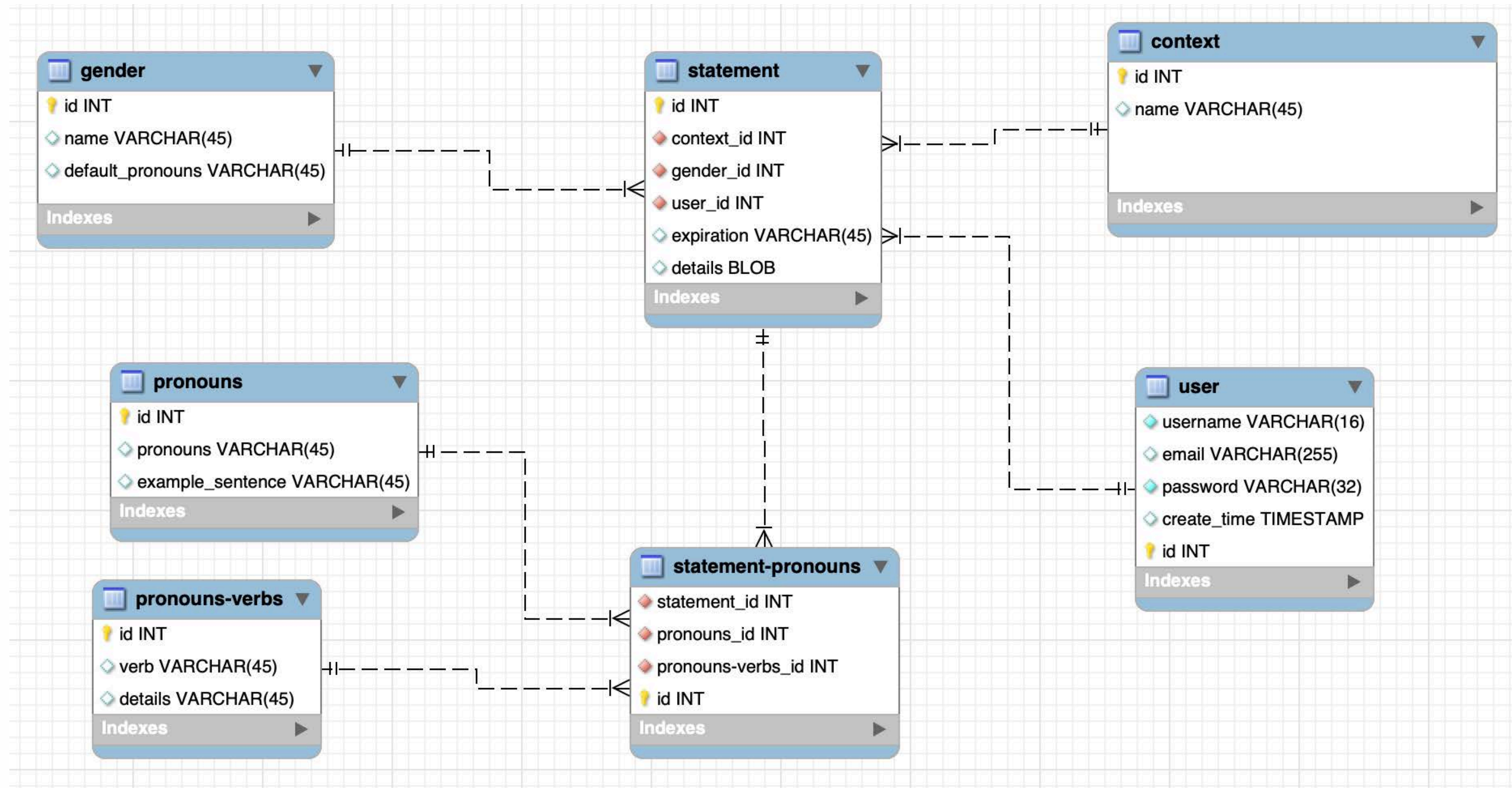
Gender Statement v2

When I'm at HOME, my gender is NONBINARY and I use THEY/THEM pronouns

When I'm at WORK, my (safety) gender is FEMALE and I tolerate SHE/HER pronouns because my workplace is transphobic



Gender Statement v2





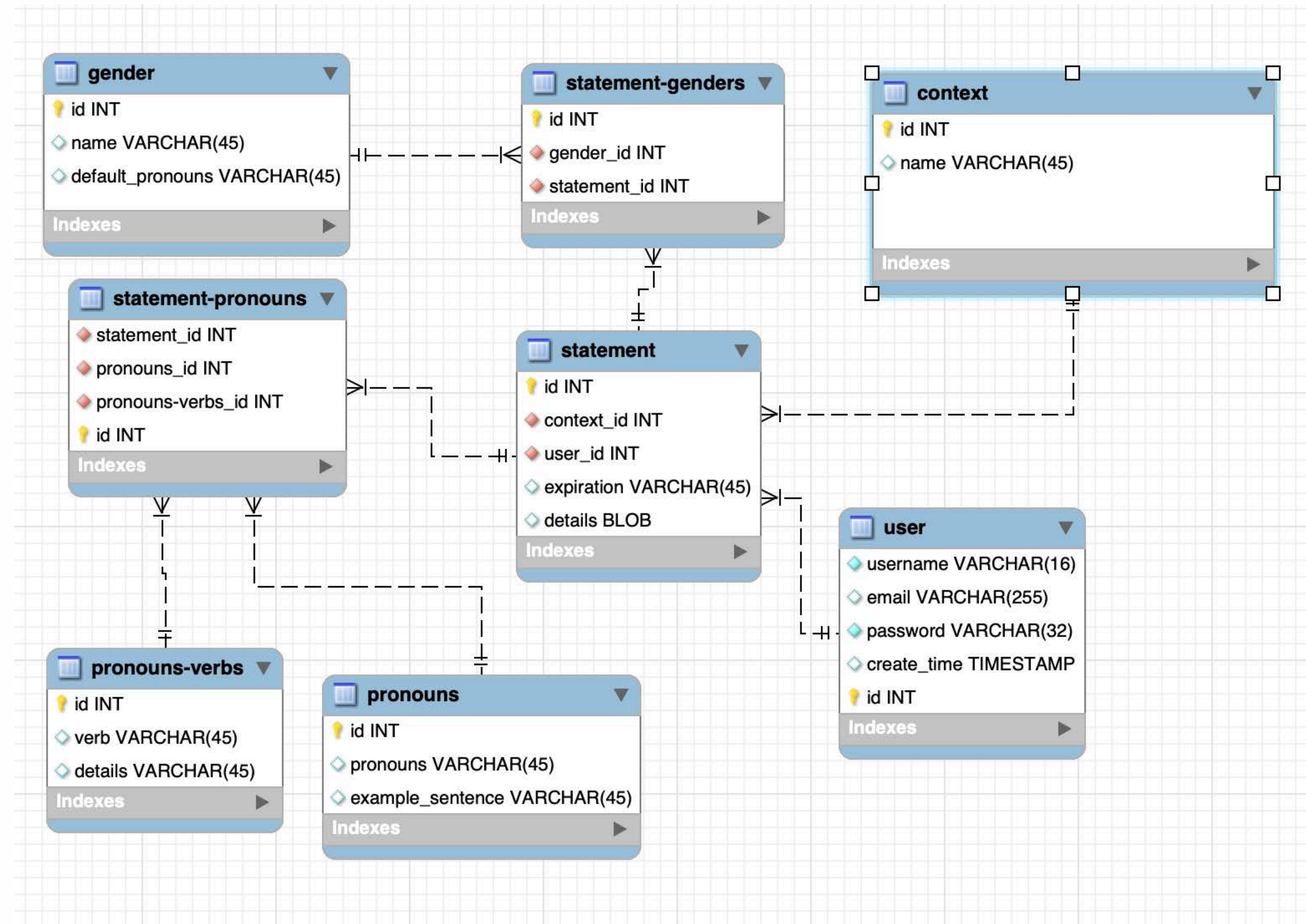
Gender Statement v3...*n*

When I'm at WORK, my gender is sometimes NONBINARY and sometimes FEMALE

When I'm at WORK, I go by SHARON but when I'm at HOME, I'm called MARK



Gender Statement v3





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Resources

<http://www.nikkisteveens.com>



Session Evaluation

<https://www.surveymonkey.com/r/DCGlobal20SessionEval?title=TransDrupal&id=30598>



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