

Sex and gender sense-making

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Disclosure Scotland

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Evidence-based design

- improves service for the user
- maximises consistency of user experience across government
- creates efficiencies across business
- saves time and resources
- reduces chance of reputational damage
- essential for service assessments

“By only asking male or female, my granddaughter wouldn't exist in your eyes.”

[REDACTED]

What is your gender?

▼ Transgender and non-binary people

Enter the gender you identify as. If you're transgender or non-binary and are concerned about completing this form, [read the advice on this page](#).

☐ Female

☐ Male

◀ BACK

NEXT

Example

Here's an example of how to ask about gender:

What is your gender?

☐

Female

☐

Male

☐

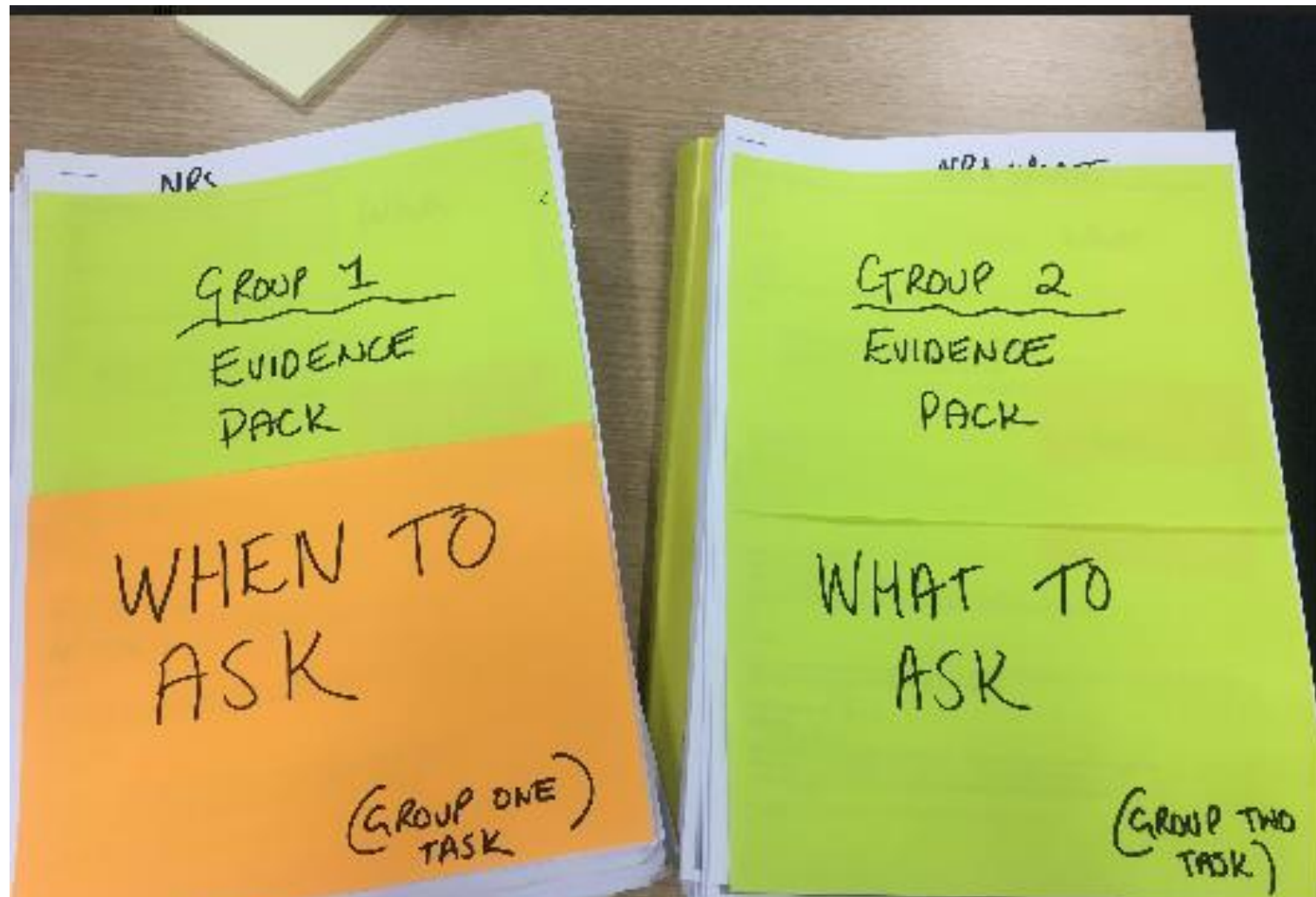
Unspecified

- Disclosure Scotland
- Office for National Statistics
- National Records for Scotland
- Government Digital Service
- Stonewall
- Scottish Trans
- Engender
- NI Gov
- Government Equality Office
- NHS UK

[REDACTED IMAGE]

*** PLEASE DON'T TWEET IMAGE**

Understanding the bigger
picture



Working together to solve a common problem

Implications on data collection

- Sex/gender *and* transgender questions?
- Office for National Statistics (ONS) need to sort out question before 2019 for the 2021 census.

Implications on data collection

- ONS might also collect data on trans which might have a freetext box, possibly asking 'does your gender match the gender assigned at birth?' Concerns about freetext because of Jedi campaign.
- National Records of Scotland = separate Scottish census. Respondent need and data usage need.

Census 2011 data on religion reveals Jedi Knights are in decline

Pagans rank highly with 56,620 adherents, but high-profile Scientology is followed by only 2,418, and 14m have no religion

● **Chart: how many Jedis are there?**



176,632 (2011) down from 330,00 (2001)
Despite the drop, it's the biggest single category after leading faiths of Christianity, Islam, Hinduism, Sikhism, Judaism and Buddhism.

REDACTED IMAGE

Girl Guides: How to radicalise hate against trans children in 10 easy steps

APRIL 14, 2018 / GROWINGUPTRANSGENDER



Tomorrow, following a short but successful propaganda campaign, a UK Newspaper will publish an open letter asking Girl Guiding UK to suspend their policy of inclusion for All Girls, including those who are transgender. Guides has always, quietly, been inclusive of trans children. While there was a small

This recent news creates cause for further worry.

Findings

- general acceptance of complexity
- when/why to ask = data collection need/service need/legal need
- how to ask depends on when/why it's asked
- cultural/political differences in appetite of accommodating third option in Scotland to UK
- legal (and cultural?) differences re recognition of third option in Scotland and UK

Findings

- There may be situations where it's better to ask transgender question in addition to gender (f/m/other).
- Formal input is needed from NHS.
- Scottish Trans feel that it doesn't matter if the question is worded as sex or gender – people will put what they identify as now.
- **Services shouldn't rush into solutions without understanding the political context – this will avoid backlash.**

Findings

There's not enough evidence to recommend a new, more inclusive way of asking about sex and/or gender.

Next steps

- commission literature review (via Scottish Government?)
- commission specific research if necessary (via Scottish Government?)
- revisit all of our products/services to determine the reasons for and implications of us asking for about sex and/or gender

“Any time we’re asking a user to define themselves, our design choices can either make them feel welcome or push them away. **It takes time to get right and sometimes we screw it up.**”

Eric Myer and Sara Watcher-Boettcher:

Design for Real Life (A Book Apart, New York, 2016)