

**Q1: What is the best way to ask someone what their gender is in a survey?**

A: It is generally best to ask about a person's gender in a way that is respectful and inclusive. Here are some tips for how to ask about someone's gender in a survey:

1. Use inclusive language: Rather than asking specifically about a person's "sex," use the term "gender" instead. This recognizes that gender is a spectrum and not limited to just two options.
2. Provide multiple options: Rather than just offering "male" and "female" as options, provide a range of options that allow people to choose the option that best reflects their gender identity. Some options you might consider include: man, woman, non-binary, genderqueer, agender, etc.
3. Allow people to write in their own response: In addition to providing a list of options, allow people to write in their own response if none of the options provided accurately reflect their gender identity.
4. Make the question optional: If possible, make the question about gender optional rather than required. This allows people to choose whether or not they feel comfortable disclosing this information.

By following these guidelines, you can ensure that you are asking about someone's gender in a way that is respectful and inclusive.

**Q2: Suggest a question that follows your guidance.**

A: Here is a sample question that follows the guidelines I provided above:

.....  
"What is your gender? Please select the option that best reflects your gender identity, or write in your own response if none of the options provided accurately reflect your identity. (This question is optional.)  
[ ] Man  
[ ] Woman  
[ ] Non-binary  
[ ] Genderqueer  
[ ] Agender  
[ ] Other (please specify): \_\_\_\_\_"  
.....

**Q3: How would you modify this question to also capture the transgender experience?**

A: Here is a revised version of the question that includes options specifically for transgender individuals:

By including options specifically for transgender men and transgender women, this question allows transgender individuals to accurately and respectfully identify their gender. It is important to recognize that transgender individuals may have a different gender identity than the one they were assigned at birth, and to provide options that allow them to accurately describe their gender identity.

.....  
"What is your gender? Please select the option that best reflects your gender identity, or write in your own response if none of the options provided accurately reflect your identity. (This question is optional.)  
[ ] Man  
[ ] Woman  
[ ] Transgender man (assigned female at birth)  
[ ] Transgender woman (assigned male at birth)  
[ ] Non-binary  
[ ] Genderqueer  
[ ] Agender  
[ ] Other (please specify): \_\_\_\_\_"  
.....

**Q4: Does this question require a single response, or can the respondent answer in multiple categories?**

A: It depends on the purpose of the survey and the specific question. In general, it is best to allow people to choose the option that best reflects their identity, even if that means selecting multiple options or writing in their own response. This allows people to accurately describe their gender identity and ensures that the survey is inclusive and respectful.

However, if the survey requires a single response for data analysis purposes, it may be necessary to limit responses to a single option. In this case, it is important to provide a range of options that are as inclusive as possible, and to allow people to write in their own response if none of the options accurately reflect their identity.

Ultimately, it is important to consider the purpose of the survey and the needs of the respondents when deciding whether to allow multiple responses to a question about gender.

**Q5: OK. So let's say that for this survey, it is important to be as inclusive as possible. Should we allow one response only, or multiple responses?**

A: If the purpose of the survey is to be as inclusive as possible, it is generally best to allow multiple responses to the question about gender. This allows people to accurately describe their gender identity and ensures that the survey is respectful and inclusive of all genders.

Allowing multiple responses may also provide more detailed and nuanced data about the gender identities of the survey respondents. This can be especially important if the survey is being used to inform policies or programs that affect the lives of people with diverse gender identities.

That being said, it is important to consider the specific goals and needs of the survey when deciding whether to allow multiple responses. If the survey requires a single response for data analysis purposes, it may be necessary to limit responses to a single option. In this case, it is important to provide a range of options that are as inclusive as possible and to allow people to write in their own response if none of the options accurately reflect their identity.

**Q6: I could always recode items after data collection if the analysis required single categories, correct?**

A: Yes, it is possible to recode items after data collection if the analysis requires single categories. This is a common practice in survey research, and can allow you to analyze the data in different ways depending on the research question.

For example, if you allow multiple responses to a question about gender and then want to analyze the data using single categories, you can recode the data so that each respondent is assigned to a single category. This could involve combining some of the categories, or creating new categories based on the responses.

It is important to consider the potential impact of recoding on the data and the results of the analysis. For example, if you combine multiple categories into a single category, you may lose some of the nuance and detail of the original responses. It is also important to document the recoding process and any changes made to the data so that others can understand and replicate the analysis.

**Q7: OK. Let's plan on asking the question as a multi-response option question. Please rewrite the question as such. Also, consider whether we should ask about transgender experience in the same question, or whether it should be separated into a 2nd question. Suggest what you think is the best option.**

Here is a revised version of the question that allows for multiple responses and includes options specifically for transgender individuals:

As for whether to ask about transgender experience in the same question or as a separate question, it may be best to include the options for transgender individuals in the same question. This allows transgender individuals to accurately describe their gender identity in a single question and ensures that the survey is inclusive and respectful.

However, if the survey has a specific focus on transgender experiences and needs additional information about the respondent's transgender status, it may be appropriate to ask about transgender experience as a separate question. In this case, it is important to carefully consider the wording of the question and to ensure that it is respectful and inclusive.

.....

..... "What is your gender? Please select all of the options that reflect your gender identity. You may also write in your own response if none of the options provided accurately reflect your identity. (This question is optional.)

.....  Man

.....  Woman

.....  Transgender man (assigned female at birth)

.....  Transgender woman (assigned male at birth)

.....  Non-binary

.....  Genderqueer

.....  Agender

.....  Other (please specify): \_\_\_\_\_"

.....

**Q8: Consider a responder who is a transgender man. This person may consider themselves a man, and may respond as man. How do I capture the fact that the person has had a transgender experience? Can I do it in one question, or does that require a second question?**

A: If a respondent who is a transgender man selects the option "man" to describe their gender, it may not be immediately clear that they have had a transgender experience. To ensure that this information is captured, you could include a separate question specifically about transgender experience. This could be phrased something like:

Alternatively, you could include a question about transgender status within the question about gender, like this:

This allows respondents to accurately describe their gender identity and transgender status in a single question. It is important to carefully consider the wording of any questions about transgender status and to ensure that they are respectful and inclusive.

.....

..... "Have you ever undergone a process to align your gender identity with your sex assigned at birth (e.g. hormone therapy, surgery, legal name change)?

.....  Yes

.....  No

.....  Prefer not to say"

.....

.....

..... "What is your gender? Please select all of the options that reflect your gender identity. You may also write in your own response if none of the options provided accurately reflect your identity. (This question is optional.)

.....  Man (including transgender man)

.....  Woman (including transgender woman)

.....  Non-binary

.....  Genderqueer

.....  Agender

.....  Other (please specify): \_\_\_\_\_"

.....

**Q9: I like the first option. Please rewrite the two question block with the gender question first, followed by the transgender question. Also, are there any other non-binary categories that we should consider? In your rewrite, please add any other non-binary categories that you know are used commonly.**

Here is a revised version of the two-question block with the gender question first, followed by the transgender question:

There are many different non-binary gender identities that people may use to describe themselves. Some other options that you might consider including in the gender question are:

- Two-Spirit (a term used by some Indigenous North American communities to describe a person who embodies both masculine and feminine qualities)
- Genderfluid (a term used to describe a person whose gender identity varies or fluctuates)
- Neutrois (a term used to describe a person who identifies as non-binary and gender neutral)
- Androgynous (a term used to describe a person who has a gender expression that is a blend of masculine and feminine traits)

.....

..... "What is your gender? Please select all of the options  
..... that reflect your gender identity. You may also write in  
..... your own response if none of the options provided  
..... accurately reflect your identity. (This question is  
..... optional.)  
.....  Man  
.....  Woman  
.....  Non-binary  
.....  Genderqueer  
.....  Agender  
.....  Other (please specify): \_\_\_\_\_

..... Have you ever undergone a process to align your  
..... gender identity with your sex assigned at birth (e.g.  
..... hormone therapy, surgery, legal name change)?  
.....  Yes  
.....  No  
.....  Prefer not to say"

.....

It is important to consider the needs and experiences of your survey respondents and to include a range of options that are as inclusive as possible. It is also a good idea to allow people to write in their own response if none of the options provided accurately reflect their identity.

**Q10: Let's add those categories to the gender question. Also, I noticed in the transgender question that you say "Have you ever undergone a process to align your gender identity with your sex..." Aren't most transgender experiences those where the individual is changing the gender that they were assigned at birth (not aligning)?**

A: Here is a revised version of the gender question that includes the additional non-binary categories you requested:

You are correct that most transgender experiences involve changing the gender that an individual was assigned at birth rather than aligning with it. Here is a revised version of the transgender question that more accurately reflects this:

I hope this revised version of the question is more accurate and respectful. It is important to carefully consider the wording of any questions about transgender status and to ensure that they are inclusive and respectful.

.....

What is your gender? Please select all of the options that reflect your gender identity. You may also write in your own response if none of the options provided accurately reflect your identity. (This question is optional.)

Man

Woman

Transgender man (assigned female at birth)

Transgender woman (assigned male at birth)

Non-binary

Genderqueer

Agender

Two-Spirit

Genderfluid

Neutrois

Androgynous

Other (please specify): \_\_\_\_\_

Have you ever undergone a process to change your gender identity from the one you were assigned at birth (e.g. hormone therapy, surgery, legal name change)?

Yes

No

Prefer not to say"

.....

**Q11: Thank you. Since we have the separate transgender question, do we still need the transgender items in the gender question?**

A: It may be helpful to include the options specifically for transgender individuals (i.e. "transgender man" and "transgender woman") in the gender question, even if you have a separate question about transgender status. This allows transgender individuals to accurately describe their gender identity in a single question and ensures that the survey is inclusive and respectful.

However, if you have a separate question about transgender status, it may not be necessary to include these options in the gender question. It ultimately depends on the specific goals and needs of the survey.

If you decide to remove the options specifically for transgender individuals from the gender question, it is important to ensure that the question still provides a range of inclusive options for people to choose from. It is also a good idea to allow people to write in their own response if none of the options provided accurately reflect their identity.

**Q12: OK. Let's keep those categories in for now. Please remove the "Prefer not to say" category in the transgender question, but make the question itself optional like the first question. Then please restate the two questions again in their final form below.**

A: Here are the final versions of the two questions:

"What is your gender? Please select all of the options that reflect your gender identity. You may also write in your own response if none of the options provided accurately reflect your identity. (This question is optional.)

Man

Woman

Transgender man (assigned female at birth)

Transgender woman (assigned male at birth)

Non-binary

Genderqueer

Agender

Two-Spirit

Genderfluid

Neutrois

Androgynous

Other (please specify): \_\_\_\_\_

Have you ever undergone a process to change your gender identity from the one you were assigned at birth (e.g. hormone therapy, surgery, legal name change)?

Yes

No"

**Q13: I would like to add a question that asks for more about the transgender experience that individuals had who selected Yes to the 2nd question. I would like to be able to categorize if they changed from man to woman, woman to man, or some other transition (such as man to non-binary). Please suggest a question that I could use to do this.**

A: One option you could consider is adding a follow-up question specifically for individuals who selected "Yes" to the second question, asking about the nature of their gender identity change. For example:

Alternatively, you could include a question that allows individuals to specify their current gender identity and their gender identity at birth, which would allow you to infer the nature of their gender identity change. For example:

It's important to consider the potential sensitivity of these questions, and to make it clear that answering them is optional. You may also want to consider providing resources or a contact for individuals who may need additional support or information about their gender identity.

"If you selected 'Yes' to the previous question, please specify the nature of your gender identity change:

Man to woman

Woman to man

Man to non-binary

Woman to non-binary

Other (please specify): \_\_\_\_\_"

"What is your current gender identity? (Select all that apply.)

Man

Woman

Non-binary

Other (please specify): \_\_\_\_\_

What was your gender identity at birth? (Select all that apply.)

Man

Woman

Non-binary

Other (please specify): \_\_\_\_\_"

**Q14: Do you mean sex assigned at birth? Do newborn babies have a gender identity?**

A: Yes, I apologize for the mistake in my previous response. When I referred to "gender identity at birth," I meant "sex assigned at birth." Sex is typically assigned at birth based on the sex characteristics present at birth, such as genitalia or chromosomal makeup, and is typically recorded on a birth certificate.

It is generally not considered accurate to say that newborn babies have a gender identity, as gender identity is an internal sense of one's own gender, and is typically not something that an individual develops until later in life. While an individual's sex may be assigned at birth based on the sex characteristics present at birth, an individual's gender identity is a separate aspect of their identity that may differ from the sex they were assigned at birth.

It is important to recognize that an individual's gender identity is not necessarily the same as the sex they were assigned at birth, and that an individual's gender identity may change over time. It is therefore important to be sensitive and respectful when asking about an individual's gender identity and to recognize that an individual's gender identity may be different from the sex they were assigned at birth. It is also important to provide options for individuals to specify their gender identity in a way that accurately reflects their identity, and to allow for individuals to write in their own responses if none of the options provided accurately reflect their identity.



**Q15: I am most interested in learning about the transgender experience, not comparing their sex assigned at birth to their current gender, so let's go with your first recommendation with the 5 categories (including Other). But this will be a web survey that is programmed, so there is no need to include the instructions about saying Yes to the previous item. Please adjust this question to only include language that is necessary assuming that the programming logic will only show it to those who are supposed to see it. Please rewrite the full 3 questions (gender, transgender, transgender experience) so that I can see them all together.**

A: Sure, here are three revised questions that you could consider including in your web survey:

.....

Question 1: "What is your gender identity? Please select all of the options that reflect your gender identity. You may also write in your own response if none of the options provided accurately reflect your identity. (This question is optional.)

Man

Woman

Non-binary

Genderqueer

Agender

Two-Spirit

Genderfluid

Neutrois

Androgynous

Other (please specify): \_\_\_\_\_ "

Question 2: "Have you ever undergone a process to change your gender identity from the one you were assigned at birth (e.g. hormone therapy, surgery, legal name change)?

Yes

No"

Question 3 (for individuals who selected "Yes" to the previous question): "Please specify the nature of your gender identity change:

Male to female

Female to male

Male to non-binary

Female to non-binary

Other (please specify): \_\_\_\_\_ "

.....

It's important to consider the potential sensitivity of these questions, and to make it clear that answering them is optional. You may also want to consider providing resources or a contact for individuals who may need additional support or information about their gender identity.

**Q16. In two of these questions, you suggested a Other (please specify) option. We have noticed that some study participants object to have their label defined as "Other". They report feeling "Othered" in many ways. Do you have any recommendation about language to use instead of "Other"?**

A: It's understandable that some study participants may object to being labeled as "Other" because it can feel invalidating or marginalizing. One option you could consider is to simply remove the "Other (please specify)" option from the questions and instead have a list of options that are more inclusive and reflective of the diverse range of gender identities that people may hold. This would allow participants to select the option that best reflects their identity without feeling like they have to fit into a catch-all category.

In the first question, you could consider adding options such as "Transgender man," "Transgender woman," and "Transgender non-binary," for example. In the third question, you could consider adding options such as "Non-binary to male," "Non-binary to female," and "Non-binary to non-binary."

It's also important to recognize that not all transgender individuals undergo a process to change their gender identity, so you may want to consider revising the second question to be more inclusive. Instead of asking about a "process to change your gender identity," you could consider asking about "ways in which you express your gender identity" or "steps you have taken to affirm your gender identity." This would allow individuals who do not feel that their gender identity has changed to still provide a response that accurately reflects their experiences.

**Q17. I would like to keep the category in the survey questions, but I am looking for different language that may be more agreeable. Do you have any suggestions?**

A: Certainly. Instead of using the term "Other," you could consider using more inclusive language such as "Not listed" or "Prefer not to say." This allows participants to indicate that their identity is not represented in the provided options without feeling like they are being labeled as "Other."

You could also consider providing a text field for participants to write in their own response, rather than using a predefined list of options. This would allow participants to self-identify with the language that they feel best reflects their identity, rather than having to select from a limited list of options.

It's important to remember that the goal of the survey is to gather accurate and useful information from participants, and it's crucial to create a survey that is inclusive and respectful of all participants. Using language that is inclusive and non-marginalizing can help to ensure that the survey is welcoming and accessible to all.

**Q18. Thank you. We would like to change to "Not listed", and we do want to include a "Please describe: \_\_\_\_\_" option following the Not listed category. Additionally, I like the recommendation to use the "steps you have taken to affirm your gender identity". Please update the full question set with these two changes.**

A: Certainly! Here are the updated questions:

.....

Question 1: "What is your gender identity? Please select all of the options that reflect your gender identity. You may also write in your own response if none of the options provided accurately reflect your identity. (This question is optional.)

Man

Woman

Non-binary

Genderqueer

Agender

Two-Spirit

Genderfluid

Neutrois

Androgynous

Not listed: Please describe: \_\_\_\_\_ "

Question 2: "Have you taken any steps to affirm your gender identity (e.g. hormone therapy, surgery, legal name change)?"

Yes

No"

Question 3 (for individuals who selected "Yes" to the previous question): "Please specify the nature of the steps you have taken to affirm your gender identity:

Male to female

Female to male

Male to non-binary

Female to non-binary

Not listed: Please describe: \_\_\_\_\_ "

.....