Gender Recognition and Lived Names in Nuclear Physics

Zachary Sweger
(he/him/his)
University of California, Davis
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  ○ Accessing gender-affirming healthcare
• I’m currently located at LBNL and active within the lab’s LGBTQ+ employee resource group
Why am I here?
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So that’s what I’ll discuss!
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Source: University of California – Gender Lived Name Policy
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**Dead name:** Refers to the name a trans person was given at birth but is no longer using. The term is intended to stress the inappropriateness of referencing a person’s name given at birth instead of their chosen name and effectively misgendering their identity.

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**Legal name:** A name appearing on an official government-issued document.

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Changing your lived name in a collaboration

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2. They do not see the email, or ignore it because they don’t know what to do. Maybe they forward it to someone and tell you it will be taken care of.
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3. A year later while reading a newly-published paper you notice that it’s using your dead name!
4. You start emailing people again to update your name. They are forwarding the request around. Nobody knows who to contact.
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   - You didn’t need a government ID to join the collaboration! Why is one required now?
   - This automatically creates a situation in which someone from a state/country with strict identity laws is disadvantaged.
   - Legal name change procedures are pretty much always time consuming and burdensome
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Let’s walk through the process:

7. After 20 more emails back and forth, you find that the collaboration actually doesn’t require a legal name change. In fact, the collaboration doesn’t have any policy on this, leaving it open to interpretation so that anyone in this whole process might casually ask you for an ID just to make sure.
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9. What about the collaboration phonebook/website?
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Let’s walk through the process:

7. After 20 more emails over two months, you find that the collaboration doesn’t require a legal name change and doesn’t have any policies to interpret so that they don’t casually ask you for an ID.

8. Somebody is cc’ed on the email chain and finally just updates the name in the collaboration phonebook/website.

9. What about the collaboration phonebook/website?
The virtue of good policy

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• It is often not clear who knows how to update the author list! Once that’s figured out, who do you contact to update the website?!
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• Legal name changes are typically not required to update somebody’s lived name in a big physics collaboration. If it’s not required (and it shouldn’t be), say so! Otherwise it’s too easy for someone along the way to casually request an updated passport or something similar.
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• The collaboration may appoint a contact person who is familiar with how to update the author list and website.

• The name of a collaboration member listed on the website and author list need not match their legal name.
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- ePIC DEI committee is being formed
- Once it’s been formed, I’ll try to get the policy adopted
Thanks for listening!