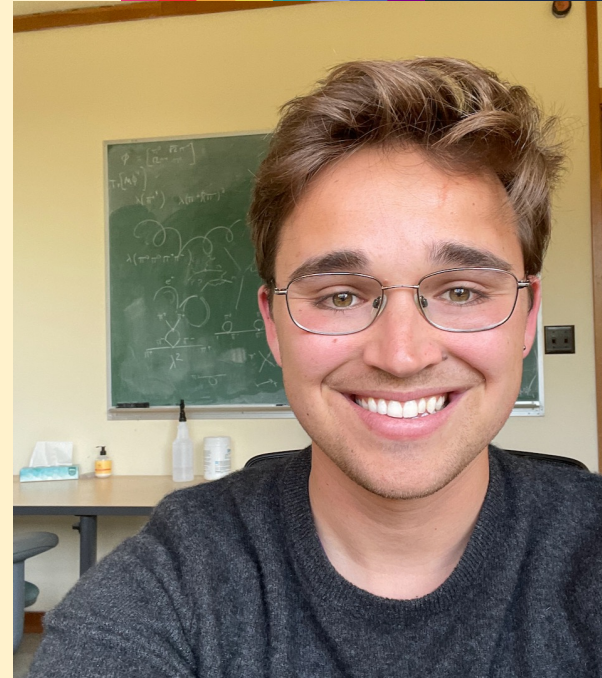


Gender Recognition and Lived Names in Nuclear Physics

Zachary Sweger
(he/him/his)
University of California, Davis

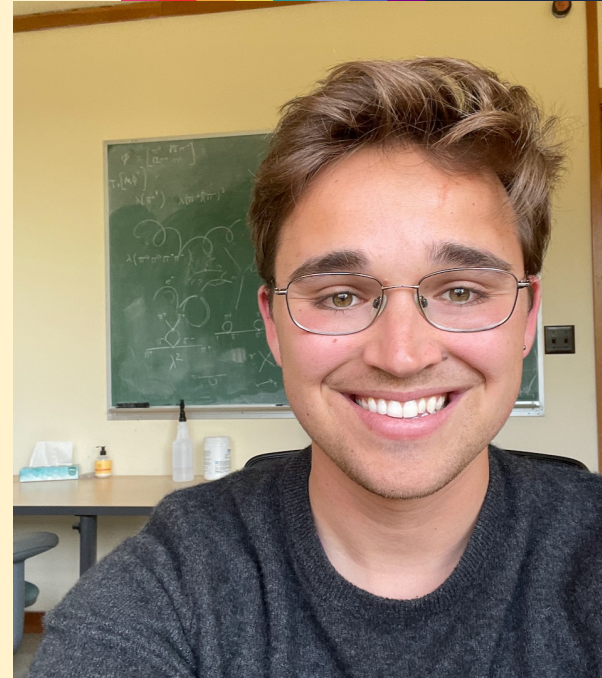
About Me

- I'm a graduate student at UC Davis working in the STAR and ePIC collaborations



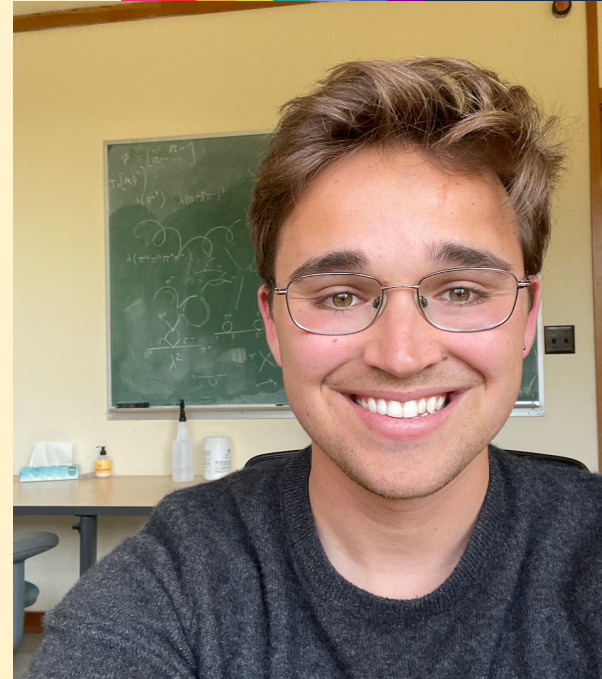
About Me

- I'm a graduate student at UC Davis working in the STAR and ePIC collaborations
- I am a queer man



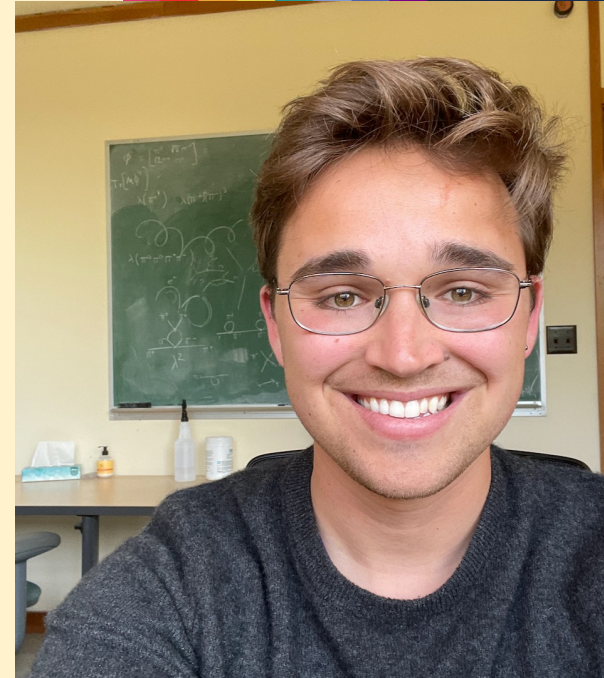
About Me

- I'm a graduate student at UC Davis working in the STAR and ePIC collaborations
- I am a queer man
- I've previously worked at UC Berkeley's Gender Equity Resource Center where I worked in administering a university LGBTQ+ health and wellness program with workshops on topics like



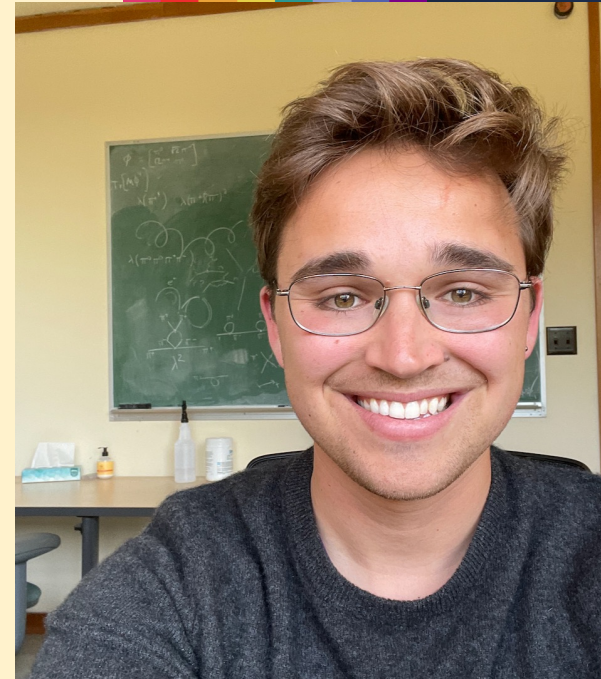
About Me

- I'm a graduate student at UC Davis working in the STAR and ePIC collaborations
- I am a queer man
- I've previously worked at UC Berkeley's Gender Equity Resource Center where I worked in administering a university LGBTQ+ health and wellness program with workshops on topics like
 - Food insecurity in the LGBTQ+ community



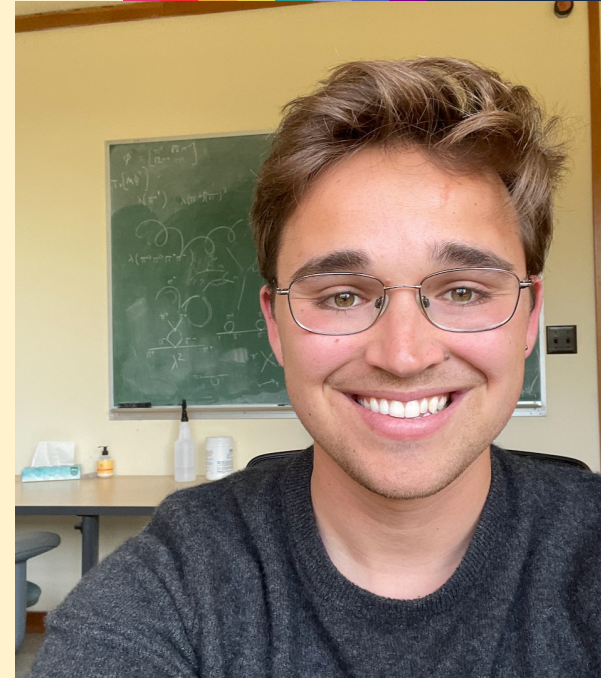
About Me

- I'm a graduate student at UC Davis working in the STAR and ePIC collaborations
- I am a queer man
- I've previously worked at UC Berkeley's Gender Equity Resource Center where I worked in administering a university LGBTQ+ health and wellness program with workshops on topics like
 - Food insecurity in the LGBTQ+ community
 - Sexual health in the LGBTQ+ community



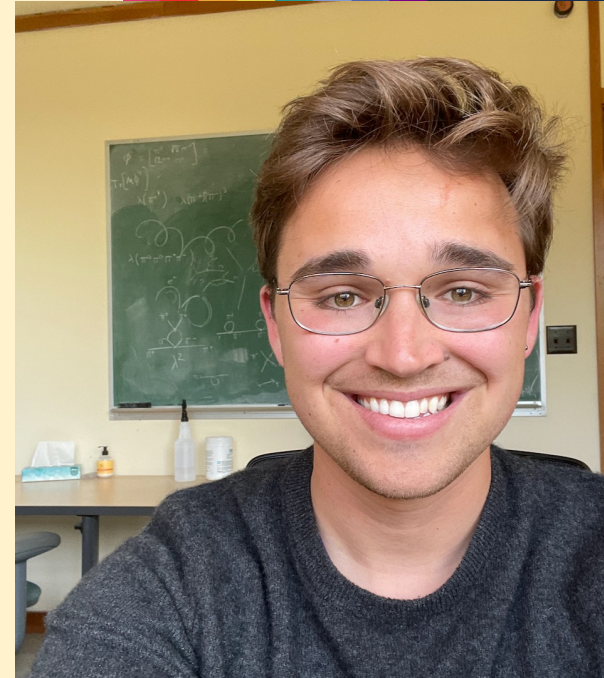
About Me

- I'm a graduate student at UC Davis working in the STAR and ePIC collaborations
- I am a queer man
- I've previously worked at UC Berkeley's Gender Equity Resource Center where I worked in administering a university LGBTQ+ health and wellness program with workshops on topics like
 - Food insecurity in the LGBTQ+ community
 - Sexual health in the LGBTQ+ community
 - Accessing gender-affirming healthcare



About Me

- I'm a graduate student at UC Davis working in the STAR and ePIC collaborations
- I am a queer man
- I've previously worked at UC Berkeley's Gender Equity Resource Center where I worked in administering a university LGBTQ+ health and wellness program with workshops on topics like
 - Food insecurity in the LGBTQ+ community
 - Sexual health in the LGBTQ+ community
 - Accessing gender-affirming healthcare
- I'm currently located at LBNL and active within the lab's LGBTQ+ employee resource group



Why am I here?

Why am I here?

Fernando invited me to speak at this because he saw my ePIC early-career representative candidate statement where I said that I would try to get a lived-name policy passed in ePIC

Why am I here?

Fernando invited me to speak at this because he saw my ePIC early-career representative candidate statement where I said that I would try to get a lived-name policy passed in ePIC

So that's what I'll discuss!

Some quick definitions

Source: University of California –
Gender Lived Name Policy
<https://policy.ucop.edu/doc/2700693/GRLN>

Some quick definitions

Lived name: A self-chosen or personal and/or preferred professional name used instead of a legal name.

Source: University of California –
Gender Lived Name Policy
<https://policy.ucop.edu/doc/2700693/GRLN>

Some quick definitions

Lived name: A self-chosen or personal and/or preferred professional name used instead of a legal name.

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.

Source: University of California –
Gender Lived Name Policy
<https://policy.ucop.edu/doc/2700693/GRLN>

Some quick definitions

Lived name: A self-chosen or personal and/or preferred professional name used instead of a legal name.

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.

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

Source: University of California –
Gender Lived Name Policy
<https://policy.ucop.edu/doc/2700693/GRLN>

Changing your lived name in a collaboration

A lot can go wrong in the process of trying to update your lived name in a big collaboration!

Let's walk through the process:

Changing your lived name in a collaboration

A lot can go wrong in the process of trying to update your lived name in a big collaboration!

Let's walk through the process:

1. You send an email to a more senior collaborator asking for your name to be updated.

Changing your lived name in a collaboration

A lot can go wrong in the process of trying to update your lived name in a big collaboration!

Let's walk through the process:

1. You send an email to a more senior collaborator asking for your name to be updated.
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.

Changing your lived name in a collaboration

A lot can go wrong in the process of trying to update your lived name in a big collaboration!

Let's walk through the process:

1. You send an email to a more senior collaborator asking for your name to be updated.
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.
3. A year later while reading a newly-published paper you notice that it's using your dead name!

Changing your lived name in a collaboration

A lot can go wrong in the process of trying to update your lived name in a big collaboration!

Let's walk through the process:

1. You send an email to a more senior collaborator asking for your name to be updated.
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.
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.

Changing your lived name in a collaboration

Let's walk through the process:

5. Finally, you reach someone who knows how to update the author list

Changing your lived name in a collaboration

Let's walk through the process:

5. Finally, you reach someone who knows how to update the author list
6. This person, without thinking much about it, asks for a government-issued ID to confirm that you've changed your name.

Changing your lived name in a collaboration

Let's walk through the process:

5. Finally, you reach someone who knows how to update the author list
6. This person, without thinking much about it, asks for a government-issued ID to confirm that you've changed your name.
 - You didn't need a government ID to join the collaboration! Why is one required now?

Changing your lived name in a collaboration

Let's walk through the process:

5. Finally, you reach someone who knows how to update the author list
6. This person, without thinking much about it, asks for a government-issued ID to confirm that you've changed your name.
 - 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.

Changing your lived name in a collaboration

Let's walk through the process:

5. Finally, you reach someone who knows how to update the author list
6. This person, without thinking much about it, asks for a government-issued ID to confirm that you've changed your name.
 - 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

Changing your lived name in a collaboration

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.

Changing your lived name in a collaboration

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.
8. Somebody is cc'ed on the email chain and finally just updates your name in the author list

Changing your lived name in a collaboration

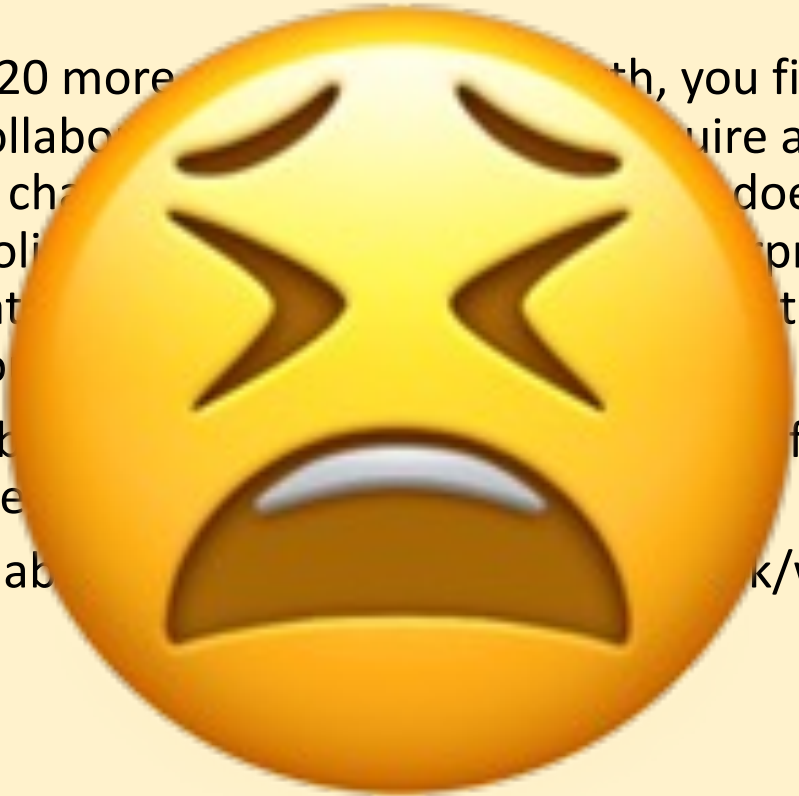
Let's walk through the process:

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.
8. Somebody is cc'ed on the email chain and finally just updates your name in the author list
9. What about the collaboration phonebook/website?

Changing your lived name in a collaboration

Let's walk through the process:

7. After 20 more months, you find that the collaboration requires a legal name change. The organization doesn't have any policies for interpretation so that you can't casually ask your manager.
8. Some people finally just update their name.
9. What about your link/website?



The virtue of good policy

The good thing is that all of this was preventable!

The virtue of good policy

The good thing is that all of this was preventable!

- There is no official guidance on how long it should take to update somebody's lived name. We all know how in these collaborations a simple request can get shuffled and lost and suddenly a year has passed.

The virtue of good policy

The good thing is that all of this was preventable!

- There is no official guidance on how long it should take to update somebody's lived name. We all know how in these collaborations a simple request can get shuffled and lost and suddenly a year has passed.
- 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?!

The virtue of good policy

The good thing is that all of this was preventable!

- There is no official guidance on how long it should take to update somebody's lived name. We all know how in these collaborations a simple request can get shuffled and lost and suddenly a year has passed.
- 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?!
- 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.

A DEI policy for ePIC (and others?)

Just three provisions!

A DEI policy for ePIC (and others?)

Just three provisions!

- *The ePIC Collaboration will ensure that the official author list and the collaboration website will be updated with the lived name of collaboration members in a timely manner.*

A DEI policy for ePIC (and others?)

Just three provisions!

- *The ePIC Collaboration will ensure that the official author list and the collaboration website will be updated with the lived name of collaboration members in a timely manner.*
- *The collaboration may appoint a contact person who is familiar with how to update the author list and website.*

A DEI policy for ePIC (and others?)

Just three provisions!


- *The ePIC Collaboration will ensure that the official author list and the collaboration website will be updated with the lived name of collaboration members in a timely manner.*
- *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.*

A DEI policy for ePIC (and others?)

- ePIC DEI committee is being formed

A DEI policy for ePIC (and others?)

- ePIC DEI committee is being formed
- Once it's been formed, I'll try to get the policy adopted



Thanks for listening!