

Supplementary Material

For Bedin, Benesch, Zhukova and Zimman, “Current norms and best practices for collecting and representing sex/gender in linguistics: Towards ethical and inclusive methodologies.”

1. Survey Design

PRE-SURVEY: CONSENT FORM

This survey is part of a project being conducted by linguists at UC Santa Barbara on the ways researchers in our discipline understand, collect information about, and report on research participants' identities, particularly sex and gender. Our goal is to produce guidelines for the treatment of these social factors in linguistic research.

To participate, you must hold or be working toward a post-Bachelor's degree in linguistics* (e.g., MA, MS, MPhil, PhD, DPhil, etc.) and be at least 18 years old. The survey takes approximately 15-20 minutes to complete, depending on how much detail you include. It asks about your academic training and employment, your current and past research practices, and your reasons for taking the approaches you do, as well as some demographic information.

This survey is anonymous. We will not collect your name or any other information that would identify you directly, and you can offer as much or as little detail as you wish in your responses. Participation is voluntary, and you are free to discontinue at any time by exiting the survey prior to submitting it. Your responses will not be included in the study unless you navigate to the final page of the survey and click "Submit."

You will have the option to provide contact information if you would like to take part in a follow-up interview or focus group on these topics. This contact info will be collected via a separate form and will never be linked to your survey responses. The file containing this information will be stored in a password-protected document to further minimize the chances of your confidentiality being compromised, should you choose to share.

There are no direct benefits or risks associated with completing the survey.

If you have any questions or concerns, you can contact the research team, led by Dr. Lal Zimman, at trillresearchteam@gmail.com. If you have questions regarding your rights as a research participant, you can contact the UC Santa Barbara Human Subjects Committee at (805) 893-3807 or hsc@research.ucsb.edu.

*We recognize that many linguists are formally trained in fields like psychology, anthropology, computer science, etc. However, we are seeking responses from people who have received graduate-level training in linguistics, defined either through the name of the degree specialization (e.g., linguistics, historical linguistics, Hispanic linguistics, etc.) or through its linguistics-focused content (e.g., a degree in English that involved completing linguistics courses in areas like phonetics/phonology, morphology/syntax, language change, etc.).

Do you consent to participating in this survey? Select your answer and click “Next” to indicate your consent and affirm that you are at least 18 years of age.

Yes, I consent to participating in the survey and confirm that I am at least 18 years old.

No, I do not consent to participating in the survey or I am not eligible.

PAGE 0: SCREENING

1. Do you have or are you working toward a graduate/post-Bachelor's degree in linguistics?
Select all that apply.
 - a. Yes, I already have one
 - b. Yes, I am working toward this degree
 - c. No
 - d. Other (please specify):

PAGE 1: BACKGROUND INFO

The first section of this survey contains questions about your training, current position, and research areas in linguistics.

1. When did you first begin your graduate-level study of linguistics?
[drop down w/ years]
2. When did you complete your highest degree in linguistics? Or, if you are currently working toward a graduate degree in linguistics, when do you expect to receive it?
[drop down w/ years]
3. In what country did you earn your highest degree in Linguistics? If you are currently a student in a Linguistics program, in what country are you studying?
[open response]
4. What was the primary language of instruction?
[open response]
5. Which of these are the best descriptors for your current position? Select all that apply.
 - a. I work in higher education
 - b. I am currently a grad student or postdoc
 - c. I work in education at the K-12 level (i.e., in a primary/secondary school or equivalent)
 - d. I work in a public sector/government position (outside of academia/education)

- e. I work in a private sector/industry position (outside of academia/education)
 - f. I am not currently employed
 - g. Other (please specify):
6. Does your current position involve linguistics in some direct way? *E.g., teaching or doing academic research in linguistics, employment as a linguist for a government agency, working on natural language processing for a tech company, etc.*
- a. Yes
 - b. Somewhat or only tangentially
 - c. No
 - d. Other (please specify):
7. [If Which of these are the best descriptors for your current position? Select all that apply. I work in higher education Is Selected]: Which of the following apply to your position within higher education? Select all that apply.
- a. I am a graduate student or postdoc
 - b. I am faculty
 - c. I am an adjunct, term-employed, short term lecturer, or in another type of short-term position
 - d. I am in a tenure-track position (if applicable in your locale)
 - e. I have tenure or another form of security of employment
 - f. Research is a significant part of my job duties
 - g. Teaching is a significant part of my job duties (including as a teaching assistant or graduate student instructor)
 - h. I teach, supervise or train graduate students
 - i. Other (please specify):
8. [If Which of these are the best descriptors for your current position? Select all that apply. I work in higher education Is Selected]: In what country is the institution where you currently work?
[open response]
9. What is/are your primary research area(s) in linguistics? *E.g. syntax, psycholinguistics, sociolinguistics, phonetics, computational linguistics, typology, etc.*
[open response]
10. What language(s) do you work with in your research?
[open response]
11. [Skip to End of Survey if NNo, my research never involves human subjects Is Selected]: Do you conduct human subjects research (i.e., research that involves somehow directly interacting with living people)? *Examples of human subjects research include experiments, interviews (in person or via video conferencing or phone), recording language consultants, surveys, etc. Examples of non-human subjects research would include studies of historical texts, news articles, publicly available social media content, mass media, etc.*

- a. Yes, my research often involves human subjects
 - b. Yes, but only occasionally or rarely; it is not how I typically collect data
 - c. No, but I work with data other researchers collected from human subjects (e.g. corpora of interactions)
 - d. No, my research never involves human subjects
 - e. Other (please specify):
12. What data collection methods do you typically use in your human subjects research? Select all that apply. *Please also specify whether you have applied these methods to contexts where you get to see and/or hear participants (e.g. experiments and interviews conducted in person or over Zoom) vs. in contexts where you never see or hear the participants (e.g. an online written survey or experiment conducted over MTurk or Prolific).* [2 columns of checkboxes, one labeled “participants” and one labeled “heard participants”]
- a. Experiments
 - b. Ethnography
 - c. Interviews
 - d. Focus groups
 - e. Written surveys
 - f. Elicitation of words or sentences
 - g. Elicitation of narratives or other discourse
 - h. Recording naturally occurring interactions (i.e., interactions that would be taking place even if the researcher were not present)
 - i. Using human subjects data collected by others
 - j. Other (please specify):

PAGE 2: METHODS

The second section of this survey focuses on the ways you engage with sex/gender in your research. We recognize that this is a challenging and politically sensitive aspect of data collection, but our hope is to get candid responses about the range of practices in use in the field.

13. What methods have you used to collect information about participants’ sex/gender in your most recent human subjects research? Which have you used in the past? [2 columns of checkboxes, one labeled “current” and one labeled “past”]
- a. I ask participants about their sex/gender in writing via a form or survey
 - b. I ask participants about their sex/gender verbally or face-to-face
 - c. I rely on others in their lives to categorize them (e.g., by observing the pronouns others use)
 - d. I rely on metadata provided by those who directly collected the data

- e. I don't ask about sex/gender directly
 - f. I am uncertain
 - g. Other (please specify):
14. [If What methods have you used to collect information about participants' sex/gender in your current or I ask participants about their sex/gender in writing via a form or survey - Current Is Selected Or What methods have you used to collect information about participants' sex/gender in your current or I ask participants about their sex/gender in writing via a form or survey - Past Is Selected Or What methods have you used to collect information about participants' sex/gender in your current or I ask participants about their sex/gender verbally or face-to-face - Current Is Selected Or What methods have you used to collect information about participants' sex/gender in your current or I ask participants about their sex/gender verbally or face-to-face - Past Is Selected]: When asking about participants' sex/gender, how do you like to phrase the question? Do you use different phrasing depending on context (including asking via writing vs. asking face-to-face)?
[open response]
15. [If What methods have you used to collect information about participants' sex/gender in your current or I ask participants about their sex/gender in writing via a form or survey - Current Is Selected Or What methods have you used to collect information about participants' sex/gender in your current or I ask participants about their sex/gender in writing via a form or survey - Past Is Selected]: When asking for participants' sex/gender on a form/in writing, what question format(s) have you typically used?
- a. Open response or text box
 - b. Multiple choice question
 - c. Linear scales (e.g. participants ranking their femininity/masculinity on a continuum)
 - d. Other (please specify):
16. [If When asking for participants' sex/gender on a form/in writing, what question format(s) have you typically used? Multiple choice question Is Selected]: When asking for participants' sex/gender via a multiple choice question, what answer options do you give participants to choose from?
[open response]
17. If you have to refer to individual participants with pronouns in your publications or talks, how do you determine which to use? Select all that apply.
- a. I select pronouns based on participants sex/gender (e.g., "she" for women, "he" for men; perhaps "they" for people outside of those categories)
 - b. I ask all participants what pronouns they would like me to use
 - c. I ask participants what pronouns they would like me to use if they are transgender, non-binary, gender non-conforming, or if I feel unsure about their sex/gender
 - d. I use gender-neutral or gender-inclusive language to refer to participants (e.g., "they" for everyone)

- e. I've never thought about it before
 - f. I do not refer to individual participants in my publications or talks, so this hasn't come up
 - g. Other (please specify):
18. What are your reasons for asking (or not asking) about sex/gender in the way you currently do? If you have taken different approaches for different projects or changed your approach over time, please explain why.
[open response]
19. What other identities or demographic categories do you typically ask participants about?
- a. Race or ethnicity
 - b. Age
 - c. Socioeconomic status or class
 - d. Sexual orientation
 - e. Location (current or past)
 - f. Education or highest degree
 - g. Occupation
 - h. Religion
 - i. Disability
 - j. Other (please specify):
20. Do you collect information about these other characteristics the same ways you collect information about sex/gender? Why or why not?
[open response]

PAGE 3: TERMINOLOGY

The third section of this survey asks about the terminology you use for talking about sex/gender in your work.

21. Which of the following terminology do you use in your current or most recent research?
- a. *sex*
 - b. *gender*
 - c. I use both *sex* and *gender* (to refer to different things)
 - d. I use both *sex* and *gender* (but don't always distinguish them)
 - e. I don't talk about sex/gender in my research at all (or treat gender only as a grammatical phenomenon)
 - f. Other (please specify):
22. Why do you use the terms "sex" and/or "gender" in this way? If you treat the words as having different meanings, how do you typically define them?
[open response]

23. Did your academic training ever address questions regarding how sex/gender should be treated in research? If so, what did that training tell you to do?
[open response]
24. [If Which of the following apply to your position within higher education? Select all that apply. Teaching is a significant part of my job duties (including as a teaching assistant or graduate student instructor) Is Selected]: In your experience teaching, have you ever spoken with students about how to collect or analyze demographic or social information like as sex/gender? What guidance have you provided them, if any, about how to handle participants' sex/gender?
[open response]

PAGE 4: REFLECTIONS

Please briefly reflect on your previous answers.

25. How satisfied are you with your current approach to sex/gender?
- Completely satisfied
 - Mostly satisfied
 - Neither satisfied nor dissatisfied
 - Somewhat dissatisfied
 - Extremely dissatisfied
 - Other (please specify):
26. If you are not fully satisfied, how would you like to approach sex/gender differently under ideal circumstances? Have any barriers kept you from using that approach?
[open response]

PAGE 5: DEMOGRAPHICS

27. What year were you born?
[drop down w/ years]
28. In what country or countries did you grow up?
[open response]
29. How would you describe your gender?
[open response]
30. Would you describe yourself as trans, non-binary, genderqueer, or another gender different from the one assigned to you at birth?
- Yes, I identify with one of these categories (specify here if you wish):
 - No, I identify with the gender assigned to me at birth / I am cisgender
 - I'm uncertain about / questioning my gender
 - Other (please specify):

31. Would you describe yourself as intersex? Intersex can be defined as *"a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male."*
- Yes, I am intersex
 - No, I am not intersex
 - Other (please specify):
32. How would you describe your sexuality?
[open response]
33. How would you describe your race/ethnicity?
[open response]
34. Do you have a disability? If you are comfortable disclosing, what type of disability do you have? *We are especially interested to know if you are d/Deaf, blind, hard of hearing, or have low vision.*
[open response]
35. Is there anything else you would like to tell us about yourself?
[open response]

Finally, please share a bit about your relationship with gender and trans communities.

36. Which of the following statements are true for you? Select all that apply. *Note: we define "trans" broadly, including non-binary people and others who don't identify with the gender assigned to them at birth*
- I have positive social relationships with trans people in my life
 - I have a close relationship with at least one trans person (e.g., a family member, close friend, partner)
 - I do not currently have any positive social relationships with openly trans people, but have in the past or would like to in the future
 - I engage with trans content or media (e.g., social media) or participate in trans-focused events
 - As far as I know, I have never personally known an openly trans person
 - Other (please specify):
37. Which of the following statements about sex/gender do you agree with? Please select all that apply.
- I believe gender is a matter of self-identification unrelated to physical characteristics
 - I believe gender can be different from sex assignment at birth, but only if a person makes certain changes to their physical characteristics (e.g. hormones, surgery)
 - I believe gender can be different from sex assignment at birth, regardless of physical characteristics
 - I believe there are only two genders

- e. I believe there are more than two genders
 - f. Other (please specify):
38. Is there anything else you would like to share, including feedback on this survey? We also welcome thoughts about what information you would like to be included in a list of best practices for asking about sex/gender.
[open response]
39. If you would be interested in participating in a follow-up Zoom-based interview or focus group, please follow [this link](#) to provide your contact information. Your information will not be linked with your responses to this survey

We thank you for your time spent taking this survey. Your response has been recorded.