

Pronoun Subcommittee Call Notes - 2022-02-03

Attendees

- Davida Bantz-Leguard,
- David Bantz,
- Jason Peak,
- Blair Christensen,
- Pete Birkinshaw,
- Heather Flanagan,
- Mona Zarei

Notes

- Introductions
 - David Bantz - something he's been struggling with from an enterprise/university perspective
 - Jason Peak (Oregon State - IAM lead on the Oregon University Pronoun Project, and hope to find guidance in international standards
 - Mona Zarei (UCSD) - see pronouns as important to the future in support of diversity
 - Blair Christensen (U. Chicago) - campus is in the early stages re: a pronoun project
 - Pete Birkinshaw (consultant, previously working for U Manchester) - advises businesses, colleges, and universities on this topic; sees pronouns being supported in back end systems, but not in the IAM layer
 - Davida Bantz-Leguard (interested member of the public) - degree in linguistics and interested in the topic, encountering different versions of this schema in various applications and forms and found the inconsistency frustrating
- Charter
 - Looking at pronouns; will this be tied with PreferredName or DisplayName? That's out of scope
 - Pronunciation seems closely related and is also something in different fields in HR and SP systems; could that be in scope? Examples: using video to record the preferred pronunciation, or using the proper phonetic alphabet to describe. This is an interesting analog to the pronoun question, but is still separate.
- Existing Proposal (https://docs.google.com/document/d/1t9az18skX3ILz0Ie00_2nX3XMcAZb0pPsHTwV-_kSiU/edit)
 - There is an article in Educause Review about four years ago that has some recommendations that might be useful. <https://er.educause.edu/articles/2016/12/supporting-students-gender-identity-an-it-perspective>
 - The spec cannot cover the different possibilities in language; should be multi-value
 - Best practice guidance can use examples, making sure to include examples of non-binary options
 - Note that the draft scope includes what is NOT in scope, but doesn't describe what's in scope
 - Does anyone have local guidance for how their institution plans to use pronouns?
- Critical questions
 - presuming it would be voluntary to provide preferred pronouns, we can provide the best practices and it's up to the institution to manage
 - We will need to focus on two outputs: the spec, and the guidance
 - This can only be in support of personalization; should SPs be asking for this rather than requesting IdPs provide it?
- Next steps
 - ☐ David St Pierre Bantz write up a draft spec for this attribute
 - ☐ Heather Flanagan start a google doc for best practice
 - ☐ Heather Flanagan send out a doodle poll for the next call