

## ONLINE SUPPLEMENT

My research team interviewed members of all of the following progressive organizations: the ACLU; California Partnership to End Domestic Violence; ERA Coalition and Fund for Women's Equality; EMILY's List; the Equal Rights Amendment Task Force of the National Council of Women's Organizations; Hollaback; NOW; the National Women's Law Center; Religious Coalition for Reproductive Choice (RCRC); Women's Law Project; Beyond Binary Legal; Equality Texas; GLAAD (formerly the Gay & Lesbian Alliance Against Defamation); GLSEN (Gay, Lesbian, and Straight Education Network); Gender Justice LA; Gender Spectrum; Human Rights Campaign; National Center for Transgender Equality; OutYouth; Parents, Families, and Friends of Lesbians and Gays (PFLAG); the Trans Latino Coalition; TGI (Transgender, Gender-Variant, and Intersex) Justice Project; Trans\*Ponder, and the UCLA Williams Institute.

We interviewed members of the following right-leaning organizations: Catholic Association, Conservative Partner Institute, the Eagle Forum, Family Research Council, Freedom Works, and Independent Women's Forum.

Below is the interview guide that we used to help direct the interviews.

### Interview Guide

<Give information sheet>

- 1) Are you OK with being recorded? <Turn on recorder>
- 2) Because most of the people being interviewed are public figures, they typically prefer to be identified by name, but you can choose to be anonymous. Or you can choose to be identified but signal that certain things are off the record. What is your preference?
- 3) Before we begin, do you have any questions?

#### 4) **Background**

- a) How would you describe your central activist goals?
- b) What accomplishments are you most proud of?

#### 5) **Gender neutrality:** We're going to shift gears now and talk about the term *gender neutral*.

- a) Have you ever heard that term?
- b) In what contexts?
- c) What does it mean for you?
- d) Do you remember the first time you heard the term? What was the context?
- e) Do you think gender neutrality is an important idea for activism?
  - i) What do you think is powerful about it?
  - ii) Do you see any limitations to it?
  - iii) Are there other terms you prefer? Why?

#### 6) **Specific issues**

- i) Lately, people have been talking about **gender-neutral restrooms**. What do you think of that?
  - (1) Do you think it is important to maintain some gender-specific restrooms, or should all restrooms be gender neutral?
  - (2) Do you think there are other **places that should be sex-segregated**?
    - (a) How about schools?
    - (b) What about sports?
- ii) We've also been hearing about **gender-neutral parenting**.
  - (1) This can take at least two different forms. It might be that parents try to avoid gender stereotyping. For instance, they may avoid pink and blue and encourage

their kids to play with dolls and trucks, regardless of sex. What do you think of that?

(2) Alternatively, gender-neutral parenting can take a form in which parents don't reveal the sex of their child. What do you think of that?

(3) Would you like to see a world in which all kids are raised without gender distinctions, or is there a role for some differentiation by gender?

iii) There also has been a move towards using **gender-neutral pronouns**. What do you think of that?

(1) Would you be in favor of eliminating gendered pronouns altogether, or do you think gender-neutral pronouns are better used as a third option?

(2) Misgendering is a serious problem, especially for trans/gender nonconforming people. It would arguably be less of a problem if we didn't gender people all the time. Thoughts?

(3) There is also evidence that signaling feminine gender leads to disadvantage in hiring, pay, citations, etc. If we did away with gendered pronouns, that would be one less place where we emphasize gender. Thoughts?

iv) **Gender-neutral forms of ID**—general thoughts? Gender-neutral IDs can take two forms: either adding a third gender category such as X or removing sex/gender markers entirely. For instance, the new Medicare card no longer identifies card holders by sex/gender, and some nations now offer a third option on passports. Would you support removing sex/gender markers from IDs. Alternatively, do you think it is better to offer a third gender-neutral option? Why?

v) **Gender-neutral parental leave policies**. Thoughts?

**b) Political alliances/disputes<sup>1</sup>**

- i) In your advocacy, whom do you see yourself most aligned with politically?
- ii) Are there any groups that routinely oppose your advocacy?
- iii) Do you see the women's rights and LGBTQ+ rights movements as pursuing the same—or different—fundamental goals? The letters LGBT bring lesbian, gay, bisexual, and transgender rights together under a single umbrella. Some have argued, however, that lesbians, gay men, bisexuals, and transgender people face different struggles and need separate movements. How do you respond to that?
- iv) Do you see the anti-racist movement as connected or separate from women's rights or LGBTQ+ movements?
- v) How does your own identity inform your activism?

**c) We conclude with some questions about demographics.**

- i) Profession
- ii) Education
- iii) Marital status
- iv) Race
- v) Age
- vi) Sexual orientation
- vii) Sex/Gender

---

<sup>1</sup> There was some variation among the questions asked from this section across interviews. In the first interviews, we asked questions 3–5. Questions 1 and 6 were added later. In some of the later interviews, we dropped questions 3–5, especially if the person being interviewed was not involved in feminist, LGBTQ+, or anti-racist activism.