[Theme music]

**Molly:** Welcome to Gender Reveal, a podcast where we answer personal questions and hopefully get a little bit closer to understanding what the hell gender is. I'm your host and resident Gender Detective, Molly Woodstock.

[Theme song ends]

**Molly:** Wow, I have so much news for you today. First of all, this is the last episode of season 1 of Gender Reveal. We’re gonna take a quick break. And by “break,” I mean I’m gonna keep working, Liza’s gonna keep working. But we’re not gonna be putting out an episode each week for, I don’t know, a few weeks. Uh, because everyone in my life insists that I need to chill out and stop running myself into the ground. So, joke’s on them. I’m gonna keep working the whole time. But, um [laugh], maybe take the pressure off, just a little bit. It’s kind of scary to leave right now, just when so many new people are finding the show. Uh, but at least that gives all of our new listeners a chance to binge the first fifteen and a half episodes. So that’s good. And speaking of which— we have new listeners. Because I was recently featured in both Portland Monthly Magazine and Real Talk with Nicole Antoinette. So, if you missed me over the break, you can check out my very long interview that dropped on the podcast, Real Talk with Nicole Antoinette. And you can check out my upcoming essay in Portland Monthly Magazine. In which I talk about non-binary gender, emphasize the importance of respecting our identities, and using the correct names and pronouns, and also come out in a magazine..? Which is really terrifying?! But I hope ultimately serves to build the army of gender warriors and allies that I am creating on this show. So, uh, cross your fingers. Anyway, thank you all for being here. Thank you for so much for listening. And thank you so much for telling your friends; telling your family; leaving Gender Reveal stickers in your favorite bar. All of the stuff you do to spread the word, really makes a huge, HUGE, difference to us. And speaking of making a huge difference— we have a place for you to donate at patreon.com/gender. And if you donate a dollar or more per month, we will think warm loving thoughts about you, because you are the sponsor of the show! So thank you for sponsoring the show. Like we really, really, couldn’t do it without you. And if you donate $5 or more by the end of April, I will send you some stickers, including some comically large stickers in a comically large envelope. And I’ll send you a special bonus surprise. I know there are some folks who are still waiting on stickers and I just want you to know that I know you’re out there and I’m waiting on the stickers and the comically large envelopes to show up. But as soon as they come to my house, I will send them to your house, and we will all be covered in stickers for you to vandalize things with. Or just put on your belongings. Like do, you know, do what you want. Okay, that’s so much wabbing just to say thank you for being here and thank you for supporting the show. And thank you for thinking hard, weird thoughts about gender with me. And speaking of which— It is time for This Week in Gender.

[Trumpeting news music]

**Molly:** This week in gender I want to share some good news, passed along by friend of the show, Lisa, at the University of Washington. The news is that a University of Washington psychologist, named Kristina Olson, just unanimously won the National Science Foundation’s Watermen Award— Which is the government’s highest honor for scientists in the early stages of their career. It’s the first time a psychologist has won this award. And Kristina is the founder and leader of the TransYouth Project, which is the biggest long-term study of trans kids in the United States. The project has recruited more than 300 transgender kids so far, and is tracking them for 20 years. And they’ve already had at least one really interesting finding— Which is that trans kids that are actually supported and affirmed by their families and allowed to transition socially, have rates of depression and anxiety that are on-par with cis kids. Which means that all of the really high rates of depression and anxiety experienced by trans people could actually be greatly alleviated just by allowing us to transition and accepting us. Which feels really obvious, but I’m glad there is actual science being done to show this. Now that Kristina has won this award, she will receive a $1 million grant to expand the project. And I’m very excited to hear what she learns over the next many years.

[Music interlude beings]

**Molly:** Before we go, I’m gonna switch to some really terrible news and mention one more thing— Which is that FOFSTA/SESTA just was signed into law in the United States. FOFSTA/SESTA are a pair of federal bills that were billed law as, um, anti-sex trafficking laws. But we they really did was shut down any online content remotely related to sex work. That includes Craigslist personals. That includes backpage.com. It is possible that in the future that could include dating apps. This means that sex workers can’t share resources anymore. They can’t screen clients anymore. They can’t do all of the things that were keeping them safe. It’s not addressing sex trafficking so much as just pushing ALL sex work underground. In fact, there have been abusive men online actively celebrating the passage of these bills because they know that they will make it harder for sex-workers to refuse these abusive mens’ service. Either because they can’t screen for abusers, or because they’re more desperate for clients now that they can’t advertise online. This is a really, really, really scary time for sex workers and for the people that love them. So if you wanna help there’s a bunch of stuff you can do. First read more about this issue. There’s so much I don’t have time to say. Uh, so listen to sex-workers. Follow them on Instagram and Twitter. And hear their perspective on this bill. Secondly, if you know sex workers personally, reach out to them and see what they need. And if you can’t think of anyone personally off the top of your head, there’s a bunch of places to donate money, so look around online. Finally, I think it’s really important to remember that this bill passed the Senate, 97 to 2. The only Democrat who voted no is Oregon Senator, Ron Wyden. Shout out to my boy, Ron. So that means that Harris, Warren, Bernie Sanders, Merkley, Gillibrand— all of your favorite 2020 democratic nominee possibilities— they all voted yes on this. So hold them accountable. Make them explain why they did this. And make them fix it. Because people are already dying because of this law. Trans and cis sex workers will continue to die because of this law. And if you think I’m being hyperbolic, then do a fucking google.

[Music interlude ends]

**Molly:** This week on Gender Reveal, I’m excited to answer more listener questions with my friend, Z Griffler. Z is a film documentarian and editor, a ringtone activist, and an advocate for asexuality visibility and education. They’re my best friend in the entire world and I’m thrilled to have them back on the show. Hey, Z, thank you so much for coming on the show again. I’m really excited to answer more questions with you.

**Z:** I’m really excited to help answer more questions about gender. It’s one of my favorite things to do.

**Molly:** Uh, to that end, do you want to read our first question?

**Z:** Absolutely. So this question is coming from Paige. Paige says, “I am a non-binary individual in my mid-20s and I was wondering what your thoughts are on misgendering yourself. It has happened to me in the past and really scares me and makes me question my gender identity. I do identify as a non-binary femme, so I do use ‘they’ and ‘she’ pronouns, with a preference to ‘they’. But when I use ‘she’ pronouns in my head, I feel like I’m almost attacking myself. Can you help me explain this issue?”

**Molly:** I mean, with regards to misgendering yourself— I don’t think that you need to worry that you are not a non-binary person. Or you’re not a valid user of the “they” pronoun just because you use “she” pronouns in your head. You have spent 20-something years being taught to use “she” pronouns in regards to yourself and it’s really hard to unlearn that. I have found that I misgender myself more often than my close friends and my partner misgenders me. And I think it’s because they actually practice more than I do. Especially speaking out loud. Like they’re constantly talking about— they’re constantly talking about me. [Laugh]

**Z:** All the time.

**Molly:** Um. They talk about me often so they get to practice using they/them pronouns for me. And I rarely refer to myself in the third person. And so when I do, um, I’m actually more likely to mess up then they are. And I misgender myself in my head all the time. And again it’s just because I am practicing and I’m learning, and it doesn’t have anything to do with my gender identity not being valid. It’s just that I was taught something for like, 24, 25 years. Uh, and it will take me a while to unlearn it. What do you think, Z?

**Z:** Yeah. I mean, that’s all exactly my experience. I would love to say that I never misgender myself but it still happens to me far more often than I’d like. And, you know, at first I really did have a little bit of crisis about it. I was like, “Well if my brain doesn’t even gender me correctly, like, do I deserve like other people to do so?” And the answer is yes. Because your brain like works with neural pathways and if you’ve been using the pronouns assigned to you at birth forever and suddenly you’ve got a whole new way of thinking about yourself, it’s gonna take your brain some time to like, to work on it.

**Molly:** I’m going to read a question from Charlie, which we got on Twitter. Says, “Hey, doing my best to learn about gender. I’ve been thinking for a while to use they/them. Not because I have any problem identifying as male but because I don’t give a damn about my gender and want to show solidarity with queer and gender non-conforming folks. I identify as male, but it’s not a strong identity. I’m starting to think gender is irrelevant and would be happy to use they/them just to help normalize it. Is that a bad reason?” So I thought about this a lot. And of course people can use whatever pronouns resonate with them. There’s no gatekeeping. But the thing that concerned me was that, when I came out at work and started using they/them pronouns, I had a lot of people say things like: “Oh, I heard you’re going non-binary.” Or like, “Oh, hey. I heard that you are non-binary now.” Or, “…became non-binary.” And to me it felt like people thought I had made a conscious choice that I was like, “Hmm. I think it would be fun to be a non-binary person and..” You know? Like, I think people thought that I thought it would be fun to non-binary. And like, it’s not fun to be non-binary most of the time. Especially not in a workplace surrounded by straight, cis people who are still misgendering you sometimes. Like I wouldn’t actively choose a path in which I am routinely marginalized and misgendered. Um, and so going off of that I’m worried that if you choose to use they/them pronouns in solidarity, people might say, “Why have you chosen to use they/them pronouns?” And you’ll say, “Oh, well, I just thought it was a good thing to do.” And that sort of undermines the.. the concept that being non-binary or using they/them pronouns are about like deeply held identity and personal expression and what feels right to you. If you’re just picking it up and putting it on one day because it feels like the right thing to do, you’re actually sort of counteracting the narrative that we’re trying to portray— Which is that, being non-binary or using they/them pronouns is actually like really deeply meaningful and something that we thought a lot about. And something that resonates really deeply with us and isn’t something that we thought we’d try out one day.

**Z:** Yeah. That’s a great answer. I would say that chiming in along those thoughts, it reminds me of when some people suggest, I would say rather misguidedly, that if somebody misgenders you, you should casually misgender them back—

**Molly:** Mhmm.

**Z:** — Where I think that nobody should ever do that. Because, really all you’re gonna do is tell cis people that like it’s just a fun choice that you can do instead of like a deeply held identity thing. And you just shouldn’t disrespect like other people’s identities. However, I do think that this question is coming from good intentions. And I almost want to have a light conversation about their lack of strong connection to gender and say, “Hey, have you looked into agender identities?” But that’s a whole different thing.

**Molly:** Yeah. What I will say is for folks who would like to be good allies, there is a lot education that needs to be done around they/them pronouns. And I really appreciate that this person is sort of volunteering to do some of that educational labour with cis folks. So I would say is go to like your school or your workplace, wherever you spend a lot of time and normalize the idea of sharing pronouns. And make sure that all of your coworkers are aware of they/them pronouns or aware of the importance of introducing yourself with your pronouns. Of course if you decide that you are non-binary or you feel most comfortable with they/them pronouns, I’m not trying to say that you can’t use them. I’m just mean that like if you’re doing it solely out of like ally-ship I think there are better ways to be allies and there are better ways to make sure that everyone’s being respected without, um, changing your own pronouns.

**Z:** Totally. Okay. So this question comes from Emma, our dear friend: “If you’re doing another Q & A episode I’d love to hear your take on non-binary folk being perceived as women who are being recognized as women for some kind of a milestone or accomplishment. Like, because they’re perceived by most as women, they’ve been systematically disadvantaged so there’s a way in which it’s super valid. But it’s also super erasing and icky. And should these folks, for example, apply for scholarships for women, etc.?”

**Molly:** Alright. I have thoughts but I keep going first. So would you like to share your thoughts first?

**Z:** Um. I think my opening thoughts for this is I always feel really bad when cis people assume that non-binary people are women-like. Which is certainly not what this questioner is asking. But non-binary people aren’t women. So if you don’t feel like you’d be covered by what this scholarship or this accomplishment or recognition is like looking for in terms of what gender identity you are, I feel like it’s probably best to tell somebody rather than just accept it. What do you feel?

**Molly:** Uh, my feeling is that it depends on whether you feel safe coming out in whatever situation it is. And if you do feel safe coming out, uh, it depends on whether there’s an opportunity for you to be honored as a non-binary person. Because if you were previously being honored as the first woman there’s a good chance that you are actually the first non-binary person to hold that role. Which is another cool thing to celebrate.

**Z:** Totally.

**Molly:** There are many lists of cool queer women podcasters. And I have been offered spots on those lists. And I normally accept with the qualification that I’m non-binary because there are very, very, very rarely lists of non-binary podcasters. And so if I decline my spot on the LGBTQ Women’s list, I just like wouldn’t be mentioned and thus further marginalized and that feels shitty—

**Z:** Totally.

**Molly:** — And so I think it really is situation by situation. If you feel like the options are to be recognized amongst women but it will help you ultimately because there’s really not another way to be celebrated as a marginalized individual, um, then ahh, it’s up to you. If there’s a way for you to say, “I’m actually non-binary. I’d like to recognized as that instead.” And that you’re still able to access whatever you’re trying to access then I would say go with that.

**Z:** Yeah. That sounds great. So anonymous asks, “I listened to all of your episodes and have done a ton of research but I’m embarrassed to say that I still have a super hard time understanding the word “femme” and when it’s appropriate to use, other than when people self-identify with the term. Is it a gender identity? An aesthetic? A lesbian subculture? Anyone who doesn’t lean masc?” And then that grimacing smiley face. “Help!”

**Molly:** The answer to this is, [phonetically] “lmao, lmao, lmao.. lmao, lmao” Um, we said in our very first episode that we weren’t gonna to get into defining what “femme” is. Because no one can agree on what “femme” is. But I will give you my best definition if that’s helpful. “Femme” is a term that was originally adopted by working-class lesbian and bisexual women. And as you alluded to in your question, it was a specific type of queer female identity and it was one that leaned more feminine. So if you leaned more masculine you were a “butch.” If you leaned more feminine you were a “femme.” And historically that is what “femme” has meant. In recent years with the development of non-binary identity, we are also using “femme” to describe non-binary folks who lean feminine of center. That is in my mind what “femme” is. “Femme” is being used in all sorts of really messy, I would argue, problematic ways. I think someone that has really, really, good thoughts on the way femme is being misused specifically is Nicholas Cummins, who was in our very first interview episode. It’s pretty close to the end of the episode if you go back and listen. They have strong feelings, um, that some people are using “women” and “femmes” to mean women and people I think are women. And I love that very strongly. There’s also been a couple of articles that have circulated recently that I will try to remember to link to in the show notes. One is about how we should stop using “women” and “femmes” to mean, uh, women and people I think are women, basically. And then there’s a counterpoint article. And I’m of the camp that if someone self-identifies as a femme I can’t really stop you. Although I would say it’s definitely not for straight, cis people. And I’m also the camp that it’s not really your call to identify anyone else as femme. Uh, so your question was like, other than when people self-identify with the term. But I think that that, just if people don’t self-identity with it or don’t tell you they identify as femme, uh, don’t… don’t worry ‘bout it. What about you, Z?

**Z:** Honestly, I feel that other than Nicholas’ wonderful train of thought about the word “femme,” I try to avoid using it in all contexts. Because I just don’t really think it’s a very useful/accurate term and people all have different conceptions of what it means. And I think using it in the way that Nicholas said, women and people I think are women, seems to be an unfortunately common thread. And I guess other than listening to people who self-identify with the term “femme,” I just try to keep it out of my vocabulary and use “feminine of center” if it’s appropriate.

**Molly:** Good deal. I’m gonna read you the next question.

**Z:** Great.

**Molly:** It’s anonymous. “I am non-binary but I neither identify as trans or cis. These are presented as the only options. So what am I?”

**Z:** Well, the first three words of this questions are the answer.

**Molly:** [Long laugh]

**Z:** [Chuckle]

**Molly:** You’re correct.

**Z:** The questioner is non-binary and that is what you are. We could talk about how the trans umbrella includes non-binary identities but does not necessarily mean that if you identify as non-binary you have to identify as trans.

**Molly:** Correct.

**Z:** So you can just be non-binary. Great.

**Molly:** Congratulations, anonymous.

**Z:** [Chuckle]

**Molly:** Alright. Here’s a different Emma: “I was assigned female at birth and I identify as non-binary or as a non-binary woman. I like to present semi-androgynous, I guess? But I don’t know how to understand if there’s anything particularly masculine about my personality. I know I like identifying as non-binary no matter what combo masculine and feminine qualities I evaluate in myself. And I feel that associating masculinity and femininity with gender, including non-binary genders, uphold binary gender roles and expectations in a problematic way.” Hell yes. “My question is how the heck do I convince myself that I am allowed to be non-binary, assigned female at birth, and not feel especially masculine?

**Z:** Well you can just be non-binary and not be very masculine and be assigned female at birth. Those are all valid things. Um, I personally have a super hard time even identifying even what masculinity and femininity really mean to me most of the time. Um, so I totally feel you about this questioning. But I think it’s just important to know that it’s super valid.

**Molly:** Yeah. I don’t know… I don’t know how to convince you. I think about the same thing myself often. I identify as trans because I identify as non-binary. And I see non-binary as under the trans umbrella. But I’m also a person who’s assigned female at birth who is read as a cis woman by most people and who I don’t think presents particularly masculinely. I tend to stay pretty androgynous or sometimes I present more feminine because those are the clothes I have in my closet, from, you know, 10 years ago—

**Z:** Totally.

**Molly:** — Which is how I presented. And sometimes it’s just more convenient to like put on the clothes you own. And so because of that it feels weird [laugh]. But I remind myself that being non-binary just means that you don’t identify with the gender that you were assigned at birth 100% of the time. And that’s certainly true for me. And I’m assuming it’s true for you. And so you are absolutely allowed to be non-binary and assigned female at birth and not feel especially masculine. The only criteria is that you don’t feel 100% like a woman 100% of the time. And that sounds true for you. It doesn’t really matter how you present. Presentation actually has nothing to do with your gender identity. Or I shouldn’t say nothing to do. But you don’t… you’re not required to present a certain way in order to have a certain internal gender identity. Like we just mentioned, you dress one way and feel completely differently inside.

**Z:** Totally. And I think that you’re totally right, questioner, Emma. That associating masculinity and femininity with genders I don’t think is necessarily the best thing to do. Because I know a lot of cis woman that are very masculine and I know a lot of very feminine cis men. So—

**Molly:** Totally.

**Z:** — It’s… Even though there are categories that I think the cisnormative society likes to use to identify with genders people might have, it really has nothing to do with it. And, you know, as like a total one to one representation of what gender is. And, you know, as you said, Emma, you like identifying as non-binary, so you’re non-binary.

**Molly:** 100% percent. Hooray.

**Z:** So this comes from Joe who has no pronoun preference. “I hope this question makes sense. I’m not out yet. I’m working on it but have a bit of a blocker. The background: For people that are in the know words like cisgender or transgender make sense. But for people that don’t know those words or words like non-binary or genderqueer, may only cause greater confusion. I’m having trouble labeling myself for other people’s edification. I personally don’t care. I’m just Joe. I accept any pronoun— he/him, she/her, they/them. Though I usually just say, “Call me Joe.” But other people do care and saying I’m Joe doesn’t really help the inquisition. I was assigned male at birth and lived 33 years in that role. The last 10 or so years I’ve considered myself female though didn’t and still don’t really present outwardly female. I have thought I was a transgender individual because I feel more female and would like to start hormones but I don’t always 100% feel that way and have facial hair and don’t plan on having that removed, for example. Then I thought maybe I was non-binary or genderfluid. I’m not meant to be a boy but not quite a girl. I’m sort of somewhere in the middle, but again, that’s hard for most people to grock. The question: Can someone be transgender female but non-binary and how do I talk to people about this sort of grey area of gender identity?

**Molly:** So you think when they say “hard for people to grock” they mean “grasp”? Or is “grock” a word that I don’t know?

**Z:** “Grock” is a word that means grasp.

**Molly:** Cool. [Sing-song voice] Learn something new everyday on Gender Reveal.

**Z:** Yeah.

**Molly:** Great. Um, one thing that I wanna say about the question, “Can someone be transgender female but also non-binary?” is absolutely yes. And one person that feels that way is Riley J. Dennis, who is a Youtuber. And Riley is going to be on season 2 of Gender Reveal in one of the first episodes so—

**Z:** Yay.

**Molly:** — Stay tuned for that and she will explain what the means to her. But if you want to get started you can check her out on Youtube. Z, would you like to share other thoughts?

**Z:** I think there’s, um, a good number of trans feminine and trans masculine people who identify themself outwardly to people with a less verse in gender as binary trans but—

**Molly:** Mhmm.

**Z:** — Then go into it if people ask—

**Molly:** Agreed.

**Z:** — And I think if you don’t have a lot of time or energy to get into the nuance of gender with people, I don’t think that’s like a horrible thing to do. Um, because it’s really tiring [slight laugh]. And gender is very nuanced. But yeah, you can absolutely be transgender female but non-binary. There’s absolutely nothing wrong with identifying that way.

**Molly:** Yeah. There’s a lot of folks I know who I originally thought were binary transgender because they were trans and they used binary pronouns. Um, so maybe they presented really masculinely and they were on T and they got top surgery and they used he/him pronouns. But if you talk to them, they actually do identify as non-binary transgender. Non-binary trans masculine, for example. And so, like you just said, um, it happens a lot and it is also a way for people who are trans to communicate with people who are only familiar with binary transgender and still be gendered in a way that feels good for them in public settings. And then be, you know, their diverse non-binary gender spectrum self in communities that can handle that. Um, and also like you can be genderfluid or bi-gender or other things like that and then sometimes identify as a woman and sometimes not and that’s also valid. And so if you’re a person who you’re like, “Sometimes I feel super like a woman and sometimes I don’t,” like maybe you’re just a genderfluid person who oscillates between female and some other identity and that’s also really valid. And again like you can choose whether or not to explain that to other people. But, uh, you can know in your heart that it’s super valid.

**Z:** Absolutely. And know that we know that you’re valid. And, um, I guess the only other note that I would mention is, uh, because Joe is kinda talking about different transitions that they would like to go through or not, you know, participate or go through—

**Molly:** Mhmm.

**Z:** — And that’s totally fine. It’s absolutely just whatever makes you feel most comfortable, most like yourself, least dysphoric. And that looks different for everybody.

**Molly:** Totally. Okay, last question.

**Z:** Alright.

**Molly:** Time flies by. This is from Rick. Rick is a 29 year-old cis man from the Netherlands. He is planning on starting his own small business soon who will mainly focus on interdisciplinary training. Rick says, “It will be in a building that is open to the public and it will provide the space and finances I need so I can spend as much time as possible helping people by doing un-paid volunteer work. I want to take many things into consideration before starting this small business so I can help, instead of hurt, communicate well, provide good facilities, and set a good example. Which mistakes relating to gender and I most likely to make and what should I do instead? Regarding communication I’m considering always using their names. Regarding sanitation I’m considering using individual unisex restrooms with a sitting toilet and a separate personal hygiene and grooming area, as well as such individual rooms without the toilet but with a table.” What?

**Z:** [Soft chuckle]

**Molly:** Sure. “I want to give people the opportunity to provide feedback on their experiences at my company. I want people with various lifestyles to feel welcome and safe. Which criteria should be used to avoid bad suppliers and customers? Which risks are unique to intersectionality? How much policy should I describe in my business plans and on signs in the building?” Dude, I have no idea about any of these things. Z, do you know anything?

**Z:** I’ve got a couple thoughts.

**Molly:** Great, go for it.

**Z:** Okay, one: uh, you should absolutely instead of just asking for names, you should ask for people’s pronouns and then make sure that you use them correctly. Um, you should also, if for whatever reason you have forms, uh, don’t provide only binary gender options. Don’t make transgender a gender choice [chuckle]. And you don’t even have to require it if it doesn’t have anything to do with what you’re doing. Right?

**Molly:** Agreed.

**Z:** Um, so good on you for not making gendered bathrooms. Um, personally I really like the signage that just describes toilets as toilets. Rather than going into.. how do you feel about that?

**Molly:** Yeah, I liked it. We were at a bar in Austin in one of the bathrooms. They were multi-stall. And one of them said “toilets” and one of them said “urinal and toilets.” That was great.

**Z:** Yeah.

**Molly:** We had all the information we needed. But if you wanna make them single, uh, single stall, like that’s another very easy accessible way to make that work.

**Z:** Um, and if a supplier and customer seems very bad don’t do business with them.

**Molly:** Yeah, I think something that’s important is just like to make your values really obvious and really well known. If you can work with suppliers who are folks of marginalized identities, traditional marginalized identities, do that. Because any situation in which you can give people of color, or current trans folk, or disabled folk, or any of those people your money, woman. Any of those people your money, do that. If you can avoid giving money to like cishet white men, do that. That would be great. That doesn’t mean that they’re not “quote” unquote bad but, um, you’re doing the best you can. And obviously, ask around. If you’re using a certain supplier ask your buds if they know anything about that supplier. I was using a sticker company to print stickers for Gender Reveal and then I found out that the sticker printer supported Trump. I didn’t even think that was possibly a thing that could come up but it did. I’m so grateful for the person who told me that. And now we have a different sticker supplier. So I apologize to everyone who got Trump stickers. But like—

**Z:** Yeah.

**Molly:** — What are you gonna do?

**Z:** Um, I would say, uh, adding on to making your policies known is just maybe make a stated policy. Or display signage that indicates that you are a safer space, or you try to be a safer space and that you’re welcoming to all folks. And what you don’t discriminate on the basis of so that people know that they can, you know, feel a little bit more comfortable in your space.

**Molly:** Yeah. I… there are a ton of businesses in Portland who have like disclaimers in their front window that says that like no matter what race, or culture, or gender, or sexual orientation, or whatever you are, um, you are safe and welcome in that space. And it’s one of those things where if I see those signs I don’t necessarily feel super safe because it’s easy to put up a sign and it’s harder to actually act in like an anti-racist, anti-transphobic, anti-queerphobic way. Um, but it certainly is a step in the right direction. Like when I see those signs I do feel somewhat better than when I don’t see those signs. You know, so I think that signaling your ethics goes a long way. And then don’t be offended if not everyone trusts you just because you have a sign. But I think that it’s better to have the sign than to not have one.

**Z:** Yeah. I think that those are all good things for Rick.

**Molly:** Great.

**Z:** Great.

**Molly:** Do you have any questions, Z? [Laugh]

**Z:** [Slight laugh] Do I have any questions about gender? Nothing that we can answer in a short podcast [laugh].

**Molly:** Um, thank you so much for coming in the show, Z. I really appreciate it.

**Z:** Thanks so much for having me.

[Gender Reveal theme plays]

**Molly**: Well, that’s gonna do it for this week’s show. If you have a gender question that you’d like to hear answered on the show you can send it my way at gendereveal@gmail.com. You can DM it on Twitter @gendereveal. Or you can use the anonymous Google form that’s linked in the show notes. You can also find me on Twitter and Instagram. Just search my name, Molly Woodstock. I’ve gotten a bunch of new Instagram followers lately from folks who listen to the show and I’m very happy to see you. Uh, I hope you enjoy pictures of my cat because, uh, that’s what you’re gonna see.

If you learned something from this week’s show please consider donating a dollar to on paypal or on patron.com/gender. If you donate $5 or more I’ll send you some stickers and some other stuff real soon.

This episode was edited by me, Molly Woodstock and Liza Yeager. Our logo is by the talented Michelle Leigh, and our theme song is by the legendary Breakmaster Cylinder. This is the last episode of season one but don’t unsubscribe. Don’t go anywhere. Because we’ll be back so, so, so soon. This isn’t Invisabilia. We’re not gonna be gone for 9 months. We’re probably not even going to be gone one month, to be honest. Because I’m just going to miss you all very, very much. I’m really excited about season 2. We have a few guests lined up so far. But if there’s someone who you really want to hear interviewed on the show or a topic you feel like we haven’t touched on yet— or you personally do a lot of really cool work with gender and would like to be on the show— send me a message and I will do my best to make it happen. Thank you for listening. We will be back soon with more feelings about gender.

[Gender Reveal theme ends]