D.E.I. Enzymes

Catalyzing conversations about diversity, equity, and inclusion
Enzyme 5

Sex Inclusivity:
Beyond a binary
Enzyme 5: Sex Inclusivity

**Importance**
Why is this topic important for D.E.I.?

**Action**
What can I do?

**Further Resources**
Where can I learn more?
Sex is a combination of chromosomes, genes, sex organs, hormones, and secondary sex characteristics. These do not always align with stereotypical binary development of “male” or “female.”

Sex is a spectrum of diverse variations in sex development (VSD) and intersexuality.

Gender and sex can be interconnected but are not dependent on each other.
Beyond XX and XY

Scientific American visual of sex diversity
Importance

- Erasure of VSD and intersex identities in science education reinforces sex binary stereotypes
- Discrimination prevents people of VSD and intersex identities from engaging in research and academia
- Barriers to sex-inclusive resources further inhibit professional development and sense of belonging
Action

- Do not assume bodily traits and experiences based on sex or gender
- Respect work-life boundaries and desire for privacy
  - Refrain from asking intrusive questions
  - Do not give unsolicited advice
  - Provide windows of opportunity for people to define themselves and discuss their experiences on their own terms
Action

- Explicitly include VSD and intersex allyship in professional codes of conduct
  - Define considerate dialogue and expectations of privacy in workplace culture
- Prioritize learning LGBTQIA+ vocabulary that is current and comprehensive
- Ensure survey/form questions on sex and gender are inclusive and optional (anonymous if possible)
Action

- Support the implementation of ungendered, private restrooms and universal resources such as:
  - Menstrual products
  - Contraceptives
  - Breastfeeding spaces
  - Changing stations
  - Needle and hazardous waste disposal
Simple actions you can take right now

- Draft a list of universal resources absent from your workplace restroom and prepare a request for their implementation
Further Resources

- Scientific American Special Issue: Sex and Gender - Visualizing Sex as a Spectrum
- Emily Quinn TED Talk | The way we think about biological sex is wrong
- Supporting Intersex Inclusion in the Workplace
- Gender-Inclusive Scientific Language
- Sex in an Evolutionary Perspective
- Beyond Discrete Categories for Inclusive Science