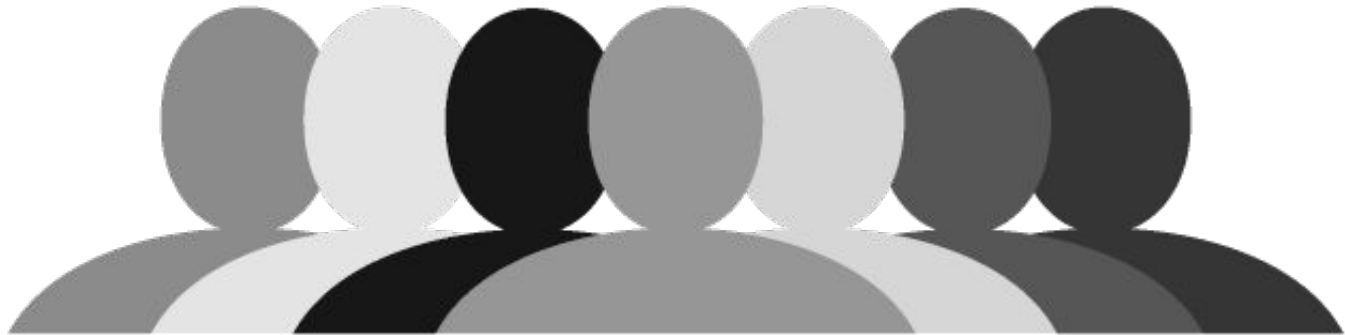


D.E.I. Enzymes

Catalyzing conversations about
diversity, equity, and inclusion



Enzyme 5

Sex Inclusivity:
Beyond a binary

Enzyme 5 Sex Inclusivity

Importance



Action



Further Resources

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

What can I do?

Where can I learn more?

Importance

- 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

Importance

Beyond XX and XY *Scientific American* visual of sex diversity

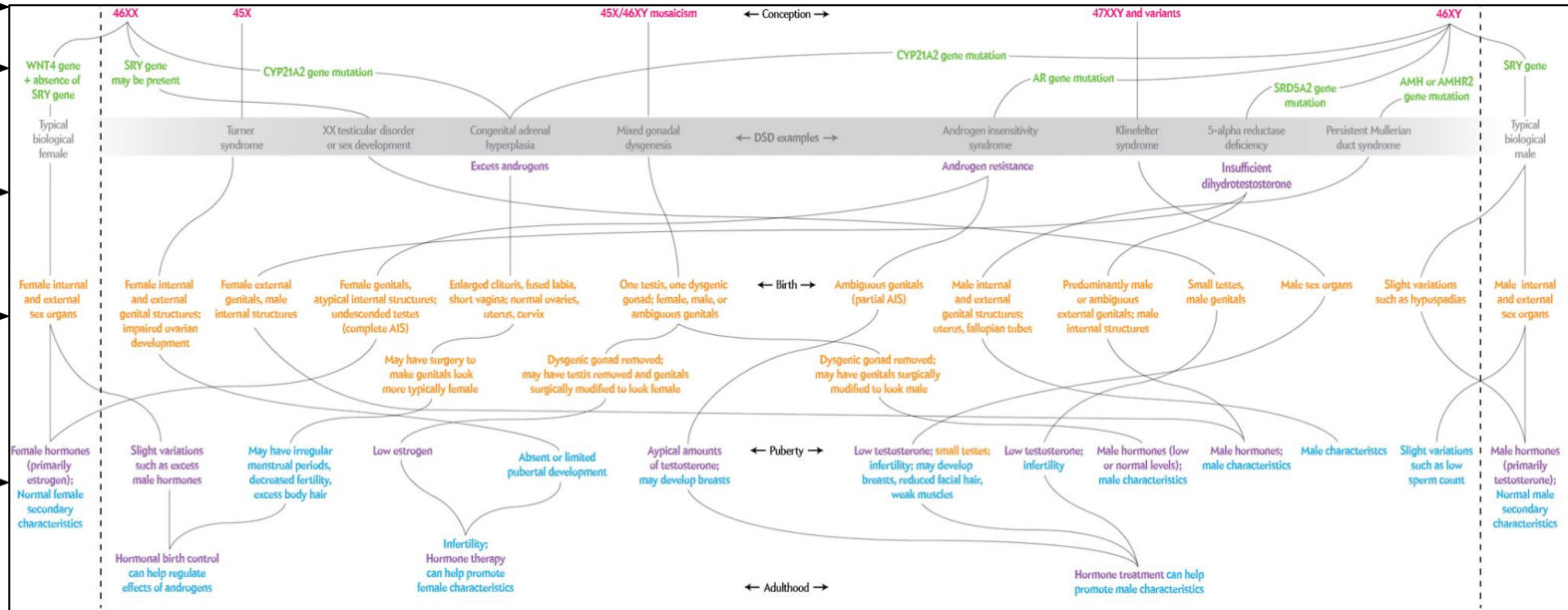
Chromosomes →

Genes →

Hormones →

Sex organs →

Secondary characteristics →



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

Action

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](#)