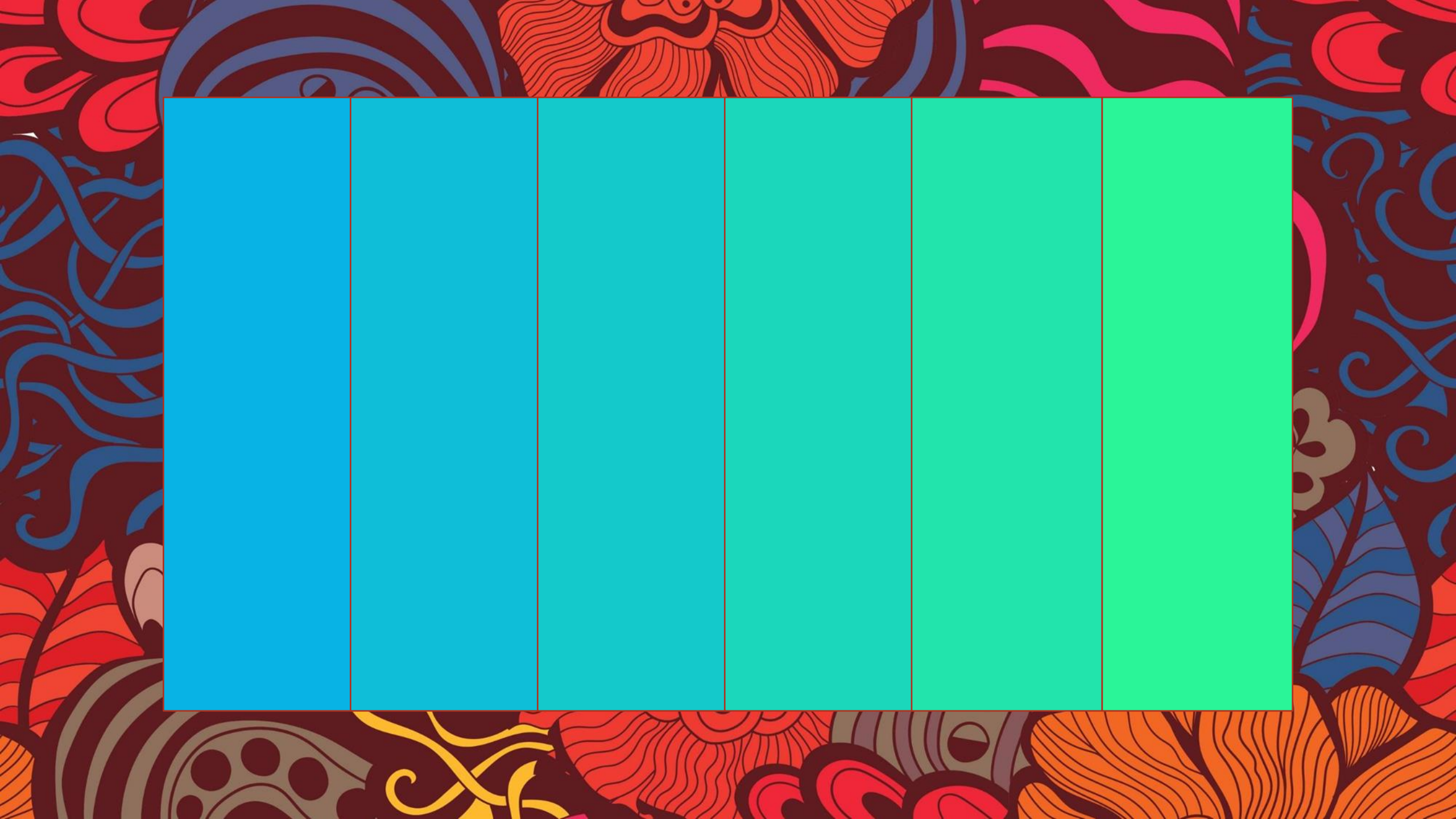
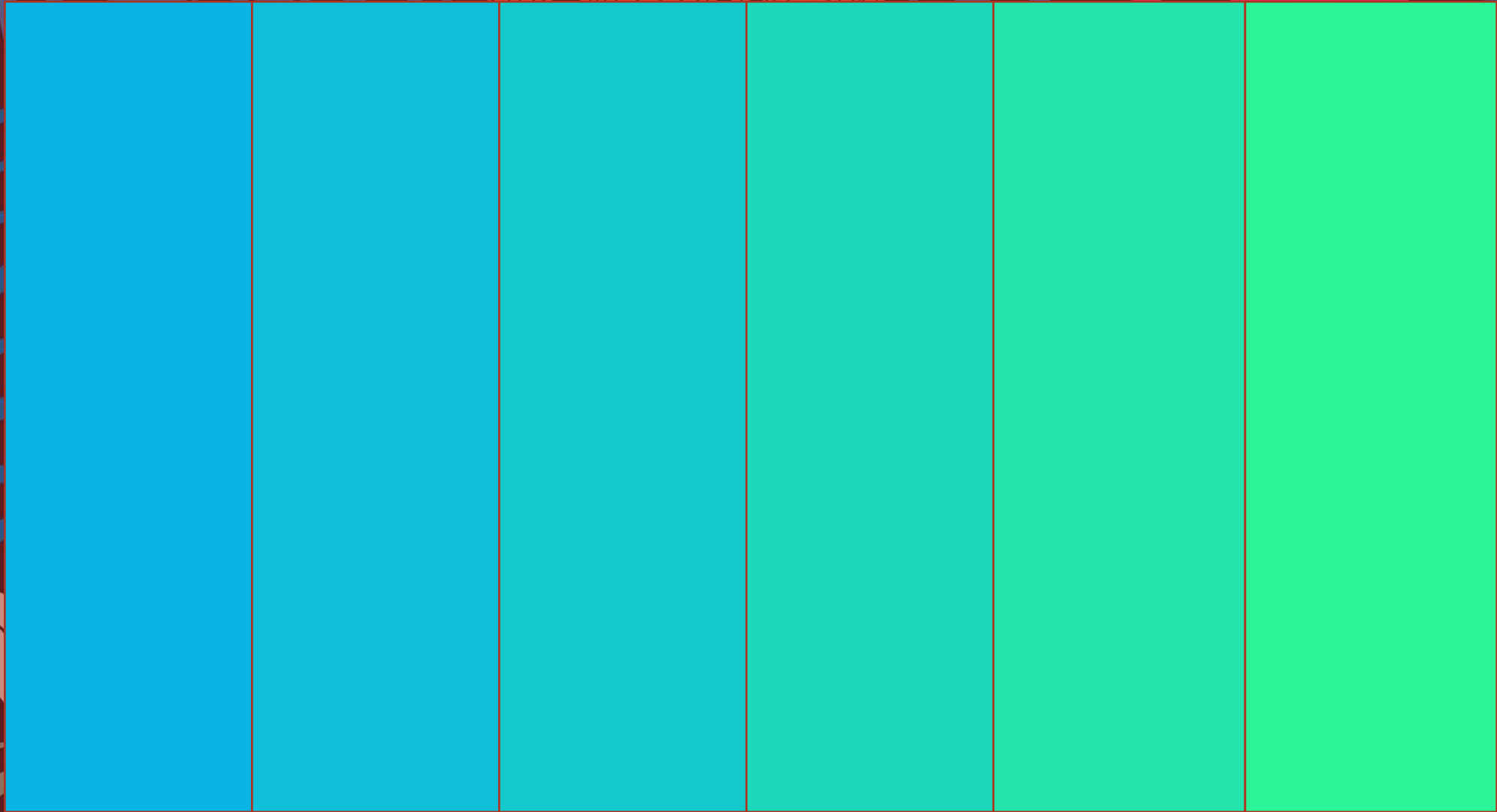





BEYOND THE BINARY

Being Both, Neither and In-Between





Who, what, when, where, why?

- A bit about me
- Gender, Sexuality & Relationship Diversity (GSRD)
- Language
- Binary concepts
- LGBTQ+ history and awareness
- What is binary thinking and why is it limiting?
- Why should we care?
- How can we all be more understanding and inclusive?



BINARY:

- ❑ *adjective*: relating to, composed of, or involving two things.
- ❑ *noun*: binary system of classification: one by which each group and sub-group is perpetually divided into two, the one with a positive and the other with a negative character

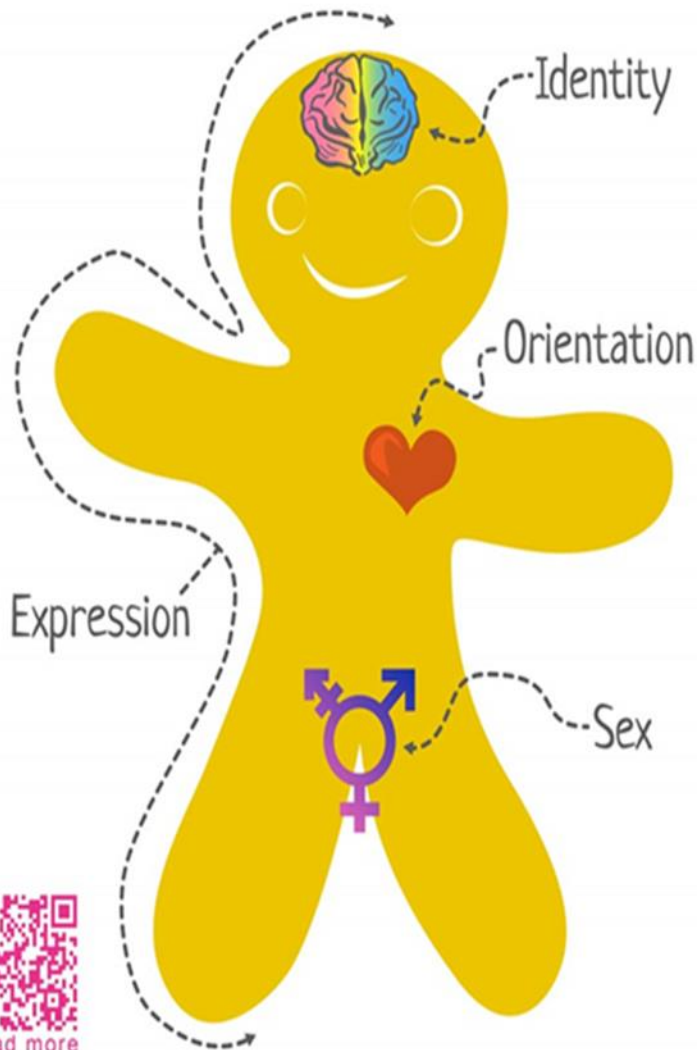
Good	Bad
Normal	Abnormal/weird
Male	Female
Straight	Gay
White	Black (POC)
Able-bodied	Disabled
In a relationship	Single
Us	Them

Pervasive Cultural & Societal Binaries

- Mind - Body
- Sane - Mentally ill
- Beautiful - Ugly
- Young - Old
- Rich - Poor
- National - Immigrant

The Genderbread Person

by www.ItsPronouncedMetrosexual.com

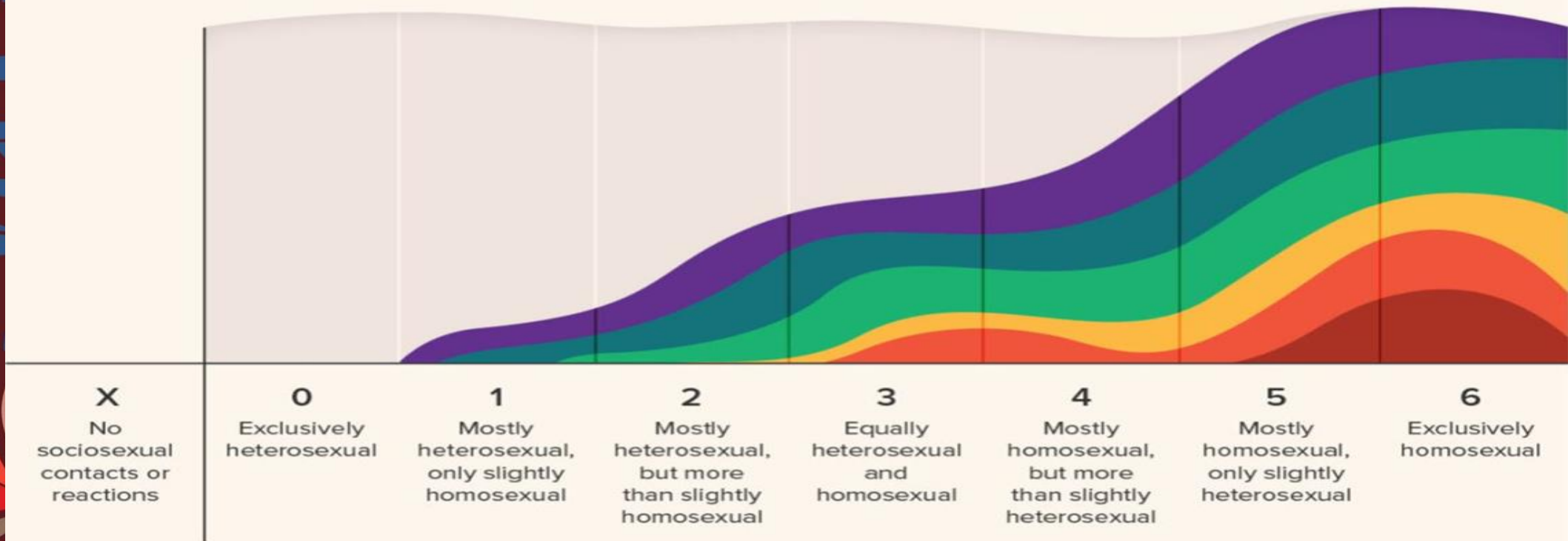


read more

SEXUAL ORIENTATION (NOT EXTENSIVE)

- Asexual
- Bisexual
- Gay
- Heterosexual
- Lesbian
- Pansexual
- Queer
- Questioning
- Unsure

THE KINSEY SCALE



SEXUAL FANTASIES

SEXUAL IDENTITY

SEXUAL ATTRACTION

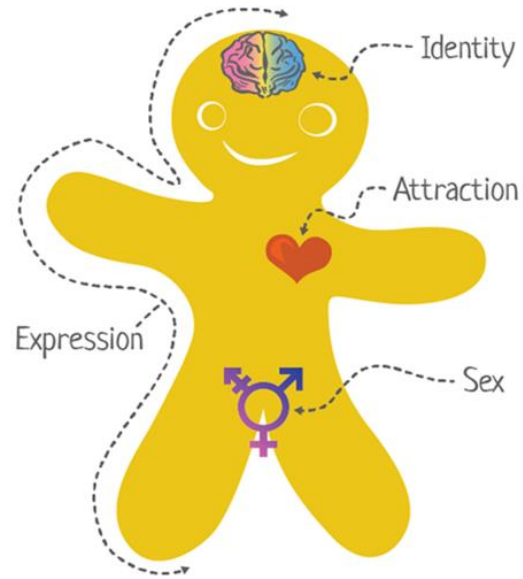


ROMANTIC ATTRACTION

EMOTIONAL ATTRACTION

SEXUAL BEHAVIOUR

The Genderbread Person v4 by its pronounced METROsexual.com



⊘ means a lack of what's on the right side

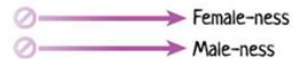
Gender Identity



Gender Expression



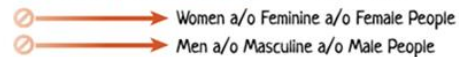
Anatomical Sex



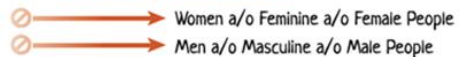
Identity ≠ Expression ≠ Sex
Gender ≠ Sexual Orientation

Sex Assigned At Birth
 Female Intersex Male

Sexually Attracted to... and/or (a/o)



Romantically Attracted to...



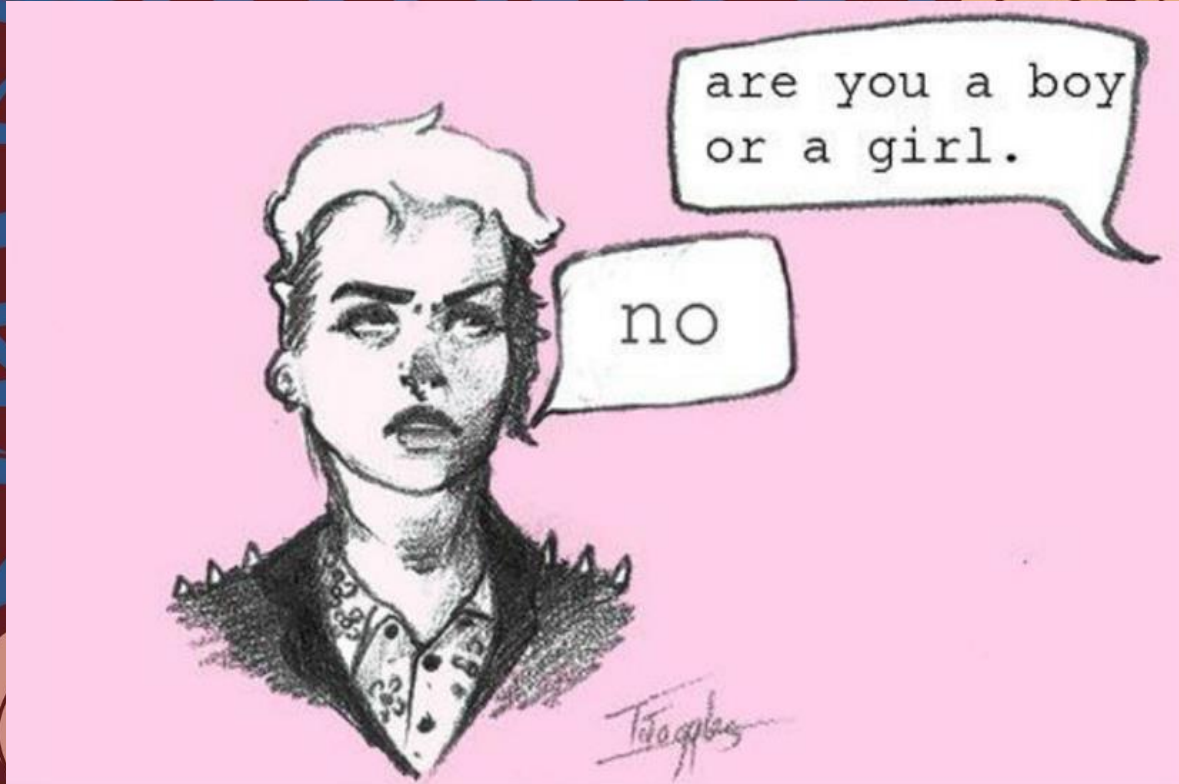
DIMENSIONS OF SEXUALITY

- Sexuality is subject to biopsychosocial factors
- For some it may be fixed.
- It can be fluid, changing over a lifetime or daily
- A binary expression of sexuality does not capture all the dimensions that make up sexuality

Mx		Fx
Sperm	Gametes (sex cells)	Ova/eggs
XY	Chromosomes	XX
Testosterone	Hormones	Estrogen
Testes	Gonads	Ovary
Prostrate	Reproductive anatomy	Uterus
Penis	External genitalia	Vulva

SEX:

- ☐ Refers to the biological and physiological characteristics that define the male/female binary



NONBINARY BODIES

- Intersex
- Not XX and not XY = one in 1,666 births
- Klinefelter (XXY) = one in 1,000 births
- Androgen insensitivity syndrome = one in 13,000 births
- Late onset adrenal hyperplasia = one in 66 individuals
- Total number of people whose bodies differ from standard male or female = one in 100 births
- Total number of people receiving surgery to "normalize" genital appearance = one or two in 1,000 births

GENDER:

- Refers to the range of characteristics pertaining to, and differentiating between, femininity and masculinity. Depending on the context, these characteristics may include biological sex, sex-based social structures, or gender identity



Gender is a complex biopsychosocial construct

- ❑ **Biological aspects of how our brain works, what hormones are being produced by our bodies and how the two interact**
- ❑ **Psychological aspects of how we might experience our gender, the way we identify and think about our gender**
- ❑ **Social aspects of how gender is played out in a specific historical, geographical and cultural context**



THE GENDER MOSAIC

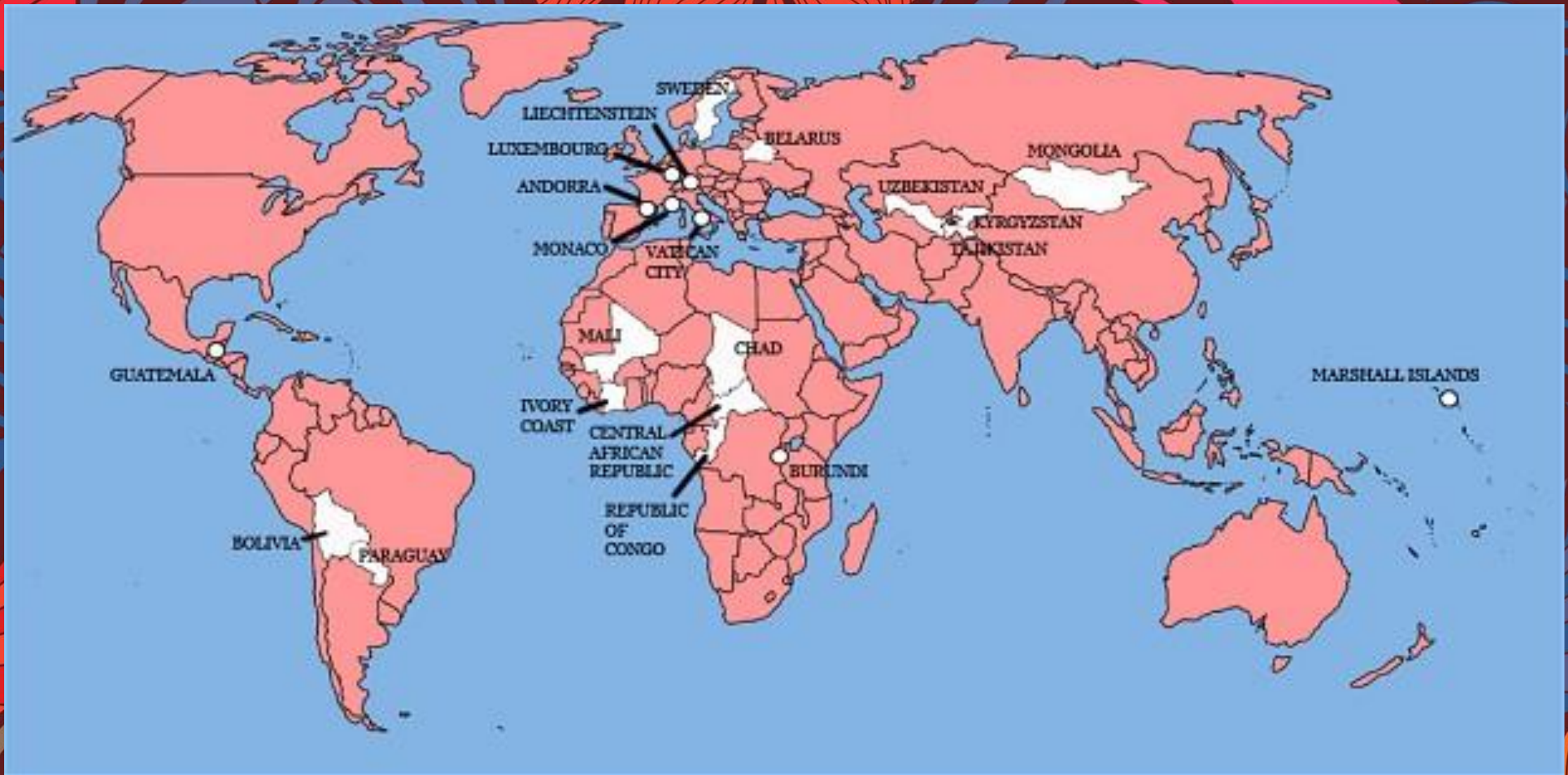
- ❑ Current research in neuroscience and psychology shows us that gender is not binary



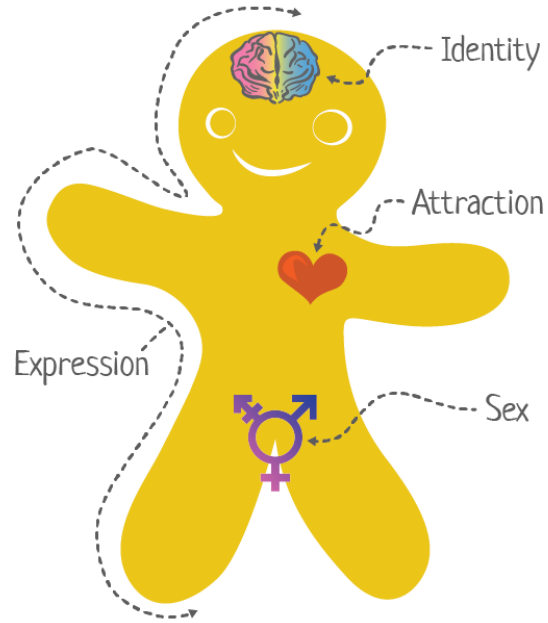
SOME GENDER HERSTORY

(Because let's face it...
*HIS*tory has been told way
too often!)

- ❑ Gender diversity is nothing new
- ❑ It can be seen throughout the world and across many different cultures



The Genderbread Person v4 by its pronounced METROsexual.com



⊖ means a lack of what's on the right side

Gender Identity
 ⊖ → Woman-ness
 ⊖ → Man-ness

Gender Expression
 ⊖ → Femininity
 ⊖ → Masculinity

Anatomical Sex
 ⊖ → Female-ness
 ⊖ → Male-ness

Identity ≠ Expression ≠ Sex
 Gender ≠ Sexual Orientation

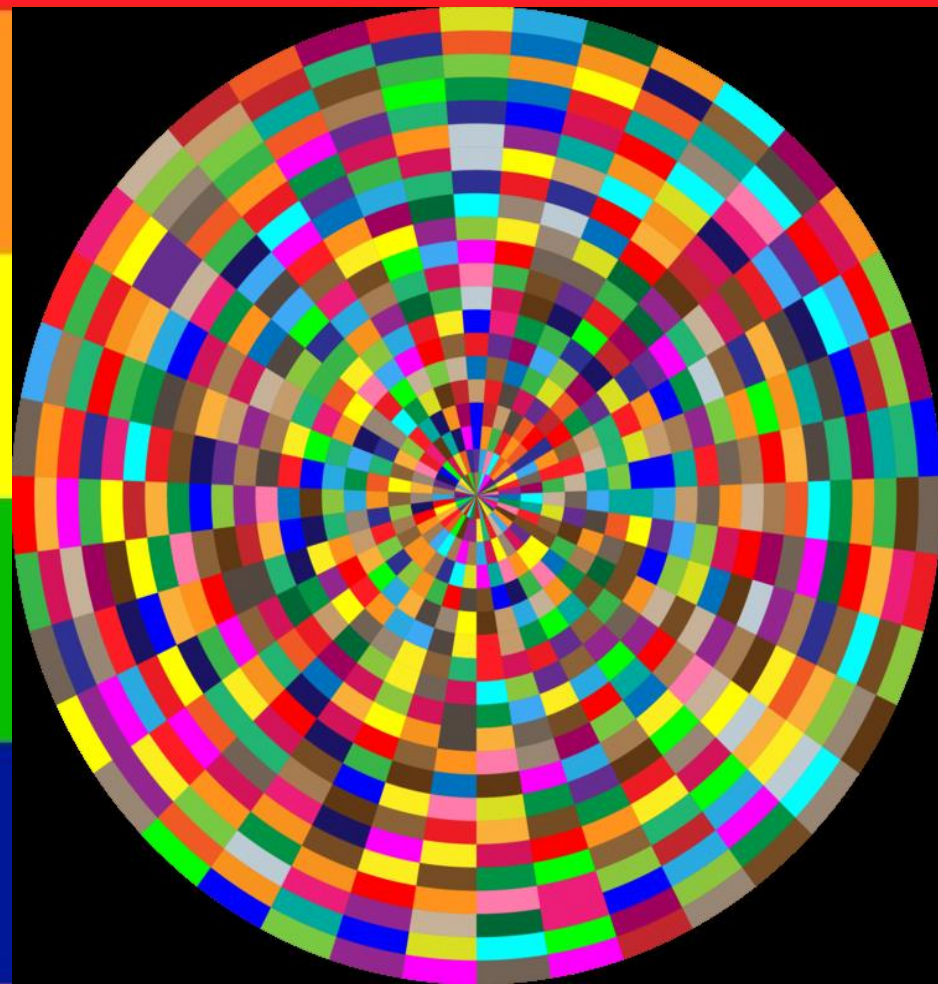
Sex Assigned At Birth
 ⊖ Female ⊖ Intersex ⊖ Male

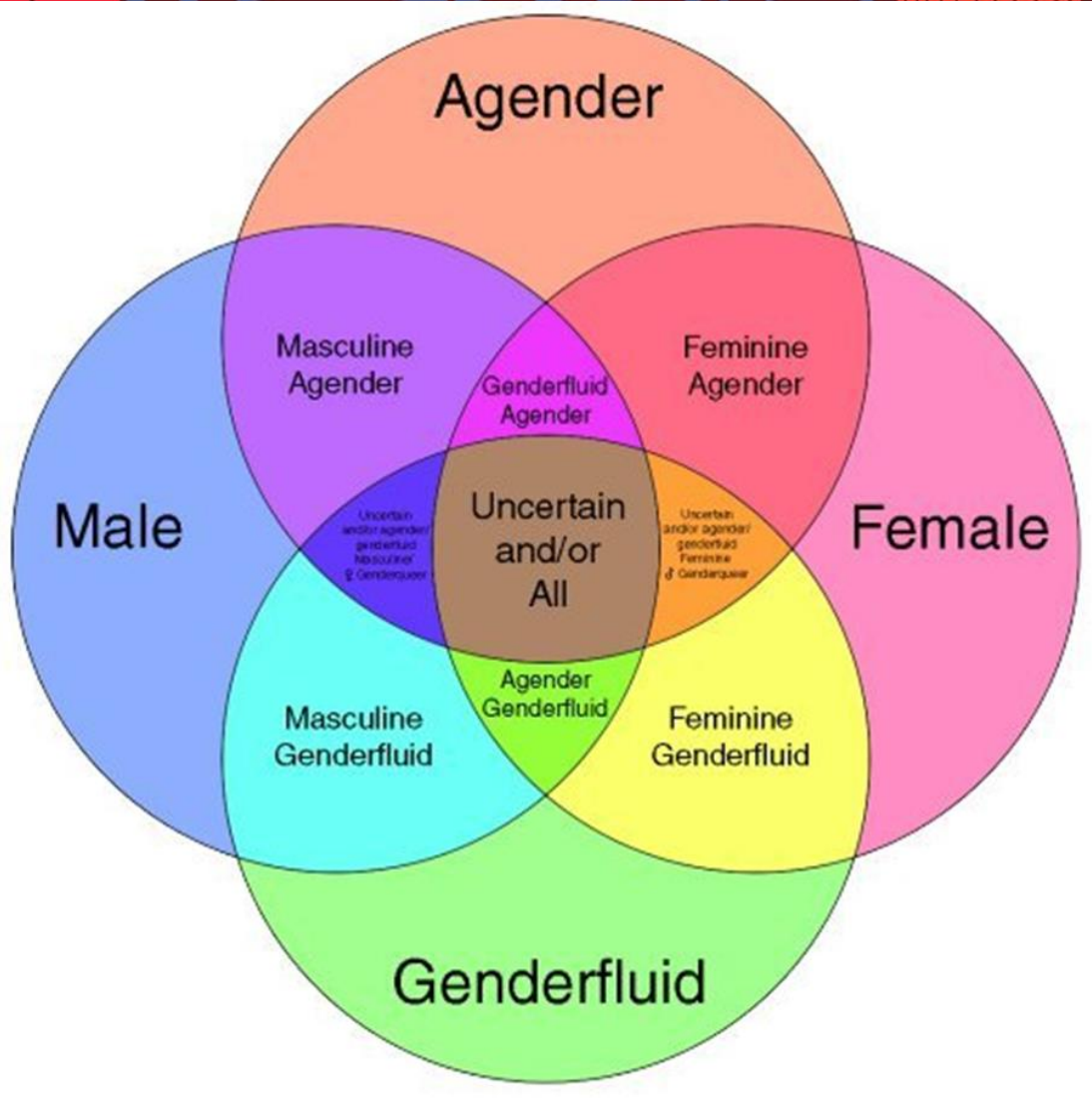
Sexually Attracted to... and/or (a/o)
 ⊖ → Women a/o Feminine a/o Female People
 ⊖ → Men a/o Masculine a/o Male People

Romantically Attracted to...
 ⊖ → Women a/o Feminine a/o Female People
 ⊖ → Men a/o Masculine a/o Male People

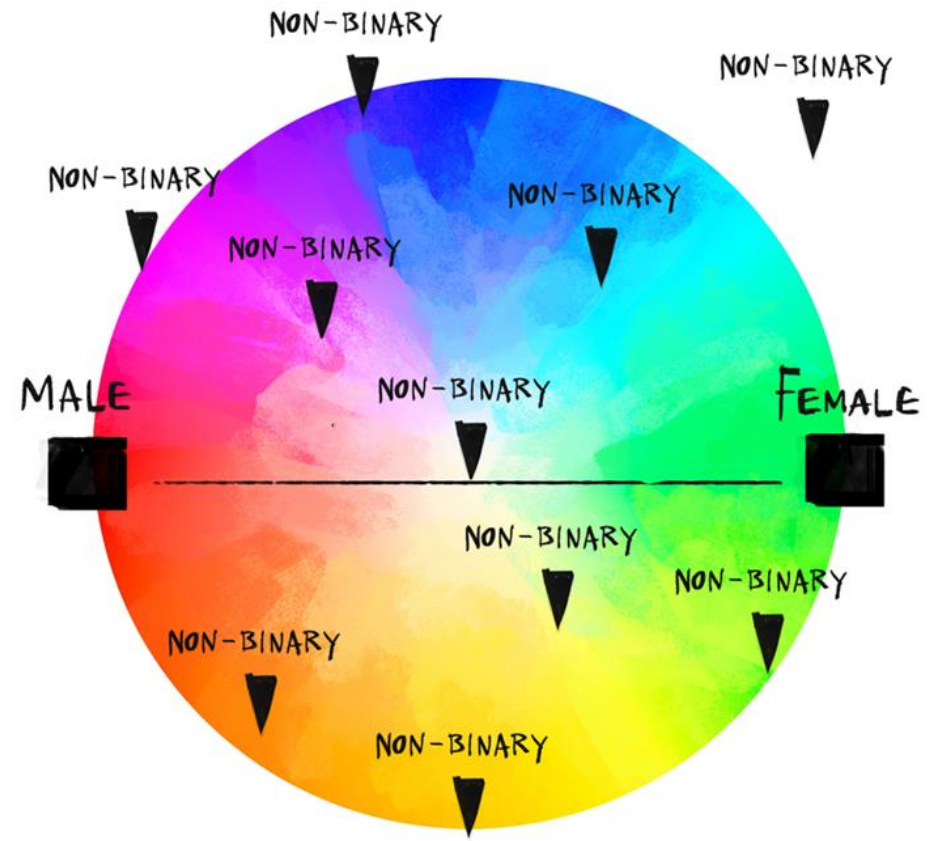
BINARIES, SPECTRUMS & DIMENSIONS

- Biological Sex
- Gender Identity
- Gender Expression
- Sexual Attraction
- Romantic Attraction
- Plus much, much more





What non-binary actually means:



@GALACTICJONAH



PRONOUNS

- He/him/his
- She/her/hers
- They/them/theirs

SOME NEW PRONOUNS

- ☐ Zie/zim/zir
- ☐ ... and other variants
- ☐ Per/pers
- ☐ Plus many other...

	Subject	Object	Pronoun	Pronunciation
Gender Binary	she	her	hers	as it looks
	he	him	his	as it looks
Gender Neutral	they*	them*	theirs*	as it looks
	ze	hir	hirs	zhee, here, heres
	ze	zir	zirs	zhee, zhere, zheres
	xe	xem	xyrs	zhee, zhem, zheres

**used as singular*



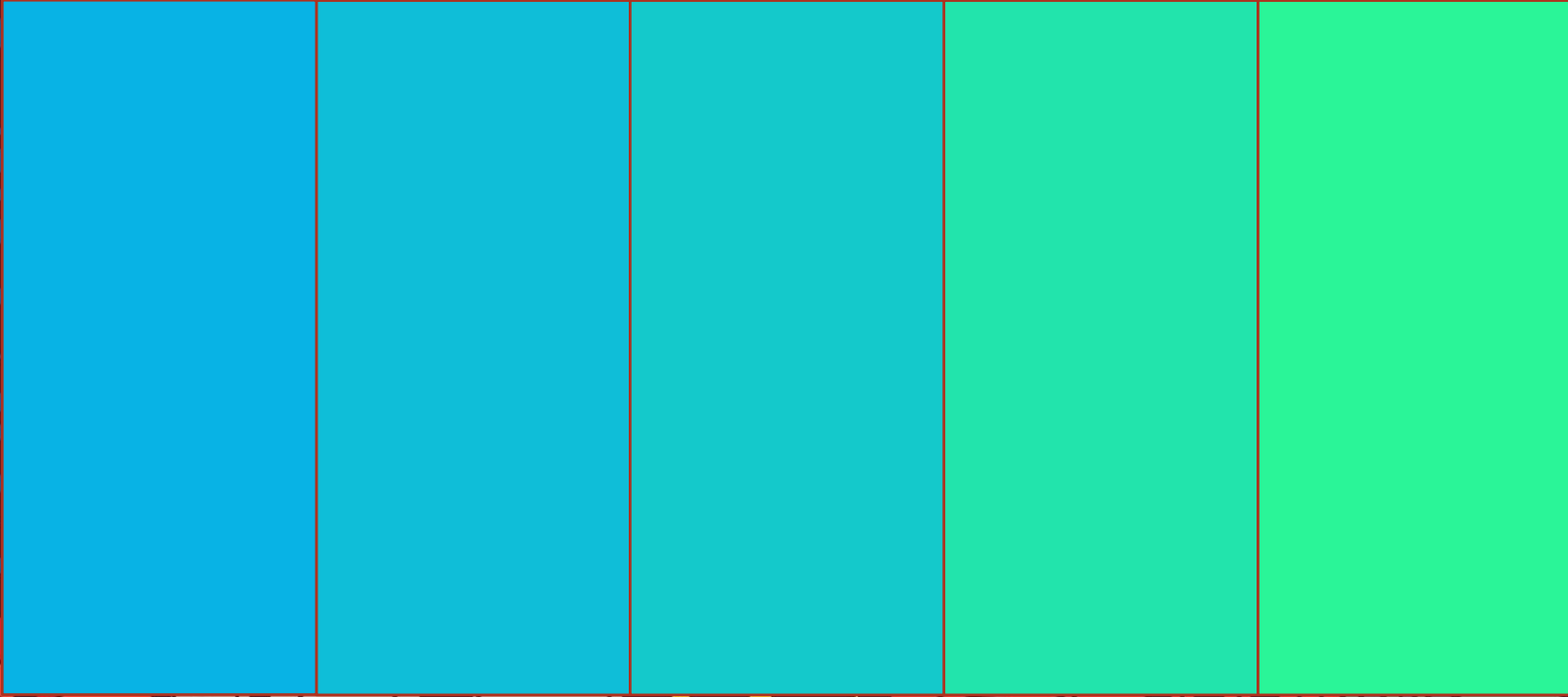
LANGUAGE IS KEY

- ❑ 1 in 4 of the world's languages are gendered



LANGUAGE
IS KEY


LANGUAGE
IS KEY





The subject of history is the life of peoples and of humanity. To catch and pin down in words--that is, to describe directly the life, not only of humanity, but even of a single people, appears to be impossible.

LEO TOLSTOY



- **Unconscious bias:** Automatic judgements based on past experiences and background that prejudice or favour one thing, person, or group as compared to another, in a way that is usually considered unfair.

- **Privilege:** A special right, advantage, or immunity granted or available only to a particular person or group.

- **Intersectionality:** The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

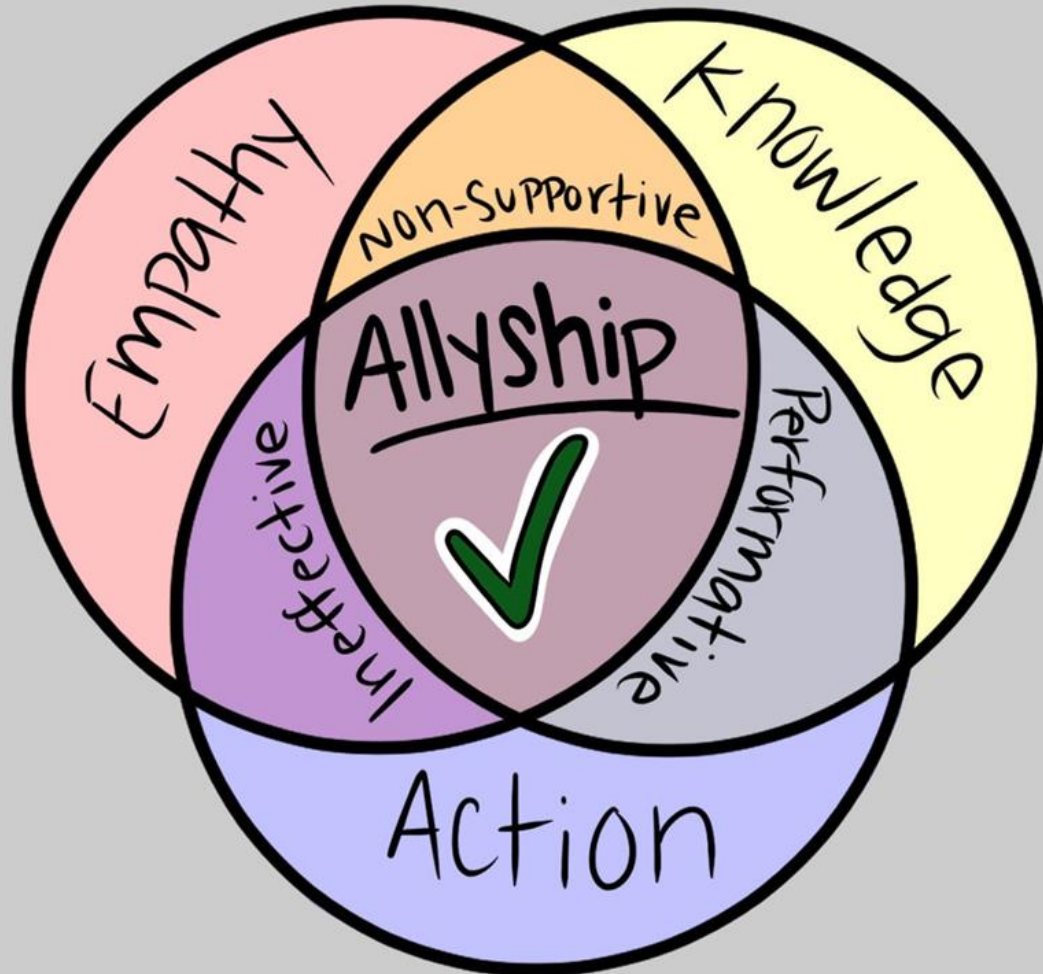
How to be an LGBT+ Ally

by Joby Razzell Hollis
@Jobium

More than 50% of LGBT+ scientists are still in the closet to most people they work with,¹ and that's not going to change unless there's a concerted effort to make science more inclusive at every level.

The fear of a negative reaction or an adverse impact on their career leads to LGBT+ people hiding personal relationships and screening behaviour. The stress involved can have a profound impact on mental health, and when LGBT+ scientists are out, they report being happier and more productive.

Even if you're not LGBT+, you can still make your lab a friendlier, more welcoming place by following our beginner's guide to being an ally



Rachel Cargle's Equation of Allyship:
Empathy + Knowledge + Action = Allyship

@diversify.vanlife

Learn about LGBT+

What does it stand for? Each letter is a community with its own issues. Stonewall provide free resources about LGBT+ issues²

Think before you assume

Let people come out on their own terms
Use gender-neutral language until you know for sure

Be open about your support

If you're an ally, don't be afraid to show it!
Fly the flag, celebrate LGBT+ History Month, etc.

Challenge discrimination

If you hear or see something offensive, make it clear you find it offensive too

Look out for role models

Role models like Sally Ride, Tim Cook & Lynn Conway show that LGBT+ people can be successful in STEM. Talk about them!

Support networks

These networks provide specialist support for LGBT+ people
Find out which network covers your organisation³ and advertise it

Push for inclusivity

Change is rarely achieved without the support of the majority
Help us fight for more inclusive policies

Unconscious bias

Discrimination isn't always a conscious decision
Take an implicit association test to look at your own biases⁴

Accept your limitations

Understanding take time, you may not always get it right
Listen to what LGBT+ people have to say

1. Queer in STEM. DOI: 10.1080/00918369.2015.1078632

2. https://www.stonewall.org.uk/sites/default/files/straight_allies.pdf

3. http://www.iop.org/policy/diversity/lgbt-network/page_68474.html

4. <https://implicit.harvard.edu/implicit/uk/selectatest.jsp>