

Science and Gender

As an organisation, the New Zealand Association of Scientists (NZAS) recognises the importance of inclusiveness and kindness in science. Transgender, intersex, and gender diverse Kiwis [experience significant discrimination](#) within our society. This is partially due to our science system's inability to even engage with them as part of our population - only this year has Stats NZ offered guidance for collecting sex and gender data which [addresses the full scope of gender diversity in Aotearoa](#).

Additionally, misinformed claims of 'science' are often used as a tool of oppression against these groups. It concerns us to see incorrect claims being made that 'science' supports the definition of all humans into one of two categories based on assignment of sex at birth. We see science as one of the most important ways we have of learning and talking about ourselves, our world, and everyone within it (we are, after all, scientists). The NZAS recognises that the scientific consensus tells us that gender cannot be reduced down to any simple combination of an individual's chromosomes, hormones, genitalia, or any other characteristic: [it is not a simple binary](#). The principles of inclusiveness and kindness in science tell us to engage with people as who they are, recognising the world around us, and within us, as it is rather than as we think it should be.

Despite the challenges they face, we already work with trans, gender diverse, and intersex scientists of all genders. They are working and leading in science in Aotearoa as scientists and equals. We support them and all efforts to make science and society in Aotearoa safer for everybody, by taking the stance that this is not only the moral thing to do, nor only the scientifically most valid perspective: supporting trans, gender diverse, and intersex scientists of all genders produces [better science for all of society](#).