



# FOREWORD

## LETTER FROM THE BOARD

In 2021, we continued to foster collaborative initiatives and actions to advance the agenda for gender-responsive health research and evidence. This Annual Report provides a snapshot of the strength and the impact of our collective efforts and captures the growth in membership and activities of the Gender, Evidence and Health (GEH) Network, our flagship platform for convening and connecting. We take pride of the gains made and extend our heartfelt thanks to our team of volunteers, interns, board members, partners and GEH Network members for sharing their time, expertise and knowledge towards our shared goal. We greatly appreciate the financial support of our donor Oak Foundation towards delivering some of these activities.

As we continue our journey, we aim at building on the strong foundation we have established and expand activities in the five strategic work streams outlined in our strategic plan, which are: creating public awareness; convening and connecting; building capacity; setting priority research agendas; advocacy; and generating and disseminating evidence.

Much work lies ahead. In 2022, through the GEH Network and the various working group established, we continue to challenge conventional ways of conducting research and analysis, and to develop guidance and recommendations for transformative changes in the research system. We further intend to strengthen and formalize our partnerships with, among others, academic institutions to promote incorporation of gender dimensions in curricula of higher education and strengthen our capacity building efforts.

Last but not least, we continuously keep a watchful eye for advocacy opportunities and reminding governments and international organizations how gender sensitive evidence is key to deliver on their commitments toward the Sustainable Development Goals and in particular gender equality and women's empowerment.

The conversations on a new pandemic treaty are indeed one such opportunity to forge stronger partnership with other civil society actors, academia, policy makers and feminist groups to guarantee that future pandemic preparedness, prevention and response learns from the past and is aligned with gender equality principles and human rights standards, as will be imperative to deliver an equitable response to future public health threats that leaves no one behind.

## GENDRO Board Members

# 2021 TIMELINE

GENDRO operates by implementing activities towards gender responsive and transformative research through the different streams of work. We convene the Gender, Evidence and Health (GEH) Network, a think tank for enabling an open and ongoing conversations on how to foster more gender-responsive research, and engage the network members in conducting gender analyses and literature reviews, to produce and disseminate evidence, build capacity and raise public awareness. Through its website and social media channels, GENDRO shares resources and tools, publicizes statements and other publications to further raise awareness and for advocacy purposes. GENDRO delivers tailored lectures and training workshops. In partnership with other actors, it also hosts seminars and online and in-person conversations and supports development of priority research agendas.



## CREATING PUBLIC AWARENESS

25 March 2021

At the [virtual panel discussion](#) on the Challenges and Prospects of Gender Equality organised by the EU Business School, Dr Shirin Heidari along with panelists across different sectors discussed the root causes of gender inequality and different ways in which it could be tackled.

8 June 2021

As part of ABEC Brazil initiative on equity in research, Dr Shirin Heidari was invited to speak about the need for sex- and gender-sensitive research and analysis. [Streamed](#) in English and Portuguese, the event had gathered around 150 participants.



## CONVENING AND CONNECTING

In 2021, GENDRO convened four [GEH Network](#) meetings, connecting around 50 researchers, health professionals, civil society and INGOs representatives.

By the end of 2021, the number of the GEH Network members had increased to over 100 individuals from academic research institutions, UN agencies, and other international and civil society organisations, a sharp increase from the time of launch in 2019.

Since its inception, the GEH Network has served as a platform for several awareness raising and knowledge production initiatives, some of which have been published in BMJ Global Health while others are in the active collaboration phase.



## BUILDING CAPACITY

11 May 2021

GENDRO and EASE co-convened the [Webinar](#) on Sex and Gender Considerations in Research to discuss the SAGER guidelines and offer concrete steps on how authors, reviewers and editors can improve gender reporting in scholarly research and publication.

5 October 2021

Gender Equality Academy and GENDRO provided a [training](#) on gender bias in academic recruitment and promotion. The learning objectives of the training were to identify and address unconscious biases in order to promote gender-neutral career enhancement.

As part of GENDRO's ongoing commitment to strengthen the skills of young researchers, Dr Shirin Heidari delivered several lectures for students of the global health and development studies programmes at Boston University, Westminster University, and the Graduate Institute of International and Development Studies.

“As an early career researcher, I am enormously grateful for the opportunity I have had to intern with GENDRO. The work has opened my eyes to the gender inequities in health research and has challenged me to grapple with the steps that need to be taken by stakeholders to promote gender sensitive research. While working on other projects, I often now find myself thinking critically about how to apply a gender lens and how I, even just as a research assistant, can bring awareness to the gaps in sex and gender consideration in health research. These perspectives I have gained by collaborating with GENDRO are perspectives I will take with me to graduate school and beyond.”

Ms Emily Lasher Former  
Intern, GENDRO



# 2021 TIMELINE



## SETTING PRIORITY RESEARCH AGENDAS

16 June 2021

Sex- and gender-based analysis (SGBA) was the subject of the [webinar](#) hosted by the Canadian Public Health Association. GENDRO partners and colleagues - Dr Jacqueline Gahagan, Dr Sizulu Moyo, Dr Cara Tannenbaum and Dr Shirin Heidari - discussed the growing recognition yet disproportionate uptake of the SGBA in the field of public health, drawn from the recently published [book](#) on the SGBA in Public Health.

17 June 2021

GENDRO in partnership with the United Nations University - International Institute for Global Health, Gender and Health Hub, WHO and Gavi convened an interactive dialogue on how sex and gender feature in COVID-19 vaccines data assessment, and its communication to the public. The event [recording](#) has been accessed over 7,000 times.

16 November 2021

Dr Shirin Heidari, founding president of GENDRO, was appointed to the [Lancet Commission on Women and Cancer](#)



## ADVOCACY

12 November 2021

At the Open Think Tank Network, GENDRO was invited to provide an assessment of the role and prospects for the feminist foreign policy agenda in global health to an audience of over 100 foreign policy enthusiasts and policy makers in International Geneva.

13 December 2021

GENDRO at the [10th Global Conference](#) on Health Promotion for Well-being, Equity, and Sustainable Development. At a session on achieving resilience, equity and sustainability organised by Alliance for Health Promotion, GENDRO emphasised the importance of collaborative action towards inclusive and equitable preparedness and response health initiatives.



## GENERATING AND DISSEMINATING EVIDENCE

13 February 2021

[Research in forced displacement: guidance for a feminist and decolonial approach](#) The reasoning behind putting together this guidance had been discussed by authors on 29 June 2020 at the interactive research seminar on the Ethical and Gender Consideration in Remote Data Collection and Research in Forced Displacement, supported by the Global Health Centre (IHEID) and GENDRO.

12 April 2021

GENDRO [publication](#) - Inadequate reporting of COVID-19 clinical studies: a renewed rationale for the Sex and Gender Equity in Research (SAGER) guidelines - in BMJ Global Health.

24 April 2021

GENDRO and partners published a [commentary](#) - Men and COVID-19: where's the policy? - in BMJ Global Health

18 June 2021

Missing in Action: Sex- and Gender-Based Analysis (SGBA) in Public Health - a [chapter](#) by Dr Shirin Heidari in "the only [book](#) to draw from international examples on SGBA in public health," edited by Dr Jacqueline Gahagan and Dr Mary K. Bryson.

23 November 2021

An [editorial](#) - Sex And Gender Equity in Research (SAGER) guidelines: taking stock and looking ahead - was published to mark the fifth anniversary of the guidelines highlighting the progress made thus far and offering recommendations to ensure appropriate reporting of sex and gender considerations in scholarly literature.

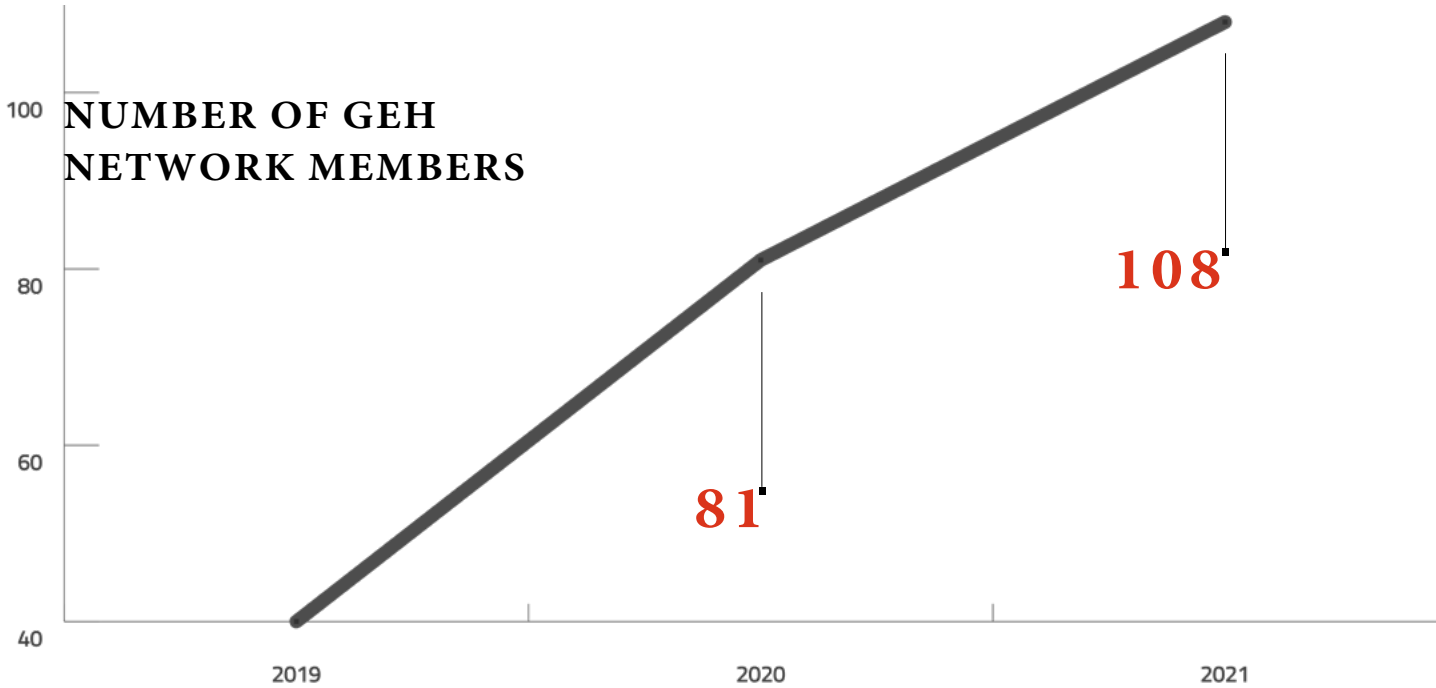
“While studying at University of Westminster, I had decided to intern at GENDRO to improve my research skills. This opportunity to engage and learn different ways in which gender considerations can be applied in research had enabled me to delve further into my career aspirations. During my internship, I was able to learn more about the importance of gender equity and the role research can play to achieve it in different contexts. My understanding of gender research extended to that of in low- and middle-income countries. Furthermore, my time at GENDRO has taught me that gender research can be intersectional and extend across disciplines. GENDRO incorporates this vision towards addressing gender data gap through establishing a collective of like-minded thinkers and changing the way gender inequalities are handled in research.”

Ms Linda Halimi  
Former Intern,  
GENDRO

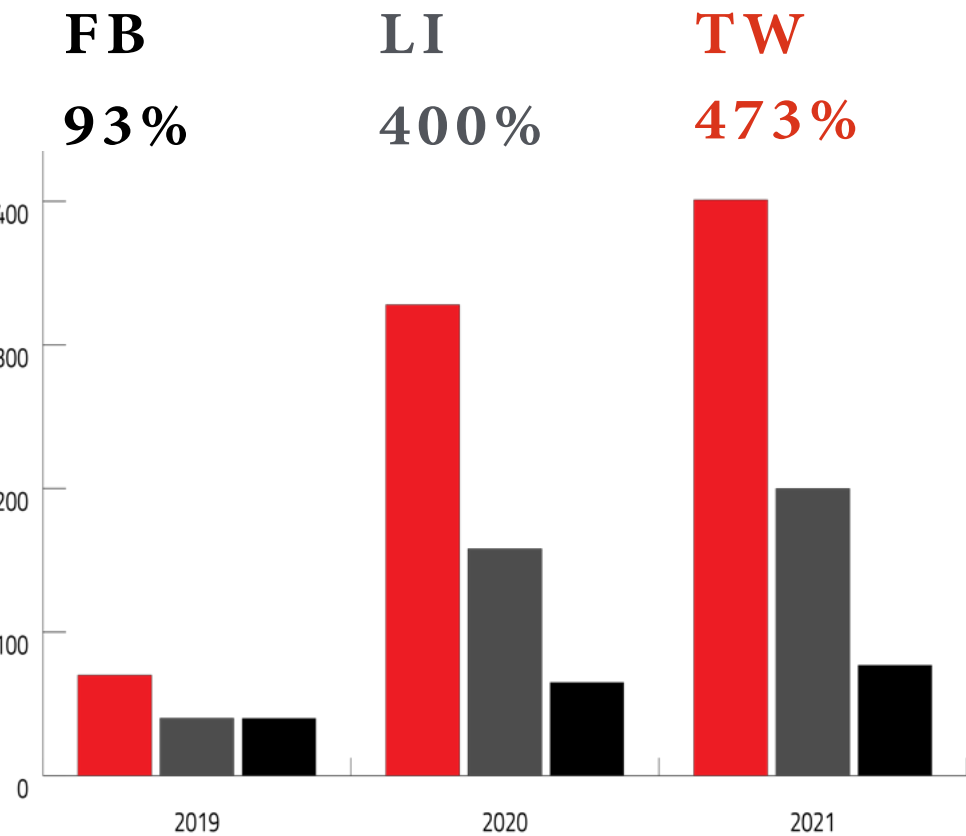
# OUR IMPACT

## SINCE 2018

By the end of 2021, the GEH Network had increased from 11 (in 2019) to 108 individuals from academic research institutions, UN agencies, and other international and civil society organisations. In 2019, the GEH Network was highlighted in Les Temps, as one of the few initiatives that focuses on improving gender equity in research and evidence. Throughout 2020 – 2021, GEH Network has served as a platform for several awareness raising and knowledge production initiatives some of which have been published in BMJ Global Health, while others are in the active collaboration phase. To date, GENDRO and the GEH Network has published 8 joint publications, and convened and participated in over 20 meetings and webinars.



## FOLLOWERS INCREASE SINCE 2019



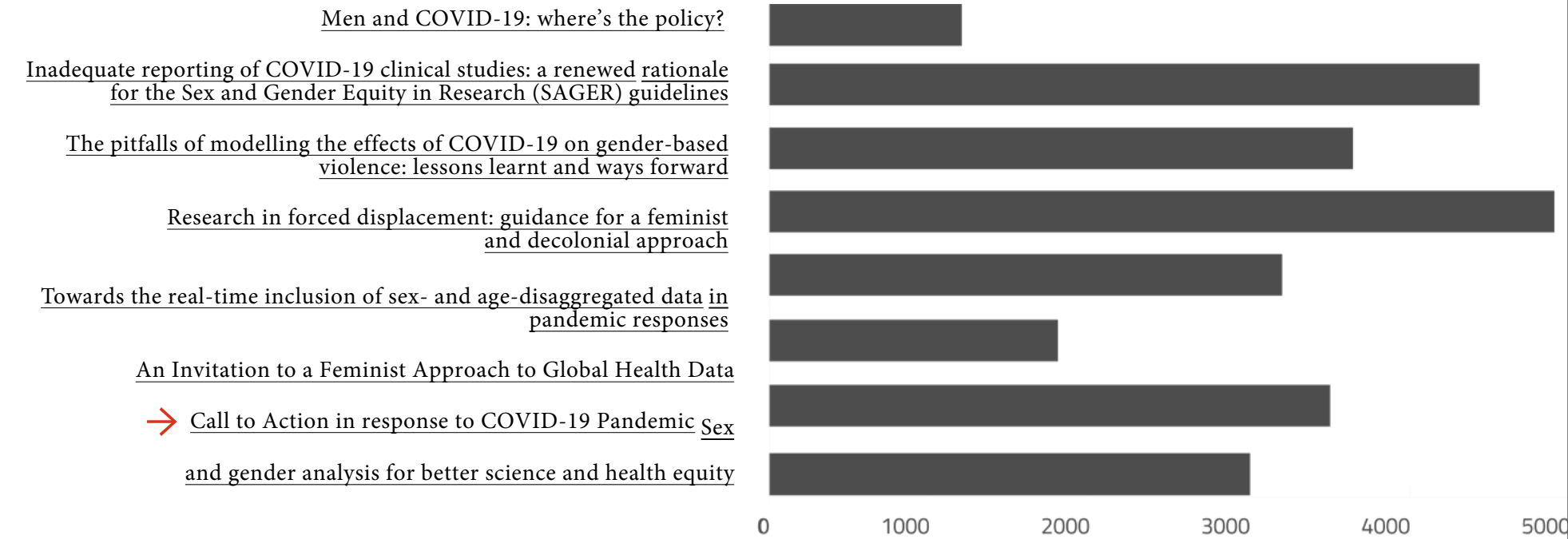
## GEH NETWORK PUBLICATIONS

The GEH Network is a think tank dedicated to convene actors and facilitate joint actions toward improving integration of sex and gender in health research and data analysis.

[Join our growing community.](#)

- 8 Joint publications
- 57 Total citations
- 102 Endorsements to [A Call for Urgent Action](#)
- > 5,000 Social media engagements
- > 25,000 Publications' cumulative views

Add your voice!



# ABOUT GENDRO

GENDRO was conceived in 2018 by a close group of accomplished professionals from diverse backgrounds who are all passionate about advancing sex and gender equity in research, innovation and society. GENDRO is a dynamic and innovative non-governmental association based and legally registered in Geneva, Switzerland.

**OUR VISION** An equitable world built on research and innovation that integrates sex and gender dimensions.

**OUR MISSION** To advance equity through the integration of sex and gender in research and data analyses across disciplines.

**OUR VALUES** In GENDRO, we strive to apply a feminist approach to the way we work and in the work we do.

What brings the different strands of feminisms together is the fundamental belief in the equality of women, men and gender non-conforming people. Feminism recognises that the quest for equity and social justice is through challenging systems that reinforce gender inequality and addressing intersectional power hierarchies. As such, a feminist approach embraces diversity and is inherently decolonial and anti-racist. The following values are part of our feminist approach and indicate what GENDRO cares about, how it wants to be recognised, its methods and approaches, what others can expect of it, what guides its actions, and what underlies and permeates its behaviour. These values:

**Equality:** GENDRO believes that women, men and gender non-conforming people are entitled to the same respect, dignity, safety and security as all other members of society and are equal before the law.

**Diversity:** GENDRO believes that society benefits from the contributions of people with diverse characteristics and backgrounds, including but not limited to gender, race, ethnicity, gender identity, age, sexual orientation, religion, geographic location, and type of disability.

**Evidence-based:** GENDRO shall base its actions, decisions and positions on quality evidence.

**Collaborativeness:** GENDRO collaborates with individuals, groups and organisations and promotes collaborative efforts internally and externally.

**Integrity:** GENDRO shall be trusted, reliable, and authentic in all its dealings. It will carry out its work transparently and honestly.

**Independence:** GENDRO's actions, decisions and positions shall be guided by its Vision and Mission as well as its Strategic Objectives.

**Accountability:** GENDRO shall be accountable for its actions and decisions, particularly to the ultimate beneficiaries of its work, partners, funders, staff, volunteers and interns, and society as a whole.

**Human Rights:** GENDRO recognises that all people are born free and equal in dignity and rights and it shall be sensitive to the values, religion, customs, traditions and cultures of those it interacts with. GENDRO will respect individual freedom of thought, conscience and association.



GENDRO TEAM

## BOARD MEMBERS

Dr Shirin Heidari  
The Founding President

Dr Maria Halkias  
Member

Mr Bernard Kadasia  
Secretary

Ms Aida Mechkene Chourou  
Member

Ms Olivia Mettler  
Treasurer

## TEAM

Ms Ziyoda Kurbanova  
Communications and Fundraising

Ms Kala Madhav  
Web Design

Ms Yana Daneva  
Partnerships and Resources

Ms Fatlinda Halimi  
Intern



## WE COULD NOT HAVE DONE IT WITHOUT YOU!

We thank all of our partners, supporters, interns and volunteers for their time, dedication and vital commitment to GENDRO and its Gender, Evidence and Health (GEH) Network in 2021. We are grateful to Oak Foundation for their discretionary contribution and the Geneva Think Tank Hub, whose technical support made some of our online events possible. We are also very grateful to members of the GEH Network for their active engagement. We look forward to a continued successful cooperation with you in 2022.

# THANK YOU!

Prepared by Ziyoda Kurbanova

**GENDRO**

ADVANCING SEX AND GENDER EQUITY IN RESEARCH

[www.gendro.org](http://www.gendro.org)