

GENDRO

— ADVANCING SEX AND GENDER EQUITY IN RESEARCH —

2022 ANNUAL REPORT



FOREWORD

MESSAGE FROM THE PRESIDENT

In 2022, we continued our efforts to deliver on our visions and I am thrilled to share the considerable progress we have made. With a long-term vision to become the undisputed voice on gender equity in research, we continued to deliver on our strategy: creating public awareness, building capacity, establishing partnerships, setting priority research agendas, advocacy and generating and disseminating evidence.

Among our key contributions is the development and launch of a Consensus Statement calling for a gender responsive international instrument on pandemic prevention, preparedness and response that is being negotiated by the Member States of the World Health Organization. The Consensus Statement, endorsed by several organizations and many individuals, draws attention to the need to ensure gender equity and a human rights-based approach in the new instrument to avoid past pitfalls and be better equipped to prevent and respond to future pandemics in a gender responsive manner to leave no one behind.

Another initiative that we are proud to have contributed to is the launch of the Swiss Women's Health Alliance (SWHA), together with our partner Concept Foundation at the Geneva Health Forum 2022. The SWHA aims to bring together Swiss-based organizations, companies and networks to address key and emerging health concerns, particularly in the sphere of women's health and in the intersection of gender and health, by connecting the ongoing efforts in Switzerland with international agenda, while advancing women's health research in Switzerland.

Our achievements were recognized by Geneva Solutions and GENDRO was highlighted as a key actor of the future International Geneva. Geneva as the capital of global health and international diplomacy is an invaluable hub and allows us connecting and convening key decision makers, international organizations, NGOs and the private sector committed to a sustainable future. As such, we take pride of this recognition, and it highlights a responsibility that we take seriously.

This year, 2023 marks the 5th anniversary of GENDRO and the 4th anniversary of our Gender, Evidence and Health Network (GEH) which meanwhile has grown into a global network of over 140 members from across the globe. Thanks to our collective expertise, commitment and joint actions, we have established ourselves as a recognized professional actor promoting an inter-sectional gender responsive approach in research and data analysis, in Geneva and globally. This has been the result of a collective collaborative effort and I am proud and grateful to work with a dedicated global community of experts, advocates and activists to deliver on our commitments. I would like to thank our board for providing invaluable guidance and leadership, our talents for their passion and tireless efforts, our partners for joining us in this endeavor, and our members for sharing our vision.

In 2023 we celebrate our past, but we also look forward to amplifying our voice, strengthening our community and seizing new opportunities to accelerate progress towards a more gender equitable world. And together with our diverse and global partners, we look forward to contributing to the global conversation on creating a more inclusive and gender equitable research ecosystem by making ambitious commitments and setting out a clear path to achieve them.

Warmly,
Dr. Shirin Heidari
GENDRO President

“ We celebrate the 5th anniversary of GENDRO and the 4th anniversary of our GEH Network. Thanks to our collective expertise, commitment and joint actions, we have established ourselves as a recognized professional across promoting an intersectional gender responsive approach in research and data analysis in Geneva and globally. ”

Dr. Shirin Heidari
GENDRO President



ACHIEVEMENTS

OUR MISSION

GENDRO's mission is to advance equity through including sex and gender in research. We do this through different streams of works that underlie our strategy:

- **Creating public awareness**
- **Building capacity**
- **Establishing partnerships**
- **Setting priority research agendas**
- **Advocacy**
- **Generating and disseminating evidence.**

We create **awareness** on the lack of sex and gender considerations in research and innovation by engaging and delivering presentations, lectures, workshops and talks to a diversity of organizations and academic institutions.

We offer **capacity building** opportunities to various key factors on how to better account for sex and gender dimensions in research, data collection and analysis, as well as improving reporting.

We convene the **Gender, Evidence and Health (GEH) Network**, which continuously advocates for gender responsive health research, conducts gender analyses and reviews and produces consensus statements and publications. Together with our partners we host and participate in various seminars and dialogues and support the development of **priority research agendas** and consensus statements and recommendations, to address the gender gaps in research. We **advocate** and work relentlessly to bring changes that will make research more sex and gender inclusive. Finally, we gather **scientific data**, and publish the findings, in order to support our message around the world.

ACHIEVEMENTS

We stay close to our mission through different activities to make sure that our message reaches key stakeholders and relevant audience: funding bodies, policy makers, academic journals and publishers, researchers, NGOs, pharmaceutical and diagnostic companies, the Member States and Permanent Missions.



CREATING PUBLIC AWARENESS

We emphasized the importance of sex and gender equity in research at several events.

- At the **International Society for Medical Publication Professionals (ISMPP)**, we participated and presented the rationale for the importance of sex and gender in medical research and how the SAGER guidelines can support research conduct and reporting to be improved. We also offered an interview on the need to improve sex and gender diversity and representation in the clinical trials in **Publication Plan**.

- In an episode of **“SeX and WhY” Podcast** discussing Sex and Gender Variables in Research, we talked about reinforcing existing guidelines to include both male and female in clinical trials and invest in research to address the unique needs of people of diverse sexual orientation and gender identities. Moreover, reporting outcome data by sex and considering sex and gender-related reasons behind dropouts and discontinuations from clinical trials, might help identify potential insights to improve clinical studies.

- GENDRO continues to be a long-time supporter and participant of the **Gender Summit**, a leading forum addressing gender and social inequalities in emerging areas of research and innovation and in academia. GENDRO moderated a session, and a **plenary session** was dedicated to the development of SAGER IOA by one of GENDRO's GEH networks Working Group.

- At the **Trauma Care Annual Conference**, we participated with a talk on Ensuring Equity in Trauma Care through a Gender Lens.

ENGAGING WITH OUR STAKEHOLDERS

Our stakeholders help us determine the steps towards the future:

Funding Bodies, NGOs, Academic Journals and Publishers, Pharma and Diagnostic Companies, Policy Makers, Member States, Permanent Missions.

ACHIEVEMENTS



BUILDING CAPACITY

We delivered several workshops and training on the SAGER guidelines, along with lectures on Gender and Health and participated in other thematic events.

- **Workshop** on the **SAGER guidelines** to Drugs for Neglected Disease (DNDi).
- **Training** on the **SAGER guidelines** to FIND (diagnosis for all).
- As each year, we continue our partnership with academic institutions and delivered **lectures on Gender and Health** at the Boston University, University of Geneva Medical Students and at the University of Westminster.
- At the **Guild Event, Sprout Social**, GENDRO participated in the discussion about Women and Barriers to Equitable Healthcare.



SETTING PRIORITY RESEARCH AGENDA

- GENDRO's president as a commissioner to the **Lancet Commission on Women and Cancer**, alongside other global experts, continued contributing to the synthesis of knowledge and a pathway towards a transformative cancer research agenda to enable a more inclusive and equitable cancer prevention, diagnosis, treatment and care.
- GENDRO participated in the **SPARKS! By CERN Conference** focused on Future Technology for Health, to ensure that gender aspects are not left out in the conversation on how to maximize the benefits of technology to realize equitable health for all.



ADVOCACY

- At the **Lancet Rheumatology Summit on Sex and Gender & Podcast Conversation** exploring the understanding and influence of sex and gender differences in rheumatic diseases, GENDRO discussed the sex and gender inequity in clinical trials and how this can result in inequitable access to health services or potentially harm in autoimmune and rheumatological disease.
- As the negotiations of an **international instrument on pandemic prevention, preparedness and response** was initiated earlier in 2022, GENDRO was among the early civil society actors who recognized the need for a stronger language on gender equality and human rights. Part of an effort to call for these aspects to be adequately incorporated, GENDRO led the development of the **Consensus Statement** *"Building back better: towards a gender-responsive international instrument for pandemic prevention, preparedness, and response"*, which was endorsed by 23 organizations and 65 individual endorses.
- GENDRO co-hosted an event with the Permanent Mission of Canada to the UN, and held a fruitful dialogue with Member States to draw their attention to the need to strengthen national, regional and global capacities and resilience in the face of future pandemics.
- At the seventy-fifth **World Health Assembly (WHA)**, a side event was organized by UNITE (a network of parliamentarians) themed "Gender, Equity and Human Rights at the Heart of the Pandemic Convention". Within the framework of negotiating an international instrument for pandemic prevention, preparedness and response, GENDRO participated in the discussion around the importance of equity in the pandemic convention, as well as the human-centric and gender equality perspectives.

CONSENSUS STATEMENT

GENDRO led the development and launch of a **Consensus Statement** calling for a gender responsive international instrument on pandemic prevention, preparedness and response, which will strengthen countries' resilience in the face of future pandemics. The Consensus is being negotiated by the Member States of the WHO, with the aim to be adopted by 2024.



ACHIEVEMENTS



ESTABLISHING PARTNERSHIPS

- Our **Gender, Evidence and Health (GEH) Network** counts over 140 members from across the globe and relentlessly advocates for better incorporation of gender dimensions in health research, data analysis, health policies and programs. Last year the GEH got together three times to work on various topics around sex and gender inclusion in different areas.
- GENDRO co-hosted with Concept Foundation the **launch of the Swiss Women's Health Alliance (SWHA)**, at the Geneva Health Forum 2022. The SWHA aims to bring together Swiss-based NGOs, international organizations, academic institutions, and companies to jointly address key and emerging health concerns, particularly in the sphere of women's health and in the intersection of gender and health both in Switzerland and globally.
- GENDRO continued to support the International **HIV and Women Workshop** as part of the scientific committee and an official supporter to advance HIV diagnosis, prevention and treatment for women and girls.



GENERATING AND DISSEMINATING EVIDENCE

- **Sex-disaggregated analysis of the injury patterns, outcome data and trapped status of major trauma patients injured in motor vehicles collisions: a prespecified analysis of the UK trauma registry (TARN).** Tim Nutbeam, Lauren Weekes, Shirin Heidari, Rob Fenwick, Omar Bouamra, Jason Smith, Willem Stassen. BMJ Open – April 6, 2022
- **Gender perspective in COVID-19. SESPAS Report 2022.** Shirin Heidari. Gaceta Sanitaria – January, 2022
- **Resolving sex and gender bias in COVID-19 vaccines R&D and beyond.** Lavanya Vijayasingham, Shirin Heidari, Jean Munro, Saad Omer, Noni MacDonald. Human Vaccines & Immunotherapeutics – January 25, 2022
- **Considerations of sex and gender dimensions by research ethics committees: a scoping review.** Abha Saxena, Emily Lasher, Claire Somerville, Shirin Heidari. International Health - January 18, 2022

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LOOKING AHEAD

Despite a growing consensus on the importance of integrating sex and gender in research and data analysis, we will continue promoting better reporting of sex and gender dimensions and their intersections with other variables through the implementation of the SAGER guidelines. Furthermore, we are continuing to foster dialogues to harmonize these efforts across various stakeholders in the research ecosystem. There are several key stakeholders which should bear this responsibility, including but not limited to funding bodies, policymakers, regulatory agencies, publishing houses, research governing bodies, professional societies, research ethics committees and pharmaceutical and diagnostic companies. Specific action is needed to overcome persisting sex and gender gaps and inequalities, and GENDRO will continue to act in this direction.

We will make sure that sex and gender equity in research will increasingly be on the agenda of international, regional and national meetings and conferences. Additionally, we will work towards launching an online certificate course on the SAGER guidelines in partnership with European Association of Science Editors and hosted by Elsevier Researcher Academy in the near future. Together with our partners, we will continue our efforts to advocate for a gender responsive, human rights based and equitable international instrument on pandemic prevention, preparedness and response. Furthermore, we will focus on establishing new partnerships to amplify our voice and drive greater impact on inclusive health research.

As we look ahead to celebrate our 5th year anniversary in 2023, we wish to acknowledge the invaluable contribution of all our volunteers, partners and colleagues and looking forward to continuing this path of hard work with expertise, dedication and passion.

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ABOUT GENDRO

GENDRO was established 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 heriarchies. As such, 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-confirming 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

Shirin Heidari
The Founding President

Bernard Kadasia
Secretary

Gabrielle Landry Chappuis
Communications

Aida Mechkene Chourou
Member

Olivia Mettler
Treasurer

Anthony Flynn
Member

TEAM

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Corina Codreanu
Communications

Carmen König
Communications

Loeiza Jacque
Visual Advisor



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 2022.

We'd also like to take this opportunity to thank Boston University, Concept Foundation, Canadian Mission and all of the other partners who have continued to work with us throughout the years, as well as in 2022.

We look forward to a continued successful cooperation with you in 2023.

THANK YOU!