

Strategic Plan 2025-2030



BACKGROUND

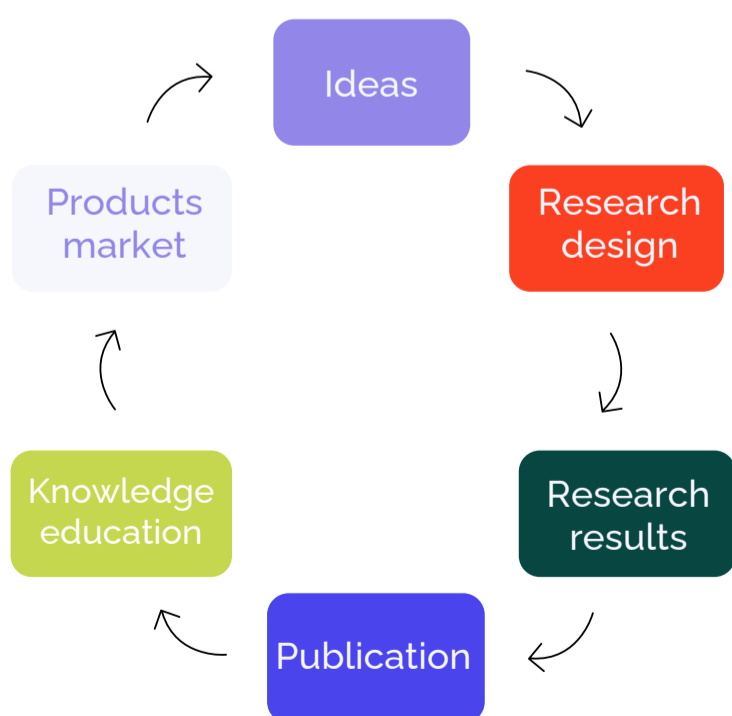
GENDRO was formed in 2018 to address consistent and longstanding sex and gender biases in health and biomedical research, which have led to a fragmented understanding and inadequate response to women's diverse and unique health concerns and, more broadly, to gender disparities in health.

Established to create a platform for collective action towards sustainable and systematic change that can contribute to a more gender-responsive research ecosystem and more equitable societies.

In the initial six years of existence, GENDRO's Gender, Evidence and Health (GEH) network has become a respected coalition and reference platform of some 200 members and growing. GENDRO's visibility in international arenas in research and global health is fueled by the breadth of its partnerships and the strength of its collective activism and advocacy for a more equitable and gender-responsive research ecosystem and global health agenda. GENDRO's work has also focused on driving greater awareness and implementation of the Sex and Gender Equity in Research (SAGER) guidelines for research publication. By the end of 2024, the SAGER guidelines had been accessed over 1 million times, and are adopted by nearly all major academic publishers and a growing number of independent journals. GENDRO also supported the adoption of the SAGER guidelines by WHO and major research organizations, in addition to contributing to advancing the women's health agenda.

However, current geopolitical shifts, including conflicts, climate change, protracted migration crises, the rapid rise of artificial intelligence and other digital technologies, and growing polarization with backlashes against women's health and rights pose an increasing threat to the advances of recent decades disproportionately impacting women. Now, more than ever, there is a need for greater unity, collaboration and sustained efforts to maintain, accelerate, and sustain progress. Women and gender non-conforming people have faced mounting barriers to healthcare access. Rising authoritarianism and rollback of gender equality, and sexual and reproductive rights in some areas threaten advances in health and gender equality, leaving women with fewer choices and resources. Global economic instability and resource competition often divert attention from critical investments in women's health, compounding existing disparities, negating the fact that advancing gender equality benefits everyone including men, and undermining Sustainable Development Goals.

This is why, in this strategic period, GENDRO will scale up its efforts and reinforce its partnerships and activities to rise to the challenge of ensuring that not only the symptoms but the root causes of gender inequities are tackled by driving systemic solutions through collaborative research, advocacy, capacity building, and policy change. Following its initial build-up phase, GENDRO is now ready to consolidate its operations, achievements, lessons learned, and global network.



VISION

GENDRO's vision is an equitable world built on research and innovation that integrates sex and gender dimensions. GENDRO envisions a world in which any evidence that is produced to improve and advance our society, be it through academic research, policy analysis, or programmatic evaluation, takes into account the significant influence of gender and sex.

MISSION

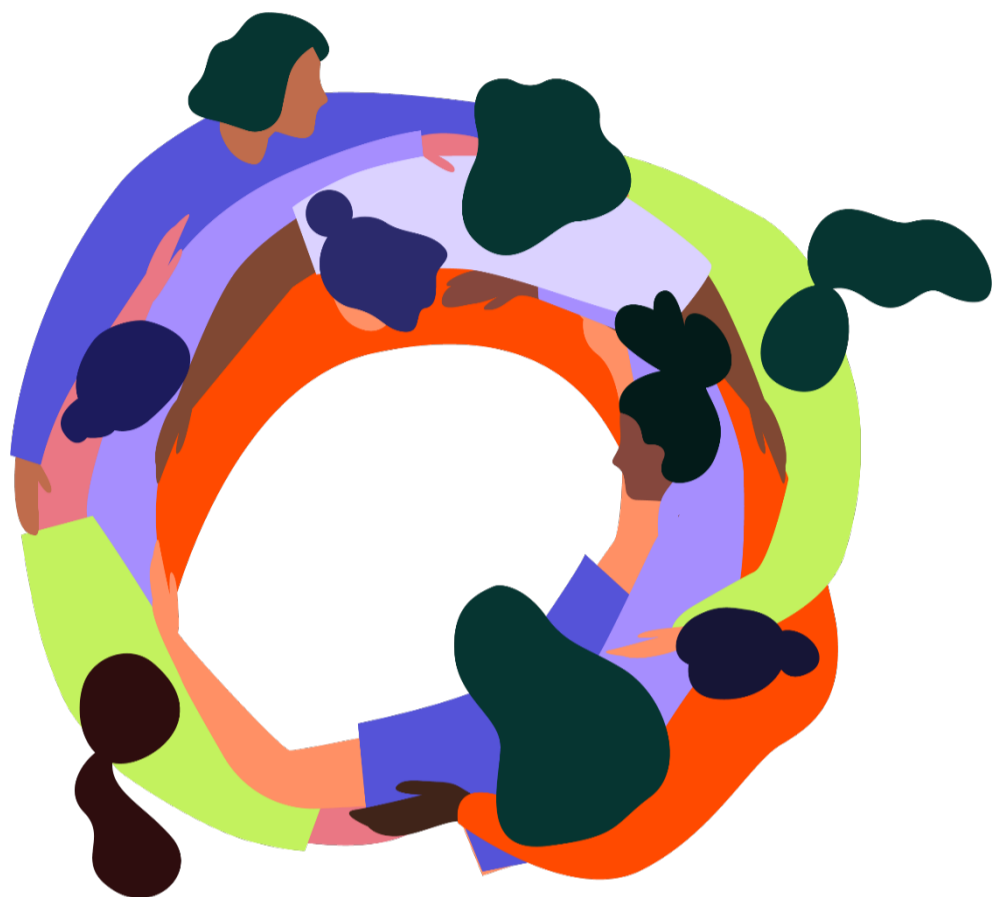
GENDRO's mission is to advance equity through the integration of sex and gender dimensions in research across disciplines.

In carrying out this mission, GENDRO responds to gender data gaps and bottlenecks across the different steps of the knowledge production cycle. It serves as a bridge between gender-sensitive research and gender-transformative policy and programming. It contributes to improved data analysis and knowledge production that can serve to enhance evidence-based policymaking and programming in a gender-responsive, even a gender-transformative manner.

GENDRO's stakeholder base includes a broad group of learners, users, and producers of data, research and evidence. These are researchers, research organizations, research funders, academic publishers, governments, international agencies, academia, national institutes, UN agencies, civil society, policy makers and programme implementers. GENDRO's connecting power through our growing network, partnership base, and target audience, enables us to rapidly scale solutions.

VALUES & PRINCIPLES

The underlying philosophy that guides GENDRO's behaviour and actions and modulates its relations both internally and externally is based on a set of core values and principles.



At GENDRO, we apply an intersectional feminist approach to the way we work and in the work we do. What brings the various strands of feminisms together is the fundamental belief in the equality of women, men and gender non-conforming people in all their diversities. Feminism recognizes 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. It implies a focus on centering the voices of women and gender diverse individuals and championing their meaningful engagement in research, and challenging existing power dynamics in research.

The following values are part and parcel of our intersectional feminist approach and indicate what

GENDRO cares about, how we want to be recognised, our methods and approaches, what others can expect of us, what guides our actions, and what underlies and permeates our behaviours:

Equality: GENDRO believes that women, men and people of diverse sexual orientation, gender identity and expression, and sex characteristics (SOGIESC) 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 and ethnicity, age, sexual orientation, religion, migration status, and (dis)ability.

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

Collaborative approach: GENDRO fundamentally believes in the power of partnerships. We partner creatively with individuals, groups, and organisations, in addition to promoting collaborative efforts both 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 our Vision, Mission, and 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.

STRATEGIC CHOICES, OBJECTIVES AND ACTIONS

In this second-ever Strategic Plan, GENDRO maintains its focus on health research as a strategic priority over the next five years, while advancing cross-fertilisation with research areas that transcend health, notably where the broader research ecosystem and policy landscape can benefit from more robust sex and gender lens as well as greater participation of women in research, policy, and decision-making positions in order to drive the agendas at hand. GENDRO is uniquely fit for purpose given its specificity, track record, and breadth of its network and partnerships.

GENDRO's goal at the end of this Strategic Plan is to have completed a phase of consolidation, both in terms of organizational development and in terms of measurable impact of our work. This strategic phase aims to provide a solid basis on which expansion of scope and sustainable growth can fruitfully take place. Indeed, fortifying GENDRO to deliver the following strategic objectives is key and implies strengthening operations by increasing resource capacity in terms of funding and staffing.

Three strategic objectives:

- **Catalyze Transformative Change in Research Policy**
 - *Aim:* Shape global and national research policies by advocating for and integrating sex- and gender-responsive approaches, ensuring diverse perspectives are reflected in research agendas and outcomes.
 - *Rationale:* This objective aligns with GENDRO's mission to challenge gender biases and promotes systemic change across various research domains.
- **Uncover and Address Gaps in Research and Capacity**
 - *Aim:* Identify critical research and capacity gaps through systematic assessments and implement solutions via strategic partnerships, capacity building programmes, and resource mobilization.
 - *Rationale:* This ensures that underexplored areas of research are prioritized, addressing disparities and building robust evidence to close knowledge gaps.
- **Foster Collaborative and Inclusive Research Ecosystems**
 - *Aim:* Build and strengthen multi-sectoral partnerships to facilitate systemic change, and to create inclusive platforms for knowledge exchange, collaborative projects, and co-creation of innovative research projects and practices.
 - *Rationale:* By leveraging collective expertise and diverse perspectives, including via the Gender, Evidence and Health (GEH) Network, this approach ensures research efforts are impactful, scalable, and inclusive across multiple disciplines.

THEORY OF CHANGE

A growing corpus of evidence reveals that research rarely accounts for sex and gender, resulting in gender-blind and gender-biased evidence – at best. Policies and programmes draw from such skewed or incomplete evidence and continue to reinforce gender inequalities and inequities as a result. The failure to pay the appropriate attention to sex and gender dimensions in research and data analysis results in missed opportunities for innovation, but more importantly can be a significant source of inequity and even harm. GENDRO's unique focus is addressing the gender data gap and enhancing a dynamic shift from gender-sensitive and gender-responsive to gender-transformative research and data analysis.

In the recent years, we have witnessed and celebrated an increase in organisations that work on gender equality and women's empowerment. However, organisations that are fully dedicated to addressing the gender knowledge and data gap are still few and far between. GENDRO fills this important gap, while working synergistically with others and ensuring duplication of efforts are avoided.

WORK STREAMS

GENDRO carries out several activities under the following workstreams. It regularly convenes the Gender, Evidence and Health (GEH) Network as one mechanism for these workstreams. It conducts systematic reviews, gender analyses, and literature reviews to produce and disseminate evidence, identify gaps and guide future research investments. It shares resources, tools, and guidance to enhance gender-responsive research policies and practices.

GENDRO unites stakeholders to develop joint awareness-raising initiatives and advocacy campaigns, including issuing statements and calls to action. Furthermore, it produces factsheets and scientific briefs, publishes working papers, op-eds, and commentaries to raise awareness and advocate for change. It works with research interns who are mentored in research analysis, academic writing, network coordination, and communications.

GENDRO offers tailored lectures and training workshops and has the ambition to develop dedicated research grants to build capacity and address evidence gaps. It convenes expert meetings, webinars, and consultations to contribute to a more robust and inclusive research agenda.



Convening and Connecting



Translating Research to Reinforce Advocacy



Creating Public Awareness



Building Capacity through Training and Mentorship



Generating and Disseminating Evidence



Influencing Priority Research Agendas and Research Policies

Visit us at:
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