GENDRO

ADVANCING SEX AND GENDER EQUITY IN RESEARCH

2024 ANNUAL REPORT

FOREWORD

From the President of the Board

The past twelve months have reminded us—sometimes starkly—that the path toward gender-responsiveness, equality and justice in research is rarely linear. Yet, for GENDRO, 2024 has also been a year in which our purpose has come into ever-sharper focus. Since our founding we have championed the integration of sex and gender across the research ecosystem; today we stand more certain than ever of our role, our direction, and our collective resolve. We have held the line on gender diversity and rights amid geopolitical upheavals, roll-backs in sexual and reproductive health, and an alarming rise in technology-facilitated gender-based violence (GBV).

The year 2024 saw the foreboding of yet even greater challenges to come. Our new strategic plan was published and will keep us focused and steadfast in our commitment to our vision and mission in the years to come. We are proud to share in this annual report with some of the key highlights of 2024, including our scaling of evidence-based advocacy, our calls for more gender-responsive policies, and the activities and growth of our Gender, Evidence & Health (GEH) Network.

I would like to acknowledge and thank our vibrant ecosystem of allies. I extend heartfelt thanks to our programmatic partners and to the many grassroots organizations for enriching our perspective, as well as to all the GEH Network members whose expertise, lived experience, and conviction power this movement. Importantly, I want to sincerely thank the GENDRO board members and our Executive Director for their continued engagement, passion, and vision.

Finally, I want to express deep gratitude to our dedicated interns and volunteers, without whom our work would simply not be possible.

Looking ahead, as we approach 2025, GENDRO will focus on deepening collaboration through new consortia, on continuing to reinforce our governance model to allow for organizational growth, and to a concrete business plan to concretely carry our new Strategic Plan. We remain steadfast in our commitment to continue sharpening our focus even and especially amidst global setbacks, to ensure that GENDRO holds the line on sex and gender responsiveness in all areas of research.

Challenges have and will continue to bring headwinds to our progress, but together, we remain committed more than ever to advancing a research culture that is diverse, gender responsive and intersectional, resilient, and always evidence-driven.

Warmly,
Gabrielle Landry Chappuis
PRESIDENT, GENDRO

‘In a VUCA world, sidelining sex and gender in research only deepens inequality—now is the time to double down on inclusive, intersectional science to ensure better health outcomes for all and for our future generations.’

- **Gabrielle Landry Chappuis**

PRESIDENT, GENDRO

What we do at GENDRO

OUR MISSION

GENDRO envisions a world where all evidence produced to enhance and progress our society—be it through academic research, policy analysis, or program evaluations—acknowledges the profound impacts of gender and sex. In pursuit of this vision, GENDRO's mission is to promote equity by incorporating sex and gender considerations into interdisciplinary research. We achieve this through the following strategic workstreams:

- **Creating public awareness**
- **Convening and connecting**
- **Building capacity**
- **Advocacy**
- **Generating and disseminating evidence**
- **Publications**

AREAS OF WORK

GENDRO raises **awareness** of the insufficient consideration of sex and gender in research and innovation by engaging with a diverse array of organizations and academic institutions.

Through delivering **capacity-building** opportunities, lectures, interviews, workshops, and presentations at various events, we promote and contribute to a more systematic and effective integration of sex and gender dimensions into research, data collection, analysis, and reporting. Our goal is to shift the mindset within the research ecosystem and ensure that policy and practice are informed by sex- and gender-inclusive and intentional evidence.

GENDRO further mobilizes actors by convening the **Gender, Evidence, and Health (GEH) Network**, offering a think tank for ongoing conversations, joint analyses, and collaborative action to continuously advocate for **gender-responsive health research**, ensuring equitable healthcare prevention, treatment, and care for all.

What we do at GENDRO

ACHIEVEMENTS

In 2024, we contributed to and co-led multiple events to maximize our impact on key stakeholders and relevant audiences.

CREATING PUBLIC AWARENESS

- **Public event: Gender Equality and Inclusion (GEI) Week** – 19 March 2024 (Organizer: International Development Research Centre)
- **Expert conversations: Gender, Data Equity** – 11 March 2024 (Organizer: Johns Hopkins Bloomberg School of Public Health)
- **Dialogue: Gender in Medical Research** – 26 March 2024 (Organizer: Women@Apple Nordic)
- **WHA 77 Side event: Uniting Voices for Action on Women Cancer in the EMR** – 28 May 2024 (Organizer: Eastern Mediterranean NCD Alliance) Geneva, Switzerland.
- **Geneva Health Forum 2024: Do we need a feminist global health policy to spur women's health innovation?** – 29 May 2024 (Organizers: GENDRO and Concept Foundation) Geneva, Switzerland.
- **Plenary: Women, Power and Cancer: Towards equitable, gender-transformative cancer prevention, care, and control** – 19 September 2024 (World Cancer Congress) Geneva, Switzerland.
- **A Pathway to Change: SAGER Guidelines & the journey to make the research eco-system gender-responsive** – 19 November 2024 (Women in Global Health Switzerland and Swiss Tropical and Public Health Institute) Allschwil, Switzerland.
- **From idea to systemic change – The SAGER guidelines** – 21 November 2024 (European Scientific Conference on Applied Infectious Disease Epidemiology) Stockholm, Sweden.

In the face of ideological backlash against DEI, GENDRO responds with evidence. Health outcomes for women depend on our ability and willingness to combat the biases entrenched in scientific research.

- **Gonzalo Penacoba**

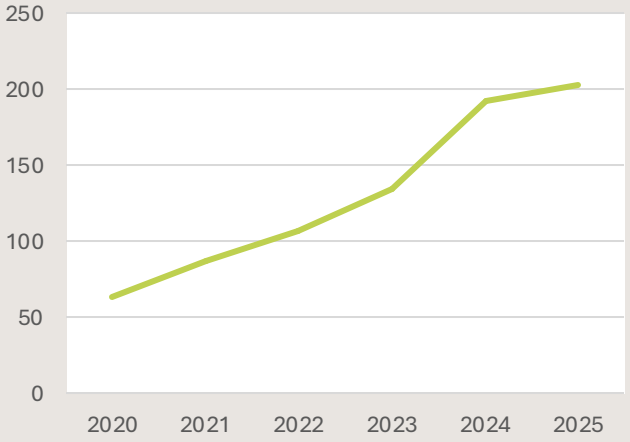
Board Member, GENDRO

What we do at GENDRO

GEH NETWORK ACHIEVEMENTS

203 new members subscribed in 2024

Members Growth



EVENTS

- GEH Network: Exploring Gender-Inclusive Design in Digital Health Tools: A Case Study of Smoking Cessation Conversational Agents – 3 July 2024
- GEH Network: Towards People-Centered DigitalHealth Strategies: Gender, Equity, Rights, and Inclusion – 29 October 2024

SAGER GUIDELINES

1.12M accesses surpassed by SAGER guidelines

Access & Citations

1.12m
Article Accesses

692
CrossRef

Online attention

331 tweeters
15 blogs
10 Facebook pages
1 Google+ users
30 news outlets
1 Wikipedia page
1056 Mendeley
1 Citeulike

This article is in the 99th percentile (ranked 1,347th) of the 314,005 tracked articles of a similar age in all journals and the 83rd percentile (ranked 1st) of the 6 tracked articles of a similar age in *Research Integrity and Peer Review*
View more on Altmetric

In 2024, GENDRO continued strengthening its global footprint through sustained community engagement, expanded visibility, and increased uptake of the SAGER Guidelines. The GEH Network reached **203 members** by the end of the year, reflecting steady growth and consolidating its role as a key platform for advancing gender-responsive health research globally. The SAGER Guidelines surpassed **1.12 million** article accesses, supported by **692** citations across major academic platforms, and received significant online attention. Throughout the year, GENDRO hosted targeted events on gender-inclusive digital health design and people-centred digital health strategies, fostering dialogue across disciplines and sectors. Together, these achievements reflect GENDRO's ongoing commitment to promoting equity, rigor, and accountability in global health research and practice.

What we do at GENDRO

POLICIES, MEDIA AND PUBLICATIONS

Code of Conduct & Ethics, Anti-Fraud & Anti-Corruption Policy, and Gender Equality, Diversity, Equity and Inclusion (GDEI) Policy

GENDRO

Anti-Fraud & Anti-Corruption Policy

1st Edition

Approved by the Board of Directors

2 December 2024

Introduction

GENDRO is international non-profit association established in the State of Geneva, Switzerland, i
2018. Our work is dedicated to identifying and addressing the gender gaps and biases across the enti
research ecosystem, including real world applications and impact. Working across multiple secto
and through our partnerships, GENDRO is committed to the highest standards of human rights an
ethical behaviours. This Anti-Fraud and Anti-Corruption Policy is the backbone of how our board
directors, staff, consultants, interns, volunteers, and partners engage in activities related to GENDR

Our values

We uphold and live our values and this policy is one of the many ways we ensure this. Our values ar
about who we are and how we work. We stand for gender equality, diversity, inclusion, evidenc
based, collaborativeness, integrity, accountability, independence, and human rights.

Aim of this policy

This policy serves to ensure that we uphold and model the principles, policies, and practices that we
serve to promote and protect. Its aim is to facilitate the development of controls that will aid in the
detection and prevention of fraud against GENDRO or corruption of or by any of our staff,
consultants, interns, or volunteers. GENDRO promotes consistent and ethical organizational
behaviour by providing guidelines and assigning responsibility for the development of controls and
conduct of investigations.

Policy scope, definitions, concrete examples

The GENDRO Board and General Assembly are responsible for detecting and preventing fraud and
corruption, misappropriations, and other irregularities.

Fraud refers to an act whereby an individual or an entity intentionally acts in an illegal, incorrect, or
unethical manner, and that harms the individual or entity against which the act is committed. It aim
at unlawful gain or denying of rights of a victim, and is characterized by false representation or
concealment of a material fact for the purpose of inducing another to act upon it to their (the
individual's or entity's) injury. Fraud can be in the form of, for example:

- financial or monetary falsification for gain or misappropriation of funds
- impropriety in the handling or reporting of money or financial transactions
- illicit use of copyrighted materials without citing sources
- falsifying data to skew an outcome
- falsifying an identity online
- profiteering as a result of insider knowledge of company activities

Advancing Sex and Gender Equity in Research

GENDRO

Code of Conduct & Ethics

1st Edition
Approved by the Board of Directors

2 December 2024

Introduction

GENDRO is international non-profit association established in the State of Geneva, Switzerland, in 2018. Our work is dedicated to identifying and addressing the gender gaps and biases across the entire research ecosystem, including real world applications and impact. Working across multiple sectors and through our partnerships, GENDRO is commited to the highest standards of human right and ethical behaviours. This Code of Conduct and Ethics Policy is the backbone of how our board of directors, staff, consultants, interns, volunteers, and partners engage with one another.

Our values

We uphold and live our values and this policy is one of the many ways we ensure this. Our values are about who we are and how we work. We stand for gender equality, diversity, inclusion, evidence-based, collaborativeness, integrity, accountability, independence, and human rights.

The standards we hold ourselves to

We respect safeguarding measures: moral and sexual harassment, sexual exploitation and abuse, and any form of discrimination are not tolerated.
We comply with all Swiss national laws (including labour laws, criminal laws such as bribery and corruption, child protection laws) and those of countries where we work, in addition to key international declarations and treaties, including the respect of the human rights[1] of all people, including those of children[2] and marginalized people and groups.
We encourage reporting of any issues, and process any real, potential, or possibly perceived conflict of interest.

The way we interact

Our work hinges on open and respectful interactions. When we work together, we aim to apply transformative intersectional feminist approaches and:

- avoid unnecessary interruptions when others speak
- give and take constructive feedback
- bear in mind that someone may have undergone trauma that we are unaware of, and therefore we adhere to our duty of care and practise empathy
- always take a positive philosophical approach
- check our privilege and dismantle power dynamics.

Conflict of Interest

A conflict of interest is a professional situation whereby any of our board members, staff, consultants, interns or volunteers have an interest that is not related to GENDRO's work but that

[1] Universal Declaration of Human Rights | United Nations ;
[2] Convention on the Rights of the Child | OHCHR

Advancing Sex and Gender Equity in Research

GENDRO

Gender Equality, Diversity, Equity and Inclusion (GDEI) Policy

1st Edition
Approved by the Board of Directors

10 January 2025

Introduction

GENDRO is an international non-profit association established in the State of Geneva, Switzerland, in 2018. Our work is dedicated to identifying and addressing the gender gaps and biases across the entire research ecosystem, including real world applications and impact. Working across multiple sectors and through our partnerships, GENDRO is commited to the highest standards of human rights and ethical behaviours. This GDEI Policy is crucial to our ethos and is firmly embedded in our vision and mission as an organization. Part of our ethics framework, this policy applies to how our board of directors, staff, consultants, interns, volunteers, and partners engage with one another, and to the very nature of our work.

Our Values

We uphold and live our values and this policy is one of the many ways we ensure this. Our values are about who we are and how we work. We stand for gender equality, diversity, inclusion, evidence-based, collaborativeness, integrity, accountability, independence, and human rights. This policy is a veritable manifesto for GENDRO.

Our Commitment to DEI and Gender Equality

1. GENDRO is rooted in an intersectional feminist commitment to advancing gender equality, diversity, equity, and inclusion, with a focus on dismantling systemic barriers and power imbalances that perpetuate gender and other inequities in research.

2. We strive to create a transformative and enabling environment where individuals of all sexes and genders, particularly those historically marginalized, can thrive in, contribute to, influence, or lead any research endeavour.

3. Importantly, our approach emphasizes intersectionality, recognizing that sex and gender intersect with race and ethnicity, socioeconomic status, age, ability, neurodiversity, religious affiliation, sexual orientation, and other identities to shape lived experiences, and also shape the decision making within the research ecosystem. For key definitions, see Annex.

4. By challenging patriarchal and colonial norms and advocating for equity, we aim to foster a culture of mutual respect, shared power, and justice, within our organization, throughout our network, and across the research ecosystem globally. We firmly believe that GDEI in our organization and workforce are fundamental to quality and credible

Advancing Sex and Gender Equity in Research

These policies were developed and finalized with a view to solidifying GENDRO's governance structure and form part of our broader ethical framework. They reflect our core values and guide our internal and external operations to ensure transparency, accountability, and equity in all areas of our work.

What we do at GENDRO

POLICIES, MEDIA AND PUBLICATIONS

MEDIA:

Interview: Cell – March 14, 2024

Dr. Shirin Heidari, founder and director of GENDRO, discusses her research, GENDRO's work, and the SAGER guidelines in an interview with Dr. Isabel Goldman at *Cell*.

Cell

CellPress

Q&A

Shirin Heidari

Dr. Shirin Heidari is the lead author of the Sex and Gender Equity in Research (SAGER) guidelines. In this interview with Dr. Isabel Goldman at *Cell*, she discusses her research, GENDRO, the SAGER guidelines and importance of considering sex- and gender-related variables in research, and her work on sexual and reproductive health in forced displacement.

Biography

Dr. Shirin Heidari is the founding president of GENDRO, an association dedicated to advancing gender-sensitive research and data analysis. As a senior researcher at the Gender Center, Geneva Graduate Institute, she is the principal investigator of a multi-country, multi-disciplinary research consortium on sexual and reproductive health in forced displacement. Previously, she held leadership roles at Sexual and Reproductive Health Matters and the International AIDS Society, spearheading gender-sensitive research, policy, and program delivery in HIV and sexual and reproductive health. Dr. Heidari is a feminist and human rights advocate, known for developing the widely cited Sex and Gender Equity in Research (SAGER) guidelines. She is a TEDx speaker and has served as a commissioner to the Lancet Commission on Women, Power, and Cancer. Her impactful contributions have earned her recognition as one of the influential figures shaping the future of International Geneva in 2022.

Dr. Shirin Heidari, Gender Center at the Geneva Graduate Institute, Geneva, Switzerland

Department of Immunization, Vaccines and Biologicals.

Can you tell us about your research and work?

S.H.: I am a researcher at the Gender Center, Geneva Graduate Institute, where I lead a multi-country research consortium focused on sexual and reproductive health within forced-displacement contexts. Concurrently, I hold the role of founding president at GENDRO, an international nonprofit organization in Geneva. GENDRO is dedicated to advancing the integration of sex and gender perspectives in research and data analysis across various disciplines. I also collaborate with the World Health Organization to incorporate these dimensions in technical work, working closely with the Department of Gender, Rights and Equity and the

Can you tell us about the SAGER guidelines? What are they? Why are they important?

S.H.: The SAGER guidelines were formulated to address a significant gap in existing reporting standards for academic articles. Developed in 2016, this initiative stemmed from inadequate academic reporting of how sex and gender considerations are integrated into research methodologies, results, and interpretation of findings. This collaborative effort emerged through the Gender Policy Committee of the European Association of Science Editors, following a collective and consultative approach. Research, including systematic reviews from our group and others, had revealed the persistent underrepresentation of women in clinical trials. Studies that overlook underlying sex or gender differences may lead to significant harm for women. For instance, a 2001 report by the US Government Accountability Office (GAO) showed that 8 out of 10 drugs withdrawn from the US market between 1997 and 2001 were removed because they caused greater harm to women. This underscored the urgent need for more inclusive and gender-sensitive research and reporting practices to ensure accurate drug evaluations and prioritize women's safety.

The SAGER guidelines provide a compelling rationale and a set of recommendations aimed at fostering improved reporting of sex and gender throughout the research process. They systematically outline how authors can methodologically enhance the presentation of their sex and gender considerations, from the initial research design and methodology selection to data collection, analysis, and the presentation and discussion of results. By offering practical insights, the SAGER guidelines help authors transparently depict whether and how they factor sex and gender aspects into their research, justify lack of such consideration, and provide a more nuanced understanding of the study's implications.

Moreover, the SAGER guidelines equip editors and reviewers with valuable tools and recommendations, enabling them to evaluate the integration of sex and gender aspects throughout the editorial process. This proactive approach contributes significantly to filling the gender-based evidence gap, fostering a more inclusive and thorough examination of research outcomes.

It is worth noting that while the SAGER guidelines primarily serve as reporting guidelines, their applicability transcends the realm of reporting. They are equally valuable at the research design and implementation stages, offering critical insights that researchers can integrate into their studies. Additionally, these guidelines function as a key resource for funders and research ethics committees, providing them with a framework

Cell 187, March 14, 2024 1347

PUBLICATIONS:

1. **"Improving sex and gender equity in research protocols: the new SAGER-swissethics recommendations"** – December 9, 2024 (Swiss Medical Weekly)
2. **"Book review – Unveiling the exploitation of women's health"** – September 14, 2024 (The Lancet)

THE LANCET

smw · swiss medical weekly

MEMBERS

Shirin Heidari: Founder and Executive Director

Michela Manna: Gender Expert

Kala Madhav: Webmaster

Sara Achik: Communications and Project Coordinator

Loeïza Jack: Visual Advisor

Yalda Matin: Intern

Noor Darwish: Intern

BOARD

Gabrielle Landry Chappuis: President

Bernard Kadasia: Secretary

Olivia Mettler: Treasurer

Aida Mechkene Chouru, Member

Georgina Caswell, Member

Anthony Flynn, Member

Gonzalo Penacoba, Member (as of March 2025)

With sincere gratitude

We thank every member, intern, and collaborator for their continued trust, energy, and belief in gender-responsive science.

SOCIAL MEDIA

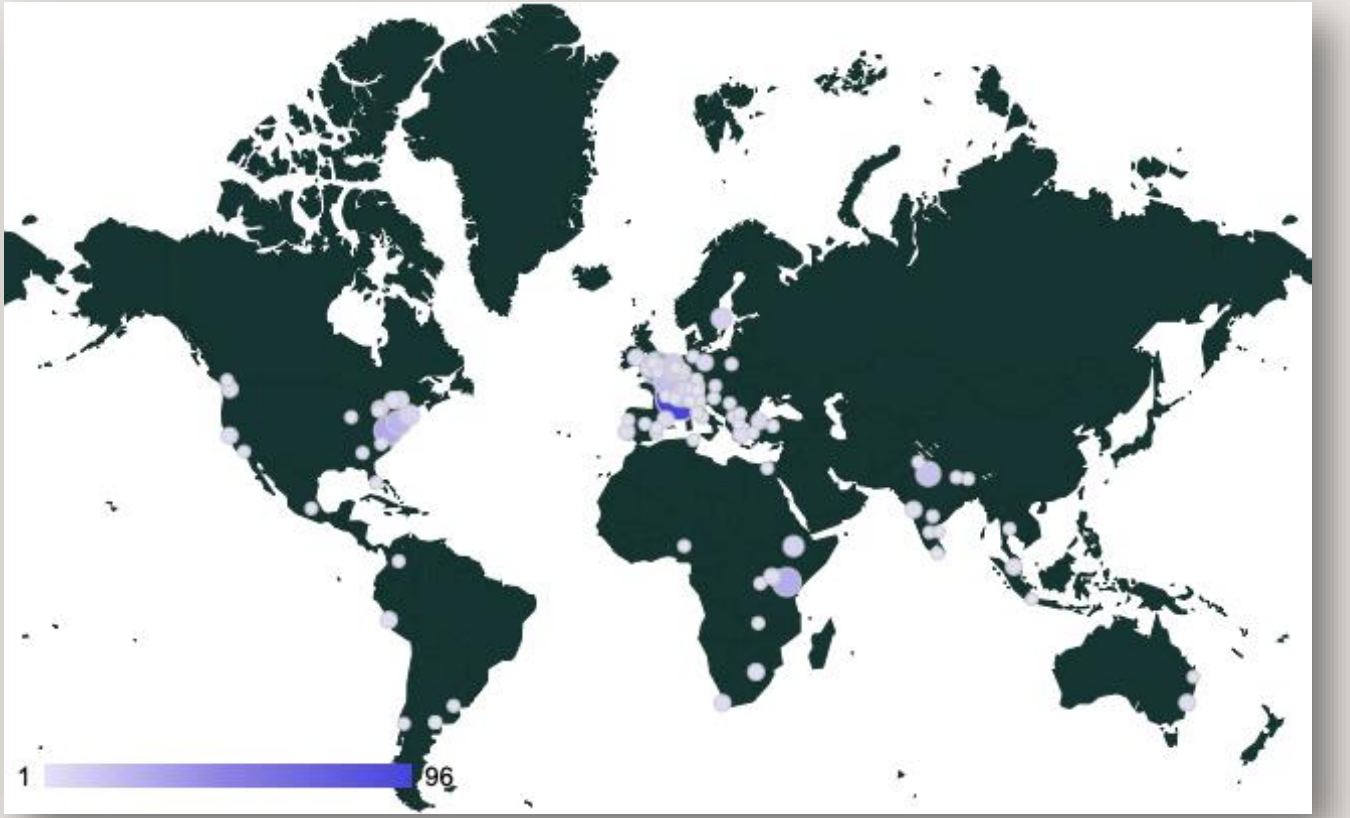
X and Facebook were indefinitely closed in 2025

LINKEDIN

882 followers from **42 different countries**

+ 444 followers in the **last 365 days**

In January, GENDRO discontinued its Meta accounts. This decision followed recent policy changes within the platform that were no longer aligned with GENDRO's values and our commitment to ethical, gender-responsive communication. We will continue to prioritize safe, transparent, and inclusive engagement through channels that uphold these principles.



Countries	Followers
Switzerland	151
United Kingdom	52
United States	48
Kenya	27
France	22
India	28
Netherlands	14
Belgium	13
Sweden	10
Ethiopia	10
Germany	18
Canada	19
Turkey	10
Ireland	5
Portugal	8
South Africa	9
Greece	6
Uganda	4
Australia	7
Malaysia	4
Peru	4
Argentina	5
North Macedonia	3
Mexico	3
Nepal	2
Chile	2
Poland	2
Thailand	2
Serbia	2
Tunisia	2
Pakistan	2
Croatia	2
Bulgaria	2
Indonesia	2
Egypt	2
Democratic Republic of the Congo	2
Colombia	2
Sri Lanka	1
Nigeria	1
Zambia	1
Austria	5
Italy	11

LOOKING AHEAD (2025)

Consolidating growth and collaboration

Looking ahead, GENDRO will build on the momentum of 2024 to deepen alliances and collective action. In a world marked by shifting political, environmental, and economic realities, we remain committed to extending the reach and impact of the SAGER Guidelines and to advancing a more gender-responsive research culture.

In a world where data is contested and rights are rolled back, gender-focused research is not optional - it is resistance, it is truth-telling and it is the foundation for a more just future. Every piece of research we produce is a step toward accountability, equity and lasting change.

- **Georgina Caswell**
Board Member, GENDRO

WE COULD NOT HAVE DONE IT WITHOUT YOU!

We extend our heartfelt gratitude to all our partners, supporters, interns, and volunteers for their invaluable time, dedication, and vital commitment to GENDRO and its Gender, Evidence, and Health (GEH) Network in 2024.