GENDER+ IN RESEARCH:
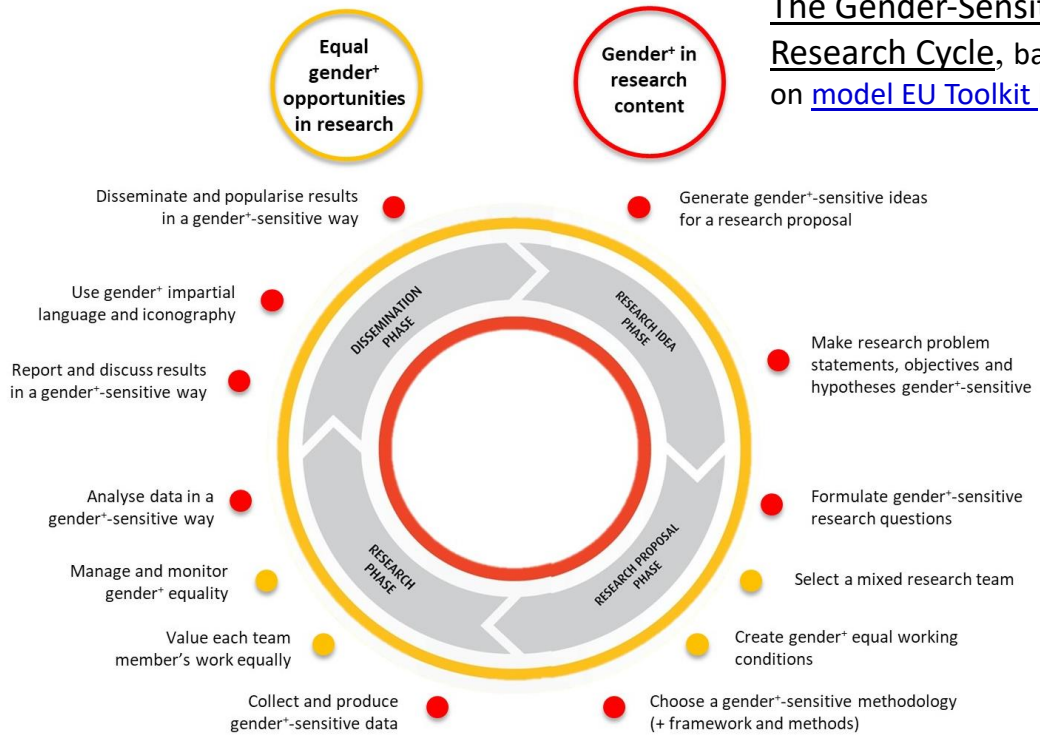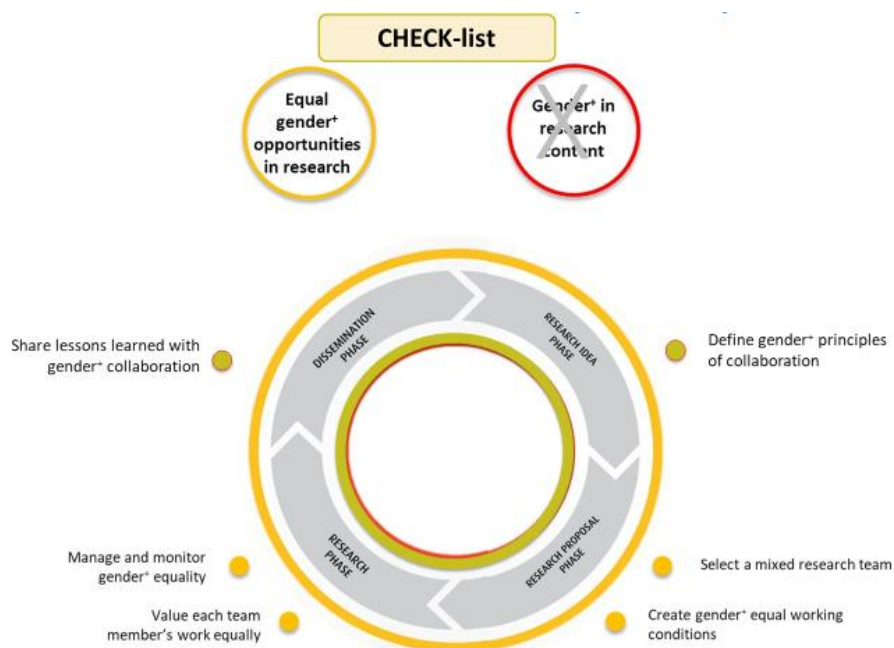# COLLABORATION (YELLOW) & CONTENTS (RED)

The Gender-Sensitive Research Cycle, based on model EU Toolkit by YW.

Equal gender+ opportunities in research

Gender+ in research content

- Disseminate and popularise results in a gender+-sensitive way
- Generate gender+-sensitive ideas for a research proposal
- Use gender+ impartial language and iconography
- Report and discuss results in a gender+-sensitive way
- Make research problem statements, objectives and hypotheses gender+-sensitive
- Analyse data in a gender+-sensitive way
- Formulate gender+-sensitive research questions
- Manage and monitor gender+ equality
- Select a mixed research team
- Value each team member's work equally
- Create gender+ equal working conditions
- Collect and produce gender+-sensitive data
- Choose a gender+-sensitive methodology (+ framework and methods)

DISSEMINATION PHASE · RESEARCH IDEA PHASE · RESEARCH PROPOSAL PHASE · RESEARCH PHASE

TO EQUAL GENDER+ OPPORTUNITIES IN RESEARCH COLLABORATION (YELLOW)

CHECK-list

Equal gender+ opportunities in research

Gender+ in research content

- Share lessons learned with gender+ collaboration
- Define gender+ principles of collaboration
- Manage and monitor gender+ equality
- Select a mixed research team
- Value each team member's work equally
- Create gender+ equal working conditions

DISSEMINATION PHASE · RESEARCH IDEA PHASE · RESEARCH PROPOSAL PHASE · RESEARCH PHASE

Define gender⁺ principles of collaboration:

- Invite and open up to diverse participants in brainstorm phase
- Discuss which principles of gender⁺ collaboration to apply
- Include training options
- Include gender⁺ expertise/budget

Select a mixed research team:

- Recruit, select and monitor a diverse research team
- Arrange equal & fair distribution of tasks, responsibilities and budgets

Create gender⁺ equal working conditions:

Operationalise:
- fair distribution of budgets and salary parity
- work-life balance arrangements
- fair governance arrangements & inclusive leadership
- harassment procedures

Value each team member's work:

- Include all in professional and social activities
- Listen to and react on contributions of all
- Recognize and award contributions of all

Manage and monitor gender⁺ equality:

- Include arranged gender⁺ aspects in M&E procedures
- Check whether arrangements have to be adjusted in line with principles
- Follow up on critique and complaints
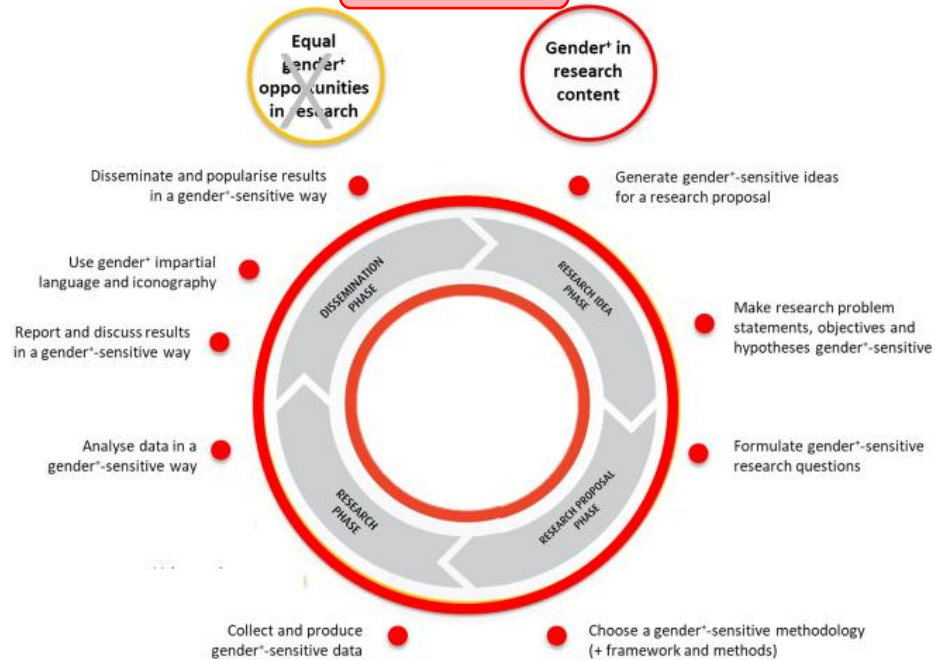
Share lessons learnt with gender⁺ collaboration:

Evaluate and share experiences / lessons learned by applying gender⁺ principles & arrangements of collaboration

GENDER⁺ IN RESEARCH CONTENTS (RED)

CHECK-list

Generate gender⁺-sensitive ideas for a research proposal by checking that you:

- Define what seen as problematic
- Define the wider societal contexts
- Identify the groups involved /affected
- Identify the social dimensions at play
- Check for underlying gender⁺ gaps/norms

Make research problem statements, objectives and hypotheses gender⁺-sensitive by:

- Identify a wide range of possible causes & connections beyond the obvious ones
- Hypothesize what you need to research for understanding/changing the current state
- Check that you do not overlook possible gender⁺ aspects, relations, structures

Formulate gender⁺-sensitive research questions in the way you:

- Including to examine possible causes & connections in relation to the research aims
- Including to further examine gender⁺ aspects, relations and structures & how these are related
- Identifying groups to target & who will be (in)directly affected
- Identifying stakeholders to be involved
- Checking to not stereotype or exclude relevant groups or aspects

Choose a gender⁺-sensitive methodology (+ framework and methods) in how you:

- Define and operationalise concepts and framework - check to minimize possible bias by inspecting all analytical concepts, categories and theoretical models for misguided or stereotypical assumptions
- Select inclusive approaches to involve (representatives of) all identified groups to reach inclusive understanding and solutions (Co-creation, participatory, feed-back loops)
- Maximize the opportunity to use triangulation

Collect and produce gender⁺-sensitive data:

- Collect & produce gender⁺ disaggregated data
- Keep reflecting on your positionality
- Include feed-back loops with your respondents
- Apply triangulation during the research process
- Adjust set-up (partly) when needed

Analyse data in a gender⁺-sensitive way:

- Process disaggregated data (e.g. by sex, class/ wealth, age/ generation, race/ethnicity, religion, civic status, other) and include cross-analysis
- Group & analyse participatory data in line with the selected concepts and framework
- When using existing data, check their cultural/ institutional contexts on potential biases

Report and discuss results in a gender⁺-sensitive way:

Use gender⁺ impartial language and iconography

- Present all findings as differentiated and in line with your framework
- Check by triangulation
- Reflect on the used concepts, framework & methods
- Discuss scientific & societal contribution and recommendations
- Check wording and imaginary on bias

Disseminate and popularise results in a gender⁺-sensitive way

- Choose journals & other media to be accessible to all groups addressed
- Use language & images that respect all and is understandable to all
- Differentiate to various groups if appropriate