

Gendered Research and Innovation (GRI):

*integrating sex and gender analysis
in the research process*

Prof. Simone Buitendijk, MD, PhD, MPH
Vice-rector, Universiteit Leiden

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Universitat de Barcelona

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University of Freiburg

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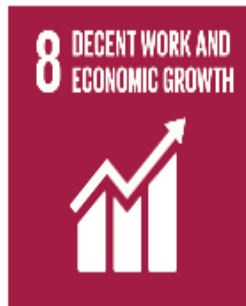
GRI matters because research and innovation matter

Global challenges require comprehensive, multidisciplinary, evidence based, (gender) inclusive solutions



Hefei statement (LERU, 2013):

'University research drives innovation, helps respond to major national and global problems and helps provide the narratives that make it possible to understand a rapidly changing and increasingly volatile world'



“It will take the concerted efforts of all of us to implement the right financing policies and allocations to ensure that women and men, girls and boys will benefit equally from the new global sustainable development framework. This is their right and it must be our legacy.”

(Ban-Ki Moon, UN President, Sept 2015)

“Evidence shows that gender equality is not only a condition for social justice, but also a powerful driver of economic growth that can help deliver social justice.”

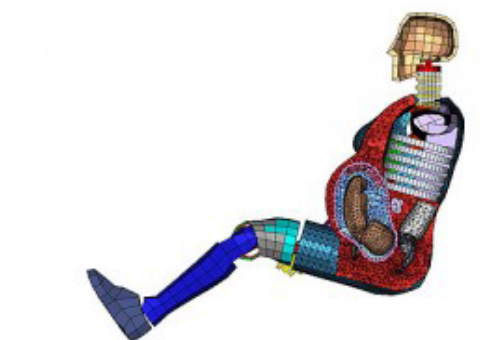
(Jim Yong Kim, President World Bank Group, Sept 2015)

“Our vision therefore as UN Women is to have “Planet 50-50”, a planet where there is gender parity, and a world where women, men, girls and boys will have equality. It means transformative change that is irreversible, sustainable and substantive. “

(Phumzile Mlambo-Ngcuka, UN Women Executive Director, Sept 2015)

Why GRI matters

- Important for the power, vitality, quality and impact of global research
- Eliminates bias and stimulates inclusivity
- Saves lives (and money)



Why global change is needed

- Lack of systematic consideration and mainstreaming of GRI in the research process
- Lack of awareness by researchers, university leaders, policy makers, politicians, research funders and journal editors



Considerations

- **Integrate a gender perspective in ALL phases of the research process**
- **Avoid stereotyping and non-evidence-based assumptions**
- **Understand the role of social sciences and humanities in GRI**
- **Make the link with Responsible Innovation**



Leiden Statement (LERU, 2014):

“The social sciences and humanities cultivate knowledge about human expression, behaviour, and social life that is essential to understanding the human context of contemporary global challenges and to crafting viable solutions to them.”



Eating disorders in young men are being overlooked (Universities of Oxford and Glasgow)

- **Young men with an eating disorder are not getting the help and support they need because of perception as a "women's illness"**
- **Men are underdiagnosed and undertreated for anorexia and other eating disorders, despite making up about a quarter of cases**

(British Medical Journal Open, 2014)

Female birds sing, too (Leiden University)

- **Traditionally, song production has almost exclusively been studied in male birds**
- **With a different research design and a more inclusive, international database it was found that female bird song is more common than previously thought**

(Nature Communications, 2014)

Heart disease (Utrecht University)

- **Sex-specific biomarkers**
- **Risk prediction in cardiovascular disease for women**

(Atherosclerosis special issue 'Sex Matters to the Heart', July 2015)

Recommendations

To universities:

- Advocate widely
- Create awareness and provide tools for researchers
- Stimulate interdisciplinarity
- Allocate internal funds
- Identify experts
- Integrate GRI into the teaching curriculum
- Dialogue with governments

To governments:

- Include GRI in research priorities
- Be aware and raise awareness through training
- Include gender considerations into new policies
- Allocate funding

To research funders:

- **Model after EU H2020 approach**
- **Spread good practices**
- **Adopt GRI policies, incentivise researchers**

To journals:

- **Set standards for inclusion of GRI in publications**
- **Develop clear guidelines for authors**

- **the global population deserves research and innovation that serves all**
- **global challenges warrant gendered approaches**
- **a concerted, global effort to support and implement GRI is needed**



What do we aim to teach our young research staff?

- **Collaboration**
- **Community building**
- **Multidisciplinary work**
- **Importance of societal impact**
- **Importance of teaching**

What do we actually teach our young research staff?

- **Focus on your own cv in terms of publications and authorship**
- **Get personal grants if you want to be promoted**
- **Focus on the group only if it helps your cv**
- **Avoid multidisciplinary work**
- **Societal impact is not that important**
- **Teaching detracts from what really counts**

And as if that is not bad enough:

the system suffers from clear bias

- **Bias in favour of regions**
- **Bias in favour of reputable institutions**
- **Bias in favour of men**