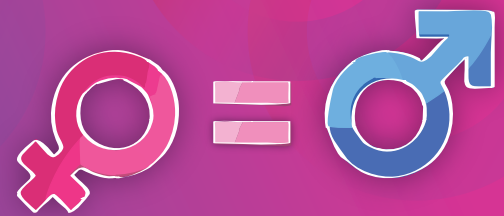


# Ensuring Gender Equitable Practice in Your Research



## Research Stages

## Example Best Practice

1

### Proposal/Review/Assess

Deciding what the project is going to be about. Review of literature, studies, systems, designs, machines, tools or software that has been created.

- Include input from men and women to ensure research is addressing needs of target population.
- Does previous research show that gender differences exist? If yes, why do these differences exist? If no, did they look for gender differences? Identify whether gender differences are expected.

2

### Design

Designing a study, system, software, interface, machine equipment, tool, survey or observation study.

- What gender considerations do you need to take into account when designing your study, product, machine, tool, interface, observation?
- Design products and write documentation which are suitable for both men and women.
- Plan for representative samples, recruit sufficient numbers for statistically significant gender disaggregation (if using inferential stats) and use tech & equipment that works equally well for males/females.
- When designing an observation, recruit female and male observers and choose days, times and places where you can observe male and female participants (e.g. not at night or in the dark).

3

### Data collection/Test

Testing what has been designed e.g. by using simulation, modelling, conducting a study/experiment or carrying out the observation.

- Always collect gender demographic information in your research.
- Have flexible time slots, buffer to ensure gender targets can be met and pilot with mix of attendees.
- If using simulation, test using both male and female dimensions (e.g. weight, height).
- If modelling data, who is represented in your data? Are you modelling scenarios that represent both men and women's experience?

4

### Analyse

Analysing the data collected.

- Gender disaggregate - investigate the differences between males and females (higher samples if not gender balanced).
- When analysing and interpreting observation data, ensure male and female assessors analyse the data and conduct inter-rater reliability assessments using male and female assessors.

5

### Report

Reporting the whole process (e.g. the results, documentation needed)

- Clearly specify number of participants by gender (and other key demographics). Include the number of dropouts by gender. Justify the reasons if males/females are excluded or if no gender analysis was done.
- Specify generalisability of results based on actual sample/tests conducted.
- Identify implications of gender on the study results/analysis.
- Highlight further work for broader generalizability.
- Highlight significant gender differences/null results, in summaries/abstracts/conclusion.

## SAGER flowchart guiding editors' initial screening of submitted manuscripts

