

UKRI GCRF South Asian Nitrogen Hub

# GENDER EQUALITY ACTION PLAN



# SANH GENDER EQUALITY ACTION PLAN

## **01** Importance of Gender Equality

The first section of the SANH gender equality action plan focuses on providing a basis of understanding on what gender equality in research looks like and why it is important. This section also provides an overview on current progress and the demographics of SANH.

## **02** Gender Equality Awareness raising

This section of our action plan outlines SANH's plan for raising awareness on the importance of Gender Equality in Science and becoming a champion for women in science.

## **03** Gender Equality in SANH

This section of our action plan outlines SANH's plan for ensuring gender equality and increasing opportunities for our SANH members, research participants and research benefactors.

## **04** Research on Gender and Nitrogen

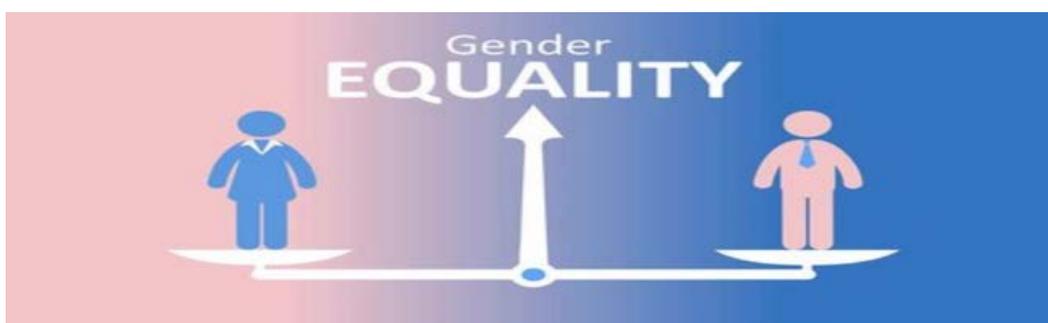
This section of our action plan outlines SANH's research on Gender equality and how the impacts of nitrogen pollution impact different genders. This section also outlines how SANH is ensuring that nitrogen mitigation solutions and policy recommendations promote gender equality.

## **05** Knowledge Sharing on Gender Equality

This section of our action plan outlines SANH's plans to share our research findings and best research best practice to help other organisations and projects continue to champion and promote gender equality in their work. This section also outlines how this action plan will be monitored and evaluated.

# 01 IMPORTANCE OF GENDER EQUALITY

Developing understanding of the importance of gender equality in SANH and scientific research



## What is Gender Equality?

Gender equality means that people of different genders should have equal rights and entitlements to human, social, economic and cultural development and an equal voice in civil and political rights. However, equality does not mean that everyone has to be the same. For example, each gender has the right to define for themselves the objectives of development and to seek outcomes which are not necessarily identical to those sought and enjoyed by other genders.

## What does Gender Equality in Science look like?

Gender equality in science includes many different facets that span across the entire research process from developing research questions and experimental design to writing papers, making policy recommendations and raising awareness on scientific issues.

### At an institutional/project level

- Providing equal education for all genders in science.
- Encouraging all genders to enter STEM fields.
- Creating equitable capacity building and career development opportunities for all genders.
- Creating as much of a gender balance as possible in research projects and research organisations.

- Aiming for gender balance in all levels of a research project/organisation from junior and student level to senior researcher level.
- Aiming for gender balance in governance groups and decision making bodies.
- Creating a work environment as much as possible that helps support all genders fully attend and participate in all aspects of research such as fieldwork, meetings, paper writing and others. Creating a work environment that supports the participation of those caring for dependants and help increase accessibility of meetings and research as much as possible.
- Providing equal and equitable opportunities for development, training and travel to all genders.
- Keeping all members equally informed about progress, upcoming events and opportunities.
- Creating space and opportunities for all genders and personality types to fully participate in conversations and meetings through mindful chairing and consideration of the medium of communication used.
- Creating dialogue on gender equality and the different perspectives and experiences of all organisation/project members.
- Ensuring the physical and mental wellbeing, safety and dignity of all researchers and research participants are protected and understanding that those of different genders may have different needs in ensuring their wellbeing.

### **During research development and planning**

- Developing research questions that take gender issues and gender equality into account. Considering the possible harm and benefits of certain research questions and striving for our research to create a positive benefit for society. Ensuring that research questions don't accidentally negatively impact or ignore the existence one gender in particular.
- Ensuring research questions and research design are not biased against one gender or another. You can test your gender bias using this quiz by the Danish Centre for Studies in Research and Research policy [here](#).
- During social science work, ensuring that the roles of women are included and women's perspectives are included in the research as much as possible.
- During health-related research, ensuring that research is not limited to one gender in particular when doing a general, non-gender specific study.
- Considering the ethical concerns your research may face and how those ethical concerns relate to gender equality, especially when considering protecting the safety and dignity of researchers, participants and benefactors. Undergoing appropriate and comprehensive ethical review.

## **During research**

- Following all guidance and procedures laid out in the ethical review or research plan that was conducted with research ethics and gender equality in mind.
- Adapting plans to always ensure the safety and dignity of researchers and participants is protected. Being mindful that this may look different for different genders and can change depending on the situation/culture/location and community.
- Being honest and truthful when collecting data and trying not to misrepresent it. Being cautious of bias during data collection.
- If you see any instances of malpractice or have any gender equality or safeguarding concerns, making sure to raise these issues to the appropriate group when it is safe to do so. SANH has a safeguarding policy for cases of possible abuse and the ethical advisory committee and SANH executive group can assist with cases of malpractice.

## **During analysis and paper writing**

- Ensuring that all relevant people (in SANH this includes all WP members), regardless of gender or seniority are invited to take part in the analysis of data and paper writing.
- Trying to provide opportunities for students and early career researchers to take part in data analysis, paper writing and developing conclusions with support from senior researchers.
- Trying to avoid bias in data analysis and paper writing. Reflecting on possible consequences that a paper may have on certain groups and ensuring to portray the complete and truthful picture of the research as best as possible.
- Trying to avoid over generalisations that may not be true for certain groups of people.
- Aiming to aggregate and disaggregate data in ways which ensure that the experiences of different groups of people are represented. For example when researching the barriers of adopting new agricultural technologies, the barriers for different groups of people may be different. Looking at major barriers for different genders, ages etc can help ensure these different groups are represented and are not focused only on one group of people.
- Ensuring correct authorship and acknowledgements for papers and other works. For more information on the correct process for authorship, please consultate the SANH Publications Policy on the wiki.

## **When making policy/ practice recommendations**

- Considering the impacts on all relevant groups which a set of recommendations could impact. It is important not to censor our work but to instead ensure that we comprehensively include the full picture of positive and negative impacts that a policy/practice change can have on all relevant groups. For example a new policy may impact men and women in different ways and it is important to explore and communicate the impact that the policy change could have on both groups.

- Trying to avoid over generalisations or focusing only on certain groups of people. Being honest about the limitations of the recommendations and which groups of people they impact/are relevant to. If certain groups have not be considered or taken into account, making sure to mention this.

## Raising awareness and knowledge sharing

- Aiming to share lessons learnt surrounding gender equality between project/organisation members and with the wider scientific community. This can be through providing examples in quarterly reporting and annual MEL reporting of how gender equality has been considered in your work, writing blog articles on lessons learnt and discussing examples during meetings and seminars.
- Highlighting the work and achievements of members of your team, especially those who may be sometimes overlooked such as junior researchers, students and women.
- Providing opportunities for all members of the team to network and learn from others. Helping provide career development and training opportunities equally for all genders.
- Discussing gender equality and your approaches in your work with colleagues and stakeholders from other projects and organisations to both learn from others as well as share your experiences and lessons learnt.

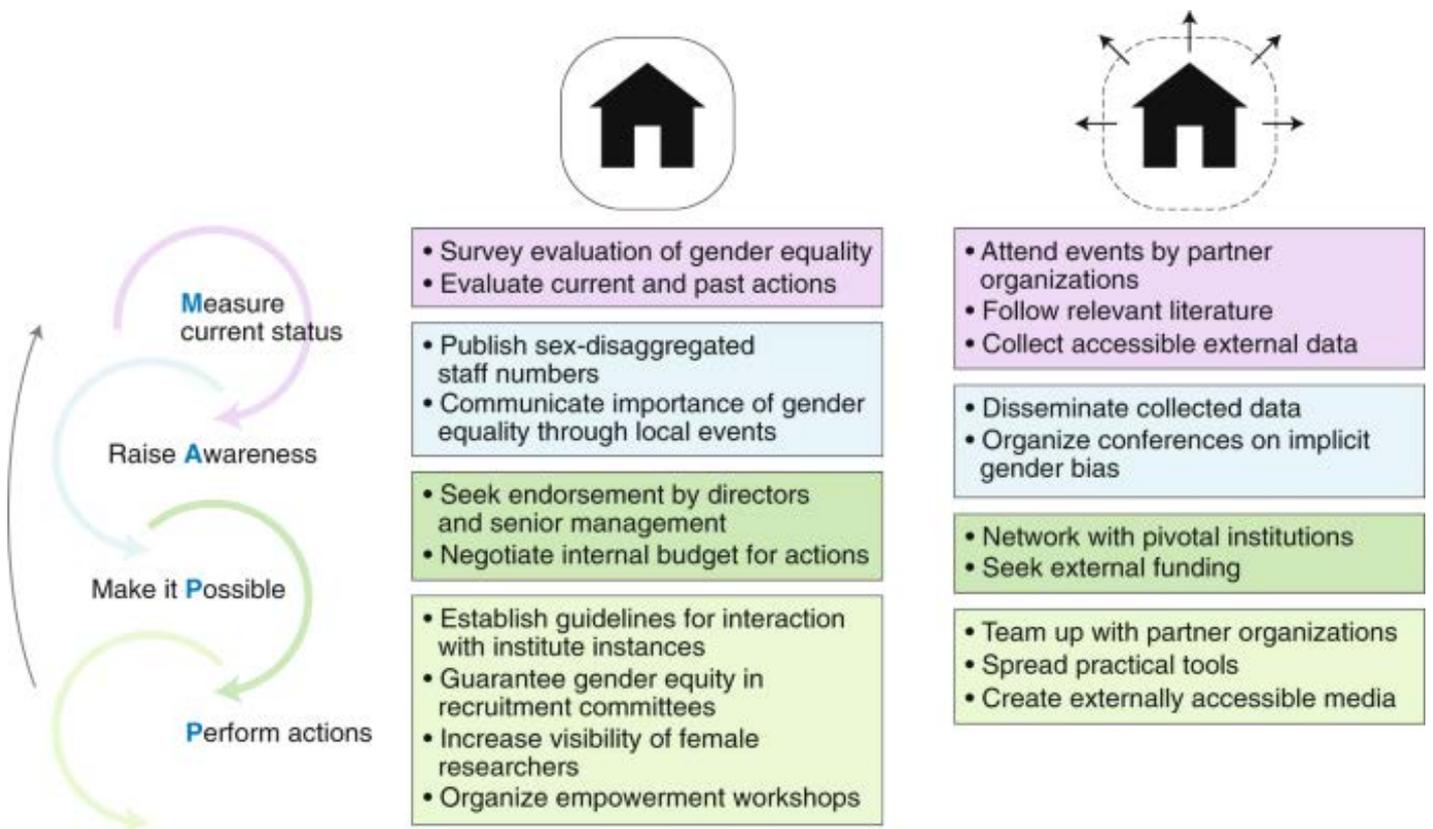


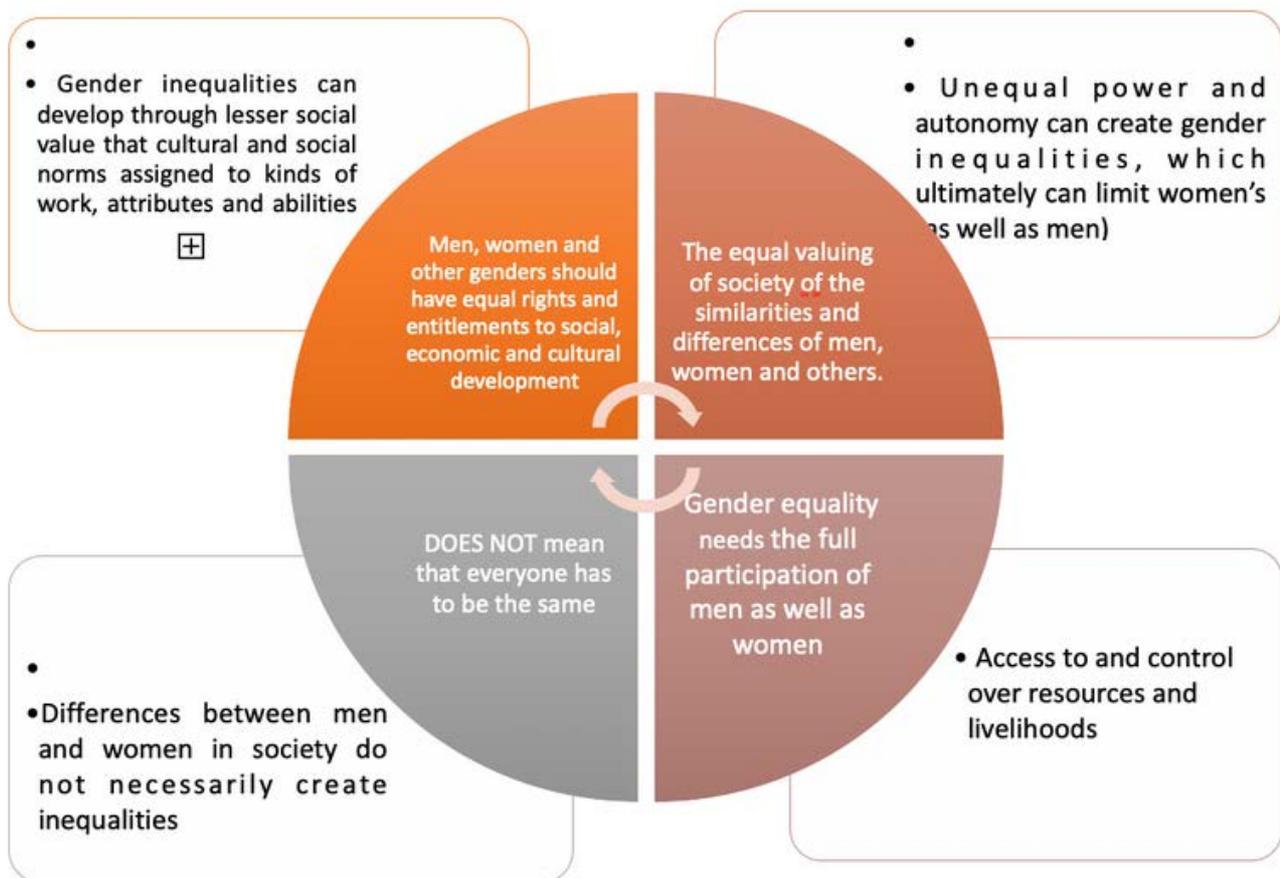
Figure 1: This figure outlines how scientific organisations can approach gender equality both internally in their organisation as well as externally. (Credit: Schreiwis, 2019)

## Why is Gender Equality important in science and research?

Considering gender equality in our project is a great way to illustrate interdisciplinarity. By reflecting on gender issues within the content and context of our research, there is a great opportunity to foster collaboration between scientists and gender experts. It can also be beneficial to illustrate how we are incorporating elements of social science into our project.

If relevant gender issues are missed or poorly addressed, research outputs can be potentially biased and have negative impacts on gender equality. Hence, showcasing equality of opportunities for all members of the project team is an effective way to illustrate how we have considered gender equality in our project.

## Gender Equality vs Gender Inequality



\*Circle – Gender Equality

\*Rectangle – Gender Inequality

Figure 1: This figure outlines what gender equality vs gender inequality can look like. The sections inside the circle represent what gender equality looks like compared to gender inequality in the rectangles.

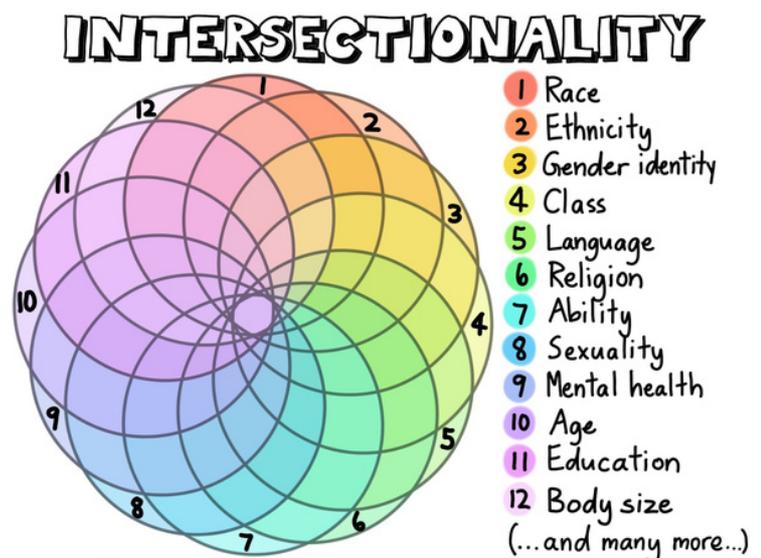


## Intersectionality: What is it and why is it important?

Intersectionality is simply the concept that our life experience as individuals is built up of all different aspects of our identity. As people, we do not have just one factor that makes up our identity. Our gender, race, nationality, religion, age, sexual orientation, physical ability and other factors all impact our identity and how we experience life, including some of the challenges we may face throughout our lives. It is impossible to only consider one of these aspects as they combine, overlap, and intersect. Multiple identities can overlap and cumulate, creating unique patterns of challenges and experiences. Therefore when looking at the topic of gender equality, it is important to consider intersectionality and acknowledge that all members of one gender will not all have the same experience or needs. If we do not acknowledge intersectionality we may overlook certain groups of people or generalise incorrectly, leading to inequality and sometimes harm.

### What does intersectionality in research look like in practice?

- Ensure that data collection does not overlook the experiences of individuals with intersectional identities. Often data is unable to tell the story of communities that sit at the intersections because the data only focuses on singular aspect of their identity. Looking at aspects in combination can help combat this. For example when researching gender roles in agriculture, the experiences of older and younger women may be different and only looking at the factor of gender will not show the entire picture. Gender and age would need to be analysed in conjunction with each other to create a more accurate picture.
- Wherever possible, it is important to “oversample” groups that might not otherwise be represented in adequate numbers to draw statistically valid conclusions.
- Be mindful to not accidentally exclude minority groups when making research conclusions/policy recommendations or make overgeneralisations that may be incorrect for certain groups at intersections of identities.
- Recognise that there are multiple forms of systemic discrimination that block people from realising equal opportunity.
- Lifting up, promoting, and supporting the leadership and storytelling of those most affected by policies and environmental/social issues and centering their substantive suggestions and values into any given research project and policy recommendations.



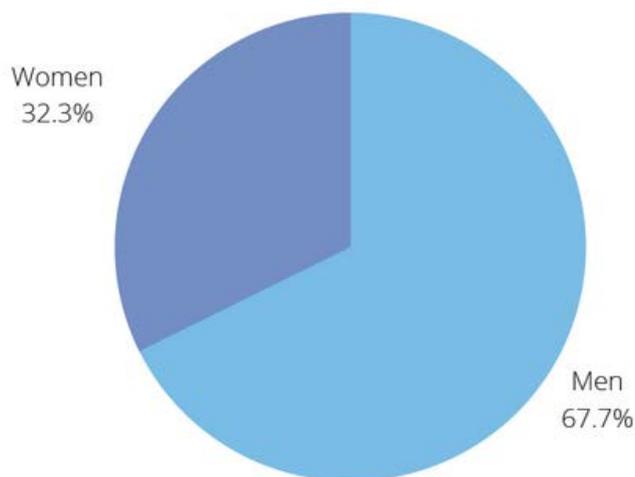
Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

– Kimberlé Crenshaw –

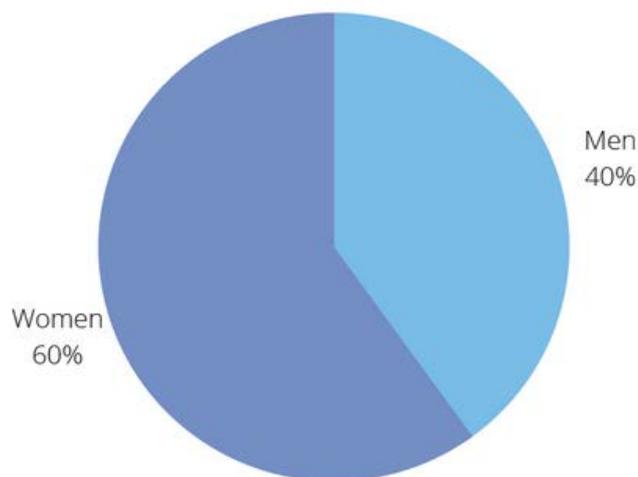
You can learn more about putting intersectionality into research practice here.

Figure 2: This artwork outlines different aspects that make up a person's identity and how they intersect (Credit: Sylvia Duckworth)

# SANH DEMOGRAPHICS



**Entire SANH Project**



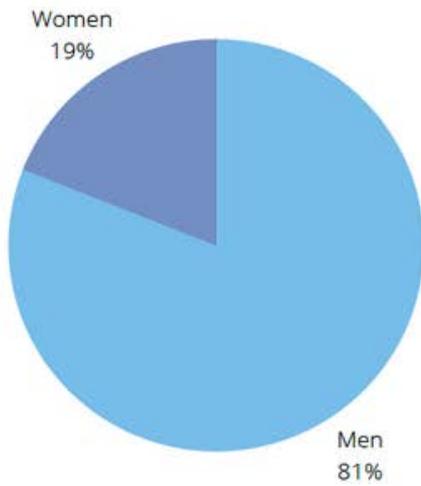
**SANH Students**

This section outlines the current SANH Gender demographics for both the entire SANH project and important sub-groups. As shown in the figure above only 32.3% of project members identify as female compared to 67.7% as men. Work has been done to increase the number of women in SANH and provide those members with meaningful opportunities within the project.

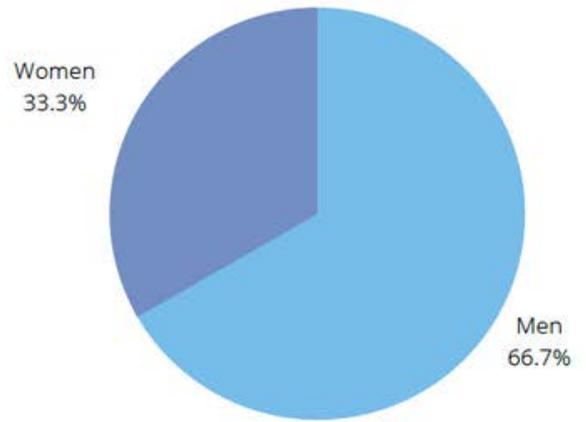
SANH is working hard to support young women wanting to develop a career in science and research. 60% of SANH students are female and there are many efforts to help support all our students and early career researchers in building their career in science and developing their skills.

Although there is currently a greater percentage of female researchers at the student/junior researcher level than the senior researcher level in the SANH project, we are determined to help provide meaningful opportunities for female researchers to help them move forward in their careers to achieve further gender balance at the level of senior researcher in the future.

**Women make  
up 32.3% of  
the SANH  
project and  
60% of all  
SANH  
students**



**SANH Executive Group**



**SANH Advisory Group**

SANH has tried to ensure as greater gender balance as much as possible in its governance groups, the Executive Group and Advisory Group. Unfortunately 19% of members of the Executive Group and 33.3% of members of the Advisory Group identify as female. Efforts have been made to increase the number of female members on the Advisory Group, including the addition of two new members.

In order to ensure that a variety of perspectives is taken into account in decision making and that Gender Equality is considered, the SANH Gender Equality group and Ethical Advisory Committee have a key role in advising and providing suggestions and recommendations to the Executive and Advisory Groups to aid their decision-making.

Work Package	% Female	% Male
WP 1.1	28%	72%
WP 1.2	28%	72%
WP 1.3	29%	71%
WP 1.4	29%	71%
WP 2.1a	29%	71%
WP 2.1b	36%	64%
WP 2.2	38%	62%
WP 2.3	20%	80%
WP 3.1	42%	58%
WP 3.2	29%	72%
WP 3.3	31%	69%
WP 4.1	35%	65%
WP 4.2	30%	70%
WP 4.3	39%	61%
WP 4.4	46%	54%

Figure 3: This figure outlines the gender demographics of all the SANH workpackages. It is important to be mindful that the great variation in size of each work package has an impact on gender balance ie. WP 2.3 has very few members compared to the rest of the WPs making increased gender balance difficult.

# CURRENT PROGRESS

As a large international project, SANH aims to create an environment that is fair and equitable for all its members. The Hub makes sure to provide its members equal opportunities to engage with the research network and participate in Hub processes. This ensures inclusion of both men and women and promotes gender equality across the project. To ensure Gender Equality, we have established the SANH Gender Equality Working Group, which meets for a virtual meeting every six months to explore the challenges that our members face and brainstorm ways to make the project fairer for all members. All SANH members of any gender, nationality and discipline are welcome to join the group.

Topic	Description
Meeting Accessibility	The meeting accessibility checklist was developed to help meeting organisers increase the accessibility of their meetings. This includes advice on how to organise meeting times so more people can attend, how to run hybrid meetings and a list of cultural holidays to try and avoid scheduling a meeting on.
SANH Demographics	To better understand the demographics of SANH and areas in which we can improve our gender balance we conducted an analysis of the gender demographics of each work package and key groups such as governance groups and students.
Gender Statement	SANH has developed a Gender Statement which outlines how SANH considers gender equality in our work, how we use data to improve gender equality and how SANH advocates for gender equality more widely. This action plan complements this statement, going into further depth on the topic.
Gender Research	SANH is currently undertaking a range of different studies on the linkages between gender and nitrogen pollution including how nitrogen pollution impacts people of different genders and how different mitigation efforts can improve gender equality. Our gender research is outlined in section 4 of this document.

Topic	Activity / Project	Outcome
Training opportunities	SANH has organised and is in the process of organising many training and career development opportunities for our SANH members with a particular focus on supporting our female students and early career researchers develop the skills they need for their future careers. This is outlined in section 3 of this document.	
SANH Action Plan	This document is our SANH action plan which is a comprehensive outline of the main actions SANH is undertaking to improve gender equality in science and research and ensuring gender equality within the Hub itself.	
Increased gender balance	SANH has been working hard to improve our gender balance as much as possible. This was completed by trying to increase the number of women in leadership positions in SANH and increasing the number of women in our Advisory Group.	
Career Development opportunities	We have been working to provide further opportunities for all our members and especially our female SANH members in developing their careers. In addition to trainings we have been working to increase networking opportunities to help our junior scientists meet senior researchers who they may not otherwise would have met and learn how they built their careers in research.	
Celebrating Women in Science	We aim to highlight the amazing work of all our scientists, especially women in STEM. We do this by using social media, the website, newsletters and other comms tools to highlight their great work and experiences in science.	
Learning from other Hubs	Through dialogue with other Hubs and attending webinars, we have engaged in a lot of knowledge sharing between the Hubs on this topic. Using shared resources and lessons learnt from other Hubs, we have developed our own gender action plan and improved our research on gender,	
Safety during fieldwork	To help our members keep safe while on field work we have developed our covid-19 safe working document and our guidelines to doing social science interviews during the pandemic. The aim of these documents is to keep both our researchers and participants safe. We also have a robust safeguarding policy to help report any possible instances of abuse.	

# 02 GENDER EQUALITY AWARENESS RAISING

One of the key ways in which SANH is helping improve gender equality in science is through raising awareness on the topic, both inside and outside of the project. Through helping further educate on gender issues in science, providing resources on improving gender equality, creating further dialogue on the topic and highlighting the fantastic work of women in STEM, SANH is helping raise awareness of the importance of gender equality in Science. This section of our action plan outlines the actions we are taking to further raise awareness on gender equality.



## No. 01 – Education on gender equality

To help our SANH members as well as those outside the project learn more on the importance of Gender Equality in science and the actions they can take to support it we are;

- Hosting a gender equality and equitable partnerships seminar for SANH senior scientists which will help senior leadership in research learn more ways in which they can promote gender equality in their work. This seminar will be recorded and posted to YouTube so other members of the scientific community outside of our project can also learn more about this topic.
- Including a presentation and Q&A session during our SANH wide plenary event on Gender Equality so all our Hub members can discover more on the topic.
- Publishing a concise and easy to read guidance document on the importance of Gender Equality in Science and what Gender Equality in Science can look like. We will also aim to publish this document in multiple South Asian languages and it will be shared across the Hub and across the wider scientific community.



## No. 02 – Creating resources on gender equality

To help both our SANH members and the wider community implement initiatives to improve Gender Equality, SANH is working on creating a variety of resources and databases on Gender Equality in science as outlined below.

- Creating a short online learning course on Gender Equality in science that will go over the importance of gender equality in research and outline practical steps that researchers can take in their research journey to promote Gender Equality.

- Developing a wiki based database of resources on gender equality which our members can use to learn more about the subject and discover new ideas which they can incorporate into their own research



### **No. 03 – Increasing dialogue on gender equality**

SANH is taking a leading role in fostering dialogue on gender equality in science through actively participating and hosting knowledge sharing events on the topic. Some of the activities we are doing are outlined below;

- Hosting a Q&A session on implementing Gender Equality in science, inviting members of both SANH and other GCRF Hubs to discuss their approaches to ensuring gender equality. This will be a great opportunity for knowledge sharing and exchanging ideas to help all Hubs improve their approaches. Members of all GCRF Hubs will be invited to attend and the session will be uploaded to YouTube to be shared more widely.
- Encouraging SANH members to take part in dialogue on Gender equality through attending a range of events and seminars organised externally. Our members are encouraged to attend relevant events and opportunities are shared with all SANH members. Support is also provided for members to attend external events on the topics of gender equality and equitable partnerships.



### **No. 04 – Raising awareness on gender equality outside of the project**

Raising awareness of the importance of gender equality in science is not limited to just our SANH members but we are working on ways to share information with the wider scientific community. Some things we are focusing on are listed below;

- Publishing articles on the SANH website and our SANH twitter showcasing the work and experience of our female scientists, helping encourage more young women who may be interested in career in research.
- Posting on social media (Twitter and Youtube) about gender equality in science and best practice in research to help inspire other researchers to also consider these issues in their work.
- Creating a gender equality section on the SANH website, outlining the actions we are taking towards ensuring gender equality in research and making our gender equality resource database widely and freely accessible to the public.

# 03 GENDER EQUALITY IN SANH

As a project we aim to create an inclusive and diverse environment and provide fair and equitable opportunities for all our members. We are determined to be a leader in ensuring gender equality in research and upholding the highest standard of research. This section of our action plan outlines SANH's plan for ensuring gender equality and increasing opportunities for our SANH members, research participants and research benefactors. These initiatives are being conducted in addition to those already outlined in section 1.

## Career Development

- We are aiming to support our students and early career researchers develop the knowledge and skills needed for their future careers. We have surveyed the SANH project and are holding training events for a range of technical and general skills that our members would like to develop.
- Developing a career in research can be difficult without proper mentorship and network. Therefore we are holding sessions where SANH senior scientists will discuss their research and how they built their career. This provides an opportunity for young scientists to learn from scientists from other organisations, countries and work packages which they may not have interacted with otherwise. It also provides an opportunity for early career researchers to ask questions and network with senior researchers and we are encouraging women to participate in and host these training sessions.

## Gender Survey

- To better understand the demographics of SANH and the experiences of our members we are conducting a gender equality survey to learn more about the different experiences our members have faced within SANH and the possible challenges they may have had in their career. The results from this survey will be published to raise awareness on gender equality and be used to better inform decision making on making the project fairer and more equitable. This survey will also provide us with more information on how equitable our Hub is and which groups of people within our project may need further support.

## **Gender and Research Design**

- Ensuring that data analysis and research design is free from bias as much as possible and includes the experiences of all relevant groups is incredibly important. This helps ensure that our research contributes to gender equality and doesn't have any unintended negative impacts.
- We are aiming to ensure that we are following the best practice in data analysis and research design that incorporates gender equality and intersectionality. Therefore we are creating a short guidance document for researchers on Gender and Research best practice to help make sure our research is of the highest quality and doesn't contribute to gender inequality. This document will be shared with all Hub members and made freely available to the wider scientific community.

## **Communication and Information Sharing**

- To ensure that no SANH members are accidentally excluded in communications and receive all relevant project information, the SANH co-ordination team is revising our contact lists and reaching out to partners on a quarterly basis to keep our contact lists up to date. We are being especially considerate to make sure junior researchers and students are being included in communications.
- We are encouraging partners to invite junior researchers and students to meetings and events so they have opportunities to network and be fully included in the project.

## **Meeting Accessibility**

- We are aiming for maximum accessibility for all SANH meetings and events. This includes ensuring all meetings are either virtual or hybrid to allow more of our members to attend. We are also structuring meetings in a way that facilitates more shared dialogue
- For in-person hybrid events we are also encouraging partners to send a diverse group of people from their organisation and providing opportunities for junior researchers and students to attend to provide them with more networking opportunities.
- We have also introduced the option for flexible funding for events so SANH members can use their travel funds to cover aspects of childcare, providing extra accommodation and flexible flight routings to help our members attend events they may otherwise have been unable to attend.

### **Encouraging women to consider a career in STEM**

- SANH aims to host either online or in-person events to encourage more women in South Asia to consider a career in research and environmental science. Events will include talks from senior female SANH scientists to present on their current research, why they decided on a career in STEM and how they built their careers. This will help provide young women with an insight on what a career in research can look like and the possibility to ask questions on this field and career path.

### **Increasing Gender Equality in the Nitrogen Policy Arena**

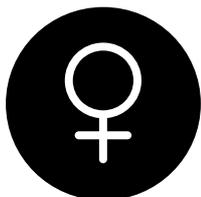
- SANH's gender equality work is not limited solely to our research but also the wider nitrogen research and policy community. In particular, through our engagement with inter-governmental organisations and national governments we are aiming to encourage increased gender equality in the global nitrogen policy arena.
- When participating in high-level policy events and dialogue, SANH ensures that our representatives at these events epitomise the diversity of our Hub members. This helps provide a space for scientists of all different backgrounds to have equitable opportunities to participate in high-level policy discussions. These actions also help encourage other organisations and projects to follow suit.
- Another way SANH is encouraging further gender balance in policy-making is through encouraging governments/organisations to nominate a diverse set of representatives to our policy events to ensure policy issues are viewed from a range of perspectives.

### **Ensuring perspectives of women in research are promoted**

- SANH is helping ensure that women in SANH are given equitable opportunities to participate in research, training, meetings and important project discussions. This includes actively promoting gender balance and increased diversity in our work packages and project activities. We also do active networking to ensure that our members are invited to all relevant opportunities and research activities.
- SANH has developed an authorship policy and is working with project members to ensure all contributions are recognised fairly and all work package members regardless of background and seniority are invited to contribute to research and papers.
- We are creating opportunities for Women in SANH to share their research, suggestions, perspectives and feedback through meetings, newsletters, articles and surveys and then actively raising awareness of these perspectives throughout the SANH community while taking action on feedback and suggestions.

# 04 RESEARCH ON GENDER AND NITROGEN

Due to the nature of global gender roles, women and children are increasingly susceptible to the environmental, social and health impacts of nitrogen pollution. However, women also have a vital role in helping better manage nitrogen and reduce its impact on the environment and our communities. SANH is currently conducting research to help us better understand the impact nitrogen pollution is having on the health and livelihoods of women as well as the role of women in sustainable nitrogen management.



## **No. 01 – Role of women in nitrogen management**

The role of women in village level nitrogen management in South Asia is not well known. WP 2.2 are conducting research to simultaneously learn more about gender-based agricultural practices and the possible opportunities available to better manage nitrogen on a village level for the benefit the wellbeing of the environment, women and families.

WP 2.2 are working with focus groups from a number of villages across South Asia to discover more about the roles women are having in nitrogen and farm management. This will provide a deeper understanding of not only the current gender roles in agricultural villages across South Asia but also the ways in which women are traditionally interacting with nitrogen flows. This can help inform future possible nitrogen mitigation solutions and practice changes which reduce nitrogen pollution and aim to reduce gender inequality.



## **No. 02 – Impact of village-based solutions on gender-based roles**

WP 2.2 and 1.3 include conducting village-level surveys and encourage, where possible, that women are directly involved in the surveys. They also consider the impact of village-based solutions on gender-based roles. The aim is to ensure that proposed solutions do not unfairly impact one gender over another.

In SANH we never censor our research or limit our recommendations but are instead careful to always highlight potential negative impacts of certain recommendations. We also provide context as to the limitations of our research to avoid over-generalisations. It is the role of society and government to decide on which decisions to make using our science. We need to specify which groups of people are going to be impacted whenever we make recommendations. WP 2.2 and WP 1.3's work in this area helps ensure that we are sticking to these principles and avoiding any unintentional adverse impacts of our research through comprehensive explanations on the possible impacts of new village based solutions on certain groups and the limitations of these solutions.



### **No. 03 – Social-economic impacts of nitrogen and their relation to gender equality**

Work Package 3.1 and 3.2 are looking at the socio-economic impacts of nitrogen pollution on Himalayan lichens and coral reefs in India, Sri Lanka and the Maldives. This work helps us better understand how nitrogen pollution impacts different genders in different ways and discover strategies to protect these ecosystem services in a way that fosters gender equality. SANH uses all of its research to provide policy recommendations that focus on improving the environment in a way that simultaneously promotes gender equality.



Photo: SANH WP 2.2 researchers from BIRRI conducting social science interviews with farmers in Bangladesh

# 05 KNOWLEDGE SHARING ON GENDER EQUALITY

In addition to our research and our efforts to increase gender equality, we are also eager to share our research findings and lessons learnt to help other organisations and projects continue to champion and promote gender equality. This can help future projects and other organisations learn from our experiences and ideas. This section outlines the ways how SANH is monitoring and evaluating our gender equality efforts and sharing knowledge on the lessons we learn along the way.



## MONITORING

- We are monitoring our progress on this action plan through 6 monthly meetings with the SANH Gender Equality group to assess our progress on the action plan and discover ways in which we can continuously improve.
- We are also conducting annual reviews on our gender equality work in the SANH annual report to UKRI which provides updates on the progress of this action plan.
- We conduct annual surveys with SANH members on their experience and feedback on both gender equality and equitable partnerships to ensure we are supporting our members and taking action on any given feedback.



## EVALUATION

- During the six monthly Gender Equality meetings and following the annual surveys, a brief report will be created to evaluate progress to date and advise on future steps needed to achieve the plan's goals.
- At the end of the project, a full-evaluation will be conducted to assess the overall success of the gender equality action plan as part of the end-of-project evaluation.
- The actions taken by SANH will be evaluated against the success criteria outlined on pages 21-22.



## LEARNING

- A section of the gender equality reports will include a list of lessons learnt following feedback from SANH members from the annual surveys and gender equality meetings. This will be part of the overall SANH MEL strategy and lessons learnt will be documented and shared with all SANH members. These reports and findings will also be shared with our sister GCRF Hubs through the inter-Hub network.
- During the final evaluation of this action plan a comprehensive document of lessons learnt and best practice in research will be developed. The aim of this document is to help future projects and other research organisations learn from our experiences and avoid the mistakes we may make in our gender equality efforts. This will be part of the legacy of the project.



## KNOWLEDGE SHARING

- One of the most important aspects of the SANH Gender Equality Action plan is to help share the knowledge that we collectively learn as a Hub on increasing Gender Equality in Science.
- SANH will ensure that all findings and papers from our research on gender and nitrogen are freely accessible to the wider scientific community to allow future researchers to build on this work.
- During the final evaluation of the project, SANH will create an accessible guidance document outlining lessons learnt throughout the project and outline suggestions of best practice in promoting gender equality in environmental research. This document will be published and shared not only with our partners/stakeholders, sister GCRF Hubs and UKRI but also shared more widely using social media and our other communications efforts.
- SANH principle scientists will promote gender equality in science through discussing the lessons learnt and best practices in wider meetings, policy events and SANH/INMS hosted events.

# SUCCESS CRITERIA

In order to ensure that our Gender Equality efforts are creating real, positive impact and to monitor and evaluate our progress, this section outlines the success criteria of this action plan. The following are a set of goals that this plan is aiming to achieve through the actions outlined throughout this document.

<b>GOAL</b>	<b>MEASUREMENT OF SUCCESS</b>	<b>IMPACT</b>
To raise awareness on the importance of gender equality in research within SANH, using a variety of educational resources.	All SANH members have an awareness of gender equality in research and can name one way in which gender equality can be supported in their work. This will be measured in the annual survey conducted in the last year of the project.	Through increasing the knowledge and awareness of gender equality within the SANH project our partners can continue to consider this in their future work and raise awareness with others on the topic.
To ensure the perspectives of women in research and nitrogen policy are promoted, through increased gender balance and opportunities for women in science and policy.	There is a balance of gender and regional diversity of attendees at SANH hosted meetings and events. Active efforts made to ensure equitable opportunities for women to present, host and contribute to SANH meetings, policy events and SANH research and paper writing. Women in SANH feel that they have equal opportunities to men in the project as measured by annual surveys.	Promoting the perspectives of women in research reduces bias in policy decisions and research conclusions. It also helps ensure all perspectives are included in discussions allowing issues to be analysed more comprehensively. Finally it also helps to encourage future increased gender balance in nitrogen research and policy.
To contribute to our scientific understanding of the gender-based roles in agriculture and the impact of nitrogen pollution on women.	The research of SANH contributes to increased literature on the topics of gender-based roles in agriculture, the impact of nitrogen pollution on women and impact of various nitrogen mitigation strategies on gender-based roles. All papers are freely accessible to the public.	Increasing our understanding of the role of women in nitrogen management in South Asia, policy-makers and industry professionals can use this information to support strategies that both increase environmental protection and gender equality.

## GOAL

## MEASUREMENT OF SUCCESS

## IMPACT

To share information on research best practice with other organisations to help other projects learn from SANH's experience with promoting gender equality in research.

A comprehensive document of lessons learnt and best practice will be created after the end of the project. It will at minimum be shared with UKRI, all GCRF Hubs and all SANH project partners. The document will also be shared via the SANH website and twitter account.

This document will help future projects and other research organisations learn from our experiences and mistakes we may make in our gender equality efforts. It will also help raise awareness on gender equality in research.

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To ensure that all SANH members feel safe and respected in the project and are treated equally. To ensure that all SANH members have equitable opportunities to contribute to the project.

All SANH members feel safe and respected in the project and feel that they have equal opportunities to contribute to the project, have their work acknowledged and have equal access to resources and career development opportunities. This will be measured through annual surveys. All feedback from SANH members is acted upon.

Creating a safe and equal project environment allows all of our scientists to fully contribute their best work and feel comfortable and respected. It also allows our SANH scientists to have equitable opportunities to develop their career.

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To create educational resources on ensuring data analysis and research design is free from bias and on how to incorporate intersectionality into research design to promote gender equality.

A short, easy to read guidance document for researchers on Gender and Research best practice will be created and shared with all SANH members and the wider scientific community. The document will outline simple, implementable tips to assist researchers in considering gender equality and intersectionality throughout their entire research journey.

This document will be a tool that our partners and other researchers can use to help improve their own research design to reduce bias and better consider under-represented groups. This will help better inform policy and industry recommendations so that they don't unintentionally negatively harm women and other marginalised groups.



# Gender Equality Action Plan



**UKRI GCRF SOUTH ASIAN NITROGEN HUB**