

# INTEGRATING SEX & GENDER

in Full Applications to the Healthy & Productive Work Initiative

## CHECKLIST



### 1. Vision, Rationale & Added Value

- Clarity of vision regarding the analysis and expected results/outcomes as they relate to sex and gender
- Evidence of explicit consideration given to achieving equitable health impacts across diverse patient/population sub-groups

### 2. Quality & Appropriateness of Research Approach With Respect to Sex/Gender Considerations

#### Literature Review

- Clear articulation of any known sex and/or gender differences in the epidemiology, risk factors, conditions, diseases or outcomes that affect women and men from achieving healthy and productive work
- Key social determinants of gender, such as ethnicity, income, occupation, and social roles should be considered.

#### Research Question

- Clear articulation of the type of research question being considered with respect to sex/gender:
  - Identifying sex/gender differences in the work-related intervention/process/program/policy/tool/outcome under study
  - Explaining the impact of these sex/gender differences
  - Investigating whether there is a need to tailor the intervention/process/program/policy/tool/outcome under study according to sex or gender
  - Studying sex/gender as a confounder or interaction variable while testing the main study hypothesis

#### Study Design & Methods

- Inclusion and exclusion criteria that consider sex/gender and diverse populations of men and women
- Description of the recruitment strategies to accrue the required sample size of men and women
- Choice of outcome measures or validation tests that are not gender biased and that are sensitive and responsive to sex/gender issues
- Description of the data collection tools/use of administrative datasets with respect to capturing sex-related and gender-related variables of interest (quantitative and qualitative data)
- Consideration of stigma in the workplace as it relates differently to sex and gender, as appropriate

#### Analysis & Reporting

- Description of the data analysis plan (sex-disaggregated or stratified analyses, pathway modeling, use of sex and gender variables as confounders or in interaction terms, if applicable)
- Sample size calculations to show adequate power for testing hypotheses with respect to sex/gender differences
- Inclusion of a statement that negative findings with respect to sex/gender will be reported

### 3. Strength of The Team

- Identification of Sex & Gender Champion in research team
- Evidence that the Sex & Gender Champion has credibility and research experience in sex and/or gender science as relates to the field of study (i.e. graduate training, publication history, and/or IGH core competency certificate in sex/gender methodology related to the topic under investigation)
- Appropriateness of role described for the Sex & Gender champion (i.e. responsible for guiding formulation of sex/gender-related research questions in proposal; assurance that design, analysis, reporting and knowledge translation plans reflect gold standard sex/gender approaches)

### 4. Knowledge Translation Plan

- Description of how the knowledge translation strategies aim to maximize uptake by men and women/boys and girls
- Will the content/messages/products need to vary by sex or gender?
- Quality of the intended content/messages/products, including their relevance and applicability to sex or gender issues and a wide scope of patients/diverse populations

