

# Summer School: How to be a Peer reviewer?

University of Warwick, 10-14th September 2018

Day 2 - Key considerations for reviewers

## Sex and gender dimension in peer review: can you be SAGER?

 **EASE** EASE Gender Policy Committee



Paola De Castro, Director of the Publishing Unit  
Istituto Superiore di Sanità, Rome (Italy)





# Talk about...

**1** *Why **SEX** and **GENDER** matter*

**2** ***Editors' responsibility** as science keepers and agents of change*

**3** *How the **SAGER** guidelines can help scientists (authors, editors, referees) to address the issue*

REVIEW

Open Access



# Sex and Gender Equity in Research: rationale for the SAGER guidelines and recommended use

Shirin Heidari<sup>1</sup>, Thomas F. Babor<sup>2\*</sup>, Paola De Castro<sup>3</sup>, Sera Tort<sup>4</sup> and Mirjam Curno<sup>5</sup>

## Abstract

**Background:** Sex and gender differences are often omitted in scientific reporting, as well as in general science communication. This article describes the rationale for an international set of guidelines for reporting of sex and gender in research across disciplines.  
**Methods:** A panel of 13 experts representing nine countries met via teleconferences, conference presentations and a 2-day workshop. Scientists and other members of the international publishing community searched on sex and gender policies in scientific publishing.  
**Results:** The Sex and Gender Equity in Research (SAGER) guidelines of sex and gender information in study design, data analysis and reporting.  
**Conclusions:** The SAGER guidelines are designed primarily for authors, but they are also useful for editors, as gatekeepers of scientific journals, and manuscripts as an integral part of the editorial process.

**Keywords:** Sex, Gender, Guidelines, SAGER, Scientific research, Scientific publishing, Gender bias, Equity

Here is the whole story, but we will discover it step by step

## Background

Sex and gender are important determinants of health and well-being. Sex refers to a set of biological attributes in humans and animals that are associated with physical and physiological features including chromosomes, gene expression, hormone function and reproductive/sexual anatomy [1]. Sex is usually categorized as female or male, although there is variation in the biological attributes that constitute sex and how those attributes are expressed.

Gender refers to the socially constructed roles, behaviours and identities of female, male and gender-diverse people [1]. It influences how people perceive themselves and each other, how they behave and interact and the distribution of power and resources in society. Gender is

usually incorrectly conceptualized as a binary (female/male) factor. In reality, there is a spectrum of gender identities and expressions defining how individuals identify themselves and express their gender. A glossary of terms is provided in Appendix 1 to define the meaning of sex, gender and related terms.

Sex and gender interactions influence health and well-being in a variety of ways. They both impact environmental and occupational risks, risk-taking behaviours, access to health care, health-seeking behaviour, health care utilization, and perceived experience with health care, and thus disease prevalence and treatment outcome. In addition, it is well-known that pharmacokinetics and pharmacodynamics of pharmaceutical agents differ between sexes, resulting in differential adverse event profiles and further impacting treatment outcomes. Thus, sex and gender are critical determinants of health [2].

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# SAGER Reporting guidelines by the EASE GPC



# EASE Gender Policy Committee



established in 2012 in recognition of the gender bias in science and science communication and the need to improve sex- and gender-sensitive reporting in science ....

## INFO

<http://www.ease.org.uk/about-us/organisation-and-administration/gender-policy-committee>



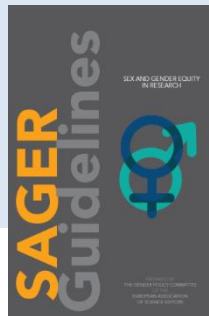
## Work to advance **gender- and sex-sensitive reporting** and **communication** in science

- **better science**, whether in the life, natural or social sciences
- enhanced **evidence-based** practices, interventions and opportunities, for both women and men
- foster **responsible research** and **innovation**

The EASE GPC has adopted the acronym **SAGER** to express its work

## Sex And Gender Equity in Research

**SAGER Guidelines – Gender equity in the editorial workforce**  
Networking, Advocacy, Dissemination - Monitoring and evaluation



# The starting point

## Sex and gender matter

Sex and gender are **important factors** in **any field of science** and **influence** many aspects of our lives.

**Yet**, academics, researchers and the wider society have a **different understanding of gender issues**, and do **not always have a clear notion** of the **implications** of sex and gender based differences, starting from an improper use of terminology.





# The Gender Dimension in Research

## How confident are you about...

- **Sex and gender** (definitions)?
- Gender identity?
- Sex- and gender-based analysis
- Sex-disaggregated data?

**2 minutes**

**to discuss it with your neighbours**

# Starting from TERMINOLOGY

**Sex** refers to a set of **biological attributes** in humans and animals that are associated with physical and physiological features including chromosomes, gene expression, hormone function, and reproductive/sexual anatomy.<sup>1</sup> Sex is usually categorized as **female or male**, although there is variation in the biological attributes that constitute sex and how those attributes are expressed

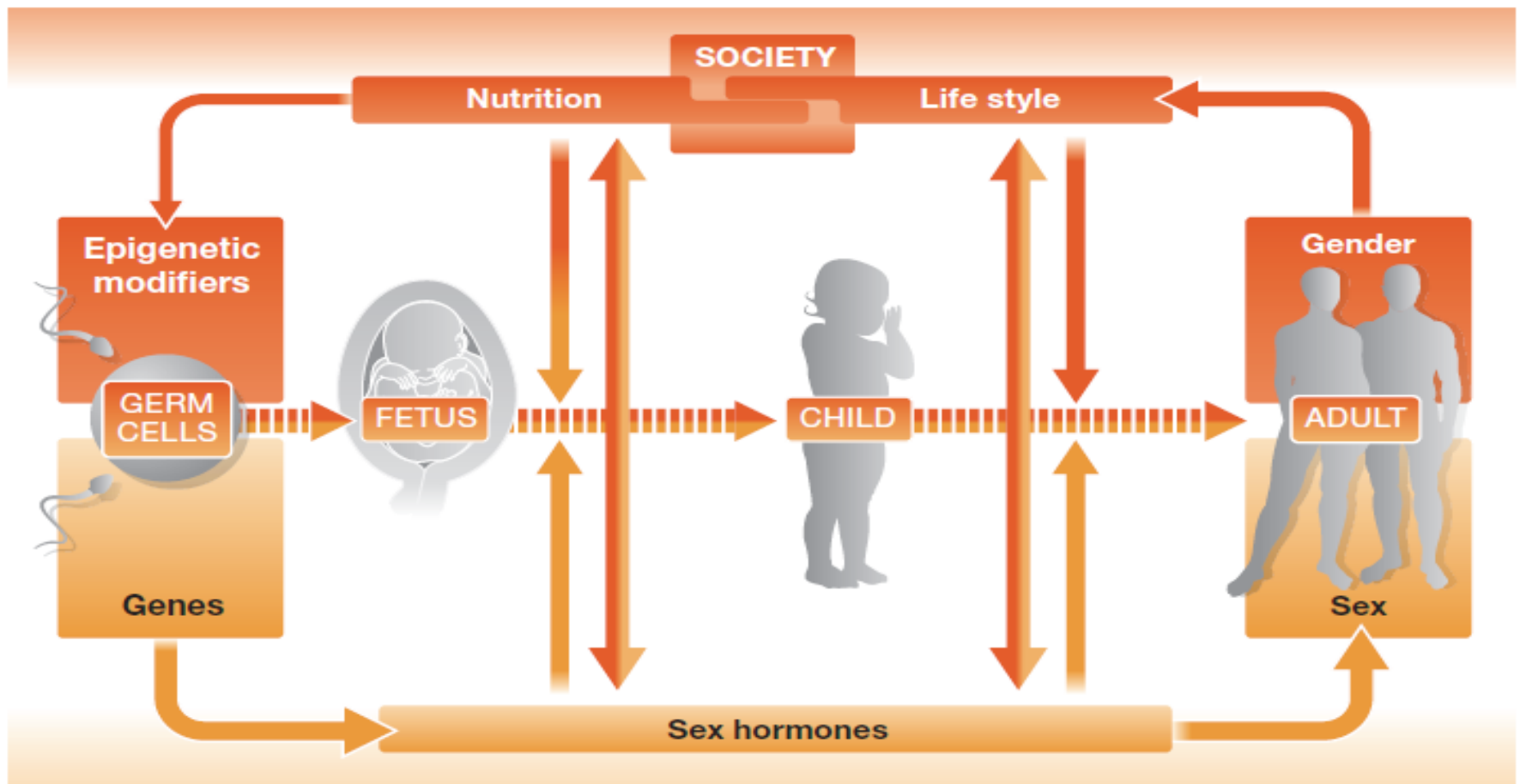
**Gender** refers to the **socially constructed roles**, behaviours and identities of **female, male and gender diverse** people.<sup>1</sup> It influences how people perceive themselves and each other, how they behave and interact, and the distribution of power and resources in society. Gender is usually incorrectly conceptualized as a binary (female/male). In reality, there is a spectrum of gender identities and expressions defining how individuals identify themselves and express their gender.

**Gender identity, Gender bias analysis, gender sensitive analysis, gender perspective, Sex and Gender-Based Analysis, Sex-disaggregated data, Sexism, Transgender Persons, Transexual persons, Transgenders...**

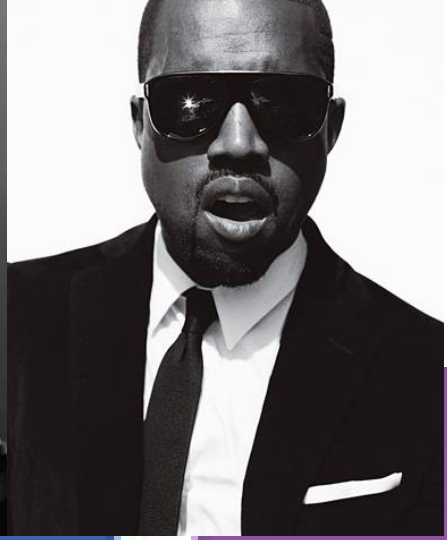
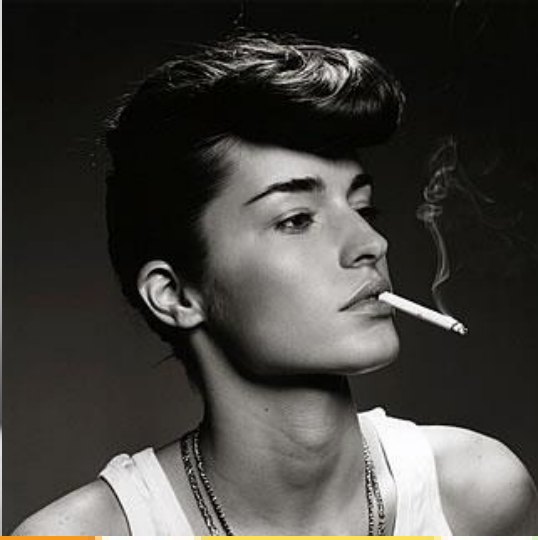


Sex is biological,  
gender is social  
BUT it is complicated

# COMPLEX INTERDEPENDENCY OF SEX AND GENDER



Source: Vera Regitz-Zagrosek; Sex and gender differences in health EMBO reports 2012

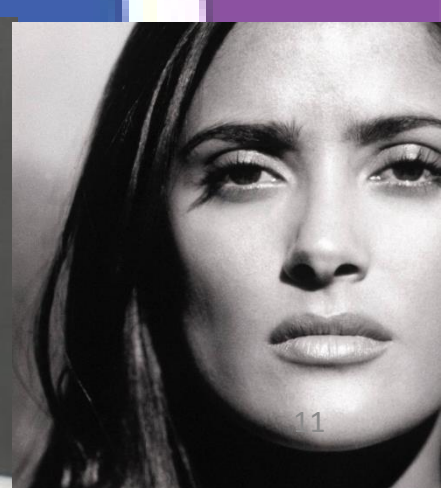
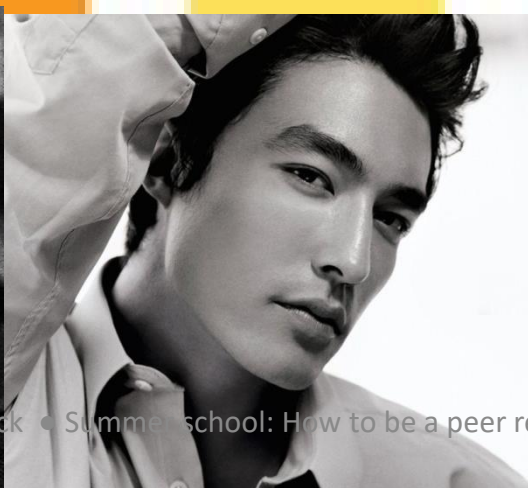


THE LANCET,

FEBRUARY 24, 1973

## GENDER DIFFERENCES

**GENDER** or sex differences are well recognised in almost every area of medicine, but, despite an enormous growth in knowledge of the mechanisms underlying sexual differentiation over the past 25 years,<sup>1</sup> they are still poorly understood.



# Effects of underreporting of sex and gender differences

Examples

- **drugs have different metabolism in men and women** but lack of gender balance in clinical trials of drugs results in insufficient information on sex differences prior to approval and marketing
- **car safety tests**, often based on male standards, show different risk for injuries among females
- **the effects of chemicals in the environment** have been studied predominantly in men, although they can have deleterious effects on women's reproductive health
- **the needs, behaviours and attitudes of women as men** are important determinants of health and well-being, but are often underestimated.

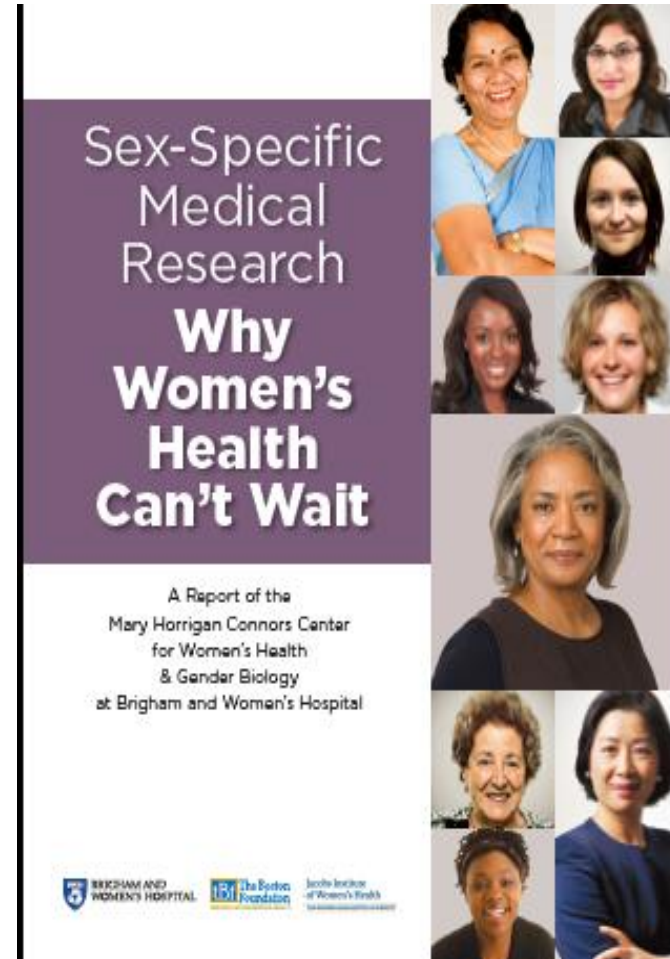
References included in the SAGER article BMC Research Integrity and Peer review, 2016

# Men and women are not the same

**They experience disease differently and respond to treatment differently, e.g.** women who smoke have a higher risk of coronary heart disease than do men who smoke (Lancet 2011; 378: 1297-305)

**Inclusion of women in clinical trials** was mandated by the US National Institutes of Health in 1993

In 2014, the Mary Horrigan Connors Center for Women's health and gender biology at Brigham and Women's hospital noted that **sex differences are frequently excluded or inadequately addressed**, especially in early stage research



# Effects of underreporting of sex and gender differences

**2 minutes**  
to provide additional examples  
from your experience

# The problem

**Sex and gender influence** research outcomes and should be studied under different perspectives to ensure that **outcomes are applicable to both men and women** and do not harm one another.

**Yet** sex and gender differences are **usually underreported** in research findings and scientific communication.

→ Lack of reproducibility → waste in research

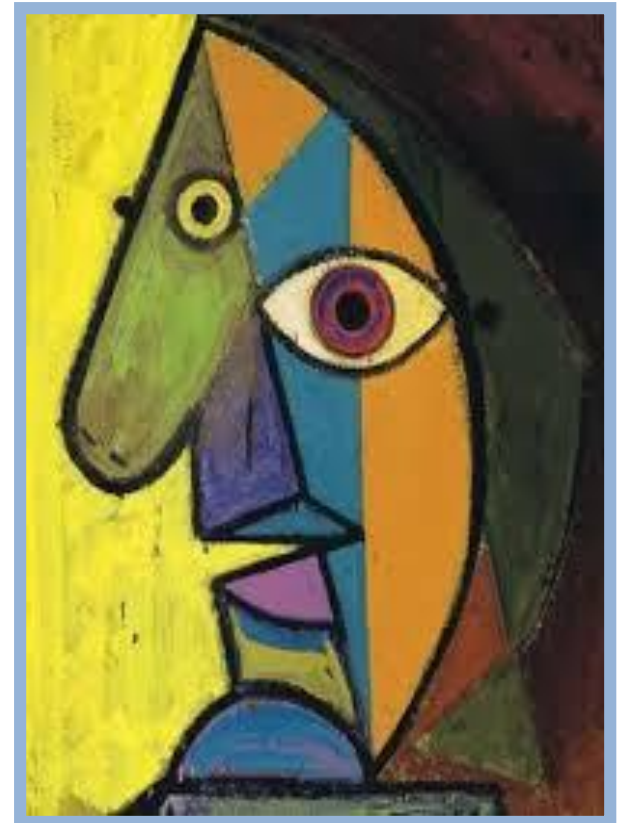


Beware!

# Reproducibility

*“replication is what separates the rigor of science from the squishiness of pseudoscience”\**

*The methods section "should aim to be sufficiently detailed such that others with access to the data would be able to reproduce the results" (ICMJE, 2016)*



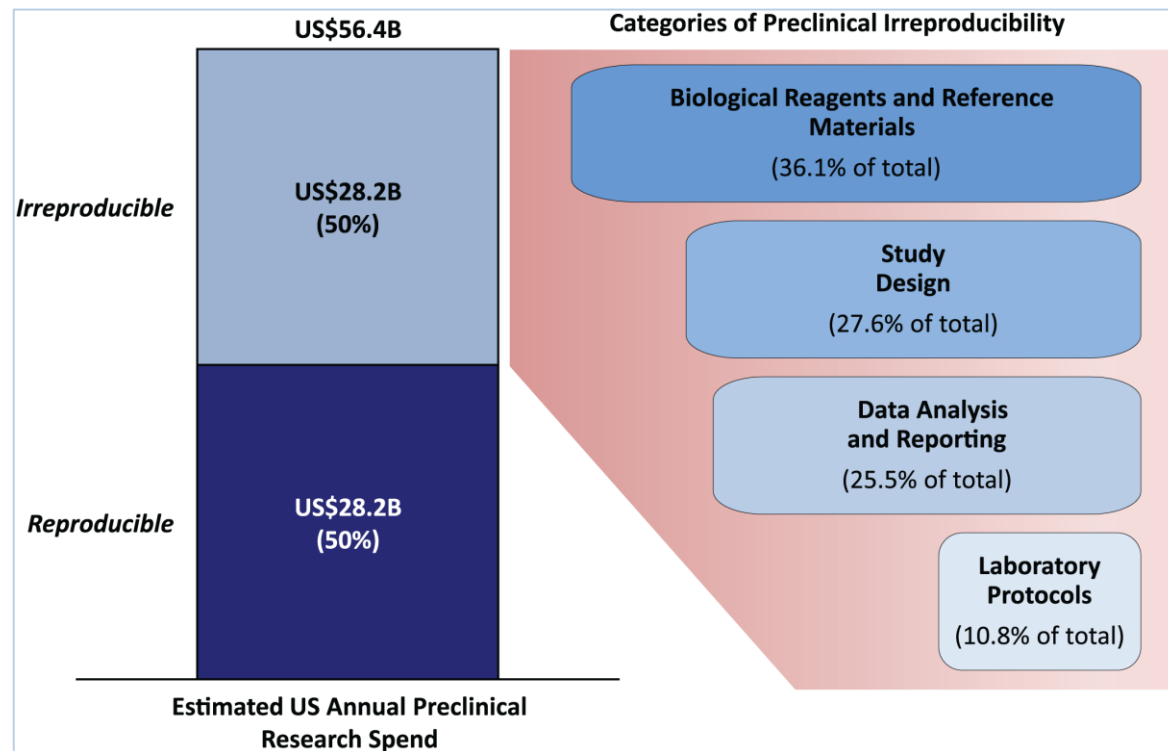
\*<http://www.newyorker.com/magazine/2010/12/13/the-truth-wears-off>

# Reproducibility in Preclinical Research

Low reproducibility rates within life science research **undermine cumulative knowledge production** and contribute to both **delays and costs** of therapeutic drug development.

Estimated US preclinical research expenditure and categories of errors that contribute to irreproducibility.

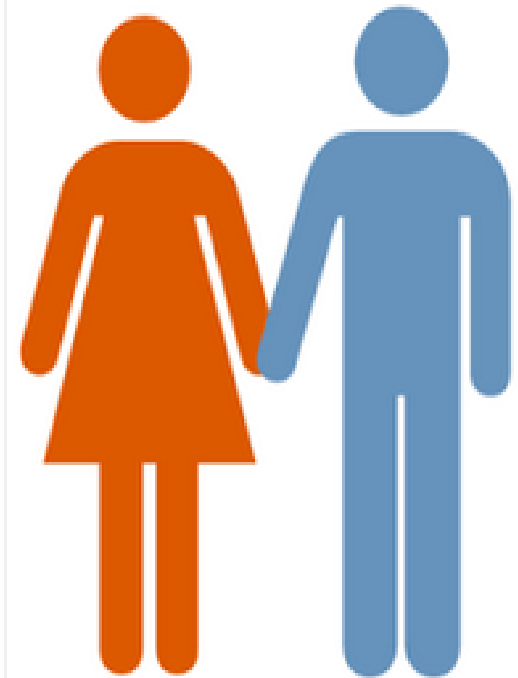
50% of the studies are irreproducible



# Reasons for concern

Both **sex and gender** are important **determinants of health** and disease, which are often **ignored** in scientific research, and more importantly in reporting of research

There are significant **gaps in knowledge** in part because of a general **orientation** of scientific attention to the **male side** of the sex/gender equation.



**“If working with only one sex or gender, then specify that, and explain why.”**

# The Gender Gaps

**in scientific research & scientific publishing**

“The Lancet encourages researchers...to plan to analyse data by sex, not only when known to be scientifically appropriate, but also as a matter of routine.”

**Sex bias in trials and treatment must end**

Gender inequalities in biomedical research are undermining patient care. In the first of three related pieces, **Alison M. Kim, Candace M. Tinggen** and **Teresa K. Woodruff** call on journals, funding agencies and researchers to give women parity with men, in studies and in the clinic.

NATURE | Vol 465 | 10 June 2010

nature

www.nature.com/nature

Vol 465 | Issue no. 7299 | 10 June 2010

## Putting gender on the agenda

EMBO reports VOL 13 | NO 7 | 2012

Biomedical research continues to use many more male subjects than females in both animal studies and human clinical trials. The unintended effect is to short-change women’s health care.

COMMENTARY

Open Access

### Gender-sensitive reporting in medical research

Heidari et al. *Journal of the International AIDS Society* 2012

<http://www.jiasociety.org/content/15/1/11>

### Nature’s sexism

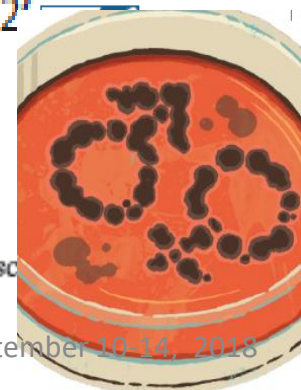
The editors of this publication need to improve how we reflect women’s contributions to science. For this, we must inject an extra loop into our thinking.

University of Warwick • Summer school: How to be a peer reviewer • September 10–14, 2018

Male and female cells can behave differently — it is time that researchers, journals and funders...

Cell sex matters

1 AUGUST 2013 | VOL 500 | NATURE | 23



MIND THE GENDER GAP

spite improvements, female scientists continue to face discrimination, unequal pay and funding disparities.

BY HELENSHEN 22 | NATURE | VOL 495 | 7 MARCH 2013

# Sexes deal differently with infection

BIOMEDICAL RESEARCH

Quirks of immune system pose medical conundrum.

BY SARA REARDON

The immune systems of men and women respond very differently to infection — and scientists are taking notice. Research presented last week at a microbiology meeting in Boston, Massachusetts, suggests that the split could influence the design of compounds before exposing them to influenza virus has revealed further, says Sabra Klein, an endocrinologist at Johns Hopkins University in Baltimore, Maryland. Only the cells from females responded to the hormones and off the virus (J. Peretz *et al. Am. J. Hygiene* 191:100-105, 2016). <http://doi.org/bj5w>; 2016).

23 JUNE 2016 | VOL 534 | NATURE | 447

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## Male Scent May Compromise Biomedical Studies

... or a female experimenter was present. “We were stunned by the results,” he says. **The rodents showed significantly fewer signs of pain (an average of a 36% lower score on the grimace scale) when a male researcher was in the room than when a female researcher—or no researcher at all—was there.**



What's that smell? The presence of a male scientist can influence research results.

Sexism means female hurricanes are deadlier than male ones ...  
<https://www.independent.co.uk/news/world/americas/sexism-means-female-hurricanes-are-deadlier-than-male-ones-10588811.html>  
 Sep 6, 2017 - These experiments show that gender-congruent perceptions of intensity and strength are responsible for male-named hurricanes being ...

Hurricanes are an unlikely reminder that gender bias could be deadly  
<https://www.independent.co.uk/news/world/americas/hurricanes-are-an-unlikely-reminder-that-gender-bias-could-be-deadly-10588811.html>  
 Sep 3, 2017 - When Hurricane Harvey swept through the US, leaving a trail of destruction in its wake, the last thing on anyone's mind would have been the

Disbelief, shock and skepticism: Hurricane study says - CNN  
<https://www.cnn.com/2016/09/01/health/hurricanes-study/index.html>  
 Jun 3, 2014 - The conclusion that gender bias could be deadly compared to male hurricanes due to sexism is as deadly

Female hurricanes are deadlier than male hurricanes, study says - CNN  
<https://edition.cnn.com/2016/09/01/health/hurricanes-study/index.html>  
 Sep 1, 2016 - Apparently sexism isn't just a social problem - if you're in the path of a hurricane, gender bias might actually kill you.

hurricanes

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Oxford Journals > Medicine & Health > Health Policy and Planning > Advance Access > 10.1093/h



Who's talking about your research, where? Altmetric data now available on [Health Policy and Planning](#). Click on the donut to uncover your impact.

## How to do (or not to do)... gender analysis in health systems research

Rosemary Morgan<sup>1,\*</sup>, Asha George<sup>1</sup>, Sarah Ssali<sup>2</sup>, Kate Hawkins<sup>3</sup>, Sassy Molyneux<sup>4,5,6</sup> and Sally Theobald<sup>7</sup>

+ Author Affiliations

\*Corresponding author. Department of International Health, Johns Hopkins Bloomberg School of Public Health, 615 N. Wolfe Street, Baltimore MD 21205-2179, USA. E-mail: [rosemary.morgan@jhu.edu](mailto:rosemary.morgan@jhu.edu)

Accepted March 14, 2016.

# NIH plans to enhance reproducibility

Francis S. Collins and Lawrence A. Tabak discuss initiatives that the US National Institutes of Health is exploring to restore the self-correcting nature of preclinical research.

612 | NATURE | VOL 505 | 30 JANUARY 2014

that the complex system for ensuring the reproducibility of biomedical research is failing and is in need of restructuring<sup>1,2</sup>.

© 2014 Macmillan Publishers Limited. All rights reserved. have been hobbled. This has compromised the ability of today's researchers to reproduce others' findings.



# Richard Horton, Owing up to gender equality. Lancet, March 2018

There are moments to admit failure. Gender equality is one of those moments

- Gender equality **matters** because it is a **human right**.
- **Equality in the workplace** is inherently **just and good**.
- **Gender** is one of the most **important determinants of health**.
- Gender equitable workplaces **deliver better results**.



## About the Lancet

Although our journals group has made **statements** of commitment to gender equality in editorials and comments, **we have not defined gender in any Lancet institutional policy**.

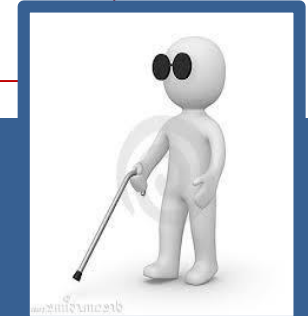
**We do not** explicitly address gender in our work practices.

**We do not** insist that all research we publish includes sex-disaggregated data. Our journal advisory boards vary in the degree to which they have achieved gender parity. More positively, most Editors-in-Chief of Lancet journals are women

*A good synthesis of the state of the art*

# Gender blind reporting is common and is waste of research

## *Are we turning a blind eye to Gender Blind Reporting?*



- Sex of subjects is **not reported**
- Sex of subjects is reported but **data are not presented disaggregated by sex**
- **Analysis ignores** any potential sex/gender differences and data are presented as if they were of general applicability

Nieuwenhoven and Klinge, Scientific Excellence in Applying Sex- and Gender-Sensitive Methods in Biomedical and Health *Research Journal of Women's Health* 2010

**DANGER**

**OVERGENERALIZATION**



# GENDER IMBALANCE IN AUTHORSHIP

## The gender gap in first authorship of research papers

*BMJ* 2016 ; 352 doi: <http://dx.doi.org/10.1136/bmj.i1130> (Published 02 March 2016)

Cite this as: *BMJ* 2016;352:i1130

### AN OLD STORY


Women have been attending medical school in numbers equal to or greater than those of men.....




Editorial committee, referee panels, workplace...

COMMENT | VOLUME 391, ISSUE 10132, P1754-1756, MAY 05, 2018

# The gendered system of academic publishing

Jamie Lundine  • Ivy Lynn Bourgeault • Jocalyn Clark • Shirin Heidari • Dina Balabanova

DOI: [https://doi.org/10.1016/S0140-6736\(18\)30950-4](https://doi.org/10.1016/S0140-6736(18)30950-4)

 Check for updates

Gender is a sociocultural and economic concept and an institutionalised system of social practices that translates into different experiences and uneven advantages for men and women at the individual, organisational, and societal levels.<sup>1</sup> This system manifests as the persistent gender pay gap, endemic sexual harassment,<sup>2</sup> and the proverbial glass ceiling limiting women's representation and advancement in social and economic life. Academia, including academic publishing, is not immune to this gendered system of social practices.

Academic and promotion. The academic publishing process is purportedly built upon objectivity<sup>3</sup> and presumed gender neutrality. Yet, despite growing numbers of women in the research workforce, most authors,<sup>4</sup> peer reviewers,<sup>5,6</sup> and editors at academic journals are men.<sup>7-9</sup>

Ridgeway CL • Correll SJ

Unpacking the gender system a theoretical perspective on gender beliefs and social relations. *Gen Soc.* 2004; **18**: 510-531

[Crossref](#) • [Scopus \(516\)](#) • [Google Scholar](#)

Funding opportunities



What is Horizon 2020?

How to Get funding?

News, Events & Publications

Projects

The next Framework Programme

Sections navigation

Science with and for Society

Promoting Gender Equality in Research and Innovation

## Promoting Gender Equality in Research and Innovation

Article

Newsroom

In Horizon 2020 Gender is a cross-cutting issue and is mainstreamed in each of the different parts of the Work Programme, ensuring a more integrated approach to research and innovation.

What is Horizon 2020?

- **Fostering gender balance in research teams**, to close the gaps in the participation of women.
- **Ensuring gender balance in decision-making**, to reach the target of 40% of the under-represented sex in panels and groups and of 50% in advisory groups.
- **Integrating the gender dimension in research and innovation (R&I) content**, helps improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.

*Gender equality is a human right*

## Where is the responsibility?

The scientific community should **become aware** of their responsibilities and encourage the endorsement of **remedies** to address sex and **gender inequities in reporting research across disciplines.**



# Quick survey by raising hands

**Did you ever consider  
such responsibility  
to address sex and gender inequities in  
reporting research **before?****

YES

NO



**EASY ANSWER**  
considering that

# THE BIG CHALLENGE

**How can editors/reviewers contribute to achieve sex and gender equity in research?**

- **Editors set rules**
- **Authors must comply with them** if they wish to have their article published
- **Authors need to publish**

**So, the EASE GPC ...**

# Editorial recommendations and guidelines



**ICMJE**

**INTERNATIONAL COMMITTEE of  
MEDICAL JOURNAL EDITORS**

**Recommendations for the Conduct, Reporting, Editing, and Publication  
of Scholarly work in Medical Journals.**

*Recommendations to facilitate complete  
and transparent reporting of CT results.*



*To ensure transparent and complete reporting  
of systematic reviews and meta-analyses*

*Strengthening the Reporting of  
Observational studies in Epidemiology*



***STROBE Statement***

*Strengthening the reporting of observational studies in epidemiology*

**The ARRIVE guidelines**  
**Animal Research: Reporting *In Vivo***

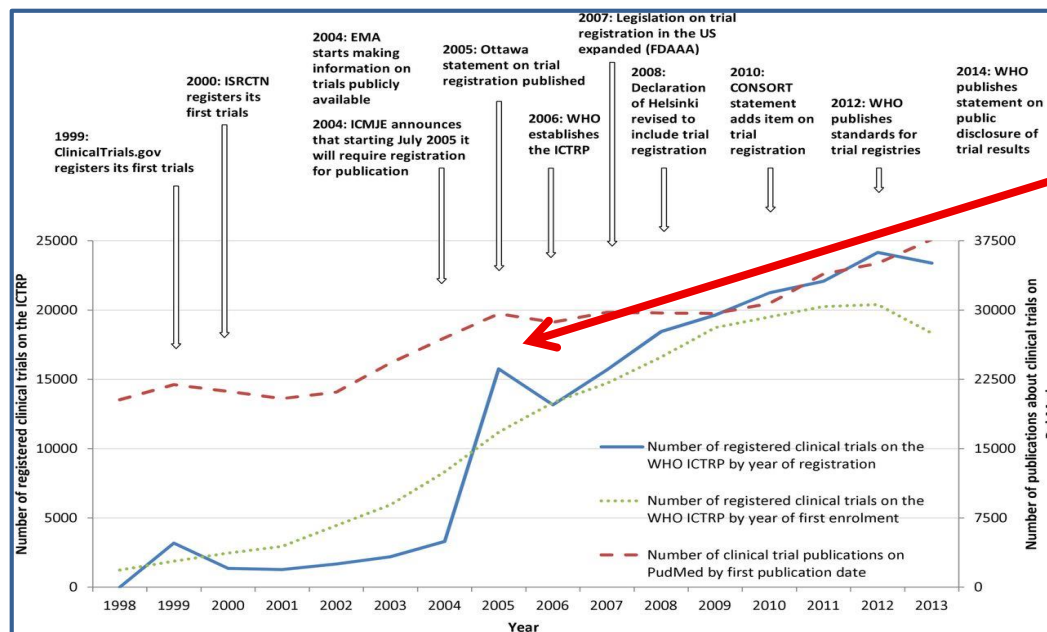




# EDITORS AS AGENTS OF CHANGE

## The story of clinical trials as an example

In 2005, the **International Committee of Medical Journal Editors** (ICMJE) initiated a **policy requiring investigators to deposit information about trial design** into an accepted clinical trials **registry** before the onset of patient enrollment... and included a requirement for registration in the Uniform Requirements



Increase in registered clinical trials and publications about clinical trials on PubMed (1998 – 2013)

Before that, trials registration was the exception; now it is the rule.

# Key considerations for peer reviewers

## Sex and gender reporting



### ICMJE Recommendations updated (Dec, 2016)

#### Selection and Description of Participants

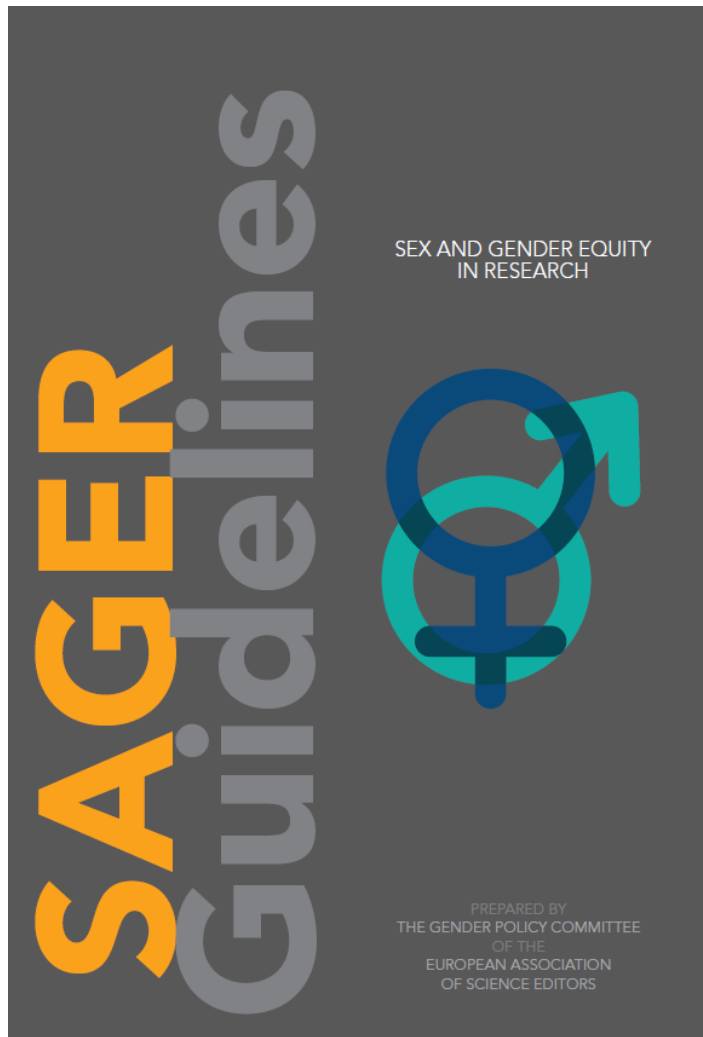
“Because the influence of such variables as age, **sex**, or ethnicity is **not known** at the time of study design, **researchers should aim for inclusion** of representative populations into all study types and at a minimum provide descriptive data for these and other relevant demographic variables. **Ensure correct use of the terms sex (when reporting biological factors) and gender (identity, psychosocial or cultural factors), and, unless inappropriate, report the sex and/or gender of study participants, the sex of animals or cells, and describe the methods used to determine sex and gender”**

#### Results

“**Separate reporting of data** by demographic variables, such as **age and sex**, facilitate pooling of data for subgroups across studies and should be routine, unless there are compelling reasons not to stratify reporting which should be explained”

#### Discussion

“**Discuss the influence or association of variables, such as sex and/or gender, on your findings, where appropriate, and the limitations of the data”**



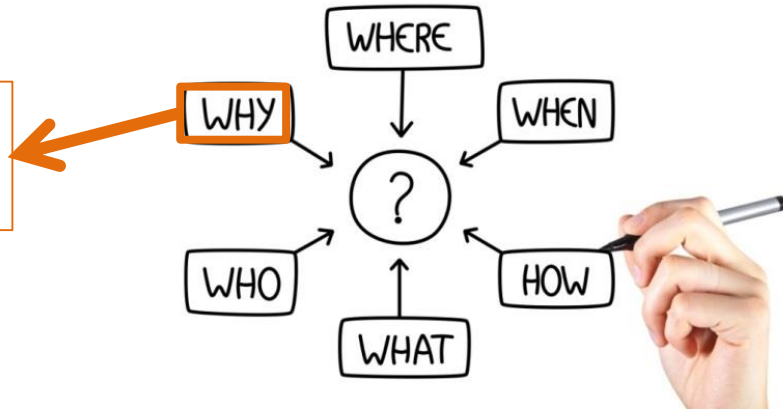
# UNDERSTANDING **SAGER** Reporting Guidelines

in **6** steps



Power point available  
for your presentations

# 1 WHY?



## SEX AND GENDER MATTER

***YET***

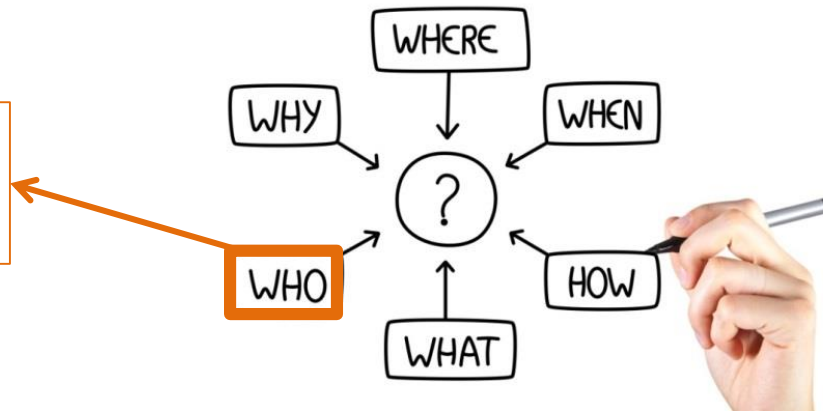
Sex and gender differences are often  
**OVERLOOKED AND UNREPORTED**

in scientific research design, implementation and reporting,  
and in science communication

**Rigour, Replicability, Transparency, Inclusion**

Without sex and gender based analysis, the generalizability of research findings and their applicability to clinical practice are limited, in particular **for women, but also for men**

## 2 WHO



# AUTHORS, EDITORS, PEER REVIEWERS

**Also organizations that fund and conduct research, policy makers, society**

They need all to become fully aware that **SEX AND GENDER MATTER** and share such responsibility through the use of the Guidelines (authors and referees) and their adoption (editors)

# 3 WHAT



## GENERAL PRINCIPLES

Authors should use the **terms** sex and gender carefully to avoid confusion.

Where the subjects of research comprise organisms capable of **differentiation by sex**, the **research should be designed and conducted** in a way that can reveal **sex-related differences** in the results, even if these are not expected.

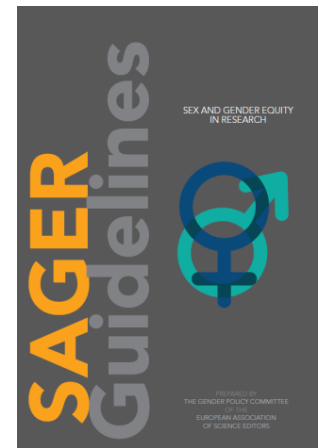
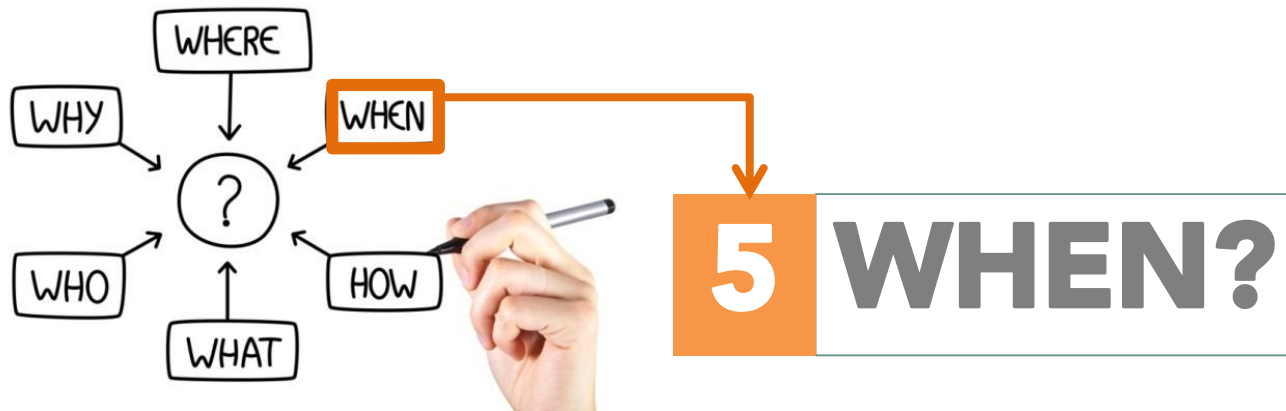
Where subjects can be **differentiated by gender** (shaped by social and cultural circumstances), the research should be designed and conducted similarly at this level of distinction.



They will help authors, editors and referees:

- Use the correct **terminology** (sex and/or gender)
- Improve **study design, implementation** and **reporting**
- Allow the correct **implementation of research results** thus contributing to an equitable use of resources and reduction of waste





At all stages of research



- study design, implementation, reporting
- peer reviewing
- research implementation



## Where to find more about the SAGER Guidelines?

**Full article:** Heidari et al. Research Integrity and Peer Review, 2016

**Flyer and presentations:** EASE GPC website

**Equator** website, among published guidelines

**National Library of Medicine**, among NLM reporting guidelines

**Instructions for authors** of journals who adopted them

**Citations in editorials and other articles:** JAMA, The Lancet Psychiatry, Annali dell'Istituto Superiore di Sanità, Addiction Journal, BMC Medical Research Methodology and others

**Translations** in Spanish, Portuguese; Korean, Chinese (in preparation)

## Where to endorse the SAGER Guidelines in less than 1 minute

GPC website: <http://www.ease.org.uk/about-us/gender-policy-committee>

Highly recommended to foster adoption by journal editors

## 1. Title and abstract

If **only one sex** is included in the study, or if the results of the study are to be applied to only one sex or gender, the title and the abstract should **specify the sex** of animals or any cells, tissues and other material derived from these and the **sex and gender of human** participants

## 2. Introduction

Authors should report, where relevant, whether sex and/ or gender **differences** may be **expected**

## 4. Results

Where appropriate, data should be **routinely presented disaggregated** by sex and gender. Sex- and gender-based **analyses** should be reported regardless of positive or negative outcome. In clinical trials, data on withdrawals and dropouts should also be reported **disaggregated by sex**.

## 3. Methods

Authors should **report how** sex and gender were taken into account in the design of the study, whether they ensured adequate representation of males and females, and **justify** the reasons for any exclusion of males or females

## 5. Discussion

The potential implications of sex and gender on the study results and analyses should be discussed. **If** a sex and gender analysis was **not** conducted, the rationale should be given. Authors should further **discuss the implications** of the lack of such analysis on **the interpretation of the results**.

# SAGER checklist for authors (referees)



## Research approach

Are the concepts of gender and/or sex used in the research project?

If yes, are the concepts of gender and/or sex defined explicitly? Is it clear what aspects of gender and/or sex are being examined in the study?

If no, do you consider this to be a significant limitation? Given existing knowledge in the relevant literature, are there plausible gender and/or sex factors that should have been considered?

## Research questions & hypotheses

## Literature review

## Research methods

## Ethics

Adapted from Canadian Institute of health **research**

1. Adopt the guidelines as a formal policy in **Instructions to Authors**
2. Screen **initial submissions** to determine whether sex/gender is relevant to the topic of the study; if so, determine whether the issue has been addressed adequately enough to proceed with peer-review
3. Encourage **peer reviewers** to consider journal's sex/gender policy in the evaluation of manuscripts.
4. **Train editorial staff** on the importance of sex/gender sensitive reporting

# Now it is up to you... to be SAGER

## *If we have time → hands on*

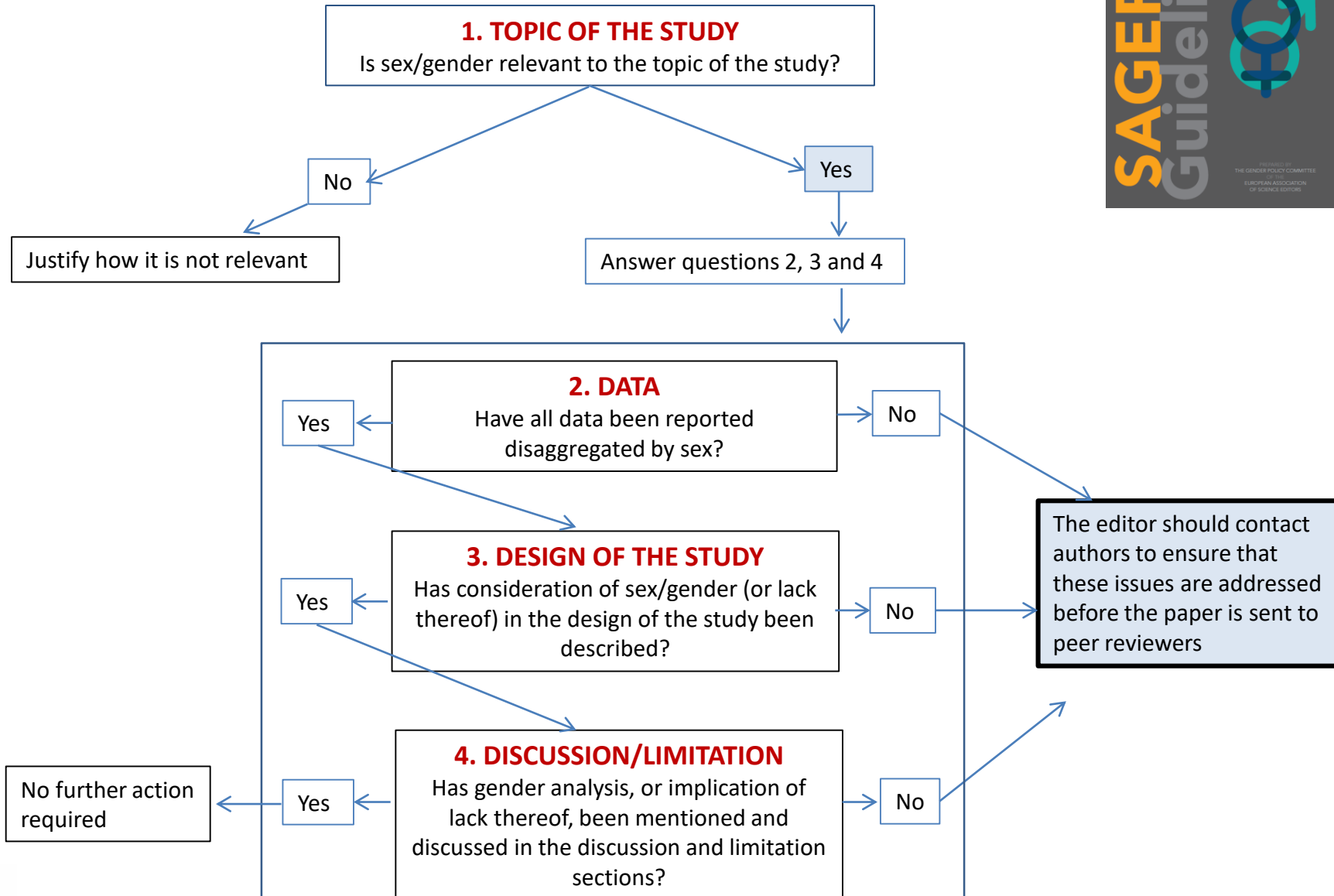
- Receive photocopies of an article submitted for publication (for teaching purposes only)
- Read it quickly, keeping in mind the SAGER Guidelines
- Discuss it with your neighbours
- Formulate recommendations to editors

## *In all the other cases...*

- Be a SAGER author/researcher (terminology, research design, research reporting)
- Be a SAGER reviewer (flowchart, follow all points indicated in the Guidelines)
- Be a SAGER editor (endorse and implement the Guidelines)



# SAGER Flowchart for editors/ peer reviewers



# ENDORSE THE SAGER GUIDELINES



EASE Gender Policy Committee

<http://www.ease.org.uk/communities/gender-policy-committee/>

Scroll homepage GPC

Please sign here to endorse the SAGER guidelines.

Name:\*

Email address:\*

Journal name or institution:.\*





# Thank you



**EASE Gender Policy Committee**



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