

# CENTRE FOR SEX AND GENDER EQUITY IN HEALTH AND MEDICINE

Vision and objectives (DRAFT)



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# Vision

**To ensure that sex and gender are routinely considered in health and medical research, policy, and practice, with a view to improving health outcomes and reducing health inequities for all Australians, not only women and girls, but also men and boys, people with variations of sex characteristics (Intersex), trans and gender diverse people [1].**

The Centre endorses a strong intersectional approach to sex and gender research, policy, and practice, acknowledging the multiple factors that intersect to impact on health outcomes and health inequities. The Centre has prioritised engagement with First Nations people in its establishment and growth.

The Centre will:

- Undertake and support the conduct of high-quality research.
- Facilitate the translation of research into evidence-informed policies and practices.
- Build capacity in addressing sex and gender health and medical inequities, via training and education.
- Communicate and advocate for the integration of sex and gender in health and medicine.
- Engage and collaborate with a range of stakeholders, including researchers and educators; consumers, communities and people with lived experiences; policymakers; health care providers; the business community; and international colleagues.

The Centre continues to consult and engage with the LGBTQIA+ community as well as patient advocacy groups in its development.

Within five years, the Centre will be recognised as a centre of excellence, both in Australia and internationally, for the quality of its research, its translational activities, and its training and educational programs. Additionally, it will be recognised for its contributions, made through its research and translation activities, to improvements in health outcomes and reductions in health inequities. It will also be recognised for its contribution to producing the next generation of researchers and educators; consumers, communities, and people with lived experience; policymakers; health care providers; and the business community, versed in understanding and addressing sex and gender inequities in health and medicine.

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[1] The Vision Document incorporates an understanding of sex and gender as described by the [Sex and Gender Policies in Health and Medical Research](#) project. Sex, typically presumed or observed at birth, is defined by external sex characteristics, while gender refers to the way in which a person identifies or expresses themselves, including behaviour, attitudes, appearance, and habits.

While the focus on the Centre is on the impact of sex and gender differences, it is acknowledged that multiple social and political factors intersect to impact on health inequities.

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# Objectives

## Research

We will undertake and support research nationally that:

- Examines sex and gender differences in health and medicine.
- Seeks to understand both the biological and sociocultural factors that are associated with observed sex and gender differences.
- Develops, implements, and evaluates interventions to address sex and gender differences in health and medical research, policy, and practice.

By 2028 we will have:

- Established a cross-disciplinary, collaborative research program with researchers and research institutes nationally, that contributes to the sex and gender differences evidence base.
- Built a substantial evidence base to guide and inform translation activities.
- Established a seed fund to support innovative research ideas that have the potential to attract further funding.

## Translation and impact

We will engage with health care providers, policymakers, the business sector, consumers and communities to ensure research findings are translated into new and better policies, clinical practice and commercial innovations (including in the pharmaceutical and medical devices industries).

By 2028 we will have:

- Established national partnerships/collaborations/coalitions with health care professionals, policymakers, the business sector, consumers and communities.
- Targeted and implemented a range of policies, practices and commercial innovations with partners aimed at addressing sex and gender inequities in health and medicine.



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# Objectives

## Capacity building

We will work with researchers and educators, professional training bodies and communities, to develop and implement relevant curricula to train the new generation of researchers and educators.

We will work with health care professionals, policymakers and the business community to develop and implement training programs aimed at both understanding and addressing sex and gender inequities in health and medicine.

We will collaborate reciprocally with consumers and communities to co-design initiatives to improve their knowledge and understanding of sex and gender in health and medicine and embed their perspectives and lived experience into the work of the Centre.

We will also work in partnership with organisations that are focused on increasing the leadership capacity of women and other underrepresented populations in health and medicine.

By 2028 we will have:

- Engaged with a broad range of training organisations to update/create curricula informed by our sex and gender differences evidence base.
- Created & implemented a suite of educational resources and training programs for health professionals, policymakers, the business sector , consumers and communities.

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# Objectives

## **Communication and advocacy**

We will develop and implement communication strategies to ensure our research findings are widely disseminated through multiple channels.

We will advocate for the inclusion of sex and gender in research, policy and practice, commercial innovations and capacity building activities across Australian communities.

## **Engagement and involvement**

We will engage with and involve a range of key partners and stakeholders in both the establishment and the ongoing operations of the Centre, particularly ensuring engagement with:

- Researchers and educators
- Consumers and Communities (including representation from diverse populations and those with lived experiences)
- Aboriginal and Torres Strait Islander researchers and communities
- Policymakers
- Clinicians and caregivers
- Business community
- Colleagues working on sex and gender internationally

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