

## Resource List

The purpose of this list is to provide resources that show changes and initiatives being implemented during the Covid19 crisis by research councils that take gender equality and EDI considerations into account, and how these changes/initiatives impact researchers and research council staff.

### Researchers

Canadian Institutes of Health Research. (2020). [Why sex and gender need to be considered in COVID-19 research.](#)

A guide for applicants and peer reviewers produced by CIHR. Sex-disaggregated data reveal that more males are dying from COVID-19 than females. It is not clear if there are biological factors at play, or if comorbid and behavioural factors are to blame. Pandemics can compound existing inequalities for girls, women, sexual and gender minorities and other at-risk populations. It is essential that these different subpopulations are considered in order to create effective, equitable policies and interventions.

Deutsche Forschungsgemeinschaft. (2020). Information for Applicants and Funding Recipients – Coronavirus pandemic: special arrangements and options. [Equal Opportunity in Research During the Coronavirus Pandemic – Support from the DFG](#)

Equal Opportunity in Research During the Coronavirus Pandemic – Support from the DFG: the DFG announced the option of applying for additional funding for needs resulting from coronavirus containment measures to cover project-specific delays. Funding recipients can also apply for additional financial resources in the event of staff absences to care for children due to the closure of daycare, schools and other places that normally provide childcare, if these absences result in delays to the project. This can be specified under "Other" in the application for emergency support for DFG-funded projects.

It should be noted that additional funds can only be applied for if the project is due to end by 30 June 2021 and the project duration has not already benefited from a cost-neutral extension. However, if an extension was approved on the basis of family obligations (maternity leave, parental leave or care of relatives), the DFG can also accept applications for emergency support that falls within or exceeds the period of benefit resulting from an extension.

The Dutch Research Council (NWO). (2020). [Attention for women's position in science.](#)

NWO has received signals from FEM (Female Empowerment Maastricht) and Athena's Angels about the negative impact that the lockdown measures are having on women in science. NWO is taking the utmost care to limit the negative consequences of these issues and will continue to offer equal opportunities to as many applicants as possible. Applicants can appeal to the compensation schemes. For example, both male and female applicants can make use of the child leave scheme.

The Dutch Research Council (NWO). (2020). [Procedure for restarting the operational process.](#)

A number of researchers are unable to devote sufficient time to assessing research proposals due to care and teaching responsibilities. However, a large number of researchers actually have more time to devote to this task. In addition to opening postponed calls, we also want to resume several of the rounds that were frozen. We believe it is important to give everyone the opportunity to write a proposal. This means we need to provide more time between the announcement and closure of a call, so that researchers with less time on their hands can manage to submit a proposal.

To give all researchers the space to use our instruments, we would like to pre-publish the funding instruments that are being kept open. We are opening them up for proposals, so that researchers who are in a position to do so can get to work. By extending the period between publication and closure, we are creating space for all applicants to write proposals at a time that suits them best, including those who now have extra (care) responsibilities.

The Funding Organisations for Gender Equality (FORGEN) Community of Practice. (2020). [Putting a gender lens on COVID-19 \(SARS-CoV-2\) funded research.](#)

Drs. Rosemary Morgan & Clare Wenham introduced “Putting a gender lens on COVID-19 funded research”, as recently [published in the Lancet](#), at FORGEN's workshop highlighting gender equality challenges in research and innovation funding during the current pandemic.

National Institute for Health Research. (2020). [Highlight notice - COVID-19 and ethnicity.](#)

There is emerging evidence of an association between ethnicity and COVID-19 incidence and adverse health outcomes. There are also concerns that healthcare and other key workers who belong to black, Asian and minority ethnic (BAME) groups may be particularly at risk. These issues are of critical importance and urgently need to be addressed but are not straightforward, because there may be multiple factors driving this association (such as genetic, socioeconomic, behavioural, cultural and religious and environmental) and many potential confounding factors including comorbidity.

We need research to further our understanding of potential differences in risk for ethnic groups, which groups are at greatest risk of a range of adverse outcomes, and, based on that understanding, what can be done about this to reduce morbidity and mortality.

NIHR and UKRI have launched a rolling call for rapid research proposals that address emerging priorities and have potential to deliver public health impacts within 12 months. This call has a number of highlight notices against it to seek research proposals on specific topics, including this notice on COVID-19 and ethnicity. This call is in addition, and designed to complement, existing work already being done by academic groups and Public Health England.

National Research Foundation. (2020). [COVID-19 Africa Rapid Grant Fund.](#)

From the Africa region, 16 GRC participating organisations working in collaboration with international partners recently launched the call below. It is not an exclusively EDI call but takes into consideration this aspect by (1) encouraging diversity re: applications and (2) outlines research areas that focus on EDI.

Applications from women applicants, people living with disabilities and first responders to COVID-19, as principal investigators are encouraged. In addition, diversity, including sex and gender differences, exist

across all COVID-19 dimensions. Research and science engagement proposals must demonstrate considerations of diversity, including sex as a biological variable and gender as a socio-cultural factor in research projects and in science engagement approaches.

Natural Sciences and Engineering Research Council (2020) [Impacts of the COVID-19 pandemic on research: NEW guidelines for NSERC's community](#)

NSERC recognizes that the COVID-19 pandemic is affecting researchers' and students' capacity to conduct their regular research and training activities. NSERC also recognizes that the COVID-19 pandemic has the potential to exacerbate inequities in the natural sciences and engineering research community. Certain identity factors are associated with greater impacts for some members of the research community (e.g., gender, race, Indigenous identity, geographic location, rurality, disability, age, socioeconomic status, career stage, family responsibilities, etc.). With this in mind, NSERC has developed general guidelines for the consideration of COVID-19-related impacts on research aiming to provide direction on how to describe these impacts in an application and information on how to consider these impacts when reviewing contributions to research and training and/or research and training plans.

South African Medical Research Council. (2020). [South African Medical Research Council Champions Research for Health Amidst COVID-19.](#)

As the fight against COVID-19 intensifies, the SAMRC is at the forefront when it comes to public health research. Through our intramural research units we are engaged in a broad spectrum of studies looking into health impacts of COVID-19 and the lockdown across research streams, from Gender Based Violence (GBV), COVID-19 and the Impact on Substance Use, to Prevalence, Clinical Characteristics, and Immunologic Responses and Outcomes of Children with Suspected or Confirmed COVID-19 Disease, among other public health studies.

Globally there is a huge concern about a rise in Gender Based Violence (GBV) during lockdown. In South Africa it is not clear whether this has been mitigated by the restricted access to alcohol. It is vital that we understand what has happened and make further strides to preventing women and girls from being exposed to GBV. The SAMRC Gender and Health Research Unit (GHRU) are currently investigating the link and impact of COVID-19 to gender-based violence, mental health, and livelihoods amongst selected population groups. The GHRU is also exploring Sexual and Reproductive Health and Rights of Young Women in eThekweni under the COVID-19 Pandemic. The SAMRC's GHRU has also proposed a study on Femicide and child homicide during the COVID-19 pandemic in South Africa.

In addition to other studies, SAMRC's health systems research includes studies on the impact of the COVID-19 lockdown on access to sexual and reproductive health (SRH) services, interventions and commodities.

Swiss National Science Foundation. (2020). [Pandemic: SNSF provides flexible solutions for researchers.](#)

The SNSF appreciates that some researchers may not be able to work the number of hours they usually do because of the pandemic. Specifically, we will take into account the impact on researchers with care

duties. Their applications for supplementary grants should generally be approved. That said, the duty of employers to continue salary payments takes precedence.

UK Collaborative on Development Research. (2020). [Practical Application of UKCDR Safeguarding Guidance During COVID-19: Companion piece to Guidance on Safeguarding in International Development Research.](#)

UKCDR's Guidance on Safeguarding in International Development Research contains rigorous and comprehensive role-specific advice on safeguarding in international development research, with clearly targeted sections for research funders, heads of research institutions, university vice-chancellors, ethics committees, research managers and administrators, human resources, legal and finance teams, individual researchers, research participants and communities.

The purpose of this additional 'companion piece' is to underline the importance of safeguarding in research in the context of COVID-19, highlight specific issues to consider during the current crisis and signpost additional useful resources. The core values and ethical principles that underpin safeguarding, research integrity and equitable partnerships should continue to drive our approach to research during the pandemic.

UK Research and Innovation. (2020). [Notice of a joint Research England and Office for Students funding competition to reduce inequalities in postgraduate research study.](#)

This is advance notice of the intention of Research England (RE) and the Office for Students (OfS) to launch a joint funding competition to improve access and participation for black, Asian and minority ethnicity postgraduate research students in autumn 2020.

We are releasing this information now, to provide as much notice as possible for potential applicants. Full details of the call will be published in the autumn.

Prior to the COVID-19 pandemic, RE and OfS had been working together to understand Equality, Diversity and Inclusion (EDI) challenges for postgraduate research students (PGR). We will be seeking project proposals to improve access and participation for black, Asian and minority ethnic groups in PGR in the English higher education sector. We are interested in projects that provide evidence of effectiveness and impact on access and participation for black, Asian and minority ethnic groups in PGR. We expect projects to provide effective practice and transferable insights for application across the higher education sector.

UK Research and Innovation. (2020). [Open letter to the research and innovation community.](#)

We know there are still many issues to address as the [COVID-19] situation, and its impacts, continue to evolve. Many researchers have been raising concerns about the unequal impact the pandemic is having for people with underlying health conditions, on the day-to-day lives of those with caring responsibilities and on the mental health of individuals working in the research and innovation sector. Equality and inclusivity are at the heart of UKRI's vision for the UK's research and innovation community and this commitment remains during these difficult times.

We are taking action to identify, understand and address the impacts COVID-19 is having on particular individuals and groups. We are keeping our guidance under review, carrying out rapid equality assessments of our policy changes and funding calls; and establishing monitoring and reporting of diversity data to understand who is in receipt of funding through our rapid response calls.

UK Research and Innovation. (2020). [Equality Impact Assessment](#).

UKRI conducted an Equality Impact Assessment on our Covid-19 rapid policy making decisions. When developing a new scheme, or considering changes to an existing one, UKRI will carry out an equality impact assessment to review how it may affect particular groups or individuals and will take the findings into account. We expect that very rarely our actions will create barriers to participation. The assessment may however flag issues that are not of UKRI's making but we will, where it is in our remit to do so, recommend actions and adjustments. Some impacts are not exclusive to the scheme or change that is being evaluated and need to be addressed throughout our organization. In some cases, we may not have enough expertise and we will consult with others.

UK Research and Innovation. (2020). [Unequal impact: Coronavirus \(Covid-19\) and the impact on people with protected characteristics – Written response from UK Research and Innovation](#).

UKRI's response to Women and Equalities Committee's inquiry is a summary of UKRI's emerging findings and work around COVID-19 and equality, diversity and inclusion. It was developed following engagement across the sector as well as with our councils' communities, government and our EDI external advisory group.

Given the nature of a pandemic, there is a need to take quick decisions as new issues and challenges emerge. UKRI is committed to equality, diversity and inclusion and we are taking action to identify, monitor, understand and address the impact Covid-19 is having on particular individuals and groups.

UK Research and Innovation & Arts and Humanities Research Council. (2020). [UKRI/AHRC GCRF Urgency Grants Scheme Highlight Notice for Innovation Awards / Case Studies on the Impacts of COVID-19 on Persons with Disabilities](#).

The Arts and Humanities Research Council (AHRC), on behalf of UK Research and Innovation (UKRI), working in partnership with the UN Partnership to Promote the Rights of Persons with Disabilities Multi Partner Trust Fund (UNPRPD MPTF) is pleased to announce a new funding initiative for Innovation Awards / Case Studies on the impacts of COVID-19 on persons with disabilities under the [Global Challenges Research Fund](#) (GCRF). This call aims to bring together UK and Low and Middle Income Country (LMIC) cross-disciplinary research expertise with UNDP and UNPRPD members country offices as relevant, governments, civil society (in particular those representing persons with disabilities) and persons with disabilities to co-produce a cluster of innovation awards / research case studies.

The aim of these awards / studies is to build the evidence base about the impacts of the coronavirus pandemic on persons with disabilities, to explore the development of new participatory, co-produced and other mixed research methods and approaches drawing across disciplines for undertaking situational analysis in developing countries and to inform the development.

## Research Council Staff

Government of Canada. (2020). [Coronavirus disease \(COVID-19\): Employee illness and leave.](#)

*As the public service continues to implement measures to curb COVID-19 and its impact on Canadians, the government is working to ensure the health and safety of employees. There has been an update in guidance regarding remote work and leave provisions, including the use of 'Other Leave with Pay (699)' and it is now available on the Employee illness and leave page on Canada.ca.*

*Family related responsibilities related to daycare or school closures - If your children cannot attend school or daycare due to closures or because of attendance restrictions, you should:*

- *attempt to make alternative care arrangements*
- *if that is not possible, discuss with your manager the option to telework*
- *if that is not possible, you may be granted 'Other Leave With Pay (699)'*