

# Checklist: Gender & Diversity in Research & Development

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## Approach

In companies, universities, and non-university research institutions, findings from research and development (R&D) are often the source for innovations. Including gender and diversity issues when designing interview questions, searching for theoretical perspectives, choosing methodological procedures, and interpreting data often help us gain new insights and create innovative solutions. When integrating gender and diversity issues into the planning, realization, and evaluation of research and development projects, scientists from all disciplines can use a checklist to reflect on their approach step by step.

## Effect

The integration of gender & diversity issues can potentially enrich all R&D projects. Not infrequently, it is even indispensable: for example, an analysis of urban mobility must include the specific needs of women and men to find meaningful mobility solutions. In other fields of research, such as analysis of the effects and side-effects of medicines, it can even be vital to include the gender, ethnicity, or age of the subjects. A well-informed approach also pays off in terms of meeting research funding criteria and safeguarding the quality of research and development.

## Contact:

Prof. Dr. Brigitte Liebig  
University of Applied Sciences and Arts Northwestern Switzerland  
FHNW School of Applied Psychology  
Louis-Giroud-Str. 26  
4600 Olten  
[brigitte.liebig@fhnw.ch](mailto:brigitte.liebig@fhnw.ch)



University of Applied Sciences and Arts Northwestern Switzerland  
School of Applied Psychology

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→ Please assess to what extent these statements apply to you:		never	rarely	often	always
<b>R&amp;D Project planning</b>					
1	When planning R&D projects, I check to what extent gender & diversity issues may be relevant in this context.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	I am aware of where to seek advice and expertise on gender & diversity issues in my work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	I note that in addition to differences between genders (e.g., build, height, physiology), the range of characteristics within a gender category can be very broad (e.g., generational affiliation, ethnicity).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	When planning R&D projects, I consider the interests of both genders and other relevant diversity categories (e.g., in research design, product development).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	To enhance the quality of my research planning and projects, I intentionally use knowledge and information from gender & diversity research.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	I challenge scientific thinking and methodological practices in my field to identify potential stereotypical ideas and “blind” spots regarding gender & diversity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	I also raise awareness of gender and diversity issues among my team, colleagues, clients, and cooperation partners in business and society.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	I ensure a balanced representation of women and men in my project teams, at congress contributions, and in public appearances.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>R&amp;D Project realization/evaluation</b>					
9	I make sure that female and male members of my project teams have an equal say in meetings and when it comes to sharing knowledge.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	I support the members of my project teams in reflecting on their own attitudes towards masculinity/femininity as well as towards gender equality issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	Where possible, my projects include recommendations on how to avoid gender inequality.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	My recommendations on the use of R&D results (e.g., for product development, processes, and strategies to be designed, concrete measures) include their application for women and men as well as for other diversity groups.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	When sharing knowledge (lectures/publications), I use language that is gender-sensitive, e.g., by avoiding one-sided forms of address and by quoting both women and men.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	I reflect on my own behaviors, forms of communication, and attitudes as a male/female professional in research & development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15	I also evaluate my projects in R&D regarding the extent to which I have managed to include gender & diversity issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>