



IVCC's Journey Toward Equity, Diversity & Inclusion

EDI committee, October 2023

Key milestones

First structured workshop on gender equality



Creation of a formal E&D working group

The document lists the 'Equality & Diversity Working Group' members and their roles:

- Laura Robert (co-chair) - Communication
- Mathias Monday (co-chair) - Leadership
- Terri-Lee Holmes - Legal
- Danielle Brennan - Portfolio
- Marize Coleman - Portfolio
- Joana Ursu - Access
- Janneke Smetelaar - Tech team
- Leonnora Smedley - Finance
- David McGuire - Leadership

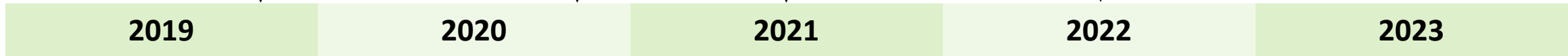
GenderTech training for the entire IVCC team

The slide lists 'GENERAL PRINCIPLES' for gender integration:

- Collect individual-level age and sex-disaggregated data
- Develop gender-integrated product/project components
- Promote gender-balanced participation, voice, and leadership
- Identify and develop plans to mitigate any unintended negative consequences

Internal audit focused on E&D strategy

The report states: 'IVCC's Equality & Diversity work was chosen by LSTM for an internal audit (focus on pillar 1)'. It also notes that the audit took place the week of March 28th and will be finalized during the next LSTM audit committee.



DFAT support to the GEDSI analysis of IPI

Release of IVCC Equality & Diversity strategy

Formal engagement of IVCC's Board of Trustees

Strategy review & stakeholder survey

The diagram illustrates the 'Integrate GEDSI into the research process' through a cycle of 'Design', 'Data collection', 'Data analysis', and 'Reporting and dissemination'. It includes bullet points about new policies, reporting requirements, and data collection methods.

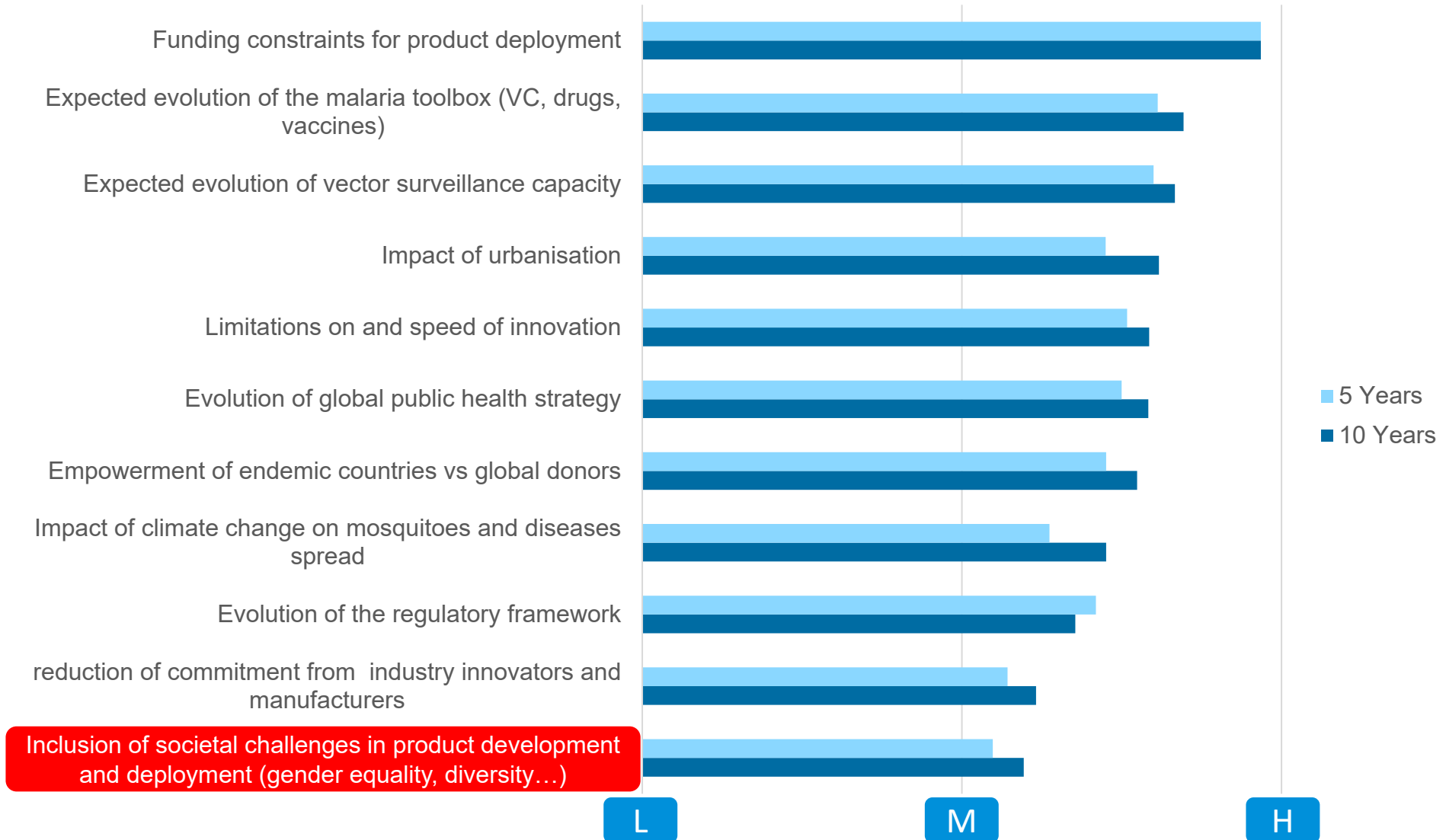
The document cover features the title 'IVCC Equality and Diversity Strategy' and lists 'THREE PILARS OF FOCUS':

- Pillar One: IVCC is an Equal Opportunities Employer
- Pillar Two: Advancing Equality and Diversity Through our Partnerships
- Pillar Three: The Equitable Impact of Products in our Portfolio

The slide shows 'Engagement with IVCC's BoT' and lists key members: Dr. Elizabeth Chizema-Kawesha and Dr. Keziah Malm, along with their roles and backgrounds.



Stakeholder survey – Factors influencing vector control



Learning from the stakeholder survey

- **Vulnerable population:**
 - Fighting malaria already focuses on the most vulnerable populations (e.g., pregnant women and young children)
 - Need to add a specific focus on displaced population and their specific needs (e.g., living in tents...)
- **Product acceptance:**
 - Need to improve product development to increase acceptance/use (e.g., nets colour, fabric and shape)
 - Further explore public health benefit of 'easy to accept & use' technologies (e.g., passive emanator)
- **Ways to improve:**
 - Human Centred Design applied to conventional and new vector control tools development
 - Generate specific technical and social data for babies, children, pregnant women, displaced population, forest goers...
 - Improve communication to targeted populations (the most vulnerable)
 - Empowering women in vector control operations

Empowering women in Malaria programs



According to Kim Lazarus, Co-founder of Goodbye Malaria It is imperative that women are provided the opportunity to take on leadership positions within vector control programmes:

“Women need to be a part of decision-making processes so that we can broaden and magnify their significant contributions to eradicating malaria. More women in leadership roles at all levels of the fight against malaria will not only help to improve health outcomes and accelerate the eradication of malaria, but will also play a key role in advancing gender equality.”

| We are listening to you...

“When we talk about forest dwellers and migrant populations, we have to think about how people live and how they interact with their environment in order to properly design tools for those environments.”

Social science
Human/User Centre Design

“IVCC is regarded as a white institution telling Africans and researchers what to do. There is a need to bring their work closer to the country/affected community and in-country researchers. IVCC decision making has been too far away from those affected by it.”

BoT recruitment
ESAC recruitment
Partnership and project co-development



IVCC African Research Facility Survey

Motivation

Advance ED&I through our partnerships

Ensure all research and trials planned during the pre-development and development phases consider biologically and economically vulnerable populations and gender equity.

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Objective

Start the conversation & share learning

Understand the breakdown of categories such as gender, age, and disability across our active (or very recently concluded) trial site projects.

IVCC African Research Facility Survey

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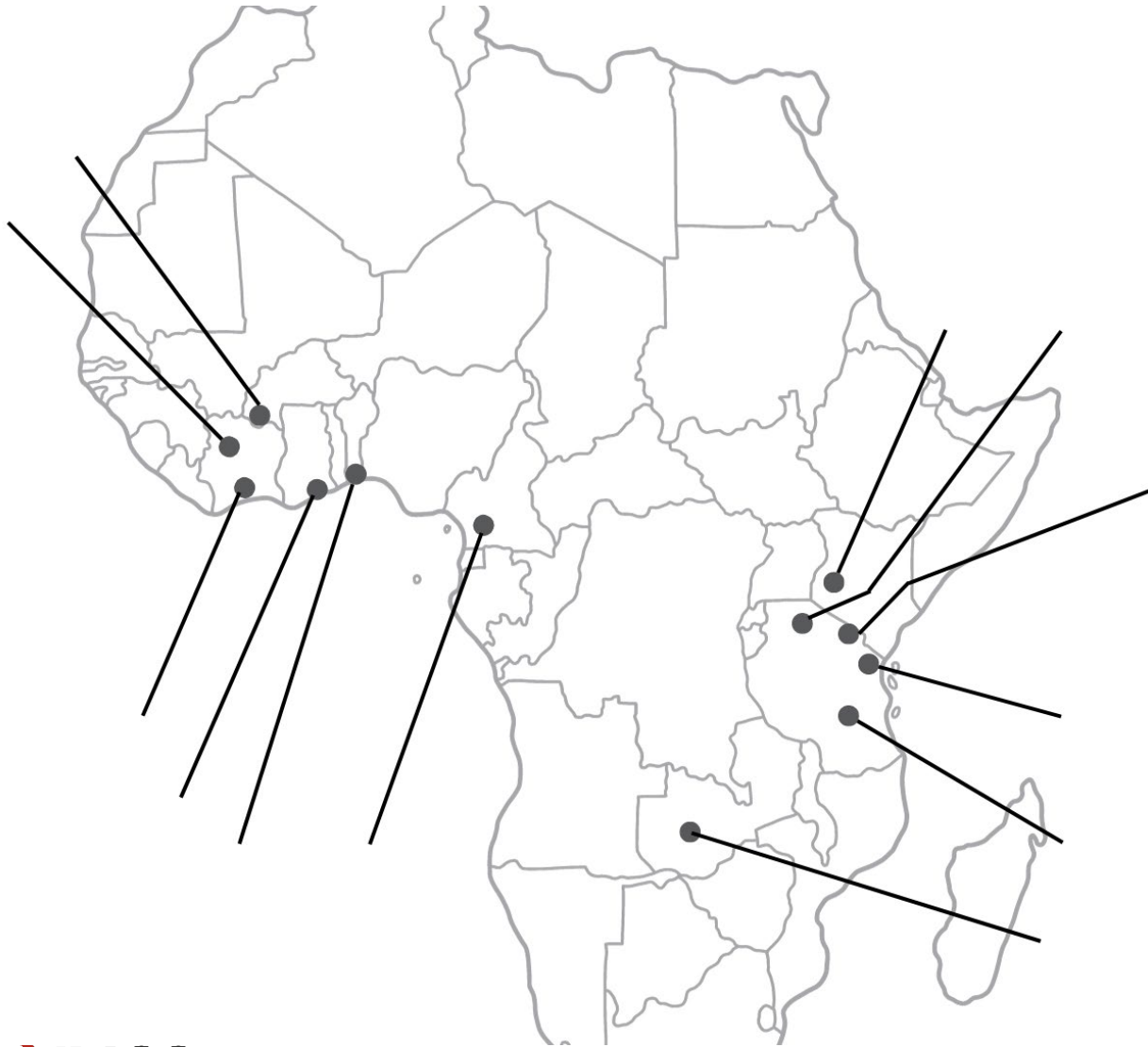
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Why a survey of African Facilities? Stakeholder working directly in the communities, volunteers and research participants in malaria endemic countries.



1

Organisational approaches to ED&I

2

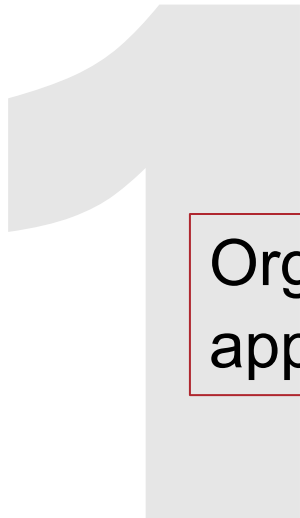
ED&I with respect to IVCC projects

3

Partnerships



Preliminary Survey Results



Organisational approaches to ED&I

8



Organisational recruitment guidelines

7



Equity and diversity guidelines

8



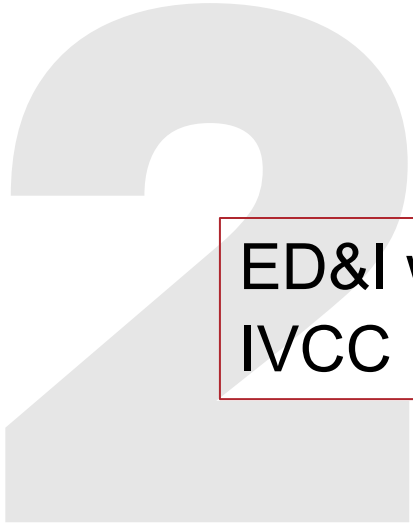
Consider gender, age, and/or disability when recruiting staff and study participants

7



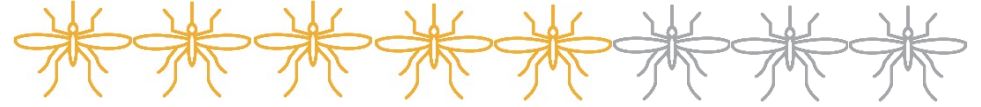
Have a process for including people living with disability as staff and volunteers

Preliminary Survey Results



ED&I with respect to
IVCC projects

5



Include staff and study participants of all genders in IVCC studies

4



Include staff and study participants of all ages in IVCC studies

Preliminary Survey Results

ED&I with respect to
IVCC projects

Cultural implications of
women working alone
with men at night

Safety concerns
for women in
remote trial sites

Increased
risk to
pregnant
women

Increased risk of
infection in hut
trials excludes
children

<18s below
consent age

Those above
retirement age
also excluded

Night catching of
mosquitoes
increases risk of
malaria infection

Preliminary Survey Results



Partnerships

workshops

transparency

shared goals

teamwork

communication

knowledge sharing

Mutual benefit

confidentiality

respect

rigour

training

defined roles

equal consideration of partners

trust

timeliness

support

accountability

fair partnership

sincerity

adequate funding

credit

competence

fairness

integrity

equity in decision-making

capacity building

ownership



Next steps for ED&I IVCC

- ED&I fully integrated into strategy and pillars of its work and considered in all aspects of its work
- Objectives highlights
- In project going forward IVCC intends to:
 - Gender balance in team-make up
 - What ED&I data will be collected as part of project – so we can understand how products are used from that perspective
- Improving procurement processes to embed ED&I, e.g., ITN tender process evaluation
- Partner survey

Thank you for your attention

Funding Partners

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Swiss Agency for Development
and Cooperation SDC

 **Unitaid**
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www.ivcc.com

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