



# Research Week 2022

## Sex and Gender Science and Career Development: A Conceptual Framework for Inclusivity

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### Keywords

Conceptual framework, sex and gender, women's health, diversity, inclusion, career development

### Abstract

#### Research Objective

To depict an inclusive visual representation of all elements of a research training program focused on women's health, in order to capture the diverse spectrum of sex and gender differences research, career development, and program structure.

#### Study Design

We conducted a multi-stage process to communicate priorities of diversity, equity, and inclusivity in research, training, and career development. Our team engaged key stakeholders within and adjacent to Oregon's NIH-funded Building Interdisciplinary Research Careers in Women's Health (BIRCWH) program. Stakeholders engaged included program alumni, active BIRCWH scholars, and program leadership. We conducted a literature review to inform the model, facilitated brainstorming sessions to refine it, and drafted a visual representation. We sought feedback including scientific peer review to finalize the visual representation.

#### Population Studied

Program trainees and graduates, sex and gender differences experts, people with clinical and nonclinical doctorate degrees, researchers, institutional leaders, and women across the lifespan.

#### Principal Findings

We established a representation that depicts diversity and inclusion and encompasses the lifespans of women and career development, and the span of sex and gender differences research. The base of the representation is an infinity symbol, with sex on one side of the symbol and gender on the other. One stream of the infinity symbol, depicts a woman's lifespan: the life stages on which research can be

done. The other stream, depicts the professional lifespan: the lifespan of researchers starting with early-career studies all the way to independent research. Below the infinity symbol depicts the spectrum of research from basic fundamental sciences to behavioral, population, and policy.

## Implications for Policy and Practice

Pictures are worth a thousand words. This framework can inform researchers, mentors, and institutions to a more expansive view of the breadth and complexity of sex and gender differences research, as well as insight into research workforce development.