



MODULE 3: Explaining the Gender Equality Coding System

During our due diligence process, Grand Challenges Canada applies a gender equality coding system to each project that we consider. This module introduces the gender equality coding system, explains what determines a gender equality score, and summarizes how the gender coding scores are used.

The purpose of this coding system is threefold, to understand:

1. Whether/how gender considerations have been incorporated into an applicant's operations,
2. Opportunities/risks associated with this approach to gender; and, most importantly,
3. How the Grand Challenges Canada team can work with the innovator to improve how they incorporate gender considerations into their operations.

The ultimate goal of the coding system is to determine how Grand Challenges Canada can work with our innovators to help them to shift their scores over time. Our intention is that very few if any of our investments end at a 0 score.

HOW DO WE IMPLEMENT THE GENDER EQUALITY CODING SYSTEM?

Once an innovator applies to one of our competitions, we begin a process of due diligence. As part of this process, each innovator is assigned a gender score based on their answers to specific gender-related questions. Once an innovator has been funded, Grand Challenges Canada will work with them to improve their baseline gender equality score. To this end, Grand Challenges Canada is working to build out a support platform including:

- Access to targeted gender resources and expertise, and
- A suite of online internal capacity building tools and activities.

These resources are intended to support innovators as they work to improve their gender equality scores over the life of their projects.

The gender equality coding process is not intended to be a screen, but rather a tool to support the overall development of a portfolio that achieves a high level of gender equality and impact. We recognize that it may be difficult for innovators to fully capture the impact of their projects on

gender equality due to constraints of time and resources. Often, what emerges in the due diligence process is the need for an innovator to do more gender analysis or to build a gender equality strategy. Grand Challenges Canada can work with innovators to build these considerations into the structure of an investment and to support them through post-deal execution. That being said, gender scores do play a role in the decision making process: Grand Challenges Canada is seeking enterprises that have the potential to enhance and improve gender equality.

WHAT DETERMINES A GENDER EQUALITY SCORE?

Grand Challenges Canada uses a clear and transparent scoring system to determine gender equality scores, based on the information that innovators have submitted. It is important to remember that the Grand Challenges Canada team can only work with information that is submitted, so we encourage all innovators to review the guidelines below, and to clearly communicate the necessary information in their applications.

GE0 – There is no or minimal contribution to gender equality outcomes.

- No evidence that the relationship between gender and other socio-economic factors in the context in question have been evaluated and considered in:
 - the design of the innovation
 - the introduction of the innovation, its implementation or the innovation’s transition to scale
 - the research design, monitoring and evaluation
- As a result of the innovation, no details are provided on **which** women or girls might:
 - benefit from the innovation
 - see their health improved and/or;
 - see improved access to and control over resources

GE1 – There is limited contribution to gender equality outcomes.

Minimum conditions for this rating:

- Sex-disaggregated data used and reported on.
- Some evidence that the relationship between gender and other socio-economic factors in the context in question have been evaluated and considered in:
 - the design of the innovation
 - the introduction of the innovation, its implementation or the innovation’s transition to scale
 - the research design, monitoring and evaluation
- As a result of the innovation, limited details provided on **which** women or girls might:
 - benefit from the innovation
 - see their health improved and/or;
 - see improved access to and control over resources

N.B., Having women and/or girls as the primary target group is insufficient to gain this rating.

| | |
|--|---|
| <p>GE2 – There is <u>significant</u> contribution to gender equality outcomes.</p> <p>Minimum conditions for this rating (<u>all</u> must be met):</p> <ul style="list-style-type: none"> • A secondary objective of the project is to narrow gender inequalities or support the empowerment of women or girls. • Sex-disaggregated data used and reported on. • Evidence that the relationship between gender and other socio-economic factors in the context in question have been evaluated and applied in: <ul style="list-style-type: none"> ○ the design of the innovation ○ the introduction of the innovation, its implementation or the innovation’s transition to scale ○ the research design, monitoring and evaluation • Target beneficiaries have been involved in the design, implementation and/or transition to scale of the innovation • Explicit mention of outcomes that measure which women or girls might: <ul style="list-style-type: none"> ○ benefit from the innovation ○ see their health improved and/or; ○ see improved access to and control over resources • Presented indicators are gender-sensitive, enabling innovators to tracked and reported on the expected outcomes, including gender equality outcomes, of the project | <p>GE3 – Gender equality outcomes are the targeted or <u>principal</u> purpose for undertaking the initiative</p> <p>Minimum conditions for this rating (<u>all</u> must be met):</p> <ul style="list-style-type: none"> • The primary objective of the project is to narrow gender inequalities or support the empowerment of women or girls. • Sex-disaggregated data used and reported on. • Evidence that the relationship between gender and other socio-economic factors in the context in question have been evaluated and applied in: <ul style="list-style-type: none"> ○ the design of the innovation ○ the introduction of the innovation, its implementation or the innovation’s transition to scale ○ the research design, monitoring and evaluation • Target beneficiaries have been involved in the design, implementation and/or transition to scale of the innovation • Explicit mention of outcomes that measure which women or girls might: <ul style="list-style-type: none"> ○ benefit from the innovation ○ see their health improved and/or; ○ see improved access to and control over resources • Presented indicators are gender-sensitive, enabling innovators to tracked and reported on the expected gender equality outcomes |
|--|---|

It is expected that relatively few projects will meet the GE2 rating, demonstrating significant contribution to gender equality outcomes, and even fewer who rate a GE3, where the goal of the project is to narrow gender inequalities or empower women and girls.

It is important to note that GE2 and GE3 are equally important. They reflect two different ways Grand Challenges Canada can invest in gender equality outcomes. In general, we anticipate that the majority of Grand Challenges Canada’s supported innovations will receive a code of GE1.

Given that change does not happen overnight, it is expected that Grand Challenges Canada will support some projects that receive a GE0 code. The full coding system with more detailed guidelines can be found on the Grand Challenges Canada website.

WHAT HAPPENS TO A GENDER SCORE?

An innovator's gender score is recorded in Grand Challenges Canada's grant management system, along with a brief sentence or two explaining why the score was given and what activities are recommended to enhance/improve the score over the life of the project. Grand Challenges Canada can use this information both to support innovators over the life of their projects and, more broadly, to look at all of the investments that Grand Challenges Canada has made in aggregate to determine the degree to which gender considerations are currently considered across Grand Challenges Canada's portfolio and how they are likely to improve in the future.