

## Rights and permissions

**Open Access** This article is licensed under a Creative Commons Attribution 4.0 International License, which permits use, sharing, adaptation, distribution and reproduction in any medium or format, as long as you give appropriate credit to the original author(s) and the source, provide a link to the Creative Commons licence, and indicate if changes were made. The images or other third party material in this article are included in the article's Creative Commons licence, unless indicated otherwise in a credit line to the material. If material is not included in the article's Creative Commons licence and your intended use is not permitted by statutory regulation or exceeds the permitted use, you will need to obtain permission directly from the copyright holder. To view a copy of this licence, visit <http://creativecommons.org/licenses/by/4.0/>. The Creative Commons Public Domain Dedication waiver (<http://creativecommons.org/publicdomain/zero/1.0/>) applies to the data made available in this article, unless otherwise stated in a credit line to the data.

## Cite this article

Tricco, A.C., Parker, A., Khan, P.A. *et al.* Interventions on gender equity in the workplace: a scoping review. *BMC Med* **22**, 149 (2024).  
<https://doi.org/10.1186/s12916-024-03346-7>

Original Additional file 1 is distributed via [FigShare](#), MD5  
checksum: 50092e26fc71af3cd2403e51f05cfa2e

## Appendix 7 – L1 Screening Form for Titles and Abstracts

### Gender Equity 2: – Level 1 Cheat Sheet

Version 3

**Review objective:** The goal is to conduct a living scoping review to identify existing interventions to optimise gender equity across a variety of disciplines to examine how these interventions can be implemented in academic health.

#### Review questions:

1. What interventions exist to optimize gender equity in all sectors and how can these interventions be implemented in academic health?

**Synthesi.SR link:** <https://synthesi.sr/web/login>

**Project name:** *Gender Equity 2 – L1*

#### NOTES

- If you select 'NO' to any screening question, the study will be excluded, and the remaining questions can be skipped.
- If you select 'UNCLEAR' or 'YES' to all questions, the study will be included for Level 2 screening.
- If a study only has a title, select 'UNCLEAR' for all questions if the title mentions "gender" or "equity".

*Question 1:	Does the study involve an intervention to promote gender equity among adults in any employment sector targeted to individuals, organizations, or systems?		
RESPONSE	YES	NO	UNCLEAR
Guidance notes	<p>The intervention clearly targets at least one of the 3 pillars<sup>1</sup> detailed below.</p> <p>The intervention is targeted towards adults in any employment sector including academia, industry, law, government, education, business, and STEM</p>	<p>There is no discernible intervention for gender equity present</p>	<p>There is a lack of clarity about whether the intervention is to promote gender equity</p>
<p><sup>1</sup>Individuals – e.g. training in diversity, unconscious bias, writing grants, peer-reviewing grants, mentorship, coaching</p> <p>Organizations – e.g. policies designed to address gender inequity, workplace code of conduct, implementation of a gender-blinding process of grant applications at the funding agency level, implementation of equity, diversity and inclusion committee at the department level, establishment of structures for mentorship at the institutional level, implementation of equity, diversity and inclusion action plan at the government level</p>			

Systems – e.g. legislation to publicly report salaries, legislation to mandate equitable representation on committees, pay equity

<b>Question 2:</b>	<b>Is the study a relevant study design?</b>		
<b>RESPONSE</b>	<b>YES</b>	<b>NO</b>	<b>UNCLEAR</b>
Guidance notes	Randomized controlled trials Quasi randomized	All other study designs	Study design is not clearly reported OR If it is unclear whether adequate randomization took place

<b>Question 3:</b>	<b>Is this a potentially relevant study with the following formats? [Flagging Question]</b>				
<b>RESPONSE</b>	<b>Conference Abstract</b>	<b>Non-English Article</b>	<b>Protocol</b>	<b>Systematic Review</b>	<b>Unclear</b>
This is a flagging question for organizational purposes. It is only necessary to answer this question if the study is believed to fall into one of the above categories, otherwise please leave blank.					