

Diversity, Equity, and Inclusion (DEI) Statement of the Gender Violence Research and Collaboration Network (GVR-CN)

The Gender Violence Research and Collaboration Network (GVR-CN) envisions a world where diverse perspectives are not only welcomed but are integral to the advancement of research and solutions addressing gender-based violence (GBV). We believe in creating a collaborative, inclusive, and supportive community where all members can thrive, regardless of gender, sexual orientation, gender identity and expression, age, race, ethnicity, socioeconomic background, or ability. We understand that true innovation and impactful change come from diverse voices, perspectives, and experiences, particularly those of communities historically underrepresented in research and advocacy.

In line with our commitment to kindness and empathy at the core of our work, GVR-CN is dedicated to fostering an environment that prioritises the well-being, growth, and empowerment of all our partners, interest holders, and members. We are deeply committed to providing a safe and inclusive space that honours the lived experiences of those most affected by gender-based violence, including survivors, practitioners, and researchers from around the globe.

Our approach to diversity, equity, and inclusion (DEI) is rooted in the following principles:

- Inclusivity in Research and Advocacy: We are committed to fostering global collaboration that spans borders and disciplines. Our network encourages the participation of early- and mid-career researchers, practitioners, and advocates from diverse backgrounds and regions. We value the importance of representation from marginalized and underserved groups, ensuring that our work reflects the communities we aim to support.**
- Centring Voices from Marginalised Communities: GVR-CN prioritises the inclusion of diverse voices, particularly those facing multiple and intersecting forms of discrimination. We aim to ensure that our work is responsive to the needs and priorities of the communities we serve, advocating for equitable access to resources, knowledge, and opportunities.**
- Kindness and Mental Health Support: The emotional well-being of our members is central to our mission. We support the mental health of researchers and practitioners through initiatives like wellness workshops and peer support networks. These efforts help prevent burnout, foster resilience, and create a sustainable environment for long-term engagement in the fight against GBV.**
- Ethical, Collaborative, and Equitable Practices: We are guided by feminist and rights-based principles that promote ethical, collaborative, and equitable research. GVR-CN seeks to bridge gaps in GBV research and policy by creating opportunities for mentorship, training, and professional development for early-**

and mid-career researchers, with a particular focus on increasing the number of researchers from low- and middle-income countries.

- **Language Justice and Accessibility:** We are committed to making our events and resources accessible to all. By providing translation and interpretation services, where funding allows, we aim to create multilingual spaces that allow for full participation in global conversations about GBV.

GVR-CN strives to make diversity, equity, and inclusion a living, breathing practice across all activities, including research collaborations, networking opportunities, training programs, and advocacy campaigns. We understand that inclusion is not a one-time effort but a continuous journey. We will continue to evaluate and improve our policies, practices, and procedures to ensure that everyone within our network feels respected, supported, and empowered to contribute their expertise toward a world free from gender-based violence.