

Information Sheet on the sharing of internal documents with Global Health 50/50

Global Health 50/50 2025 Thematic Report on Disability Inclusion and Gender Justice

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In 2025, GH5050 will publish a report that includes the intersection of disability inclusion and gender justice in organisational policy and practice. This Information Sheet provides an overview of research methods and ethics.

What is the rationale for this research?

An estimated 16% of the global population has a disability, with far-reaching impacts on equality in career opportunity and people's access to health and well-being. Drawing on the UN Disability Inclusion Strategy and other international guidelines and standards, the GH5050 report will explore disability inclusion and gender justice in the workplace and in programmatic work.

Who is conducting the research?

The report will be co-produced by GH5050 with CREA, a feminist human rights organisation based in the Global South and Rising Flame, an India-based organisation promoting the human rights of people with disabilities. Only GH5050 researchers will have access to any internal documents you share.

Why is your organisation included in the Disability Report?

The disability inclusion and gender justice report will assess ~200 organisations active in global health. This is the same sample of organisations reviewed each year by GH5050 as part of its annual report on gender-related policies and practices. GH5050 defines "global organisations" as those with an operational presence in at least three countries. The sample includes organisations actively involved in global health and those organisations that aim to influence global health policy even if this is not their core function. Inclusion of an organisation does not signify GH5050's endorsement of its activities, nor that GH5050 considers the organisation to be contributing to advancing population level health. Rather, organisations under review have been identified as having demonstrated an interest in influencing global health and/or global health policy.

What kind of information are we looking for?

We are inviting organisations to share internal policies on disability inclusion with us for review.

Any workplace policy documents shared with us will be securely stored and will not be published or made publicly available, in part or in full, as part of this review.

Will your organisation be able to review the data collected before it is published?

Your organisation will have an opportunity to review data collected by GH5050 in advance of its publication. Organisations will be contacted in February and provided with the data collected on them, and given a four-week window to verify the data, suggest amendments or provide additional information via our secure online verification portal. We aim to ensure a process that is as simple as possible and are grateful to you in advance for engaging with us.

As an independent monitoring initiative, this process is voluntary and if an organisation does not take part, we publish our findings without your organisation's verification of our findings/assessment of your organisation's performance.

Which workplace policies are GH5050 collecting and reviewing?

As part of the GH5050 Thematic Report on Disability Inclusion and Gender Justice¹ we are requesting all organisations to confidentially share with GH5050 any or all the following policies that address accessibility, inclusion, and/or advancement of persons with disabilities, including at the intersection of gender and disability. This includes **disability inclusion** across a range of policies and organisational commitments, including:

- Any organisational policy that defines disability (e.g. across a range of physical, cognitive or mental health conditions, both visible or hidden)
- Organisational commitment to an inclusive working culture
- Provision of reasonable accommodations
- Hiring practices (e.g. protocols to ensure accessibility of job postings, accessible interview processes, etc)
- Policies to support stages across the career lifecycle: retention, career progression, promotion including to leadership positions
- Policy on Board representation and/or inclusion
- Policy on staff interest group focused on people with disability
- Other policies your organisation has in place to promote/ensure inclusion and fair representation of people with disabilities across applicants, staff, volunteers, interns, and Board members, etc.
- Organisational policy to ensure disability inclusion in programmes and outward-facing activities.

What will happen if your organisation chooses to share internal documents?

Internal policy documents shared with GH5050 will be assessed in line with the framework established by GH5050 for its upcoming report on the intersection of gender justice and disability inclusion and will inform the findings of this report. We will publish whether organisations have these policies, and whether they are in the public domain. We will score and report on the contents of the policies and will name those organisations where we find positive examples of disability inclusion in policies and practice.

After shared documents have been reviewed, they will be stored securely for six months, after which point they will be deleted. Any documents shared with us will only be accessible for viewing by GH5050 researchers.

What are the benefits of sharing internal documents?

Organisations may wish to share their workplace documents because they detail policies and practices of an organisation that cannot be found online. This will help GH5050 provide a more accurate understanding of the disability inclusion policies and programmes of the sector overall.

What are the risks of sharing internal documents?

Internal documents will be stored via OneDrive in a secure folder with restricted access. While reasonable measures will be taken to protect data confidentiality, there is a minimal risk of unauthorised access, data breaches, or other security incidents inherent to most online data storage. Reasonable measures include storing the documents online in an encrypted secure drive for the duration of six months, at which point the documents will then be deleted. Only GH5050 researchers involved in reviewing these documents will be able to access the documents.

What if something goes wrong?

If there is a security breach and policies are accessible to an unauthorised third party, your organisation will be immediately informed of this, and all efforts will be made to follow guidance from relevant UK authorities. If you have concerns with how your documents are stored or accessed or wish to withdraw them from the GH5050 assessment after sharing, you should immediately contact info@globalhealth5050.org.

Has this research been appraised for ethical compliance?

The GH5050 methodology, described [here](#), has been approved by the ethics committee of University College London, where GH5050 was previously housed. Further, in 2023, the methodology, including the review of internal documents, received a favourable appraisal from the UK's Social Research Association (SRA) ethics team, covering future reports, including this report on the intersection of disability inclusion and gender justice.

When will the review be published?

The Disability Inclusion and Gender Justice Report will be published in September 2025.

Who is organising and funding the research?

This research is funded by the Bill & Melinda Gates Foundation.

Contact for further information

Please do not hesitate to reach out with any further queries by contacting info@globalhealth5050.org.

Thank you for reading this Information Sheet.