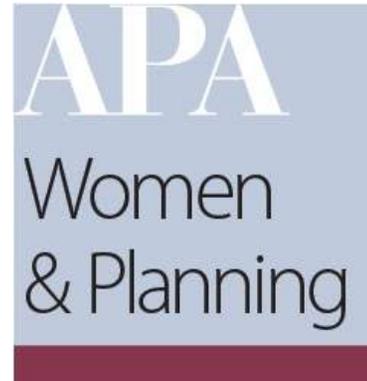




**American Planning Association**

*Creating Great Communities for All*



# Creating Equitable Cities through Gender Mainstreaming

# Panelists



Dr. Sherry Ryan



Dr. Petra Doan



Claudia Galicia



Katelynn Wintz, PP AICP

# Presentation Outline

- UN and EU Origins and Definitions of Gender Mainstreaming
- Historic Perspectives from the US
- Women and Public Space
- Women and Mobility
- LA Metro Understanding how Women Travel
- Gender Mainstreaming & Gender Non-conforming populations
- What Can Planners Do Next?

# 1995 United Nation Fourth World Conference on Women: Action for Equality, Development and Peace

- Beijing Declaration and Platform for Action was adopted by 189 UN member states
- Outlined objectives and actions in 12 critical areas relating to women's empowerment:
  - Poverty
  - Education and Training
  - Health
  - Violence
  - Armed Conflict
  - Economy
  - Power and Decision-Making
  - Institutional Mechanisms
  - Human Rights
  - Media
  - Environment
  - Girl Child

# 1997 UN's Economic and Social Council

Adopted the *Report of the Economic and Social Council* outlining the concept of gender mainstreaming:

*Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned actions, including legislation, policies, or programs, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic, and societal spheres, so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.*

## UN Women (2010)

- *UN's Entity for Gender Equality and Empowerment of Women (UN Women)* was established to accelerate progress on meeting women's needs worldwide as outlined in the Beijing Declaration

Flagship programme: Making Every Woman and Girl Count



Better gender statistics for the Sustainable Development Goals

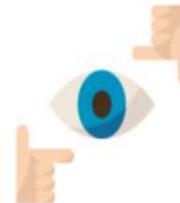
# UN's Commission of the Status of Women 64<sup>th</sup> Session (2020)

- *Commission on the Status of Women* will be holding its 64<sup>th</sup> session at the UN Headquarters in NYC in March 2020 to assess 25 year progress on the Beijing Declaration.

For over 70 years,  
the Commission has:



**led discussions** on inequalities and discrimination women and girls face



**generated public attention** on social taboos and broken stereotypes



**driven action** to advance the rights of women and girls everywhere

# UN's Review and Appraisal – Year 25

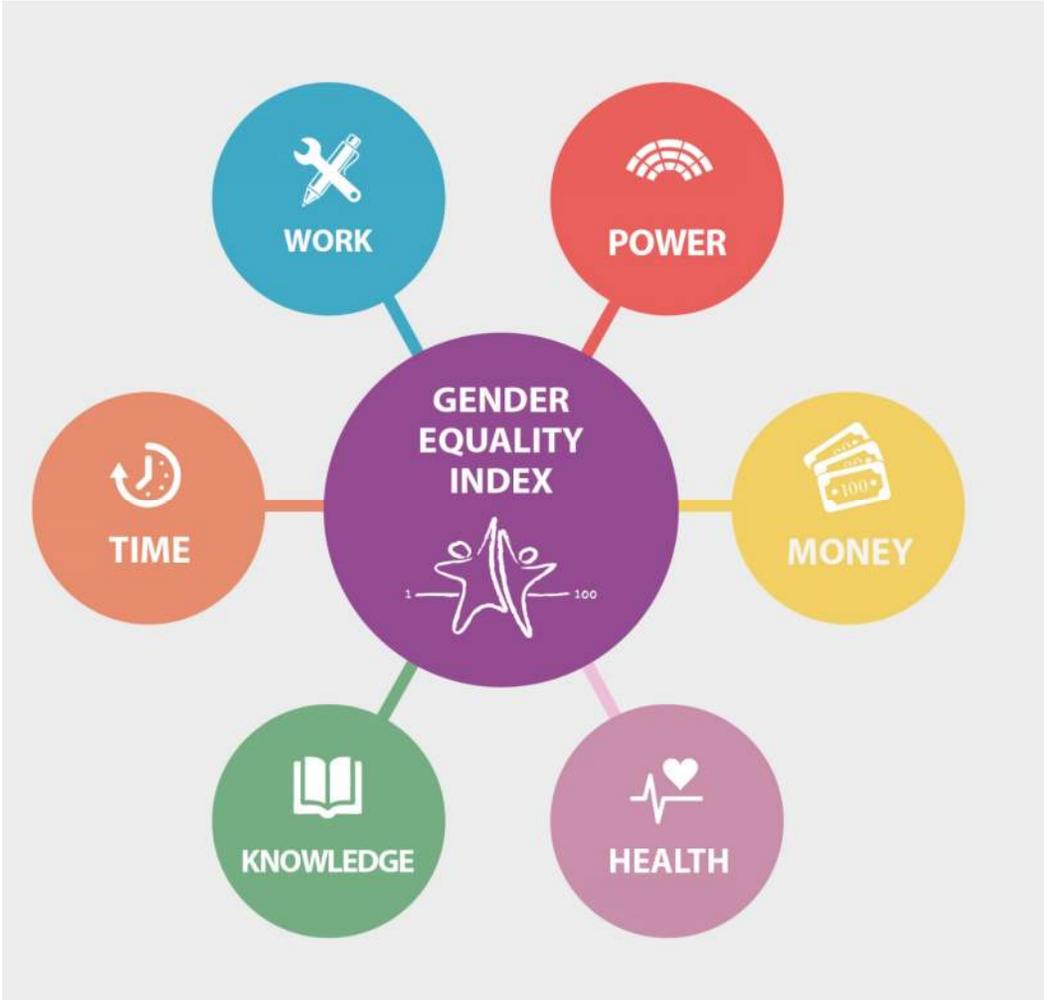
- Financialized global economy create challenges for gender equality and human rights
- Conservative forces instigate regressions in gender equality
- A militarized peace and security agenda fails to uphold women's human, economic and social rights
- Gender and environment analysis is not meaningfully integrated into analytical and policy frameworks
- Digital and data revolutions have transformed the landscape for gender equality
- Young and intersectional feminist movements expand and invigorate pathways to gender equality

# European Union

- Long history of addressing women's empowerment
- 2000 Charter of Fundamental Rights
  - Article 23: Equality between Men and Women. Equality between men and women must be ensured in all areas, including employment, work and play. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favor of the under-represented sex.
- Thirty pieces of legislation adopted by EU in the past 40 years
- 2006 EU establishes the European Institute for Gender Equality (EIGE) to promote gender mainstreaming policy development and implementation best-practices

# EIGE's Gender Equality Index

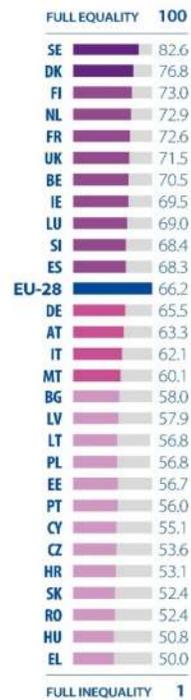
*Measures Equality between  
Women and Men in 6 Arenas*





# Gender Equality Index 2017

Progress at a snail's pace

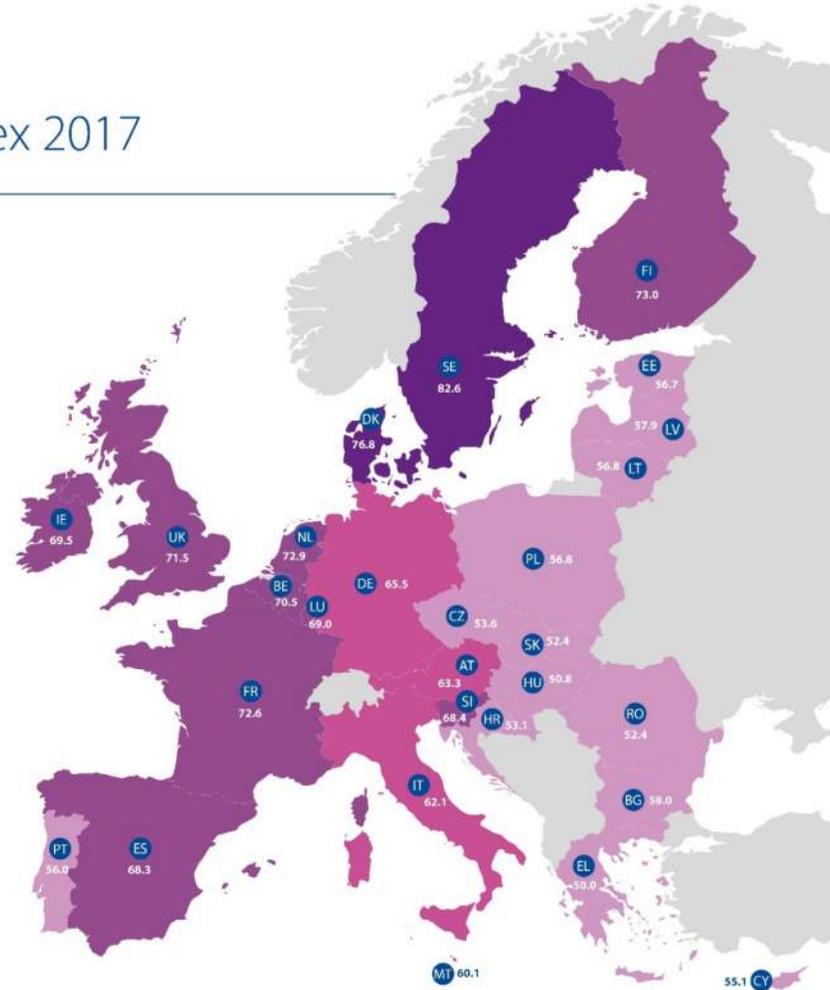


66.2  
2015

65.0  
2012

63.8  
2010

62.0  
2005



# Strong Institutional Structures within EU Member States and Cities

- Swedish Gender Equality Agency
- Danish Minister for Gender Equality
- French Service for Women's Rights and Equality between Men and Women
- Spanish Secretariat of Social Services and Equality
- Vienna Department of Gender Mainstreaming
- Swedish Association of Local Authorities and Regions

# What about Gender Mainstreaming in the United States?

???

# Women & Planning

- 2015 APA Issue Brief: The Need to Plan for Women: Planning with a Gender Lens

**Table 11: Community Attitudes**

Survey Item	Agree (%)	Disagree (%)
There is a culture of gender conscious planning in your community. (n=270)	17	<b>83</b>
Planning/zoning board is aware of the different planning needs of women. (n=241)	13	<b>87</b>
Planning/zoning board is aware of the planning needs of an aging population. (n=294)	<b>80</b>	20
Developers are responsive to the special needs of women. (n=225)	7	<b>93</b>
Developers are responsive to the special needs of the aging population. (n=271)	<b>66</b>	34
Communities that give attention to gender issues are better able to meet the needs of an aging population. (n=321)	<b>75</b>	25

Source: Planning for Women and Aging Survey, 2014

**Table 3: Comprehensive Planning**

Survey Item	Yes (%)	No (%)
Does your community have a comprehensive plan? (n=624)	<b>94</b>	6
Does your community's comprehensive plan give specific attention to the needs of women? (n=464)	2	<b>98</b>
Does your community's comprehensive plan specifically address the needs of your community's aging population? (n=464)	<b>55</b>	45

Source: Planning for Women and Aging Survey, 2014

# Terminology Check: Sex vs. Gender

- Sex is the distinction between maleness and femaleness usually on the basis of physiology
- Gender is a construction:
  - Simone de Beauvoir (1949) sex and gender are not synonymous... women are made, not born.
- Gender mainstreaming refers to the ways that planners might reduce the unequal impacts of gendered cities

# Legacy of the 19<sup>th</sup> Century

	<b>Public</b>	<b>Private</b>
<b>Men</b>	Productive	Domestic "His castle"
<b>Women</b>	"Vice" or Redemptive space	Space for Reproduction

# Legacy of the 20<sup>th</sup> Century

- In 2009 JAPA celebrated the 100<sup>th</sup> anniversary of the first American city planning conference
  - In 1909 planners were upper middle class protestants, well educated with late-Victorian social norms
  - No discussion of race, gender or sexuality
  - **They were all white men**
  
- JAPA's Most Influential Planning Books
  - Gender, poverty and race ignored (Dalton 2009)

# Who shapes the city?

- Jane Darke – the Man shaped City
  - “Any settlement is an inscription in space of social relations in the society that it built” p. 88
  - “Our cities are patriarchy written in stone, brick, glass, and concrete.”

## Urban planners / History



Ebenezer  
Howard  
1850–1928



Jane Jacobs  
1916–2006



Le Corbusier  
1887–1965



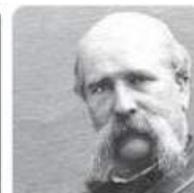
Edmund  
Bacon  
1910–2005



Peter Hall  
1932–2014



Raymond  
Unwin  
1863–1940



Ildefonso  
Cerdà  
1815–1876



Richard Barry  
Parker  
1867–1947



Edward Soja  
1940–2015

# Planning and Women

- Leavitt (1981) identified the lack of women in planning as a problem
  - Less than 10% of planners were women in the 1950's
  - About 15% of planners were women in the 1970's
- APA creates the Women & Planning Division in 1979
- The Faculty Women's Interest Group is created in 1991 for women in academia

# Impact on cities & planning

- Dolores Hayden (1981) identified the sexist nature of cities & planners who shaped them
- Planning theory must come to terms with the ways public spaces are gendered (Sandercock and Forsyth, 1992)
- Boundaries imposed by the gendered city constrain women's ability to fully participate (Miranne and Young, 2000)

## Example: Gendered Public Facilities



- Access to toilets = freedom of movement
  - 19<sup>th</sup> C. urban spaces NOT designed for women because male planners assumed women would stay at home (Nirta 2014)
  - 20<sup>th</sup> C. sex segregated toilets remain “sex-segregated spaces....tangible relics of gender discrimination”
  - (Anthony and Dufresne, 2007, p. 267)

# Equal Bathroom Access

- “Potty parity” not yet achieved
  - Built environment is a material manifestation of patriarchal society (Spain 1992)
  - Women’s needs include adequate facilities for those with a range of gastro, intestinal, reproductive, and urological problems, but also those who are menstruating or pregnant. (Greed, p. 574)



FIGURE 1. Longer Restroom Lines for Women

SOURCE: Kathryn H. Anthony.

## Are there gender specific design needs?

- Arrangement of stall spaces to include safe stowage handbags
- Hand rails for those women who refuse to sit on a public toilet
- Ensure privacy – floor to ceiling and doors without cracks



FIGURE 3. Women's Restrooms at Carlsbad Factory Outlet Mall, Carlsbad, California

SOURCE: Kathryn H. Anthony.

# Paradox of Urban Safety

- Perception vs. Crime Incidence
- Perceived 'lack of safety' is important deterrent to LA residents using public buses (Loukaitou-Sideris, 1993)
- Women are sensitive to signals of danger and social disorder, graffiti, unkempt and abandoned buildings. (Wekerle and Whitzman, 1995)
- Women feel safer on the bus than waiting at the bus stop because the bus driver is more reassuring than the unpredictability of the more open bus stop setting. (Loukaitou-Sideris, 2009)

**Table 1:** Transportation settings where (British) women and men feel unsafe after dark

<i>Women</i>	<i>Men</i>
Walking in multi-story parking structures (62%)	Waiting on underground station platforms (32%)
Waiting on underground station platforms (61%)	Travel on the underground (32%)
Waiting on train platforms (60%)	Walking in multi-story parking structures (31%)
Travel on the underground (60%)	Waiting on train platforms (25%)
Walking from bus stop or station (59%)	Walking from bus stop or station (25%)
Travel on train (51%)	Walk in surface parking lot (21%)
Walk in surface parking lot (51%)	Walking to bus stop or station (20%)
Waiting at a bus stop (49%)	Waiting at a bus stop (20%)
Walking to bus stop or station (48%)	Travel on Train (20%)
Travel on bus (40%)	Travel on bus (18%)

*Source:* Department for Transport (2004), London, UK, p. 28.

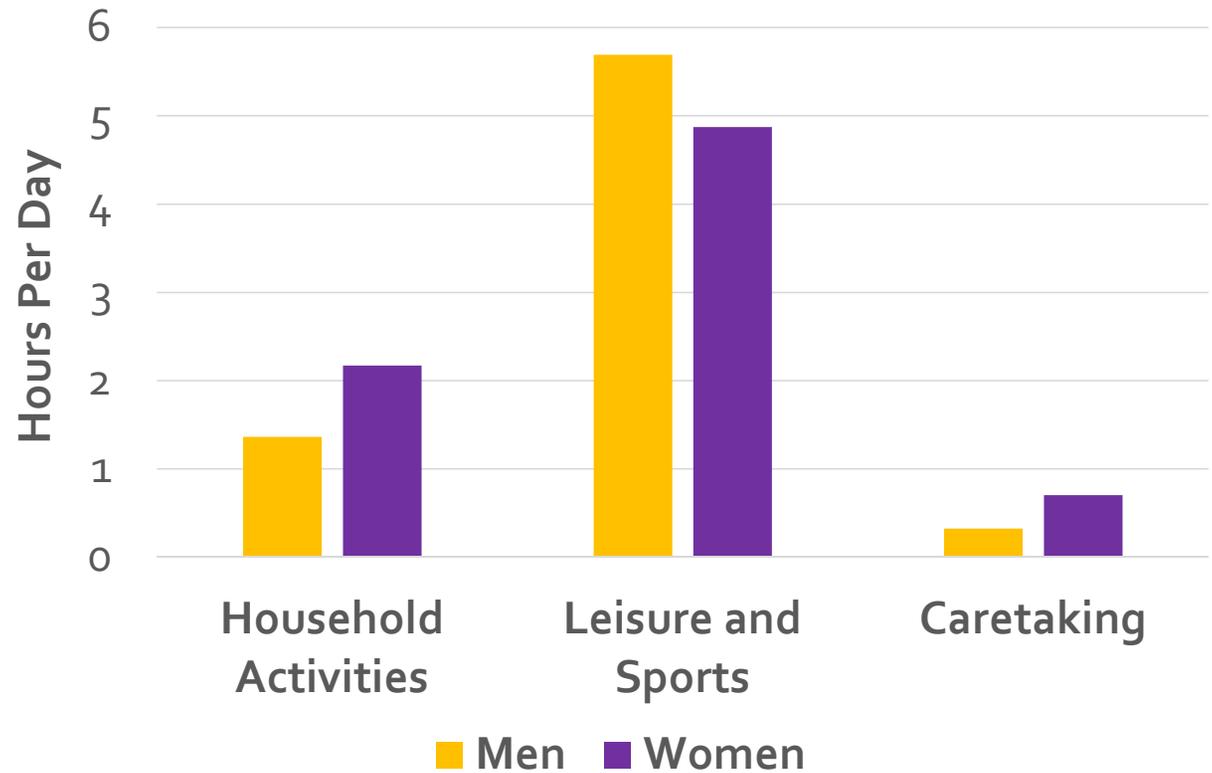
# Women & Mobility



# Differences in Men and Women's Time Use

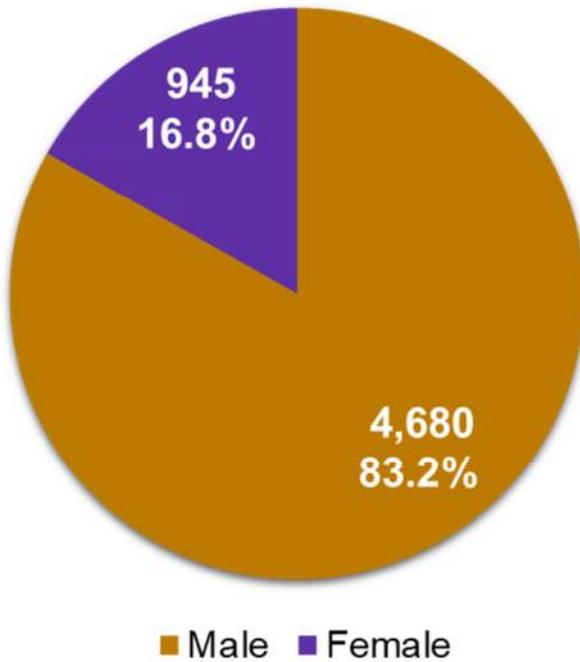
*U.S. Bureau of Statistics 2018*

- Household Activities  
*2.17 versus 1.36 hours/day*
- Leisure and sport  
*4.87 versus 5.69 hours/day*
- Caretaking  
*0.7 versus 0.32 hours/day*



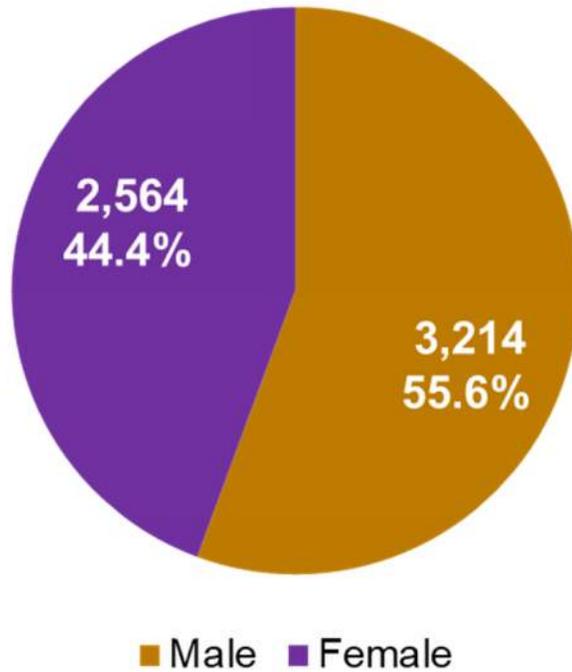
# Percent Female and Male Cycling Rates

*Typical Day in San Diego*

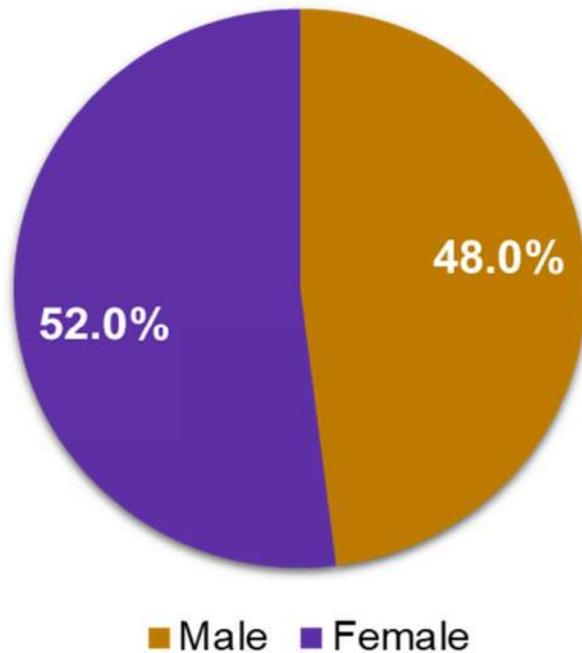


# Percent Female and Male Cycling Rates

## *Open Streets Event in San Diego*



# Percent Female and Male Cycling Rates *Typical Day in Denmark*



# LA Metro Women + Girls Governing Council

- Volunteers with a diverse group of **60 Metro employees** representing every department: union and non-union, entry level to executive
- The Council applies a gender lens in three focus areas:
  - Metro as an employer
  - **Metro as a service provider**
  - Metro as a catalyst for economic development.



# Numbers as a Service Provider

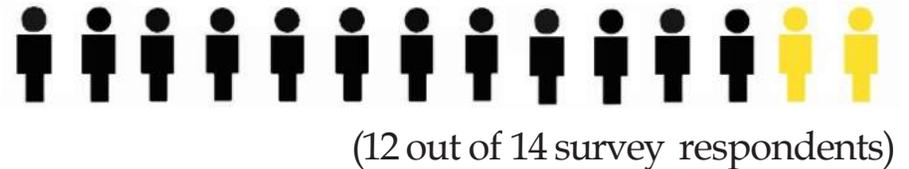
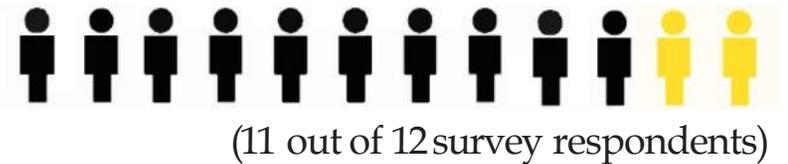
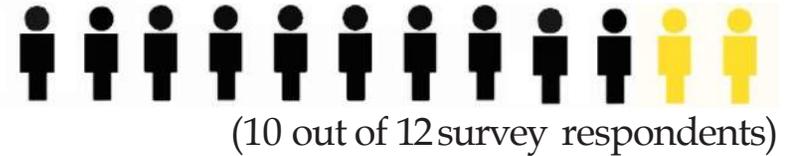
- **1.3 million daily trips on Metro**
- **54% of Metro bus riders are female**
- **52% of Metro rail riders are female**
- **Women depend more on public transit than men**

Consistent with prior years: from 2012-2015, between 52%-54% of bus riders were female

Higher than prior years: from 2012-2015, between 43%-46% of rail riders were female

# Informal Survey of Data Managers: Key Findings on Data Sets

- Not separated by gender
- Not currently used to understand and improve services for women
- Metro does not have enough information



Data Sets: Express Lanes Customer Survey, CCATS, Records Data, Security Spreadsheet, RIITS, Facebook data, Demand Modeling, APC, Nextfare, TAP/APC, Trip Planner, Semi-Annual On-Board Survey

# Why is it important for Metro

- Bring visibility to women's transportation needs & travel patterns
- Identify mobility barriers and challenges
- Shift from "Gender Neutral Planning" to "Gender Responsive Planning"
- Utilize gender specific data to ensure equitable outcomes in the planning & operations of service

“ We get what we measure – perhaps what you measure is what you get. More likely, what you measure is all you'll get. What you don't measure is lost.

MANAGEMENT GURU H. THOMAS JOHNSON

# Approach

## EXISTING DATA ANALYSIS



Literature Review



Metro Data



2017 National Household Travel Survey

## ROBUST MIXED-METHODS DATA COLLECTION EFFORT

### CONVENTIONAL METHODS



Focus Groups



Survey

### INNOVATIVE METHODS



Participant Observation



Participatory Workshops & Pop-Ups

# Innovative Methods

- Qualitative
- Ethnographic/anthropological
- Engage specific populations
- Gather nuanced perspectives
- Uncover “revealed preferences”
- Involve regular riders
- Amplify perspectives of hard-to-reach riders



# Participant Observation

**How Women Travel**  
Participant Observation Field Notes

Name \_\_\_\_\_  
Date \_\_\_\_\_ / 20\_\_\_\_

Start Time \_\_\_\_\_ AM/PM  
End Time \_\_\_\_\_ AM/PM

Route # \_\_\_\_\_  
Stop Location \_\_\_\_\_  
Destination \_\_\_\_\_

Weather \_\_\_\_\_

**PAY ATTN TO WOMEN...**

- Waiting
- Queuing
- Sitting
- Standing
- Interaction with/Proximity to Others
- Traveling Alone/With Others
- Children
- Strollers
- Bicycles
- Carts
- Wheelchairs

**AT THE BUS STOP**

**AMENITIES** (CHECK ALL THAT APPLY)

- Shade
- Trash Can
- Bench
- Bus Shelter
- Lighting
- Real-Time Information
- Other: \_\_\_\_\_

**ON THE BUS**

**OCCUPANCY** (CHECK ONE)

25%  50%  75%  100%

CCTV Live Video

**ALIGHTING**

**PAY ATTN TO WOMEN...**

- Waiting for Bus to Stop
- Queuing @ Rear Door
- Exiting via Front Door
- Interacting with Others
- Getting up from Their Seats

**STOP REQUEST** (CHECK ONE)

- Button (Aisle)
- Button (Wall & Aisle)
- Cable (Wall)

**NOTES**

Start Time 4:52  
End Time 5:30

Route # 81  
Stop Location 7th / Hill  
Destination 50th / Fig

**AT THE BUS STOP**

**AMENITIES** (CHECK ALL THAT APPLY)

- Shade
- Trash Can
- Bench
- Bus Shelter
- Lighting
- Real-Time Information
- Other: \_\_\_\_\_

**PAY ATTN TO WOMEN...**

- Queuing
- Sitting
- Standing
- Traveling Alone/With Others
- Children
- Strollers
- Bicycles
- Carts
- Wheelchairs

**NOTES**

- Men and women stand against the building, waiting for the bus... maybe for the shade or maybe because the street is busy and loud

- older passengers in priority seating must stand to push stop button (cant be reached from sitting position)

- next stop / stop request sign not working... many passengers stand multiple times to repeat pushing the stop button

- middle aged Asian woman stands at front, leaning against pole while fishing through purse for change

- a pair of women sit together with bags/purses on laps

- a 20-something latinx woman sits in window seat with bag on aisle seat

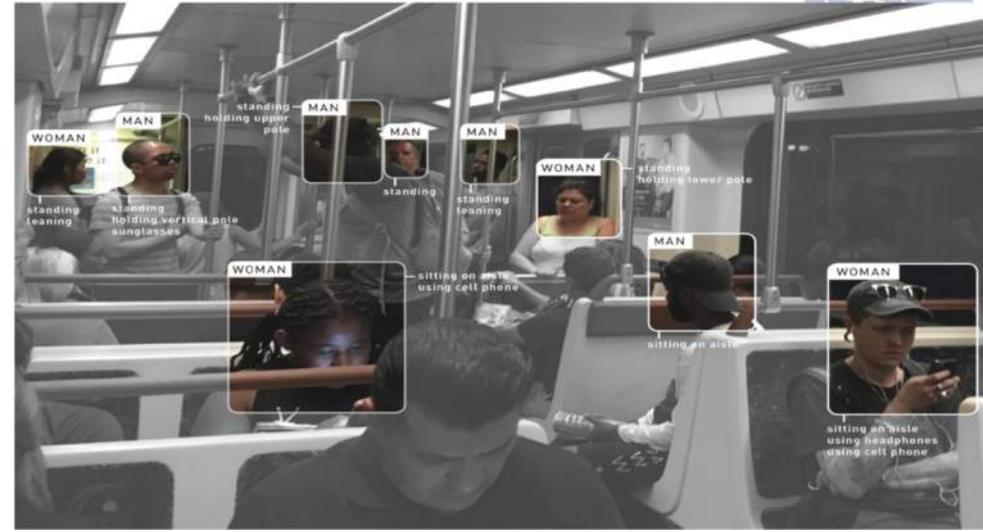
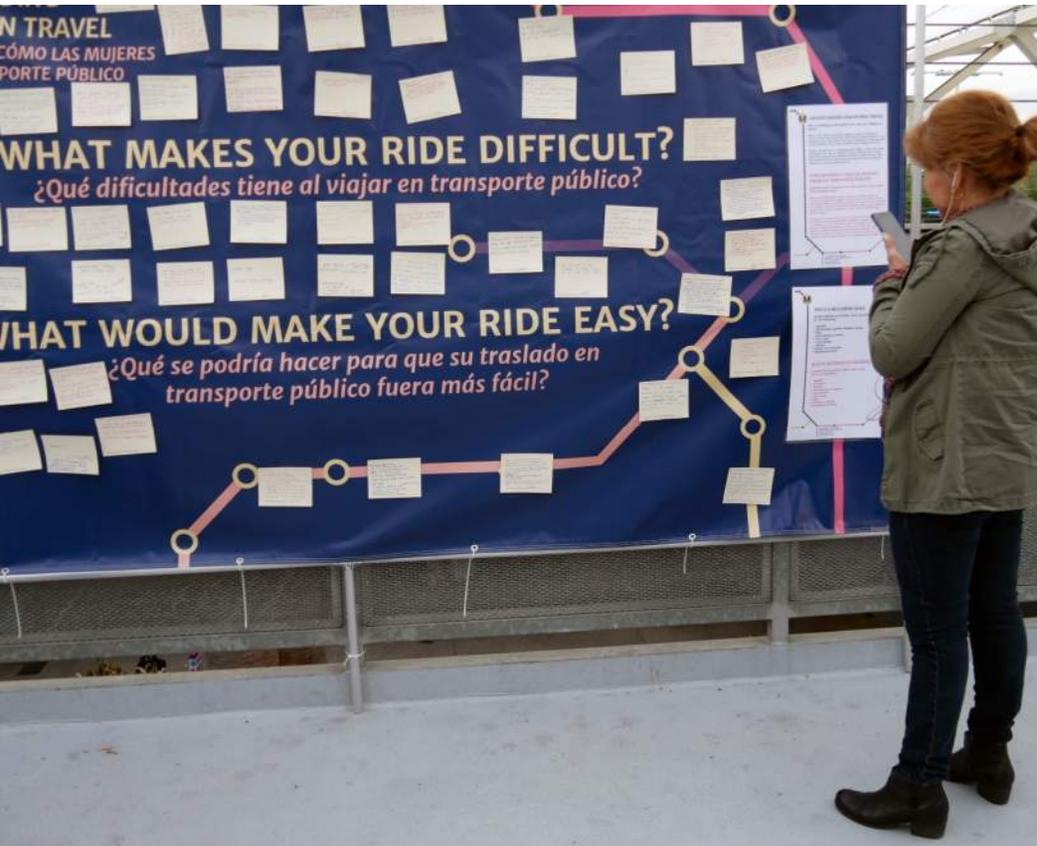


Photo Sources: Fehr & Peers, Madeline Brozen

# Participatory Workshops



# Pop-Up Engagements



# Online Surveys

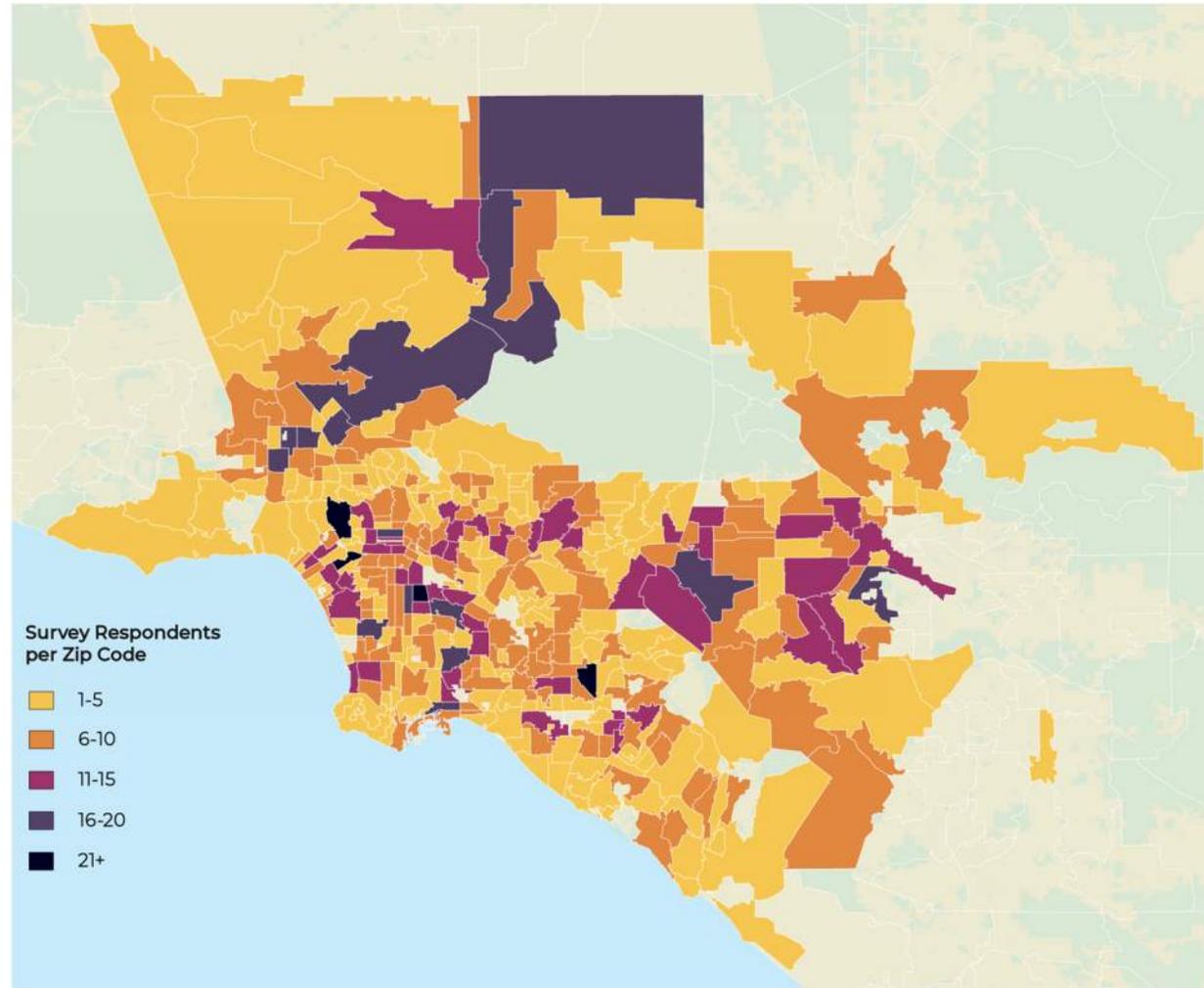
- Oversampled women
- Aimed for representative sample by income, race, ethnicity
  - Representative of riders?
  - Representative of the general public?
- Aimed for diversity in age
- Aimed for diversity in transit use

DEMOGRAPHIC CATEGORY	WOMEN	MEN	NON-BINARY	TOTAL
<b>INCOME</b>				
Less than \$25K	29%	22%	59%	27%
\$25K or more	71%	78%	41%	73%
<b>RACE/ETHNICITY</b>				
Asian	14%	15%	6%	14%
Black	10%	8%	12%	9%
Hispanic	39%	36%	35%	38%
Other	4%	3%	12%	3%
White	33%	39%	35%	35%
<b>AGE</b>				
18-29	18%	17%	46%	17%
30-44	40%	40%	42%	40%
45-59	24%	30%	12%	26%
60+	18%	13%	0%	17%
<b>TRANSIT USE FREQUENCY</b>				
Regular Rider	14%	18%	36%	15%
Infrequent Rider	19%	21%	21%	20%
Previous Rider	23%	22%	43%	23%
Non-Rider	44%	39%	0%	42%
<b>DISABILITY STATUS</b>				
Has Disability	12%	15%	35%	13%
<b>LGBTQIA</b>				
LGBTQIA	11%	16%	82%	13%
<b>TOTAL</b>	<b>1,636</b>	<b>955</b>	<b>17</b>	<b>2,608</b>

# Online Surveys

- Themes

- Travel mode choices
- Regular trip types
- Perceptions of safety on transit
- Challenges to using transit
- The connection between ride-hailing services and transit



# Focus Groups

- Themes

- Overall trip making and trip chaining patterns
- Mode choice decisions
- Experiences on and perceptions of transit
- Safety and security
- Perceptions and preferences for other modes, including biking and ride-hailing

DEMOGRAPHIC CATEGORY	GROUP 1: WOMEN ENGLISH	GROUP 2: WOMEN SPANISH	GROUP 3: MEN ENGLISH	TOTAL
<b>INCOME</b>				
Less than \$25K	7	5	3	15
\$25K or more	4	6	6	16
<b>RACE/ETHNICITY</b>				
Asian	2	0	2	4
Black	3	0	2	5
Hispanic	2	11	3	16
Multi-Ethnic	1	0	0	1
White	3	0	2	5
<b>AGE</b>				
20's	4	4	2	10
30's	3	4	2	9
40's	4	2	4	10
50's	0	1	1	2
<b>TRANSIT USE FREQUENCY</b>				
1 or less/week	3	1	1	5
1-2 days/week	1	1	4	6
3-4 days/week	2	3	0	5
5 or more/week	5	6	4	15
<b>DRIVER'S LICENSE</b>				
Has License	8	6	8	22
Does Not Have License	3	5	1	9
<b>TOTAL</b>	<b>11</b>	<b>11</b>	<b>9</b>	<b>31</b>

**OVERALL TRAVEL BEHAVIOR**

**OVERALL TRANSIT BEHAVIOR**

**SAFETY**

**ACCESS**

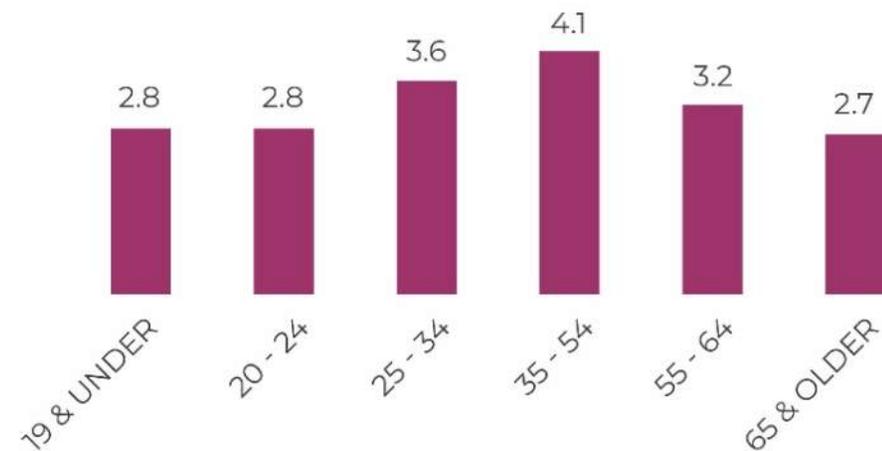
**RELIABILITY**

**CONVENIENCE & COMFORT**

# Overall Travel Behavior

- Across all modes women & men in the LA region make the number of trips 3.5
- More women than men make 7 or more trips per day
- Women in the 35-54 age group report highest trip rate of 4.1

*Average Trips per Day for Women Living in the LA Region, by Age Group*

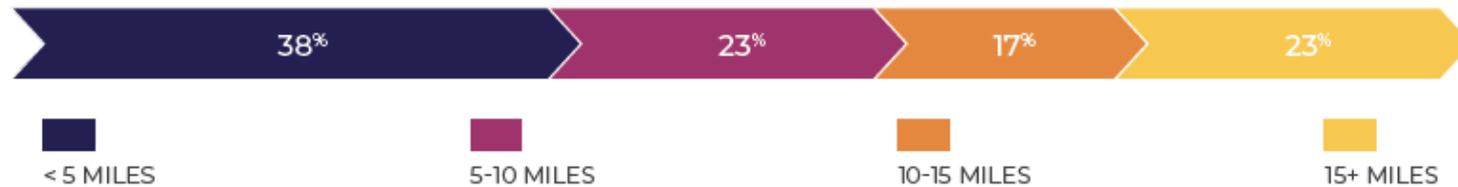


*Source: National Household Travel Survey (2017)*

# Overall Travel Behavior

- Women make multiple short trips, taking children to school or other activities or accompanying someone in care.
  - Household Serving Trips account for 62% of women’s travel trips compared to 54% of men

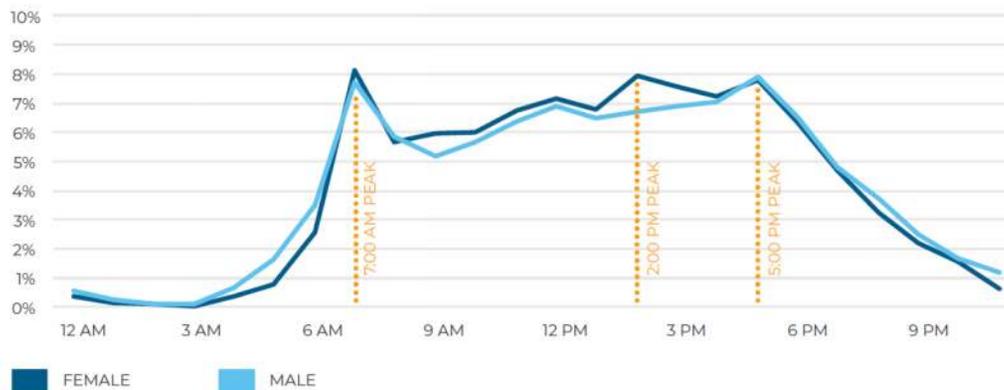
FEMALE COMMUTE TRIP LENGTHS



# Overall Travel Behavior

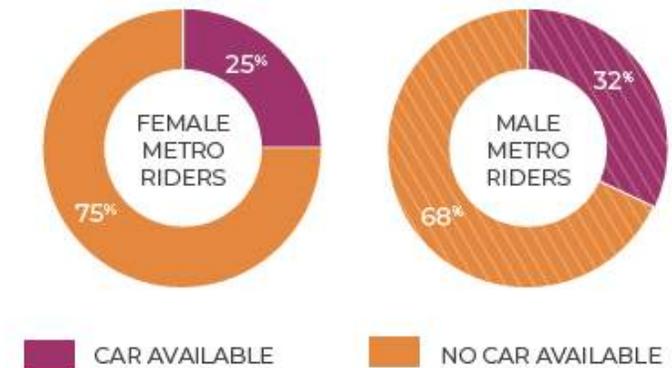
- Men are more likely to travel at rush hour, while women are more likely to be part-time workers traveling off-peak, when service is less frequent
- Women are more likely to live in a car free or car light household
  - Nationally and in California women are less likely than men to have a driver's license 79% compared to 80%

Share of trips by Time of Day in the LA Region



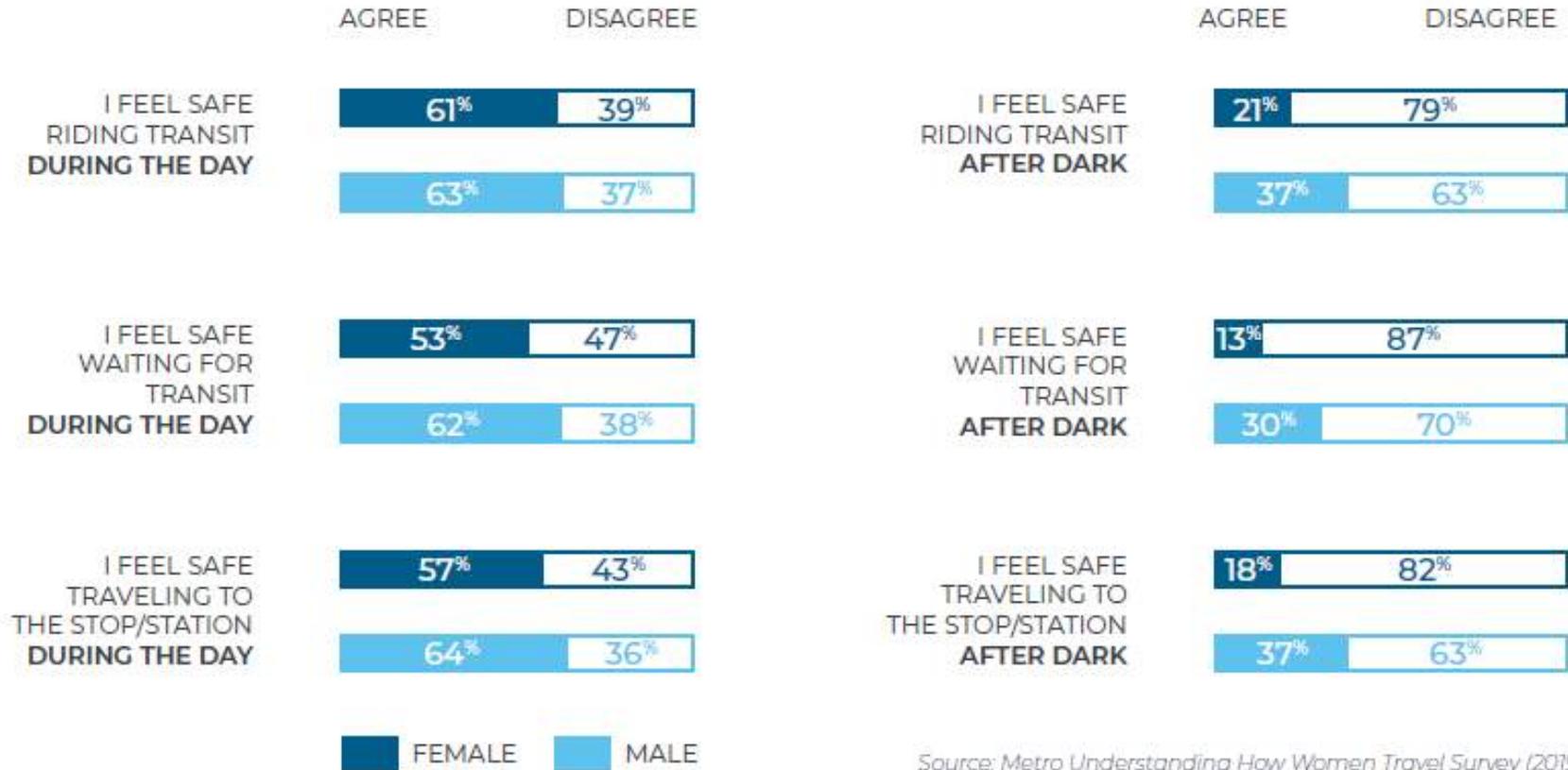
Source: National Household Travel Survey (2017)

Metro Riders Who Had a Car Available for Their Trip



Source: Metro On-Board Survey (2018)

## Perception of Safety during the day and night



Source: Metro Understanding How Women Travel Survey (2019)

# Access

- **Women who ride Metro are living in poverty at a greater rate than male riders**
- 80% of women who responded to Spring 2018 On Board survey earn less than \$35,000/year
- Median household total annual earnings for female respondents was \$16,623
- Across all types of transportation spending, low-income women report spending more than higher-income women

# Access

## Lower income women are shouldering a disproportionate cost burden

AVERAGE MONTHLY SPENDING ON TRANSIT FOR SELF  
WOMEN RIDERS SURVEYED



AVERAGE MONTHLY SPENDING ON TRANSIT FOR OTHERS  
WOMEN RIDERS SURVEYED



AVERAGE MONTHLY SPENDING ON RIDE-HAILING  
ALL WOMEN SURVEYED



WOMEN WITH HH INCOME < \$25K      WOMEN WITH HH INCOME \$25K+

# Access

- Access needs are substantially different for women compared to men due to:
  - physical differences,
  - women are more likely to have disabilities
  - women are more likely to travel with others in their care
- Over 80% of complaints related to strollers are made by women.
- Many female riders had trouble reaching the stop cables and buttons from a seated position

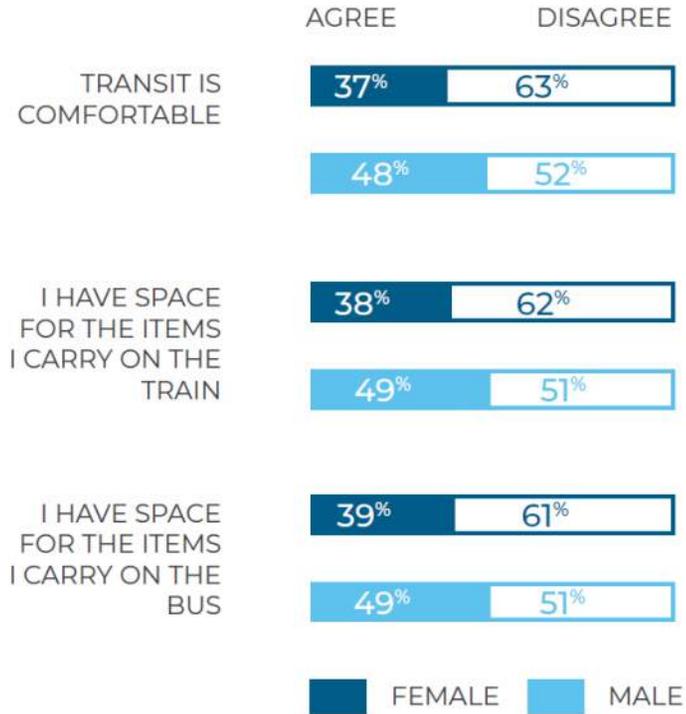


Stroller-Related Complaints		
309 FEMALE	72 MALE	381 TOTAL
Elevator-Related Complaints		
257 FEMALE	226 MALE	483 TOTAL
Wheelchair-Related Complaints		
1,540 FEMALE	1,674 MALE	3,214 TOTAL

# Convenience and Comfort

Fewer than 40% of female riders feel:

- Transit is comfortable
- Transit vehicle have enough space



Source: Metro Understanding How Women Travel Survey (2019)

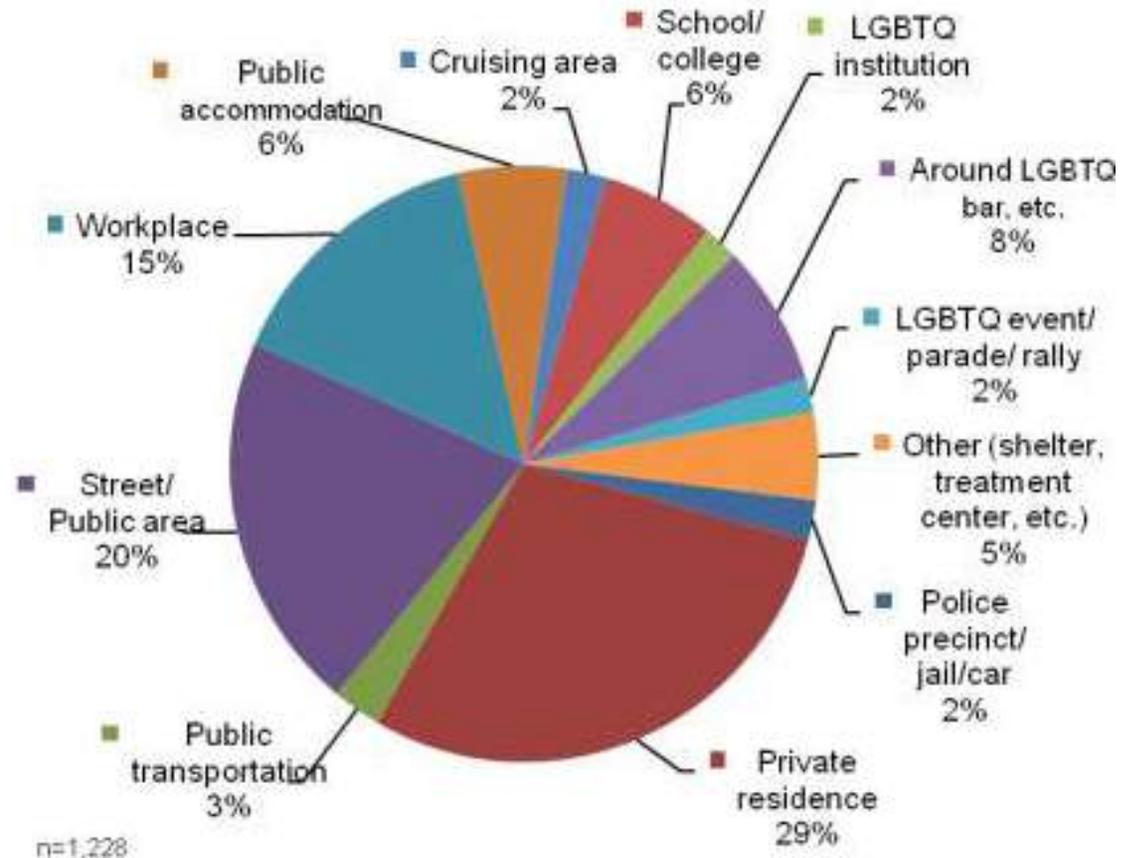
# What is Missing?



## Non-normative populations

- Rationale for Planning
  - Protect the health & safety of population
  - Emphasis on urban “order” and safety
- Sandercock asks who is the subject here?
  - Planning must work with those who are different (ethno-cultural, religious, age, gender, sexual preference or any other form of ‘difference’)
- Consider LGBTQ individuals

# National Coalition of Anti-Violence Programs, 2009 Report



# Experiences with Bathrooms in Washington, D.C. by Gender

	Assigned male at birth		Assigned female at birth	
	MtF	Gender queer	FtM	Gender queer
# Respondents	29	4	37	23
Denied access	5	0	6	6
Verbal harassment	17	3	25	18
Physical assault	4	0	2	2

Source: Herman 2013

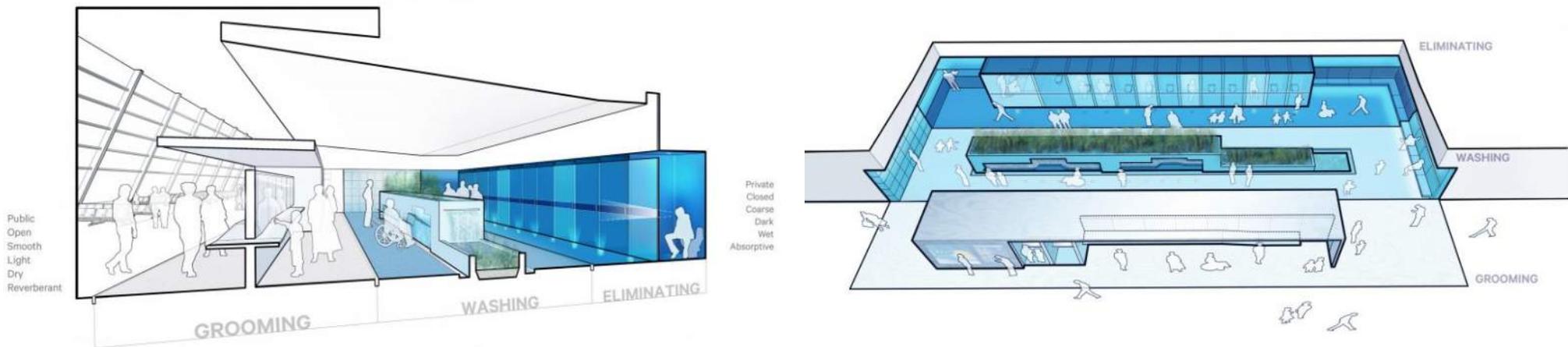
# Redesigning bathrooms

- Gender-inclusive bathrooms
  - Congregation Beit Simchat in New York, design by the Architecture Research Office



# Stalled! Initiative

- Architect Joel Sanders, transgender historian Susan Stryker and legal scholar Terry Kogan launched the Stalled! initiative at the AIA Conference on Architecture in New York City on June 21, 2018.



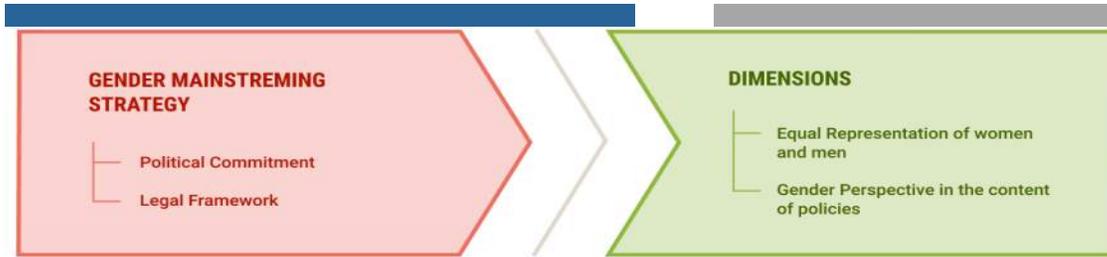
# What can planners do?



# TSU Law: 10 Steps for Integrating Gender into the Policy-Making Process

1. Mainstreaming Approach to Stakeholders
  - Who are the decision-makers?
2. Mainstreaming Gender Agenda
  - What is the issue?
3. Moving Toward Gender Equality
  - What is the goal?
4. Mapping the Situation
  - What information do we have?
5. Refining the issue
  - Research & Analysis
6. Formulating Policy or Project Interventions from a Gender Perspective
7. Arguing your case
  - Gender Matters!
8. Monitoring
  - Keeping a (Gender-sensitive) eye on things
9. Evaluation
  - How did we do?
10. En-gendering Communication

# GM Framework from the EIGE

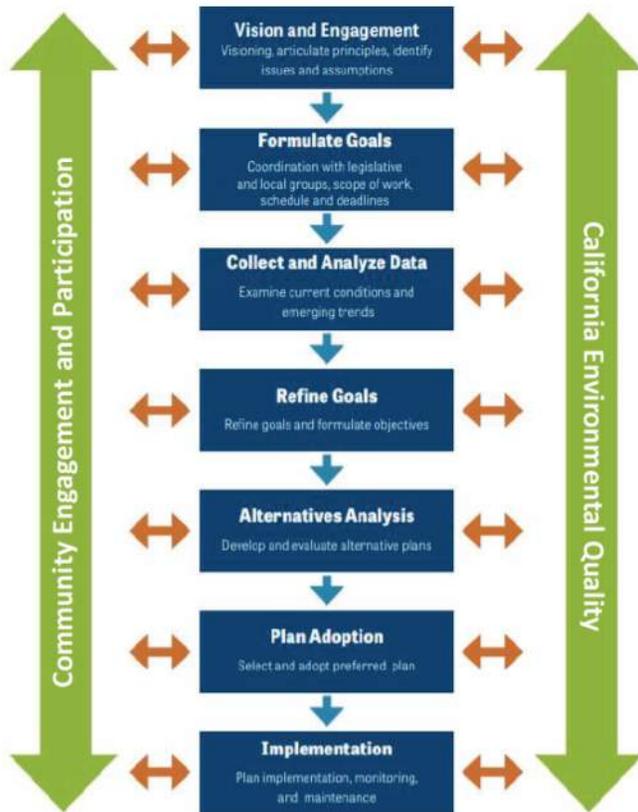


- Implementation plan
- Structures
- Resources
- Accountability mechanisms
- Knowledge generation
- Gender expertise
- Stakeholders involvement

- Gender Analysis
- Gender Audit
- Gender Awareness-raising
- Gender Budgeting
- Gender Equality Training
- Gender Evaluation
- Gender Impact Assessment
- Gender Indicators
- Gender Monitoring
- Gender Planning
- Gener Procurement
- Gender Statistics
- Gender-sensitive Stakeholder Consultation
- Institutional Transformation
- Sex-disaggregated data

- Better policy making
- Better-Functioning institutions
- More effective processes

# Adapt the Long-Range Planning Process for Gender Equity



- Employ engagement modalities that garner women's input
- Assess participation by gender
- Ensure representation by gender
- Summarize opinions, needs, desires by gender

## Vision & Engagement

- Employ engagement modalities that garner women's input
- Assess participation by gender
- Ensure representation by gender
- Consider gender equality as an explicit goal

## Formulate Goals

- Ensure all population and behavioral data is collected and presented disaggregated by gender
- Utilize ethnographic, observational, and focus group methods to obtain qualitative data that informs women's experiences, needs, and desires

## Collect and Analyze Data

- Assess participation by gender
- Ensure representation by gender
- Include goals that address women's unique needs and desires

## Refine Goals

- Assess alternatives in terms of impacts to women and to men
- Ensure preferred alternative does not have disparate impacts to one gender or perpetuate gender inequity

## Alternatives Analysis

- Preferred alternatives should address any identified gender imbalances

## Plan Adoption

- Ensure design and implementation of preferred alternative does not have disparate impacts on one gender

## Implementation

- Disaggregate data by gender for monitoring and evaluation
- Assess alternative selected for implementation for disparate impacts to one gender

# Q&A with the Panelists



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# Resources

[Integrating Gender Mainstreaming into US Planning Practice](#), APA PAS Memo 2019  
[Gender Mainstreaming: 10 Steps for Integrating Gender into the Policy Making Process](#), TSU Law  
[Gender Mainstreaming](#), UN Women  
[What is Gender Mainstreaming](#), EIGE  
[Understanding How Women Travel](#), LA METRO  
Changing Places: Women's Lives in the City, 1996



## American Planning Association

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## Connect with APA Women & Planning!

<https://women.planning.org/>

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