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?

- *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.
UN’s Commission of the Status of Women
64th Session (2020)

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Country</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>Full Inequality</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>EU-28</td>
<td>66.2</td>
</tr>
<tr>
<td>2010</td>
<td></td>
<td>63.8</td>
</tr>
<tr>
<td>2012</td>
<td></td>
<td>65.0</td>
</tr>
<tr>
<td>2015</td>
<td></td>
<td>66.2</td>
</tr>
</tbody>
</table>

The map shows the gender equality index scores for different countries in Europe, with colors indicating the level of equality.
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

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

Source: Planning for Women and Aging Survey, 2014

Table 3: Comprehensive Planning

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

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 19th Century

<table>
<thead>
<tr>
<th></th>
<th>Public</th>
<th>Private</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Men</strong></td>
<td>Productive</td>
<td>Domestic “His castle”</td>
</tr>
<tr>
<td><strong>Women</strong></td>
<td>“Vice” or Redemptive space</td>
<td>Space for Reproduction</td>
</tr>
</tbody>
</table>
Legacy of the 20th Century

- In 2009 JAPA celebrated the 100th 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.”
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
  - 19th C. urban spaces NOT designed for women because male planners assumed women would stay at home (Nirta 2014)
  - 20th 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
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>
<thead>
<tr>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Walking in multi-story parking structures (62%)</td>
<td>Waiting on underground station platforms (32%)</td>
</tr>
<tr>
<td>Waiting on underground station platforms (61%)</td>
<td>Travel on the underground (32%)</td>
</tr>
<tr>
<td>Waiting on train platforms (60%)</td>
<td>Walking in multi-story parking structures (31%)</td>
</tr>
<tr>
<td>Travel on the underground (60%)</td>
<td>Waiting on train platforms (25%)</td>
</tr>
<tr>
<td>Walking from bus stop or station (59%)</td>
<td>Walking from bus stop or station (25%)</td>
</tr>
<tr>
<td>Travel on train (51%)</td>
<td>Walk in surface parking lot (21%)</td>
</tr>
<tr>
<td>Walk in surface parking lot (51%)</td>
<td>Walking to bus stop or station (20%)</td>
</tr>
<tr>
<td>Waiting at a bus stop (49%)</td>
<td>Waiting at a bus stop (20%)</td>
</tr>
<tr>
<td>Walking to bus stop or station (48%)</td>
<td>Travel on Train (20%)</td>
</tr>
<tr>
<td>Travel on bus (40%)</td>
<td>Travel on bus (18%)</td>
</tr>
</tbody>
</table>

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

»My commute: office, kindergarten, supermarket, post office, home. «
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

- Male: 4,680 (83.2%)
- Female: 945 (16.8%)
Percent Female and Male Cycling Rates

*Open Streets Event in San Diego*

- **Male**: 3,214 (55.6%)
- **Female**: 2,564 (44.4%)

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2/21/2020

Creating Equitable Cities through Gender Mainstreaming
Percent Female and Male Cycling Rates

*Typical Day in Denmark*

- Male: 48.0%
- Female: 52.0%
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

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

2/21/2020
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
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
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

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

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Source: National Household Travel Survey (2017)

Source: Metro On-Board Survey (2018)
Perception of Safety during the day and night

<table>
<thead>
<tr>
<th>Activity</th>
<th>Agree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel safe riding transit during the day</td>
<td>61%</td>
<td>39%</td>
</tr>
<tr>
<td>I feel safe waiting for transit during the day</td>
<td>53%</td>
<td>47%</td>
</tr>
<tr>
<td>I feel safe traveling to the stop/station during the day</td>
<td>57%</td>
<td>43%</td>
</tr>
<tr>
<td>I feel safe riding transit after dark</td>
<td>21%</td>
<td>79%</td>
</tr>
<tr>
<td>I feel safe waiting for transit after dark</td>
<td>13%</td>
<td>87%</td>
</tr>
<tr>
<td>I feel safe traveling to the stop/station after dark</td>
<td>18%</td>
<td>82%</td>
</tr>
</tbody>
</table>

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:
    - Lower income ($67)
    - Higher income ($52)

- **Average monthly spending on transit for others**
  - Women riders surveyed:
    - Lower income ($57)
    - Higher income ($30)

- **Average monthly spending on ride-hailing**
  - All women surveyed:
    - Lower income ($45)
    - Higher income ($32)
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
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
**Experiences with Bathrooms in Washington, D.C. by Gender**

<table>
<thead>
<tr>
<th></th>
<th>Assigned male at birth</th>
<th>Assigned female at birth</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>MtF</td>
<td>Gender queer</td>
</tr>
<tr>
<td># Respondents</td>
<td>29</td>
<td>4</td>
</tr>
<tr>
<td>Denied access</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td>Verbal harassment</td>
<td>17</td>
<td>3</td>
</tr>
<tr>
<td>Physical assault</td>
<td>4</td>
<td>0</td>
</tr>
</tbody>
</table>

Source: Herman 2013
Redesigning bathrooms

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

What can planners do?
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
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

- Formulate Goals
- Collect and Analyze Data

- Assess participation by gender
- Ensure representation by gender
- Consider gender equality as an explicit goal

- 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

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

- Assess alternatives in terms of impacts to women and men
- Ensure preferred alternative does not have disparate impacts to one gender or perpetuate gender inequity
- Preferred alternatives should address any identified gender imbalances

- Ensure design and implementation of preferred alternative does not have disparate impacts on one gender
- Disaggregate data by gender for monitoring and evaluation
- Assess alternative selected for implementation for disparate impacts to one gender

2/21/2020

Creating Equitable Cities through Gender Mainstreaming
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