An Intersectional Feminist Recovery Toolkit for Municipalities

Building a Municipal Gendered Recovery Plan for All

CAWI•IVTF
City for All Women Initiative
Initiative: une ville pour toutes les femmes

About City for All Women Initiative

Founded in 2004, CAWI is a unique collaboration of a diversity of women-identifying people from academia, civil society, and the grassroots working with municipalities to advance gender equity and create more inclusive cities. CAWI works to ensure that the issues that impact women, girls and gender-diverse people from diverse backgrounds are systematically considered in city decision-making. It does this by training people in civic engagement and community facilitation and working with the City and community organizations to apply equity and inclusion to all aspects of their work. Our work is city-wide and focused on communities that are discounted because of their socio-economic status with a specific focus on women and gender diverse people.

Acknowledgements

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How to Use This Toolkit: The 5 Point Plan

City for All Women Initiative's Intersectional Recovery Toolkit builds off of CAWI's A Municipal Gendered Recovery Plan for All. The toolkit recognizes the need to address recovery from an intersectional feminist lens and offers concrete tools for feminist organizations to advocate for a feminist r ecovery plan.

This toolkit shows ways to adapt CAWI's 5 Point Plan policy recommendations for your own municipality. It also offers sample tools for you to influence the development of future Municipal Strategic Plans and other related government documents that are part of the annual municipal business planning cycle.

You can use the tools offered in this toolkit as a starting point to put together advocacy tools such as letters to your political representative, fact sheets or policy briefs.

In addition to the 5 point plan offered here, your organization can add other important issues relevant to your constituents. For example, transportation has a significant impact on the wellbeing of women in predominantly rural areas.

Examples of recommendations could be access to safe public, affordable, accessible, 24/7 transportation; modernize public transit ; or increase more frequent and accessible rural and regional transportation especially for Indigenous women and girls (Theme 5 of the National Inquiry into Missing and Murdered Indigenous Women and Girls).

Setting the Groundwork for a Feminist Recovery Plan
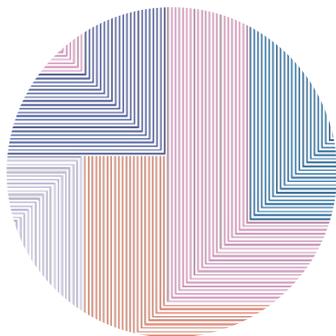
The pandemic response to COVID-19 has highlighted how women especially Black, Indigenous, Asian and People of Colour (POC), two-spirited and gender-diverse people are the most vulnerable to the pandemic's social and economic impacts. They are also the ones to be most left behind as our governments hail them as heroes without practical supports, living wages, and benefits in place for essential workers and care workers. The high rates of transmission in low-income, multi-dwelling, racialized communities also demonstrates a need for an intersectional, diverse approach to how power and resources are distributed. The following section offers a roadmap with tools to get any feminist organizaiton started on advocating and implementing for a feminist recovery plan within their municipality - small or large.

AN INTERSECTIONAL FEMINIST APPROACH: GENDER-BASED ANALYSIS PLUS

It can be daunting to know where to start, or even how to move forward, when developing a feminist recovery plan. The first step is to understand where your municipality is on the inclusion scale. You can do this by tapping into Alberta Urban Municipality Association's Measuring Inclusion Tool for Municipalities (AUMA). You can also use the City for All Women Initiative's Advancing Equity and Inclusion: A guide for municipalities (CAWI) to evaluate government practices and policies and facilitate the municipality's initiatives to become more diverse and inclusive, creating a community where all residents are included and can live up to their full potential.

As we take into account where our municipality falls in the area of inclusion, we also want to adopt an intersectional feminist lens.

Intersectionality is a concept coined by Kimberle Crenshaw and analyzes how a system of power interacts with a person or group of people's social and political identities to create discrimination and/or privilege.

Intersectionality helps us to take multiple and diverse perspectives, ideologies and experiences into account, and map them on to societal power dynamics while also integrating this information into holistic approaches which address inequalities. Applying GBA+ is a great starting point to determine what feminist intersectional issues need to be addressed in your community. GBA+ is currently being adopted by the Government of Canada in all its policy, program and processes. You can take the free GBA+ course offered by Women and Gender Equality Canada.

As the foundational step for all effective feminist initatives, applying GBA+ will enable you to identify the key issues and gaps within your municipality and will help you include an intersectional lens as you develop a feminist recovery plan. For example, you can adapt the following housing recommendations to a gendered-racialized context in an urban or rural area. Work with your municipality to apply GBA+ to all budgetary, policy, planning and programming decisions.

A COMMITMENT FROM MUNICIPALITIES

Securing your municipality's commitment to engage and adapt an intersectional feminist recovery plan will be essential for ensuring successful and sustainable change. Build strong collaborative relationships fostered through dialogue with intersectional feminist champions within your municipality.

Not sure where to start with your municipality? Read a sample motion that declares municipal commitment to establishing a Women's Bureau and Council Liaison in Ottawa. Here are examples from municipalities that have committed to gender responsive policies.

- In 2008 the City of Montreal developed a participatory action plan for gender equality.

- In 2018 the City of Vancouver Council unanimously adopted a Women's Equity Strategy that integrated an intersectional approach and hired a Chief Equity Officer and Deputy Officer to oversee and implement the work.

- In 2018, the City of Halifax committed to establishing a Women's Advisory (Advocacy) Committee to promote women's leadership and apply a gender equity lens to municipal policies priorities and decisions

GET TO KNOW FEMINIST RECOVERY PLANS

Learn from other feminist groups across the country. You could set up a Council Watch to review municipal decision-making using an intersectional feminist lens, like Women Transforming Cities in Vancouver. You could set up an advisory body to work with Council and staff to ensure an intersectional feminist analysis is embedded into municipal functions, like le Conseil des Montréalaises; PEI Coalition for Women in Government; the Women's Advocacy Voice of Edmonton; or the City of Vancouver's Women, Seniors, LGTBQI, Disability Advisory Committees (all of which must be 50% women and 50% racialized people!).

Read up on feminist recovery plans as a model for your plan - this can help provide needed clarity for addressing issues in your recovery plan:

- CAWI's Municipal Gendered Recovery Plan

- Feminists Deliver Provincial Feminist Recovery Plan

- YWCA National Feminist Recovery Plan

- Equality Fund's A Feminist Action Agenda for Canada's Global Response to COVID-19

- Canadian Women's Chamber of Commerce Survey and Recommendations for Underrepresented Founders, Entrepreneurs, and Business Owners

- Hawiiain Status of Women "Not On Our Backs"

- Feminist Green Just Economic Recovery Strategy (WTC)

- Canadian Women's Foundation Welcomes Federal Budget 2021

- Prôner une forte optique d'égalité des genres sur la pandémie de la COVID19

COLLECTING SEX, GENDER AND RACE DISAGGREGATED DATA

When it comes to an intersectional approach, it is integral to base planning, policies, and processes on disaggregated data regarding sex, gender, race/ethnicity, Indigenous, socio-economic status, geographic location, age and ability if appropriate. Data collection, analysis, and sharing must not cause harm to these communities. Read more about the OCAP principles and allowing communities to lead, and be compensated for, this research.(FR)

Data does not always mean numbers. Quantitative data can be complemented by qualitative data to capture the lived experiences of different communities.

There are great resources to get you started on collecting sex, gender and race disaggregated data. Global Affairs Canada has the Feminist International Assistance Gender Equality Toolkit (FR) for projects. This tool kit will help you plan, implement, monitor, and report on gender equality outcomes from a feminist lens.

You can use the data to strengthen your advocacy tools. The following are examples as to where and how data with an intersectional feminist lens can be collected:

- Statistics Canada Gender, Diversity and Inclusion Portal (FR)

- Canadian Women's Foundation (FR)

- City for All Women Initiative's Equity and Inclusion Lens (FR)

- Community Foundations Canada (FR)

- Diverse Voices: Tools and Practices to Support All Women (FR)

''...apply a gender and diversity lens to existing and proposed budgetary, policy and program decisions."

FEMINIST RECOVERY BUDGETS

Along with a robust Recovery Plan you could create a Feminist Recovery Budget that outlines the financial resources needed to implement the plan. Promoting and influencing your councilors to develop and adopt a Feminst Recovery Budget will promote a more equitable recovery.

Gender budgeting examples from Canadian municipalities are still scarce but you can read more about the call for a feminist analysis on the City of Vancouver's municipal budget from Women Transforming Cities COVID-19 Municipal Budget for Vancouver 2021. (FR)

In addition, the Government of Canada's 2021 feminist budget (FR) is rich with examples of a budget allocated using a gendered lens - long fought for by grassroots organizations and groups - to issues such as childcare and gender-based violence. Canada's Gender Budgeting Act (2018) (FR) is also an example of how legislation can require present and future governments to apply a gender and diversity lens to existing and proposed budgetary, policy and program decisions.

A Roadmap for a Feminist Recovery Plan

Using CAWI's 5 Point Gendered Recovery Plan, we offer a road map for building an intersectional feminist recovery plan for your own municipality.

Feminst recovery plans go beyond a return to "normal" and push for improved municipal services, policies and practices using an intersectional gender lens. Integrating a gender equity and inclusion lens into all aspects of municipal planning can highlight existing social and spatial inequalities, which then helps prioritize and address specific issues as part of working towards a more just and caring municipality. Planning for a more equitable and inclusive municipality necessarily involves integrating the lived experiences of women and gender diverse people into planning policies and practices, backed by resources, policy, programming and other forms of support from the municipality.

In this section, we provide an overview of the 5 key recovery areas in CAWI's feminist recovery plan, (FR) pulled together through a collaborative research process with a collective of women. For each key area, we offer three policy recommendations that require varying degrees of commitment to implement.

In addition, we provide tools or examples for each recommendation which you can use as you create a recovery plan that fits your needs and context.

These five key recovery areas and recommendations are offered as examples. You may find some relevant to your context and others may be useful simply as a template for developing other recovery areas and recommendations for your municipality.

''We urge the Municipality to respond to calls from local Indigenous organizations and allocate 30% municipality of all new builds to Indigenous-led housing initiatives"

HOUSING FOR ALL

The pandemic has heightened [insert municipality]'s housing crisis and unfairly impacted women. A gendered approach to housing works to ensure everyone has access to housing that is connected, deeply affordable, accessible, and supported in culturally appropriate ways

RECOMMENDATION 1: Implement short-term rental restrictions.

Short-term rentals such as AirBnB limit the long-term rental supply and drive up the cost of rent. This is particularly true in rural and tourist destinations. Short-term rental by-laws such as the ones passed in Vancouver, Toronto, (FR) and Ottawa (FR) can help convert short-term rentals back into stock in the long-term housing market.

Tools:

Addressing Toronto's Housing Crisis, background document on short-term rentals and its impact on the housing crisis.

RECOMMENDATION 2: Make affordable housing for women and children a key priority in all municipal budgets.

Increase investments above and beyond federal and provincial grants to build and acquire affordable housing, mixed-income housing, and supportive housing units. This commitment should match the National Housing Strategy's commitment to allocate 25% of funding to women and gender-diverse people by designating

25% of all new builds and acquisitions for women's housing needs. In

addition, we urge the [insert municipality] to respond to calls from local Indigenous organizations and allocate 30% [insert your own call to action here] of all new builds to Indigenous-led housing initiatives. The commitment to capital expenditure in housing must include funding streams that prioritize overhaul existing high-rise towers and emphasize access to shared common space that encourages social interaction as well as safe, walkable and connected 15-minute neighbourhoods. It is also critical that allocated funding motivates spending on accessible units and larger family units (2-3 bedroom units).

Tools:

Canada's first National Housing Strategy. (FR)

FCM's National Housing Strategy policy recommendations for designing the National Housing Strategy.

RECOMMENDATION 3: Work with other levels of government to create a rent bank and/or land bank.

 A rent bank would increase housing subsidies, thus avoiding mass evictions. This will help develop a targeted program for households who need rent relief. Commit $20 million for rental assistance to support households affected by COVID-19 and the 1400 renter households, which were already housing insecure before COVID (Pomeroy, 2020). A land bank would increase access to, and the amount of, municipal land that is earmarked for affordable housing developments.

Tools:

Manitoba rent bank news release
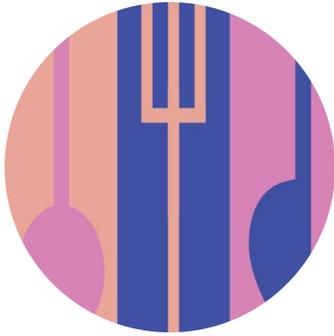
FOOD SECURITY FOR ALL

Pandemic-related job insecurity and financial difficulties mean that people, especially single mothers, older women who live alone, and those living on social assistance, are forced to make difficult decisions between paying rent, buying food and other essential costs.

Moreover, the pandemic has disrupted supply chains and food pricing. Those who access food banks and other food delivery services - many of whom are women on social assistance, women with disabilities and older women - have found hours of operations and volunteers reduced while demand for these services increased. Online grocery ordering is not available for those without access to credit cards or the appropriate technology. Food security for all requires investing in robust and sustainable local food infrastructure to be affordable, accessible and appropriate.

''Food security for all requires investing in robust and sustainable local food infrastructure to be affordable, accessible and appropriate"

RECOMMENDATION 1: Create a dignified food infrastructure model that offers more choice, respect and freedom.

Support food banks and meal and grocery delivery services to ensure that groceries and prepared meals are healthy and culturally appropriate and accessible to a diversity of women and their families. This can be done by creating partnerships between food banks, ethnic community grocers, local farmers, and community gardens. Expand the services of community organizations to provide locally grown food for free or at affordable prices to low-income neighbourhoods and to allow food bank patrons to pick out their own groceries.

Tools:

The Leftovers Foundation rescues food and increases access to food to community members who need it.

The Toronto Youth Food Policy Council works with organizations who are devoted to culturally appropriate food security in their respective communities.

''Create a more sustainable farming infrastructure to ensure steady livelihoods for farmers and strengthen workers' rights and increase their wages''

— Canadian Commission for UNESCO and UNESCO Chair on Food Biodiversity and Sustainability Studies, 2020

RECOMMENDATION 2: Design a comprehensive food strategy

Develop a systems-level coordination to food security to ensure that women and their families are supported in the short term and not reliant on emergency food services on a long-term basis. The municipality can provide more backbone support to food systems and infrastructure through systems-level analysis of what is needed. Create a more sustainable farming infrastructure to ensure steady livelihoods for farmers and strengthen workers' rights and increase their wages (Canadian Commission for UNESCO and UNESCO Chair on Food Biodiversity and Sustainability Studies, 2020). By applying ALUS Canada's agricultural stewardship offset model (Mackenzie, 2008), we can reduce the ecological footprint of local farmers, which in turn boosts their financial income. This will allow them to offer their products at more affordable prices and still cover their costs.

Tools:

Fresh is a high level strategy that helps Edmonton towards the vision of a resilient Food and Urban Agriculture Strategy.

RECOMMENDATION 3: Increase funding for Indigenous-led food initiatives

Good food means addressing colonialism, racism and poverty as clear barriers to both accessing and growing traditional food. For example, year-round funding for accessing and growing traditional food whether through farms, foraging, community gardens, greenhouses, rooftop gardening and other innovative gardening initiatives across the municipality.

Tools:

A First Nations-led program focused on sustaining local traditional foods that provides micro-grants.
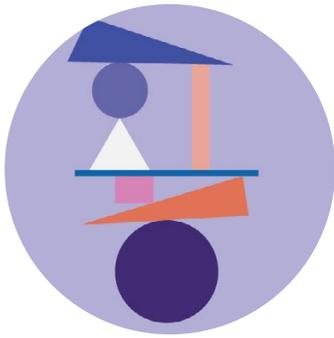
INCOME SECURITY FOR ALL

Calls for a universal basic income have increased during the pandemic. While this legislation is under federal jurisdiction, by applying a gendered lens to income security, the [insert municipality] can set its own basic income standards. This could include raising minimum wage requirements for all municipal services and municipally-funded services; advocating for liveable rates of provincial social assistance to match and exceed CERB; supporting small businesses – many of which are owned by women – and retaining women in the workforce, as women in proportion to others hold more part-time, temporary positions and are more likely to be laid off or given shorter hours, or live on a low income. In addition, the entire care economy includes unpaid work - this needs to go back into the Canadian Census and be counted and valued. There is also a need to decriminalize sex work so that sex workers can apply for unemployment benefits, pensions etc.

''A Basic Universal Income has to be supported by strong community infrastructure and work in tandem with services such as supportive housing, childcare and pharmacare"

RECOMMENDATION 1: Increase funding, financial education and support for women and gender-diverse owned small businesses.

The research clearly shows that COVID-19 has amplified structural barriers, impacted women entrepreneurs more than men and has affected Indigenous, racialized and other diverse entrepreneurs most of all.

Tools:

Building Back Better (FR)is research that feeds into how small businesses contribute to a feminist recovery plan.

Women Entrepreneurship Network Hub (FR)is a national network and accessible digital platform for sharing research, resources, and leading strategies. It is designed to address the needs of diverse women entrepreneurs across regions and across sectors.

Making Edmonton Digital is a digital marketing service that has helped small business to have a digital presence:

''Provide free drop-in childcare at essential public and city owned buildings. Work with other levels of government to implement a universal child care plan. Childcare is needed for municipal staff, elected and those who come to speak to Council."

RECOMMENDATION 2: Advocate provincially and federally for social assistance rates to permanently match CERB

In 2021 the NDP put forth a motion for a basic income for all Canadians. While the motion was defeated, the appetite for a basic universal income was not. The COVID-19 pandemic has put forth the inequities of struggling Canadians. A Basic Universal Income has to be supported by strong community infrastructure and work in tandem with services such as supportive housing, childcare and pharmacare.

Tools:

A report (FR)and petition for a Universal Basic Income in Canada, as well as advocacy tools. (FR)

RECOMMENDATION 3: Work towards universal child care

The municipality should undertake race-based data collection to address racial justice in childcare. To meet COVID-19 needs, we urge the municipality to invest in new municipally-run childcare centres, to create a capital fund for the expansion of community-based, nonprofit child care programs and to become a licence holder for home-based childcare so that we can raise the bar in employment standards and early learning. More childcare is needed during after-hours for parents on shift-work and single-parent households. Provide free drop-in childcare at essential public and city-owned buildings. Work with other levels of government to implement a universal child care plan. Childcare is needed for municipal staff, electeds and those who come to speak to Council. Require all new housing developments to include public non profit child care.

Making affordable, high-quality early learning and child care (ELCC) available to all families will grow the economy, promote gender equality, increase women's labour force participation and enhance children's well-being.

Tools:

Build a Better Future letter template.

UFCW Action Center (FR)- message to MP.

''Prioritizing ethics of care and the collection of disaggregated data in the municipality's response to COVID-19 will mean significantly reinvesting in municipal services"

SOCIAL INCLUSION FOR ALL

Municipal services that create a sense of belonging, safety and inclusion, such as public and accessible transportation, parks and recreation, community centres, libraries, public health, emergency services, and social services, play an integral role in supporting a resilient community now and into the future. Our social infrastructure – mental health services, childcare, eldercare, family and cultural programming and addictions services – has been defunded consistently since the 1980s, leaving our social safety seriously undermined when we need it most. Prioritizing ethics of care and the collection of disaggregated data in the municipality's response to COVID-19 will mean significantly reinvesting in municipal services and social infrastructure so that the most marginalized among us are supported and included in all aspects of life in [insert municipality].

RECOMMENDATION 1: Ensure equitable access to public washrooms and showers.

Since the start of the pandemic, the lack of public washrooms has been highlighted by residents and frontline workers. Yet, there are still not enough porta-potties and shower facilities set up and maintained by the municipality. Public toilets should be considered essential public health infrastructure and set up in areas with high housing insecurity. Responsibility for the maintenance and security of public toilets and showers should not be downloaded onto already stretched community organizations. Showers, laundry services, and harm reduction services should be made readily accessible to sex trade workers, people who use drugs and those sleeping rough, in encampments, in shelters or couchsurfing, as part of strongpublic health prevention measures during COVID and beyond. Free and accessible menstrual products should be a key feature of all public washrooms.

Tools:

Designing for inclusivity are strategies for designing universal washrooms and change rooms.

Gotta Go! Campaign in Ottawa

''Advocate at provincial and national levels for better connectivity in rural areas and especially in the north where many Indigenous and other women cannot afford WIFI.''

RECOMMENDATION 2: Increase funding for free and accessible social services.

Already overstretched, community and family services need a consistent injection of extra resources to catch up to funding in other areas and to respond sufficiently to pandemic related concerns and pre-existing issues. Having access to affordable, culturally appropriate, and community-led supports such as family programming, counselling, diverse educational options, anti-violence and sex worker supports and mental health services are vital to the overall well-being of every resident. Funding is needed so all of these sectors can transition to online programming and ensure adequate public health measures for in-person programming.

Tools:

Niijaansinaanik Child and Family Services is an example of an Indigenous led child well being agency.

Free mental health toolkit for children and youth developed by York Hills and funded by Children's Mental Health Ontario. (FR)

RECOMMENDATION 3: Invest in digital connectivity infrastructure across the municipality, especially in rural communities.

Municipalities should provide affordable internet access to all low income residents by implementing a municipal broadband program and providing free WIFI in all public spaces.

Lack of connectivity has increased feelings of isolation across all demographics, especially for newcomers and those living in rural and remote areas.

With limited or unstable internet connectivity, they cannot access community resources and mutual support or connect to their community, therefore losing a sense of belonging and creating a deep digital divide. Develop and expand free hotspots around the municipality, prioritizing underserved areas. Advocate at provincial and national levels for better connectivity in rural areas and especially in the north where many Indigenous and other women cannot afford WIFI. Work with libraries to loan out technology tools and Wi-Fi for low-income individuals, families and seniors who are unable to afford these increasingly essential tools. Work towards truly universal internet access.

Tools:

10 Steps for Cities to Boost Connectivity

The City of Toronto's Digital Infrastructure Plan. (FR)The City of Toronto launched a Free Wi-Fi Pilot Program at 25 different locations for the next year to allow low-income households access to connectivity

ACORN Canada has an Internet for All campaign

''Safety for all includes supporting services for survivors of sexual violence, creating safe public spaces, particularly for women and racialized and low income communities, and racialized communities…"

SAFETY FOR ALL

COVID-19 has resulted in greater insecurity for many people: increased domestic violence and elder abuse, violence against trans women, sex workers, 2SLGBTQ+ people and women who are homeless, increased racism - particularly anti-Asian racism - an increasing possibility of online sexual and financial exploitation, and heightened surveillance of low-income and racialized communities by By-Law Enforcement, the [municipality] Police Service, and the public. Safety for all includes supporting services for survivors of sexual violence, creating safe public spaces, particularly for women and racialized and low-income communities, and incorporating an intersectional gendered lens into all aspects of municipal planning.

RECOMMENDATION 1: Create an Action Plan to protect women and gender-diverse people at increased risk of violence and sexual assault and meet the needs of survivors

Coordinate a multi-stakeholder response across departments and organizations to identify core needs of survivors, including the core needs of sex workers.

This would include sufficient housing for women, trans and gender-diverse people, youth and children fleeing violence. Create better-integrated case management between the Violence Against Women (VAW) sector and the municipality. Create a Missing and Murdered Indigenous Women and Girls (MMIWG) working group at the municipality.

Generously support organizations providing services to 2SLGBTQ+ youth, including counselling, shelter and health services. Examine the police budget, defund, and reallocate funds to community-led safety responses. Increase supportive housing, access to counselling and free legal advice, including housing, employment, childcare, and immigration and cultural responses such as restorative justice or community based intervention methods that focus on survivor-centric and survivor-led processes. Set up citizen Advisory Committees reporting to Council for women, youth, indigenous, racialized, seniors, and those who are differently abled.

Tools:

U.N. Safe Cities Collaborative Report is a community response to preventing and addressing sexual violence against women in girls in public spaces.

FCM's Diverse Voices toolkit shows how different municipalities have established women's advisory committees.

''For those seeking affordable housing or daycare close to work or near public transit, or for the diversity of residents seeking safe access to public space, the social and spatial aspects of municipal policies are inseparable."

RECOMMENDATION 2: Integrate a Gender Equity and Inclusion Lens into all aspects of municipal planning.

Planners have long focused on redesigning the physical environment to improve women's safety and perceptions of safety in public spaces. But for Indigenous, Black, Asian ad other racialized communities, older adults, people living with disabilities and/or the 2SLGTBQ+ community, the question of safety is more complex and related to the policing of public space, exclusionary social norms, systemic anti-Black and anti-Indigenous racism and other forms of discrimination. The built environment impacts our social experience of the municipality.

While spatial planning often does not sufficiently incorporate social considerations into decision-making, this separation makes little sense to residents in their everyday lives in public parks, transit systems or neighbourhoods. For those seeking affordable housing or daycare close to work or near public transit, or for the diversity of residents seeking safe access to public space, the social and spatial aspects of municipal policies are inseparable.

Planning can reinforce existing social and spatial inequities, or it can work to counter them as part of working towards a more just and caring municipality.

These are political choices influenced by municipal plans, the content of policies, the allocation of resources, power dynamics and the nature of decision making processes. Planning for a more equitable and inclusive municipality necessarily involves including the lived experiences of equity-seeking groups into actual planning policies and practices, backed by resources, policy and programming changes.

Tools:

Advancing Equity and Inclusion: A Guide for Municipalities (FR) encompasses how to incorporate a gender and equity lens into municipal planning and strategic processes.

RECOMMENDATION 3: Focus on public health education as opposed to enforcement.

Set up a Park Ambassadors program to prioritize education over enforcement. A Gender Equity and Inclusion Lens could take this program further by hiring residents from the neighbourhoods where the program is running so that information can be shared by peers and in the language and/or culture of the residents. This would also avoid the criminalization of residents. Instead of ticketing, the municipality and public health could engage in a comprehensive, multilingual education campaign about physical distancing through print, radio, TV, and social media.

Community organizations, local businesses, and cultural groups could help spread the word. Instead of policing their neighbours, people can offer support, mutual aid and assistance. Librarians could walk through parks on awareness campaigns. Park lighting, layout and infrastructure should be designed to meet the safety and participation needs of women and girls.

Tools:

Background information on the Park Ambassadors (FR) program.

Some examples of gender inclusive park design from Vienna, Austria.

Create key recovery areas for your own municipality!