

Cities Alive

Gender-responsive project roadmap

A gender-responsive approach to city planning and design should be implemented across all stages of built environment projects. These could be new policies, strategies or physical interventions – both spatial and structural. The project roadmap should be used by urban professionals, city authorities, developers, investors and community groups to embed gender-responsiveness in their work. This gender-responsive project roadmap sets out the actions which should be carried out at every stage of a project to ensure the voices and needs of women are considered throughout the design, development, and implementation processes.

0 Project inception

Establish a diverse team that understands the intersectional challenges faced by women.

Ensure that the project team is multi-disciplinary, thinking wider than the traditional disciplines.

Explain the social value and equality, diversity and inclusion commitments to the team.

Establish a commitment to gender equity amongst the project team.

Make 'Inclusion Moments' a standing agenda item for team meetings.

1 Project brief

Identify gender-responsive project outcomes which address the local needs of women.

Map the user stories of women to communicate the project requirements from their perspectives.

Produce a gender-responsive engagement plan which sets out how engagement with women will be carried out at all stages of the project.

Use a mix of engagement methods to promote full, active participation of women.

2 Project design

Develop a multi-criteria assessment tool for options appraisal.

Continue stakeholder engagement particularly around key project changes.

Deliver a multi-disciplinary design team workshop to identify and address any competing impacts.

Manage team personnel changes and milestone transitions ensuring the project vision is maintained.

3 Planning application

Local planning authority should ensure the needs of women have been considered by developers.

A 'gender-responsive design plan' should be submitted with every planning submission.

Conditions should be included by local planning authorities to require developers to implement women's safety measures.

Developer contributions should go towards achieving inclusive outcomes.

6 Measuring success

The project should be monitored to identify whether the anticipated outcomes are being achieved.

Feedback of the impact of the project should be shared with the Local Planning Authority.

A 'lessons learnt' log should be kept.

5 Implementation

Risk registers should include standing risks and mitigation around the experiences of women.

Design changes made during delivery should be re-tested with women.

4 Procurement

Gender-responsive procurement mechanisms should be adopted by organisations.

The supply chain should commit to supporting the needs of women through their contractual requirements.

Social value commitments which enhance the visibility of women should be required.

