

Building Inclusive Recreation and Sport Communities for Women and Girls: Facility Use & Design

MODULE: Engagement

Funding provided by:
Government of Canada,
Women and Gender Equality Canada





**“Getting Them in the Door”
Engagement Strategies**

a) “Fear”
Research
Sport
England

A wall of barriers

We conducted qualitative research to understand our audience further. As might be expected with an audience spanning 26 years, the barriers to exercise were incredibly diverse. Firstly, they were endless.

Not being fit enough Showing their body Being seen in Lycra It's too far away
It's too expensive Not knowing the rules Having a red face Being sweaty
Wearing sports clothing Being the worst one there Not appearing feminine
Not being competitive enough I can't get there Bringing the wrong equipment
Family should be more important Not being good enough Holding back the group
Changing in front of others Wearing tight clothing Studying should take priority
Need childcare Time with friends should be more important Exercise isn't cool
Being the only new person Wearing the wrong clothing/kit Not looking 'made up'
Housework takes priority Developing too many muscles Being 'too' good
Body parts wobbling when exercising Being seen as too competitive Looking silly

Barriers to women participating could be traced to something truly universal, fresh and emotionally powerful:

Sport England

Overall Fear of Judgement

* Fear of being judged on their ability, whether they were a beginner or “too good”

* Worried about being judged on their appearance during and after exercise

* Fear of being judged for spending time exercising instead of prioritizing their children, family or work.

(Source: This Girl Can Summary Report by Sport England)



FEAR WAS STOPPING WOMEN FROM EXERCISING

APPEARANCE

- Being sweaty
- Having a red face
- Not looking like I usually do (made up)
- Changing in front of others
- Wearing tight clothing
- Wearing sports clothing
- Wearing the wrong clothing/kit
- Showing my body
- How my body looks during exercise (jiggling)
- Not appearing feminine
- Developing too many muscles

ABILITY

- Not being fit enough
- Not being good enough
- Not being competitive/serious enough
- Not knowing the rules
- Not knowing what equipment to bring
- Bringing the wrong equipment
- Holding back the group
- Being too good
- Being seen as too competitive

PRIORITIES

- Family should be more important
- Time with friends should be more important
- Studying/working should be more important
- Other things I should be doing are more important

Lisa O’Keefe – (previous) Executive Director of Insight, Sport England on the “Fear” Research

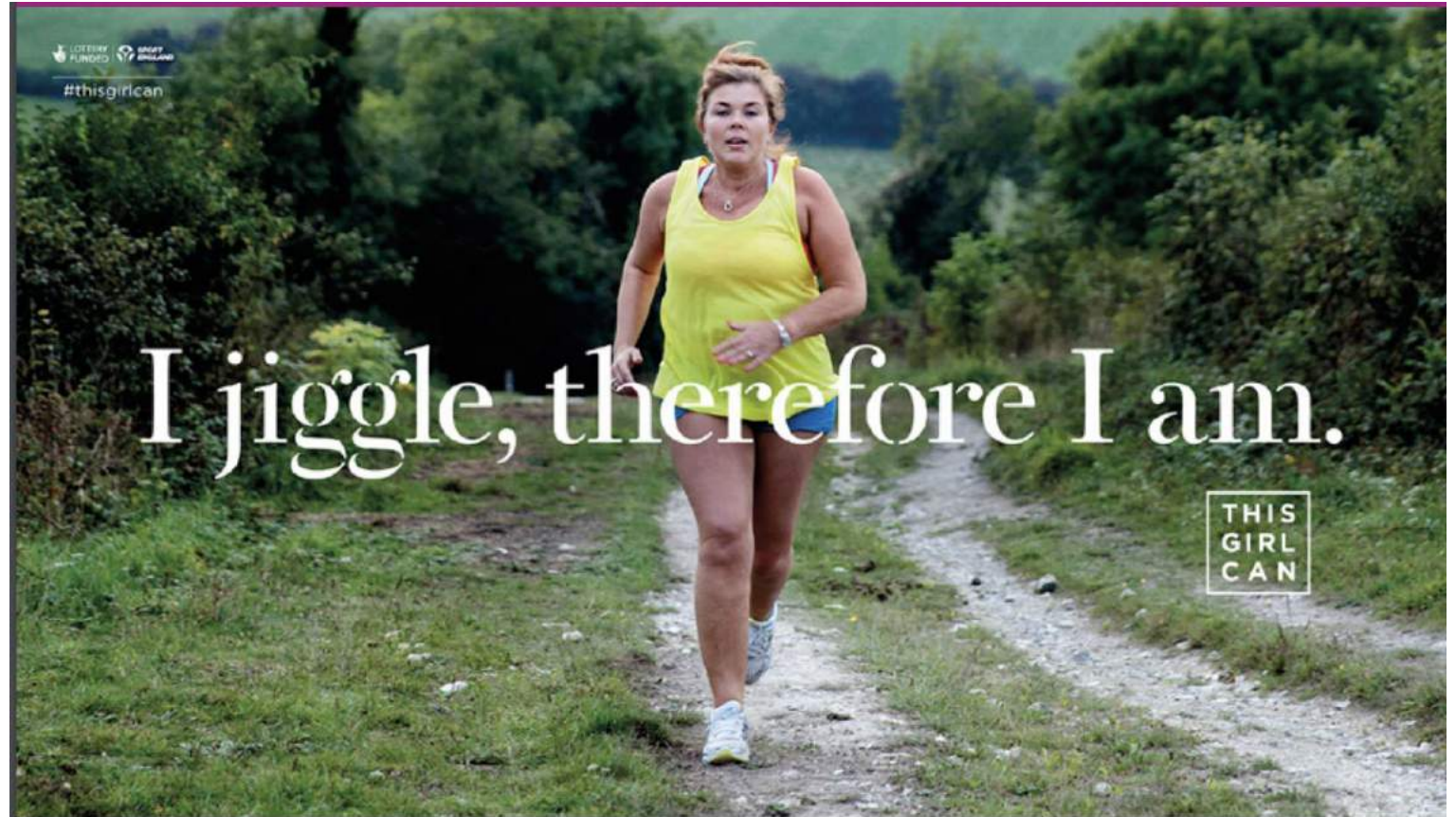


Communications Manifesto

Women come in all shapes
and sizes, and all levels of
ability. It really doesn't matter
if you're rubbish, or an expert.

The point is that you're a woman,

I jiggle,
therefore
I am



I'm slow but I'm lapping everyone on the couch

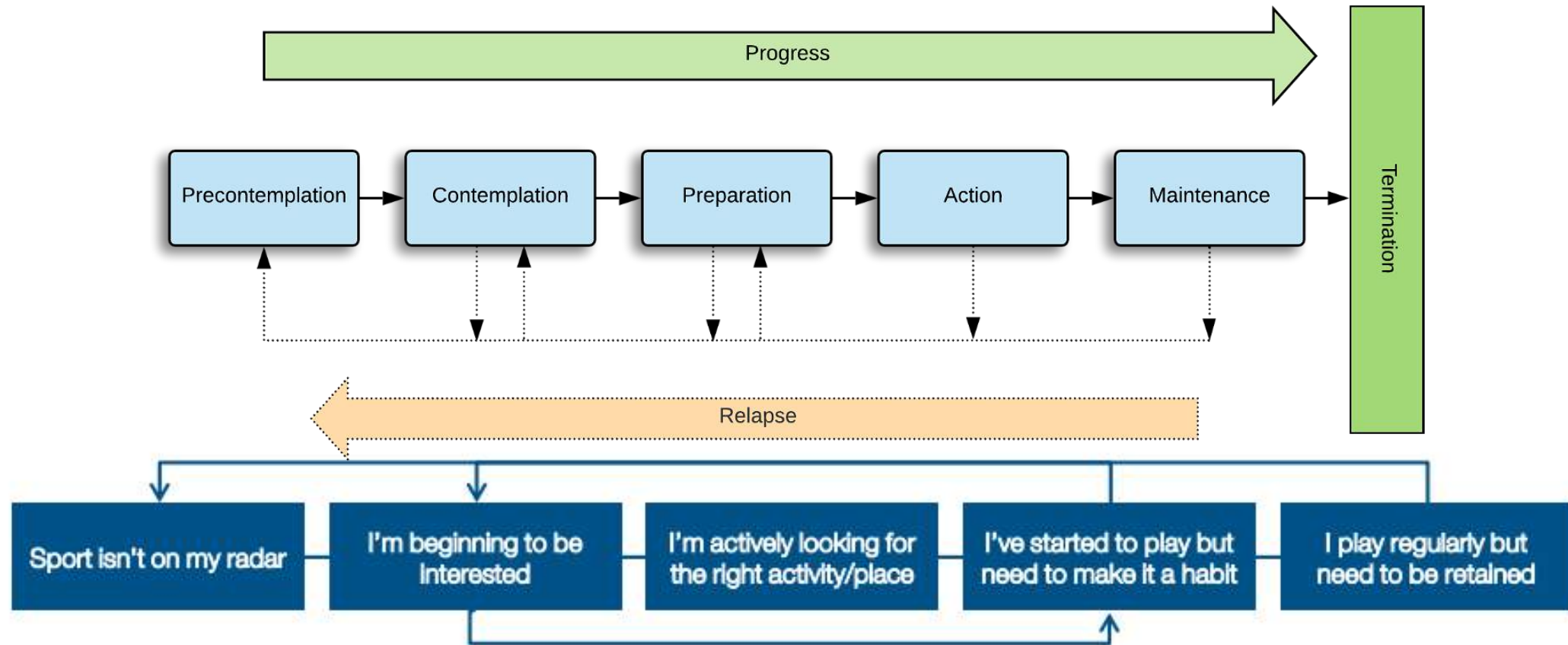


b) Knowing Your Communities and Neighbourhoods

- Geography and physical assets – possible place-based opportunities?
- Population demographics, health, education and growth – how many girls, women and gender diverse people are in each age cohort?
- Diversity and neighbourhood makeup
- History and traditions
- Community leaders (formal and informal)
- Community Culture (formal and informal)
- Existing groups
- Existing institutions
- Economics (% persons at the Lower Income Measure - LIM)
- Attitudes and values – What do people care about and current issues?

Understand your audience ...

- Stages of Change / Transtheoretical Model (James Prochaska)



In order to change behaviour sustainably, the strength of motivation must outweigh the barriers. The means:

- Remove the barriers (but this is not sufficient to get action).
- Ensure there is positive motivation.
- Provide a trigger to spur progression from vague intent to planned action at a specific moment in time.

See What She Can Do

[SWSCD \(seewhatshecando.com\)](http://seewhatshecando.com)



DISCOVER
Stories

SWSCD HUB
Groups & Events

ATHLETE ADVISOR
Business Directory

MARKETPLACE
Merch & Photos



LOG IN

SIGN UP FREE



Your neighbourhood hub for active women

Find community, interactive experiences, and stories that inspire.

SIGN UP FREE

LEARN MORE

SWSCD Women's Circles

Find friends

Share story

Buy your event photos

Review a business

SWSCD Community

The Principles of Community Engagement

Go to where girls, women and gender diverse people are.

Gain mutual understanding, respect and trust between and amongst people and organizations.

Reflect the diversity of the community – who should be represented?

Gain opinions early in the developmental process and at strategic points.

No surprises in decision-making – how will decisions be made?

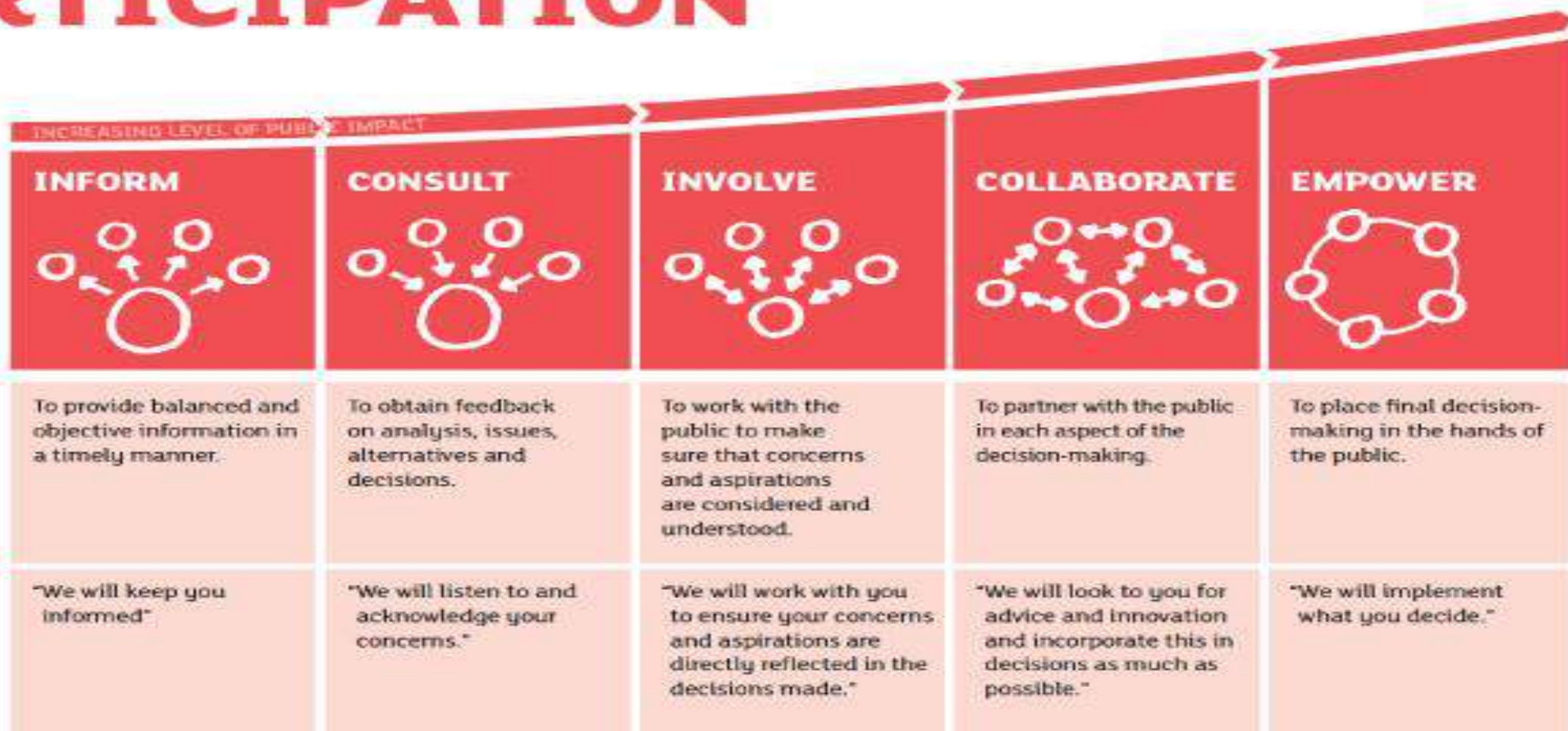
Coordination and the development of a common vision.

Open and timely.

Promote transparency and accountability.



IAP2 SPECTRUM OF PUBLIC PARTICIPATION



Who Are The People in Your Neighbourhood?

Who Should Care? - Cast a wide net
– offer a survey to a broad number of groups and people.

Who Does Care? – Who responds to the survey and will come to a meeting/s?

Who Cares Enough? Who volunteers to spend time and develop a plan and pilot initiatives?



c) Understanding Needs

Think:

- As experienced civic partners, it is easy to assume we know what people want from our facilities and services. However, oftentimes our assumptions are incorrect or based on incomplete information. Even if people tell us what they want, we might not know why OR end users might tell us they want one thing when in actuality, they need something else.
- To combat this typical mistake, we use **personas**. These are archetypes of people, based on real end users we spoke with, who will ultimately use your facility. By stepping into their shoes, we can design a more relevant and successful destination.





SELFLESS PARENTS

Community Member Persona

I probably stopped thinking about myself a decade ago when the kids were born. I've since been a busy parent and haven't had the chance to even realize it. I'm focused on getting them through school, into sports, and ensuring they turn out to be good people.

MINDSET & LIFESTYLE

Despite chasing the kids around, we wouldn't trade it for the world. We make a point to have dinner as a family every night at the table. We also have game nights or go camping to make sure we unplug.

Most of my adult activities or pastimes got put on hold — aside from work. As parents, we will see if we can't escape to the neighbourhood pub to have a quick drink and catch up with the other neighbours, but usually we just hang out here at home and try to catch up on chores, laundry, or bills.

We try to take care of our health, but sometimes you just can't resist pizza and video games, despite all the fresh carrots in the garden.



DESIRES

Trails

Courts/fields

Dog park

Gym

Leisure/play pool

Rock climbing gym

Daycare

Flea market

Game room

Green line stop



I have a 7-year-old with ADHD. The facilities around here are great for us — they're affordable and keep him busy and occupied for hours.

It's harder to be a community when it's so diverse. A lot of folks don't speak English; it's hard to communicate.

I wish the library was bigger and better. It's just so small, maybe 13 computers to use, and going after school with all the schools around is impossible.

I just want a good place for my son to grow up.

It feels like a small town here. We don't worry about the kids. The neighbours know they belong to us.

I don't really need classes or a set structure; I'm just more easy going.

My husband is like having another child, too.

Health isn't a number on a scale, it's being able to do the things you want to do, physically and mentally.

Safety is number one for me, if you don't feel safe, nothing else works.

Everyone knows each other here; it's like how it was when I grew up.

We don't really go to the community centre to discuss the community happenings — that's what the corner pub is for.





FREEDOM RELISHER

Community Member Persona

I work hard so I can play hard and enjoy myself; you might say I work to live. I pursue my hobbies as much as I can — from wine making to rock climbing, even from naps to going to the casino. I've been through things in life that make me appreciate the now.

MINDSET & LIFESTYLE

I really enjoy just being at home with the people or pets that I love. Though I go out and pursue certain hobbies like bike riding or classes at the gym, I have several hobbies at home that keep me busy, and I do them as I please. Being spontaneous and having fun is everything to me. My focus has never been on chasing paychecks, or, at least, it isn't now.

I know a few of my neighbours and you might say I'm a little nosy — but it's with the best intentions. I feel like we look out for one another, and it's comforting to know that you can count on a neighbour to watch your place or your pet without hesitation.

I am always looking for my next adventure — indoors, outdoors, you name it.



DESIRES

Dog park

Farmers market

Green space

Parks

Flea market

Shops/boutiques

Weight, strength, cardio equipment

Senior classes/pickleball

Indoor (tennis) courts

Trails

Community garden

Green line stop

Restaurants

Group fitness classes



I had to change my perspective when I got laid-off from my job — before I was work-work-work, but now that I've had time to think, that was just a day job that supported my art habit. Now I'm pursuing that; my art. I've become a very positive person along the way.

I've noticed that people new to Canada don't, perhaps, understand what community means.

I feel like a minority at the grocery store. Over the last 4-5 years, there's been an influx of new cultures and refugees. The community is changing.

I LOVE Superstore, it has everything you'd ever need. I could spend hours there.

I'm not a huge fan of the outdoors — the sun, bees, spiders — but I would definitely love to play some shuffleboard, pickleball, or do some lawn bowling.

Life got busy for me. It was all about work, then I got divorced and moved back here and am making everything about me again, making single life work.

My dogs are my family. I walk them, talk to them, paint their portraits — I might sound crazy, but it's the truth.

My life is all about convenience. If it takes 30 minutes to get somewhere — I'm not going to bother.

It's quiet here, we like it. We can do our own thing like gardening or wine making but also count on the neighbours to pop by and say 'hi'.



Understanding Needs

- Put Yourself in the Shoes of the End Users
- By stepping into their shoes, we can design a more relevant and successful facility.

Need Statements

For (persona name):

Fill in the persona name above and complete the problem statement below, aim for 2.

Example: I am a mother who was a star piano player trying to find time for self-expression, but I don't know what to do because I have been so focused on the kids which makes me feel lost.

I am a _____ trying to _____

but, _____ because _____

which makes me feel _____

I am a _____ trying to _____

but, _____ because _____

which makes me feel _____

Need Statements

For (persona name): *Selfless Parent*

Fill in the persona name above and complete the problem statement below, aim for 2.

Example: I am a mother who was a star piano player trying to find time for self-expression, but I don't know what to do because I have been so focused on the kids which makes me feel lost.

I am a *Recent divorcee* trying to *trying to start anew in my existing community*

but, *Things have changed and it's hard to make connections* because *I used to be part of a couple*

which makes me feel *insecure.*

I am a *Mother who was a star piano player* trying to *find time for self expression*

but, *I don't know what to do* because *I have been so focused on the kids*

which makes me feel *lost.*

SELFLESS PARENTS

- We are parents **TRYING TO RAISE GREAT KIDS**, but we can't get into programs because they're always full too quickly which makes me feel frustrated.
- We are parents **TRYING TO RAISE WELL-ROUNDED KIDS**, but can't find the right programs because it doesn't work with our schedules or they aren't offered, which makes me feel like I have to go elsewhere.
- I am a father **TRYING TO MAINTAIN/ IMPROVE MY PHYSICAL HEALTH**, but time is tight because I'm busy with the kids which makes me feel like I'm forced to focus on the kids only or else I feel guilty.
- I am a mother who was a star piano player **TRYING TO FIND TIME FOR SELF-EXPRESSION**, but I don't know what to do because I have been so focused on the kids which makes me feel lost.
- I am a parent **TRYING TO FIND NEW ACTIVITIES TO SHARE WITH MY KIDS**, but it's difficult to find options because programs are age-focused which makes me feel there are limited opportunities to use the facilities.
- I am a mother **TRYING TO FIND SUMMER CAMPS**, but it is hard because they are expensive and not close to home which makes me feel frustrated and at a loss of where to sign them up.
- I am a father **TRYING TO FIND SAFE AFTER-SCHOOL CARE**, but I can't find any because there isn't anything in our neighbourhood which makes me feel stressed and torn between work, schedule, and my kids.

FREEDOM RELISHER

- I am an active learner **TRYING TO MAKE THE BEST USE OF MY SKILLS**, but I am limited because of the long winters which makes me feel unmotivated.
- I am a social being **TRYING TO MEET AND CONNECT WITH MY FRIENDS**, but it is difficult because it's hard to find opportunities to meet up.
- I am a past oil and gas worker **TRYING TO MAKE THE MOST OUT OF LIFE**, but my past experiences make it hard because I was in a rut which makes me feel like I have missed out and I don't even know what's beyond my doorstep.
- I am a recent divorcee **TRYING TO START A-NEW IN THE EXISTING COMMUNITY** but things have changed and it's hard to make connections because I used to be a part of a couple which makes me feel insecure.

Need Statements
For (persona name):
Fill in the persona name above and complete the problem statement below. aim for 2.
Example: I am a professor trying to find suitable courses, but I can't get tenure because funding is tight, which makes me feel concerned about our working next year.

I am a past oil & gas worker trying to make the most out of life
but my past experiences because I was in a rut
which makes me feel like I have missed out & I don't even know what's out my door step

I am a recent divorcee trying to start a new in the existing community
but all has changed & it's hard to make connections because I use to be apart of a couple
which makes me feel insecure

Engagement Techniques

Theory of Diffusion

Casual Observation

Sport England Example

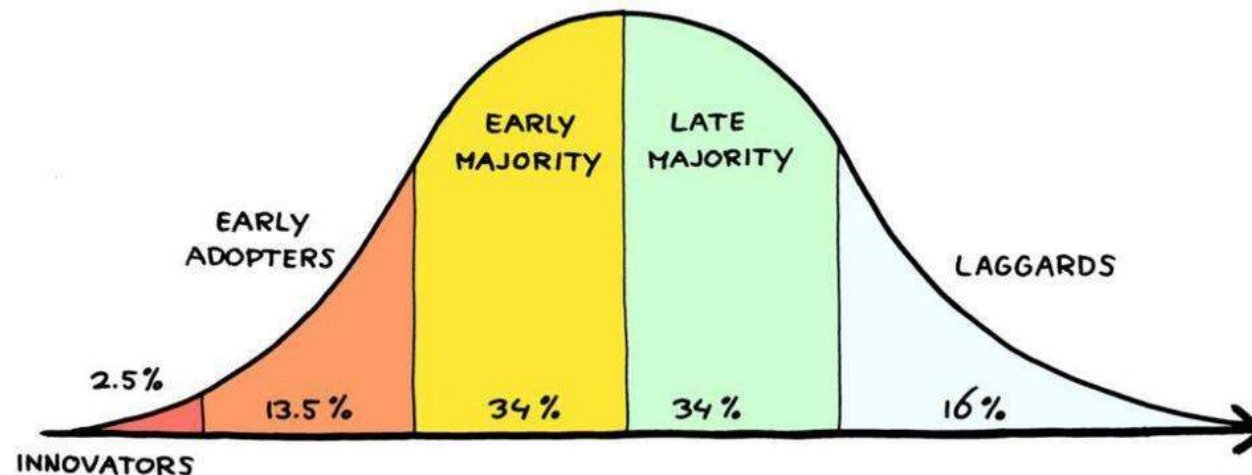
Engaging Girls

Engagement – Meet One on One with Early Adopters and Champions



These are the people that:

- Have influence
- Are enthusiastic about the subject matter
- Are readily engaged
- Connected
- Have resources
- Are innovative



Engagement - The Casual Observer

Observe public spaces and places at varying points to observe who is using public spaces and most importantly who is not.

Focus on who is not using active spaces and why. What would make them feel more welcome?

How do people use public spaces?

- E.g., in Collingwood, Ontario many students ride their bikes to one of the waterfront parks to jump off the pier after school – a good place for a casual conversation with youth.

Record your observations and impressions – how could these places, activities and people help to increase gender equity in sport and recreation?



Lisa O'Keefe – Executive Director of Insight, Sport England on Community Engagement



Helping Women & Girls to Get Active: A Practical Guide (Sport England)



- Free “taster” sessions
- Loyalty cards (attend 9, 10th free)
- Reward for attendance (small after 3; bigger after 10) (e.g., coffee voucher)
- Engage current participants
 - “Sport buddy” program – bring a friend; rewards for both
 - Get-togethers outside of the program (e.g., coffee morning catch-up”
 - Pledges through their social media to get active
 - Current people given leaflets/coupons to pass out to others
- Go that extra mile to get them back:
 - Use their name
 - Make eye contact
 - Ask for feedback
 - Ask for contact info to send more info

[Helping Women and Girls to Get Active: A Practical Guide \(Sport England\) - Canadian Parks and Recreation Association \(cpra.ca\)](#)



[PowerPoint Presentation
\(sportengland-production-
files.s3.eu-west-
2.amazonaws.com\)](https://sportengland-production-files.s3.eu-west-2.amazonaws.com)

Go where women are

Insight on engaging women and girls in
sport and exercise



6. Applying the insight - checklist

Start where women are – being real and friendly will engage women

- Use their language: friendly and informal
- Use pictures and images of real women
- Show an understanding of real issues (looking sweaty, pressures of time)

Show women what sport can do for them personally – they want to feel confident doing sport

- Use real role models showing women confident being themselves (hot and not bothered)

Show women that sport is a good use of their time socially – they want to have fun with their friends and kids

- Communicate that this is a good use of their time – having some fun time with the girls (or with their kids)

Design the offer to make it easy for women to do sport – don't expect women to change to fit sport

- Right time: be open or run classes to suit women's lifestyle (work and family)
- Right place: close to where women are, with the right facilities (changing rooms, hairdryers etc...)
- Right welcome: make sure the welcome is warm by reception/class leaders
- Right company: ideally they should be with people like them
- Right gear: reduce the fear of the wrong gear

Focus on repeat participation – ensure you design the offer to keep women engaged, not just to attend once

- Once engaged, keep in touch with them
- Encourage communities of interest: women spending time with their kids, with the girls (meeting up after for food or drink), or women seeking to achieve more
- Make your communications personal
- Appeal to all the senses (music etc...)

Handout



Engaging Girls

Insights



What characteristics of recreation facilities draw you to use them?

Café with friendly staff in the 20 year age group, not teenaged staff which is uncomfortable (there is a perception that teenagers should be able to connect because of their age, but it is actually very uncomfortable)

Chill environment with comfy seating

Classes for teens, board games night, movie nights with 14+ movies

Bright space with nice colours

Lots of places to sit with not too many seniors

Lots of different things to do like the inclusion of a pool or rink, air hockey table, pool table, piano

Unlocked bathrooms, free use of drinking fountain

Clean

Space with similar age range

Open and welcoming staff, do not want to be told to leave

Clean bathrooms

Swimming Pool, Fitness Gym available to Teens

Café, food options like vending machines

An area for entertainment (games area and pool table)

Wider range of extra-curricular activities

Space with similar age range, but also depend on the type of person in the same spaces – don't want to feel judged (Teens are sometimes kicked out of community spaces by staff)

Key Themes Girls' Engagement



Building Active and Connected Neighbourhoods

*A project in support of A Common Vision for
Increasing Physical Activity and Reducing
Sedentary Living*



The COVID-19 pandemic revealed the resilience of Canadians. When our local playgrounds, schools, gyms and community centres closed due to physical distancing restrictions, we **re-discovered** the value of sidewalks, streets and open spaces to be active and to connect with friends and neighbours. Given fewer alternatives, our **local neighbourhoods became essential spaces for social connection and physical activity.**



Wouldn't it be great to keep that momentum going by continuing to make good use of our neighbourhood spaces to improve our physical, mental and social health?

An aerial photograph of a city street intersection. The street has multiple lanes with white lane markings and arrows. A central green median runs through the intersection. There are trees and streetlights on both sides. A white truck is visible on the left side of the road, and a black car is on the right. The text "The potential of neighbourhoods" is overlaid in yellow in the center of the image.

The potential of neighbourhoods

GOAL

Increase physical activity and social connectedness by neighbours re-thinking, re-purposing and expanding their imaginations about their neighbourhoods.



Build a resource that:

Increases knowledge and builds skills of neighbours to recognize opportunities and assets that exists within their neighbourhood to be more active.

Identifies strategies that neighbours can use to plan and implement neighbourhood placemaking.

Considers the different neighbours and neighbourhoods in which we live.



A Tactical Guide?

Tactical What?

- *Tactical placemaking* refers to low-cost, deliberate grassroots initiatives to temporarily alter the built environment to improve local neighbourhoods and public gathering places. These temporary alterations can sometimes lead to permanent changes.

But it's really about making change

- *Placemaking* is the process of shaping public space to strengthen connections between people and places. *Anyone can be a neighbourhood "placemaker."*

Activate Your Neighbourhood

A Tactical Guide to help you re-imagine, re-think and re-purpose the spaces in your neighbourhood to support and encourage physical activity and social connections.





Why Activate Your Neighbourhood

As Canadians, we know that physical activity is vital to our overall health and wellbeing, but most of us don't get enough to reap the benefits, often despite our best intentions. A perceived lack of time, energy and finances are often the barriers to being more active. Thankfully these, and other obstacles, can be overcome just by looking out your front door!

The COVID-19 pandemic revealed the resilience of the Canadian people. When our local playgrounds, schools, gyms, and community centres closed due to physical distancing restrictions, we re-discovered the value of sidewalks, streets, and open spaces to be active and to connect with friends and neighbours. Our local neighbourhoods became essential spaces for social connection and physical activity.

Wouldn't it be great to keep that momentum going and continue to make good use of our neighbourhood spaces to improve our physical, mental, and social health? That's where this *Tactical Guide* comes in.



As you begin to think about how to activate your neighbourhood, there are a few things to consider. This section explains the steps involved and the following six lenses to apply when thinking about how to activate your neighbourhood for everyone:



Urban/Rural/Remote



Residences
(Dwellings)



Equity, Diversity,
Inclusion



Accessibility



Age-Friendly



Seasonality

Anyone can be a neighbourhood placemaker! There's no need to wait for community organizations or public officials to take the lead.



**Describe Your
Neighbourhood**



**Create
Neighbourhoods
for Everyone**



**Find Out
What's in Your
Neighbourhood**



**Activate Your
Neighbourhood**





Think Like a Tactical Placemaker

Anyone can be a neighbourhood placemaker! Take control to initiate the changes you want to see for yourself and your neighbours.

Activate

A Tactical Guide to help you activate public spaces in your neighbourhood to support and encourage physical activity and social connections.



Naturalize

Beautify neighbourhood spaces to make them more appealing



Activate

Re-imagine your neighbourhood as an outdoor community centre



Culinize

Explore the flavours of your neighbourhood by incorporating food



Spectacalize, Festivalize and Eventify

Organize public gatherings to create a cheerful atmosphere



Aestheticize

Use art in various forms to beautify any neighbourhood space



Convivialize

Provide features that give neighbours the cue to gather and socialize



Whimsicalize and Gamify

Make the places you go more fun with your imagination



Naturalize

Beautify neighbourhood spaces with plants, flowers, and/or grasses to make them more appealing to spend time or engage in moderate physical activity.



1. Naturalize

Enhance neighbourhood spaces with plants, flowers, and/or grasses to beautify the landscape, making it more appealing as places to spend time



Community Gardens



Portable Gardens

Gardens



Guerrilla Gardening



Yard Sharing



Park(ing) Day

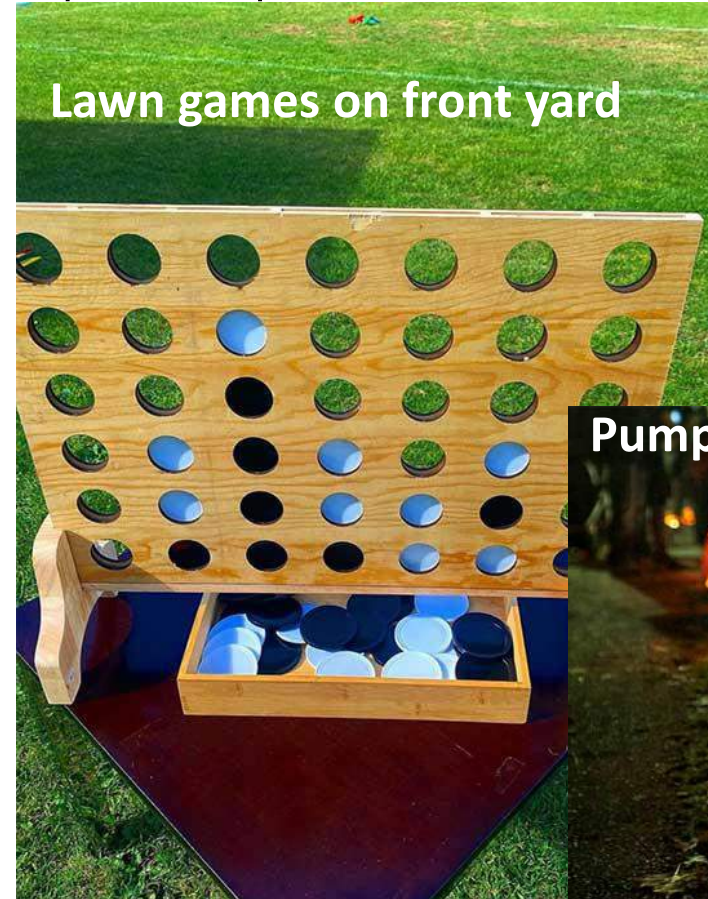
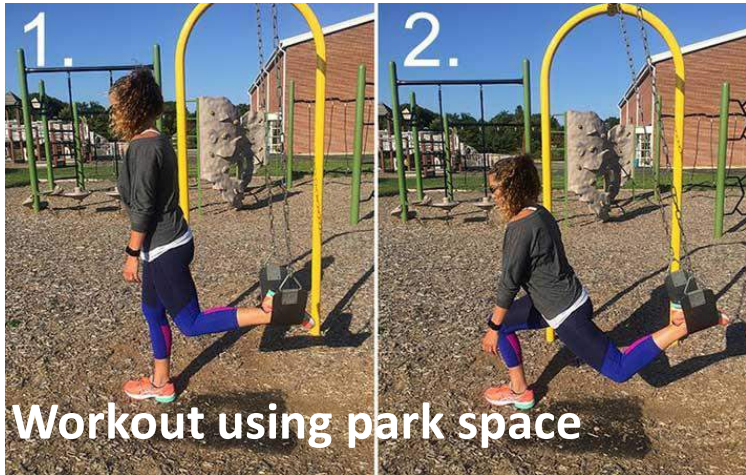


Quick Tips and Ideas

- Work with municipal/town council to start a neighbourhood tree planting project. Trees provide shade from the sun and beautify the neighbourhood. Plant trees and bushes that produce edible fruit in public areas/trails. Learn more about the 3-30-300 Rule.
- Leave nature in nature (e.g., land clearing, public works – when trees are fallen, leave them there to use when out walking) – less manicured public spaces. Embrace “messy” natural spaces.
- Plant herbs and provide recipes for fresh produce.
- Set up natural, accessible outdoor public playgrounds (not metal).
- Work with farmers to make their farms open to hikers (in New Ross, NS, residents worked with Christmas tree farms to provide access to the trails through the farms).
- Create scenes for photoshoots for families/groups/pets, etc. using existing landscape scenery.
- Work with developers to include natural spaces in development agreements.
- Add community-based gardens in community park space.
- Initiate a community flower box initiative.
- Start a gardening club and share flowers and fruit with your neighbours.
- Work with low-rise building owners to create individual raised gardens.
- Help neighbours with gardening tasks. This allows people to maintain their independence while increasing physical activity and social connection.

2. Activate

Use visual displays of physical activity, such as sport demonstrations or the availability of sport equipment (e.g., portable basketball nets) to encourage spectators and participants



3. Culinize

Incorporate food, particularly its preparation, distribution, and consumption, into neighbourhood spaces



Street BBQs



Picnic in the Park



Driveway lunch



Mobile Produce Market



Spaghetti Wednesday



Falling Fruit Map



Republic of Neighbours

4. Spectacalize, Festivalize, Eventify

Use featured entertainment
to attract people to
neighbourhood spaces



Porch Festival



Pop-up Cinema



Street Concerts

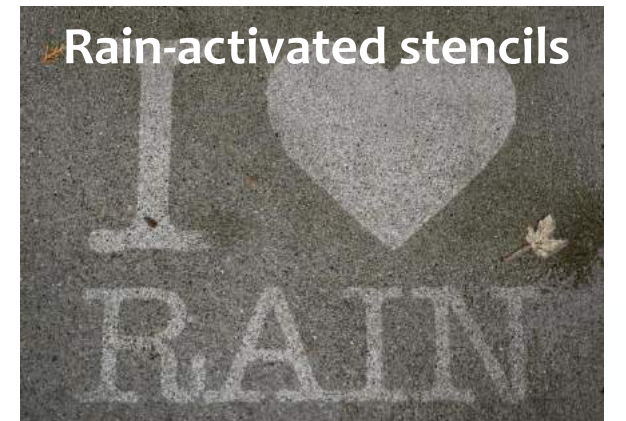
Organize public
gatherings to bring a
festive atmosphere to
neighbourhood spaces



Block Parties and Street Play

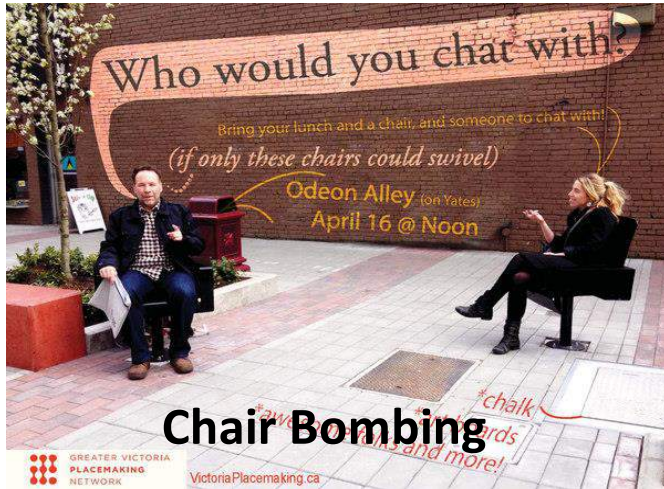
5. Aestheticize

Use art in its variety of forms to beautify a neighbourhood space and encourage greater activity



6. Convivialize

Provide features that give neighbours the cue to gather, sit, and socialize in neighbourhood spaces



7. Whimsicalize & Gamify

Add imaginative and sometimes quirky features or illustrations to signify game play to encourage activity in neighbourhood spaces





[How to Go from Ideation to Creation](#)

[Deconstruct and Reconstruct](#)

[Talking to Strangers](#)

[The Role of Community Leaders](#)

[Case Studies](#)



How to Go from Ideation to Creation

This section is primarily intended to help neighbours plan and implement larger scale activities to encourage physical activity and foster positive social interaction.



Resources

There are many resources listed throughout the Tactical Guide. By clicking on the live links in the different sections you will find more information about how to get started, how to implement certain activities and even more activities that you can do. This section provides some additional resources for both neighbours and community leaders alike!





Placemaking and Gender

Urban and rural spaces are not gender-neutral. Women and men use and experience urban and rural environments differently due to varying social roles, needs, and safety concerns.

Placemaking Concepts that Work for Women

Placemaking involves inclusion and an emphasis on community engagement and participation.

- Involve women in the process to ensure their voices, needs, and concerns are considered, ensuring that the resulting spaces are inclusive, promote a sense of belonging, and address their specific requirements.

Placemaking empowers communities

- Placemaking encourages active participation and decision-making processes related to the design and use of public spaces. The people involved shape the spaces where they live, work, and socialize, and create environments that reflect their identities and aspirations.

Placemaking enhances safety and security by fostering a sense of community vigilance

- Women often encounter safety challenges when accessing and utilizing public spaces. Placemaking approaches prioritize the creation of well-designed, well-lit, and well-utilized spaces to promote safety and security. Placemaking incorporates elements such as adequate lighting, unobstructed views, and community surveillance to address the unique safety requirements of marginalized groups and women. This proactive approach cultivates a sense of comfort and security, empowering them to confidently engage with public spaces

Placemaking promotes social interaction and community cohesion

- Placemaking initiatives cultivate social connections and combat social isolation, foster a sense of unity within communities, develop inclusive and accessible public spaces that cater to diverse activities and encourage social engagement. They instill a sense of belonging and facilitate meaningful connections and relationships within their communities. Placemaking contributes to the overall well-being and strengthens the social fabric of these groups.



Thoughts and Ideas



Resources

1. Gender issue guide. Urban planning and design (UN Habitat): <https://lnkd.in/dc9gEEQj>
2. CITIES FOR WOMEN: Urban Assessment Framework Through a Gender Lens” (Cities Alliance): <https://lnkd.in/dj6x6CWu>
3. Make Space for Girls: <https://www.makespaceforgirls.co.uk/>
4. The Gendered City: <https://genderedcity.org/>