

Gender Equity Indicators for the City Hub and Network for Gender Equity (CHANGE)

Claremont Colleges Task Force

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CHANGE

CITY HUB AND NETWORK FOR GENDER EQUITY

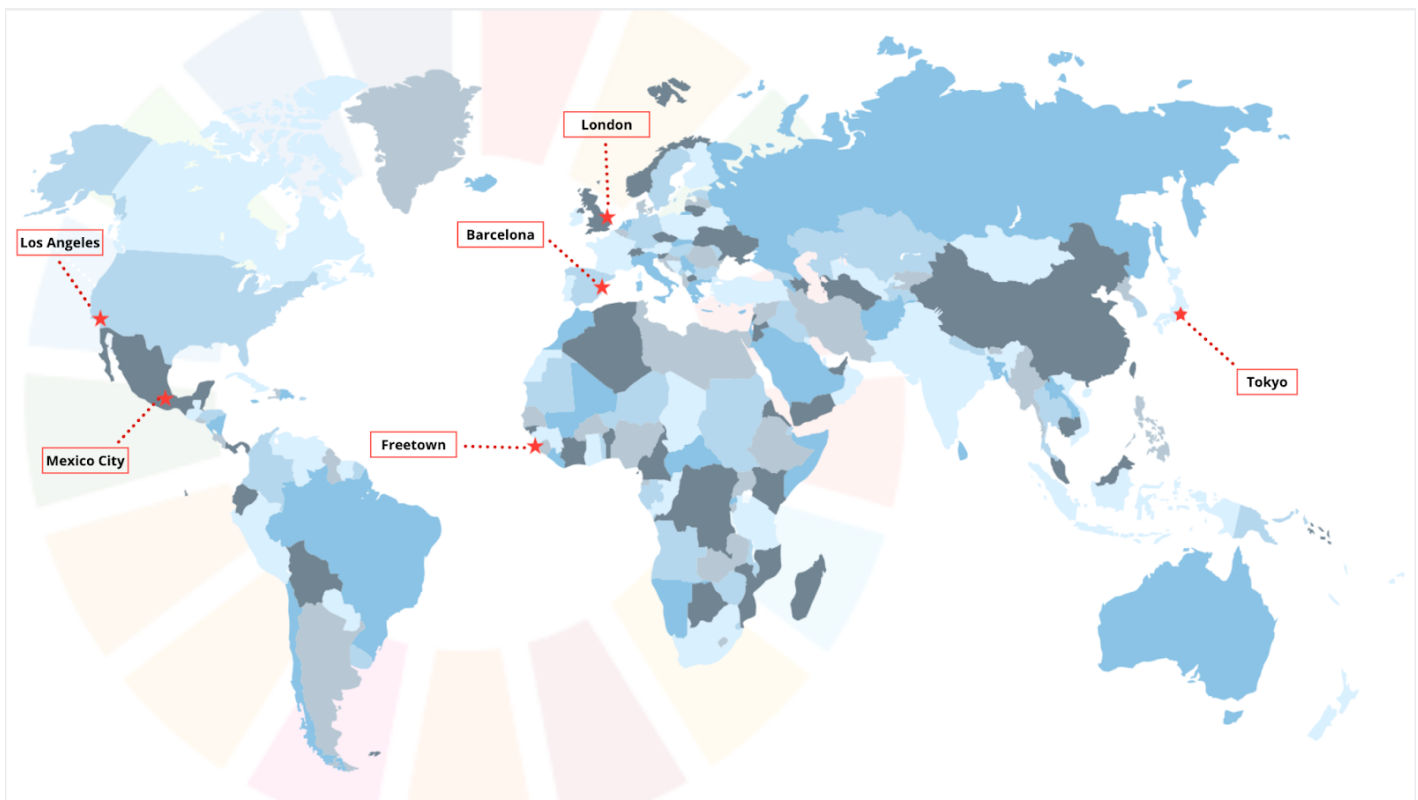
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ABSTRACT

The Claremont Colleges Task Force was asked to create a set of standardized, data-driven indicators to inform progress toward gender equity for members of the newly-established CHANGE coalition (Barcelona, Freetown, London, Los Angeles, Mexico City, and Tokyo), in consultation with the Mayor’s Office of the City of Los Angeles. Our 30 priority indicators suggest areas where systemic change can be made across internal functions of city government and external measures under city authority. These indicators are presented in six domains which target different facets of city governance and city life: City Governance and Political Participation; Economics and Innovation; Education and Training; Public Health; Sustainability and the Urban Environment; and Violence and Safety. We hope our guiding principles—“beyond the binary” and “intersectionality”—can guide CHANGE cities’ efforts to reduce disparities at the local level and empower people of underrepresented genders on a global scale.

MAP OF CHANGE CITIES



GLOSSARY OF TERMS

Underrepresented genders: Genders that have historically been systematically discriminated against or excluded from civic life: cis women, trans women, trans men, non-binary and gender non-conforming individuals, and those who have been otherwise marginalized.

Binary: The traditional notion of gender as a single set of opposite identities, male and female.

Non-Binary: Refers to diverse genders that do not fit within traditional binary gender notions.

Inclusive language: Language that makes an active effort to represent diverse identities.

Intersectionality: The interconnected nature of social identities on an individual level such as race, class, and gender, resulting in overlapping and interdependent systems of disadvantage.

Equity vs. Equality: A system is equal when all parties have the same privileges. A system is equitable when it seeks to eliminate unequal privileges, though this process may be unequal.

Gender equity: The process of being fair to all genders, the ensuring of which requires compensation for historical and social disadvantages that prevent all genders from operating on a level playing field.

Gender: A socially constructed system of categorization, historically defined by a heteronormative distinction between women and men and with large variance over time and across societies.

Gender identity: A deeply-held sense of one's identity and place within societal gender norms.

Gender expression: Outward presentation of gender, which may or may not reflect gender identity.

Sex: Biological classification assigned at birth based on genetic and corporeal features including chromosomes, hormones, and genitalia.

Sexual Orientation: A characteristic that defines a pattern of romantic or sexual attraction based on gender identity.

Lesbian: Describes a woman who is only interested in romantic and/or sexual relationships with other women.

Gay: Describes a man who is only interested in romantic and/or sexual relationships with other men.

Bisexual: Describes a person who is interested in romantic and/or sexual relationships with both men and women, or with people of non-binary genders.

Queer: An umbrella term that describes people having non-heteronormative sexual orientation or gender identity.

Intersex: Describes a person whose biological sex characteristics do not correspond exclusively to either male or female sex characteristics.

Transgender: (also "trans") Describes a person whose gender identity does not correspond with their sex assigned at birth.

Cisgender: (also "cis") Describes a person whose gender identity corresponds with their sex assigned at birth.

Asexual: Describes a person who does not experience sexual attraction or does not want to pursue sexual relationships with others.

ACRONYMS

ADB: Asian Development Bank
BPfA: Beijing Platform for Action
CEDAW: Convention on the Elimination of All Forms of Discrimination Against Women
CHANGE: City Hub and Network for Gender Equity
DART: Domestic Abuse Response Team
DHS: Demographic and Health Surveys
EIGE: European Institute for Gender Equality
IAEG-GS: Inter-Agency and Expert Group on Gender Statistics
ICRW: International Research Center on Women
ILO: International Labor Organization
KPI: Key Performance Indicators
LGBTI: Lesbian, Gay, Bisexual, Transgender, and Intersex
LGBTQIA+: Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual, etc.
MDG: Millennium Development Goal
NACCHO: National Association of County and City Health Officials
OECD: Organization for Economic Co-operation and Development
SART: Sexual Assault Response Team
SDG: Sustainable Development Goal
SOGIESC: Sexual Orientation, Gender Identity and Expression, and Sex Characteristics
UCLG: United Cities and Local Governments
UN: United Nations
UNDP: UN Development Programme
UNSD: UN Statistics Division
UN Women: UN Entity for Gender Equality and the Empowerment of Women
USAID: United States Agency for International Development
WHO: World Health Organization

INTRODUCTION

The City Hub and Network for Gender Equity (CHANGE) is a global coalition of cities and partner organizations working to empower underrepresented genders and realize gender equity. The CHANGE coalition’s mission is to “create systemic change by identifying disparities, implementing initiatives to address needs across city operations, and tracking measures for success,” while “explicitly recogniz[ing] and address[ing] intersecting inequalities predicated upon race, religion, ethnic origin, disability, sexual orientation, and gender identity or expression.”¹ Additionally, CHANGE endeavors to promote gender equity to ensure a green and just recovery from the climate crisis and the COVID-19 pandemic—both of which have demonstrated how socioeconomic disparities disproportionately affect underrepresented genders.

CHANGE’s mission builds on approximately 40 years of existing global initiatives on gender equity, which date back to 1979, when the United Nations General Assembly adopted the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). Ratification of this treaty then spurred four UN world conferences on women, culminating in twelve critical areas of concern in the 1995 Beijing Platform for Action (BPfA), which was unanimously adopted by 195 countries and is still regarded as a key policy document on gender equity.² This heightened attention to gender equity continued with the creation of eight Millennium Development Goals (MDGs) in 2000, a series of global goals intended to meet the basic needs of the world’s poorest populations by 2015.³ MDG 3 (Promote Gender Equality and Empower Women) focused explicitly on gender equality, and three other MDGs referenced gender.⁴ At the end of the MDGs’ term in 2015, the UN General Assembly agreed to 17 new interlinked goals under the 2030 Agenda for Sustainable Development, the Sustainable Development Goals (SDGs). Nine of the SDGs contain gender dimensions and SDG 5, with five targets and 13 indicators, focuses exclusively on gender equality.⁵ CHANGE envisions city governments as critical agents to build upon the successes of these international initiatives and advance gender equity at the local level.

The Claremont Colleges Task Force was tasked with developing a set of indicators that would allow cities within CHANGE to measure their progress toward gender equity. Focused on the local level, our proposed indicators suggest areas in which systemic change could be enacted across internal functions of city government as well as external measures under city authority. The founding cities of the CHANGE coalition are already engaged in important work to advance gender equity: For example, Freetown has increased the number of gynecologists through specified funding; Mexico City has established a new law which targets and punishes gender-based digital violence; Los Angeles has achieved gender parity on all 41 boards and commissions for the first time; Tokyo has provided smartphones and free data plans to senior citizens to reduce the gender disparity in phone and internet access; London has increased free

¹ “The Mayor’s Fund for Los Angeles,” Mayor’s Fund for Los Angeles, December 11, 2020, <https://mayorsfundla.org/program/city-hub-and-network-for-gender-equity-change/>.

² “Beijing Declaration and Platform for Action,” Beijing Declaration and Platform for Action § (1995), https://beijing20.unwomen.org/~media/headquarters/attachments/sections/csw/pfa_e_final_web.pdf.

³ “Millennium Development Goals,” UNDP, https://www.undp.org/content/undp/en/home/sdgoverview/mdg_goals.html; “Millennium Development Goal 3,” UNDP, https://www.undp.org/content/undp/en/home/sdgoverview/mdg_goals/mdg3/; “Millennium Development Goal 5,” UNDP, https://www.undp.org/content/undp/en/home/sdgoverview/mdg_goals/mdg5/.

⁴ “The 17 Goals,” United Nations, Department of Economic and Social Affairs, Sustainable Development, <https://sdgs.un.org/goals>.

⁵ “Applying a Gender Lens on the SDGs” OECD (2020), <https://www.oecd.org/sdd/applying-a-gender-lens-on-sdgs-oecd.pdf>; “Goal 5 | Department of Economic and Social Affairs,” United Nations, <https://sdgs.un.org/goals/goal5>.

pre-primary education to allow underrepresented gender parents to return to work; and Barcelona has created the Lidera initiative to close the entrepreneurship gap.⁶ Our proposed indicators aim to recognize and build upon these impactful initiatives by measuring current progress and identifying new issues areas within city governance and life.

To derive our 30 priority indicators, the Task Force analyzed a series of existing national and subnational indices on gender equity, as well as important gender-related sources (such as the Beijing Platform for Action and CEDAW). This research was used to develop six major domains that would be actionable for city governments and cover key aspects of gender equity. After eliminating overlapping indicators, we identified a final selection of 30 indicators that could be localized to the core competencies of CHANGE cities, encourage cities to enact systemic change, capture the most critical elements of gender equity, and tie into existing CHANGE city initiatives. For each proposed indicator, we ensured that it had the potential to further progress toward the SDGs and also that its language and suggested forms of data disaggregation aligned with two guiding principles—“beyond the binary” and “intersectionality.”

While many existing indices and initiatives strive toward equality between men and women, we have also seriously considered CHANGE’s focus on **gender equity**. The principle of equality is noble in its effort to provide everyone with equal opportunities, but it does not amount to true justice because individuals currently face unequal disadvantages. Equity, on the other hand, “acknowledges certain individuals historically lack access to resources and opportunities that others are afforded via legacies of laws, institutional policies, and societal values.”⁷ Recognizing the harm that our societies have placed on certain communities, equity involves deliberate “redistribut[ion of] access to resources and opportunities toward individuals that have been undervalued” because of their intersectional social identities.⁸ In light of CHANGE’s desire to achieve gender equity, the Claremont Colleges Task Force is proposing a set of thirty indicators that tackle the challenges faced by those who are vulnerable on the basis of their gender identity and also hone in on the specific needs of those who our systems have put at greater disadvantage. The process by which the indicators were written is detailed in the following methodology section.

⁶ *City Hub and Network for Gender Equity (CHANGE) Launch Event*, YouTube (2020), <https://www.youtube.com/watch?v=xT860qvK3v4>; “Gender Equity,” Office of Los Angeles Mayor Eric Garcetti, accessed on April 4, 2021, <https://www.lamayor.org/GenderEquity>; “Tokyo Government to Give Smartphones to Senior Citizens, Pay for Their Calling and Data Plans,” SoraNews24, February 9, 2021, <https://soranews24.com/2021/02/10/tokyo-government-to-give-smartphones-to-senior-citizens-pay-for-their-calling-and-data-plans/>; “Early Years in London,” Greater London Authority (March 2018), https://www.london.gov.uk/sites/default/files/early_years_in_london_mar18.pdf; “Gender Equal Cities,” URBACT (2019), <https://urbact.eu/sites/default/files/urbact-genderequalcities-edition-pages-web.pdf> GENDEREQUALCITIES.

⁷ This information was obtained from a slide prepared by Tanya Pineda, the Gender Equity Lead at the Mayor’s Office of the City of Los Angeles.

⁸ This information was obtained from a slide prepared by Tanya Pineda.

METHODOLOGY

The Claremont Colleges Task Force developed a methodology based on the following guidelines. Our indicators should:

- Capture two levels of activity:
 - City government: the city’s internal functions (employment, service provision, and operations);
 - The city: broader external measures that relate to the community within the city under which the city government has authority;
- As charged in the CHANGE mission statement, encourage data collection processes which can include all underrepresented genders and also account for intersecting inequalities;
- Make connections and build indicators from relevant existing global indices and commitments, including but not limited to the SDGs and CEDAW;
- Have applicability across all the current members of CHANGE and be able to scale to other diverse cities which may seek entry to the coalition.

The Task Force derived six domains, 30 priority indicators, and ten alternative indicators through the following three-step process:

Step 1: *Reviewed existing indices and important sources based on gender equity.* The Task Force began by conducting research on the most prominent national indices. To supplement these global indices, we reviewed 12 subnational indices and nine notable sources for gender equity (see Table 1 for all indices and sources). This review process helped us understand the range of existing indicators and the types of issue areas that were measured by established sources.⁹

⁹ “Gender,” OECD, <https://www.oecd.org/gender/>; “European Institute for Gender Equality,” European Institute for Gender Equality, March 5, 2021, <https://eige.europa.eu/>; United Nations Statistics Division (UNSD), “Minimum Set of Gender Indicators,” accessed February 10, 2020, <https://genderstats.un.org/#/home>; M. V. Lee Badgett, and Randall Sell, “A Set of Proposed Indicators for The LGBTI Inclusion Index,” *United Nations Development Programme* (2018); Department of Economic and Social Affairs, “THE 17 GOALS | Sustainable Development,” United Nations, accessed April 12, 2021, <https://sdgs.un.org/goals>; “Convention on the Elimination of All Forms of Discrimination against Women,” UN Women, United Nations, accessed April 12, 2021, <https://www.un.org/womenwatch/daw/cedaw/>; “The Beijing Platform for Action: Inspiration Then and Now,” UN Women, United Nations, accessed April 12, 2021, <https://beijing20.unwomen.org/en/about>; “Gender Benchmark - World Benchmarking Alliance,” World Benchmarking Alliance, September 2020, <https://www.worldbenchmarkingalliance.org/publication/gender/>; “City of Los Angeles Data for Sustainable Development Goal Indicators,” Sustainable Development Goals - 17 Goals to Transform our World, accessed April 12, 2021, <https://sdgdata.lamayor.org/>; “City of Los Angeles: Gender Equity Toolkit,” Slalom, accessed April 12, 2021, <https://go.slalom.com/gender-equity-toolkit/>; “Metropolitan Indicators,” Metropolis, accessed April 12, 2021, <https://www.metropolis.org/projects/metropolitan-indicators>; “Gender Promotion,” United Cities and Local Governments of Africa/Cités et Gouvernements Loucaux Unis d’Afrique (UCLG Africa), September 11, 2019, <https://www.uclga.org/our-pillars/institutional-strengthening-and-capacity-development/gender-promotion/>; It’s Time Network Mayors Guide: Accelerating Gender Equality,” Issuu, May 2, 2016, https://issuu.com/itstimenetwork/docs/itn_mayor_report_final_50316; “Dallas Equity Indicators,” City of Dallas, accessed April 12, 2021, <https://dallascityhall.com/departments/pnv/dallas-equity-indicators/Pages/default.aspx>; City of Tulsa, and Community Service Council, “Tulsa Equality Indicators,” CSC Tulsa, 2020, <https://csc-tulsa.org/tulsaei/>; City of Pittsburgh, “Pittsburgh Equity Indicators,” accessed April 12, 2021, <https://pittsburghpa.gov/equityindicators/>; Institute for State and Local Governance, “Equality Indicators,” Equality Indicators NYC, accessed April 12, 2021, <https://nyc.equalityindicators.org/>; “ABOUT PIVOTAL,” Pivotal Ventures, accessed April 12, 2021, <https://www.pivotalventures.org/about-pivotal-ventures/>; “The California Women’s Well-Being Index,” California Budget & Policy Center, October 6, 2020, <https://calbudgetcenter.org/resources/womens-well-being-index/>; “Tool Kit on Gender Equality Results and Indicators,” Asian Development Bank, October 1, 2019, <https://www.adb.org/documents/tool-kit-gender-equality-results-and-indicators>; Barcelona’s Department for Feminisms and LGBTI, “BCN Plan for Gender Justice (2016-2020),” Ajuntament de Barcelona, July 2016, https://ajuntament.barcelona.cat/dones/sites/default/files/documentacio/p_4.2_plan-for-gender-justice-2016-2020_ang.pdf; Anjua Malhotra, Jennifer Schulte, Payal Patel, Patti Petesh, “Innovation for Women’s Empowerment and Gender Equality,” International Center for Research on Women (ICRW), 2009, <https://www.icrw.org/wp-content/uploads/2016/10/Innovation-for-Womens-Empowerment.pdf>; “Horizon 2020 Closing Gender - European Commission,” European Commission, 2020, https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/gender-equality-infographic-2020.pdf; “The Demographic and Health Surveys

Table 1: National-Level Indices, Subnational-Level Indices, and Additional Gender-Related Sources Reviewed by the Claremont Colleges Task Force

National Indices	Subnational Indices	Additional Gender-Related Sources
<ul style="list-style-type: none"> ● OECD Gender Data Portal ● EU Gender Equity Index ● UN Minimum Set of Gender Indicators ● UNDP LGBTI Index ● Equal Measures 2030 SDG Gender Index 	<ul style="list-style-type: none"> ● Barcelona Plan for Gender Justice ● Dallas Equity Indicators ● It’s Time ● LA’s Gender Equity Toolkit ● LA’s Localized SDG Indicators ● Metropolis Indicators ● NYC Equality Indicators ● Pittsburg Equality Indicators ● Pivotal Ventures ● Tulsa Equality Indicators ● United Cities and Local Governments (UCLG) ● Women’s Well Being Index - California 	<ul style="list-style-type: none"> ● Asian Development Bank (ADB) Toolkit on Gender Equality Results and Indicators ● Beijing Platform for Action (BPfA) ● Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) ● United States Agency for International Development (USAID) Demographic and Health Surveys (DHS) Program STATcompiler ● European Commission ● International Research Center on Women (ICRW) ● UN 2030 Agenda for Sustainable Development ● World Bank Handbook for Gender-Inclusive Urban Planning and Design ● World Benchmarking Alliance

Step 2: *Developed six localized domains.* The Task Force researched competencies in CHANGE cities to understand specific areas in which city governments could enact systemic change at the local level. We developed six **domains**, which would allow us to group indicators by the most pertinent issue areas that we identified in *Step 1*. For each domain, we recognized the importance of ensuring a balanced number of indicators. Our final domains are: **City Governance and Political Participation; Economics and Innovation; Education and Training; Public Health; Sustainability and the Urban Environment; and Violence and Safety.**

Step 3: *Deriving and justifying 30 city-level gender equity indicators.* The Task Force pulled more than 650 gender-relevant indicators from all 26 sources in Table 1 across all six domains. We organized the indicators into **sub-domains**, which would allow us to categorize specific areas of focus within each domain. Examples of sub-domains within the City Governance and Political Participation domain include: Transparency, Political Participation, and Gender-Focused Initiatives. Combining similar indicators and eliminating duplicates allowed the Task Force to identify over 200 unique indicators.

Program,” U.S. Agency for International Development, March 7, 201, <https://www.usaid.gov/what-we-do/global-health/cross-cutting-areas/demographic-and-health-surveys-program>; Horacio Terraza, “Handbook for GENDER-INCLUSIVE Urban Planning and Design,” February 2, 2020, <https://www.worldbank.org/en/topic/urbandevelopment/publication/handbook-for-gender-inclusive-urban-planning-and-design>.

The Task Force reached our 30 priority indicators and 10 alternative indicators by prioritizing, consolidating, and modifying the unique indicators under the following six criteria:

1. Authority: *The Task Force kept indicators which fell within the core competency of CHANGE cities.*
 - a. For applicable indicators, we edited the language to preserve the general idea but localize the indicators to the competencies of city government. For example, “share of central government employment” was localized to “percentage of underrepresented genders on city council/assembly.”
 - b. If the Task Force could not localize the indicator, then it was eliminated. For example, “proportion of females among tertiary education teachers or professors” was eliminated because cities do not control the hiring process at institutions of tertiary education.
2. Actionability: *The Task Force kept indicators which would encourage cities to enact systemic change at the local level.*
 - a. We created new qualitative indicators which captured the spirit of existing outcome-oriented quantitative indicators from the sources in *Step 1*. For example, we devised the qualitative indicator, “existence of laws that guarantee all individuals within the city the right to declare their gender and to receive protection from criminalization on the basis of SOGIESC” by honing in on legal aspects of gender equity in the Beijing Platform for Action, LA’s Localized SDG Indicators, and SDG 5.
 - b. If the Task Force could not modify the indicator to ensure that it had an actionable nature, then it was eliminated. For example, “percentage of underrepresented genders engaging in city government” was eliminated because it would be difficult for cities to mandate participation in city programming. Though collecting this data could encourage cities to adjust their programming, it would not be clear enough to stimulate systemic change at the local level.
3. Importance to Gender Equity: *The Task Force drew upon research to prioritize indicators which addressed the most critical aspects of gender equity.*
 - a. From our research, we selected indicators which we believe are able to measure significant elements of gender equity.
4. Existing Initiatives: *The Task Force prioritized indicators which were connected to ongoing initiatives in CHANGE cities.*
 - a. We researched CHANGE cities’ laws, policies, and programs to gauge the extent to which the indicators matched current initiatives and progress toward specific aspects of gender equity at the local level. Appendices B-G provide further information about existing gender equity initiatives in the CHANGE coalition.
5. Alignment with Guiding Principles: *The Task Force researched and proposed the most inclusive terms for all of our indicators, as well as the most salient identities to disaggregate data for some of our quantitative indicators.*

- a. We aligned our 30 priority indicators with the two guiding principles—“beyond the binary” and “intersectionality”—that we developed in response to the emphasis on intersecting inequalities in the CHANGE mission. As we explain in the following “Guiding Principles” section of our report, we use the terms “underrepresented genders,” “gender-inclusive,” and “gender-neutral” in order to embrace gender identities that exist outside of the binary. Given the importance of intersectionality, some of our indicators note the need for city initiatives to be mindful of SOGIESC (sexual orientation, gender identity and expression, and sexual characteristics). Additional forms of data disaggregation are recommended for certain quantitative indicators, with explanations of the importance of specific identities for disaggregation available in the justifications for the indicators in the report.
6. Application to the SDGs: *The Task Force matched the indicators to the SDGs.*
 - a. We examined the targets for each SDG to determine how each indicator was tied to the global goals outlined by the UN. The “Domain Justifications” section and indicator tables in our report list which SDGs are relevant to each domain and indicator.

By engaging in the above methodology, the Task Force derived five priority indicators per domain, leaving us with 30 priority indicators in total. The indicators that fulfilled the first two criteria but did not exemplify the third and fourth criteria were identified as “alternative indicators” (see Appendices H-L). We did not set a quota for the alternative indicators per domain, but identified ten across all domains.

GUIDING PRINCIPLES

The CHANGE coalition explicitly recognizes and seeks to address intersecting inequalities predicated upon race, religion, ethnic origin, disability, sexual orientation, and gender identity or expression.¹⁰ In line with the Coalition’s goal of empowering underrepresented genders in all their diversity, the Claremont Colleges Task Force has identified two guiding principles—“beyond the binary” and “intersectionality”—to undergird our proposed indicators. We hope that these two guiding principles can encourage more inclusive efforts toward gender equity within cities.

In light of the focus on gender identity and gender expression in the CHANGE mission, the Task Force would like to draw cities’ attention to the experiences of people with genders that are **beyond the binary**. Current methods for collecting data and formulating both laws and policies are often rooted in an international system dependent on state consent, resulting in a narrow global focus on achieving gender equality between men and women.¹¹ As our society’s view of gender is tied to the “male” and “female” biological sexes, both a binary model of gender expression and their corresponding identities have become ingrained in discourse, law, and policy.¹² Through consistent references to individuals within this binary framework, many of our societies perceive far more differences between male-identifying and female-identifying individuals than those that actually exist.¹³ These “feminine” and “masculine” definitions have prevented non-binary individuals from defining their own gender identity.¹⁴ Research has exemplified the variance in experiences across the gender spectrum, as gender-queer individuals tend to suffer from anti-transgender bias and also be at higher risk for discrimination and violence than transgender individuals.¹⁵ Another study has shown that transgender individuals are over four times more likely than cisgender people to experience violent victimization in the United States.¹⁶ Since gender refers to socially-constructed norms, behaviors, and roles, there is growing global awareness of gender identities and forms of gender expression that exist outside of the strict binary.¹⁷ Given these evolving conceptions of gender, we recommend that CHANGE cities employ language that is **gender-neutral** and **gender-inclusive** when creating indicators, developing policies, and producing reports.

¹⁰ City Hub and Network for Gender Equity (CHANGE), <https://citieschange.org/>.

¹¹ Gurchaten Sandhu, “Beyond the Gender Binary,” *UN Today Since 1949*, UNOG Staff Coordinating Council, April 9, 2020, <https://untoday.org/beyond-the-gender-binary/>.

¹² Mary M. Talbot, *Language and Gender*, 3rd ed. (Cambridge, UK: Polity Press, 2020); Carol Chetkovich, “How Non-Binary Gender Definitions Confound (Already Complex) Thinking About Gender and Public Policy,” *Journal of Public Affairs Education* 25, no. 2 (2019): 231–32.

¹³ Kim Elsesser, “How To Use Gender-Neutral Language, And Why It’s Important To Try,” *Forbes*, July 8, 2020,

<https://www.forbes.com/sites/kimelsesser/2020/07/08/how-to-use-gender-neutral-language-and-why-its-important-to-try/?sh=62a0802b26ba>.

¹⁴ Chetkovich, “How Non-Binary Gender Definitions Confound (Already Complex) Thinking About Gender and Public Policy,” 231–32; Elsesser, “How To Use Gender-Neutral Language.”

¹⁵ Jack Harrison, Jaime Grant, and Jody L. Herman, “A Gender Not Listed Here: Genderqueers, Gender Rebels, and OtherWise in the National Transgender Discrimination Survey,” *LGBTQ Public Policy Journal at the Harvard Kennedy School* 2, no. 1 (2012): 13.

¹⁶ Andrew R. Flores, Ilan H. Meyer, Lynn Langton, Jody L. Herman, “Gender Identity Disparities in Criminal Victimization: National Crime Victimization Survey, 2017–2018,” Williams Institute, UCLA School of Law, March 2021, <https://williamsinstitute.law.ucla.edu/publications/ncvs-trans-victimization/>. Globally, there 350 transgenders were killed in 2020. 98% of those murdered were trans women or trans feminine people. See also Jamie Wareham, “Murdered, Suffocated And Burned Alive – 350 Transgender People Killed In 2020,” *Forbes*, November 11, 2020, <https://www.forbes.com/sites/jamiewareham/2020/11/11/350-transgender-people-have-been-murdered-in-2020-transgender-day-of-remembrance-list/?sh=3fb05d0c65a6>.

¹⁷ World Health Organization, Gender and Health,”

<https://www.who.int/health-topics/gender#:~:text=Gender%20refers%20to%20the%20characteristics.and%20can%20change%20over%20time>.

The Task Force also recommends that cities work toward data collection that can fully capture the realities of **underrepresented genders**. We advise cities to move away from requesting that individuals report their “sex” in data collection processes. To better understand underrepresented genders’ lived experiences, cities could begin asking individuals to provide their “gender identity.” Considering the diversity of experiences across the gender spectrum, we generally recommend that cities disaggregate data by gender identity into the following five categories: “cis woman,” “cis man,” “trans man,” “trans woman,” and “gender non-binary.”¹⁸ This detailed form of data disaggregation has the potential to deepen cities’ understanding of the nuanced challenges faced by non-binary and gender non-confirming individuals who must select, “male,” “female,” and occasionally either “other” or “X” in government surveys.¹⁹ Studies with data disaggregated for cisgender and transgender individuals have even revealed that some salary reduction is associated with all transitions, and that trans women experience an added disadvantage for exhibiting “feminine” characteristics.²⁰ Given the sensitive nature of information about individuals’ gender identities, we recommend that cities develop and implement robust privacy policies when collecting this data from their residents. Cities could also benefit from collecting data based on gender expression, as individuals may be gender non-conforming. However, it is important to note that we have referenced “sex”—male, female, and intersex—instead of “gender identity” for some indicators in our Public Health domain because biological body type is most relevant to certain health issues.

In addition, the Task Force advises that cities utilize language that is more inclusive of all genders. We have used the term “underrepresented genders” to collectively reference the experiences of cis women, trans women, trans men, non-binary and gender non-conforming individuals, and those who are otherwise marginalized due to their gender in our report. This term allows us to dissect gender equity in ways that include female-identifying individuals as well as people whose identities exist outside of the binary. Committing to both data collection and language that goes beyond the binary can help cities build more inclusive indicators to track their progress toward gender equity.

To make more progress at the local level, the Task Force also suggests that cities account for **intersectionality** while collecting data and developing initiatives. In General Recommendation 28 in 2010, the UN Committee on the Elimination of All Forms of Discrimination Against Women (CEDAW) requested that policymakers integrate intersectionality into their understanding of gender-based discrimination as, “the social positioning of women and men is

¹⁸ Tate, Ledbetter, and Youssef developed a form of data disaggregation to capture sex at birth (female, male, intersex) and current gender identification (female, male, transgender, genderqueer) for medical and social science research. See Carol Chetkovich, “How Non-Binary Gender Definitions Confound (Already Complex) Thinking About Gender and Public Policy,” 242; C. C. Tate, J. N. Ledbetter, and C. P. Youssef, “A Two-Question Method for Assessing Gender Categories in the Social and Medical Sciences,” *Journal of Sex Research* 50, no. 8 (2013): 767–76. The Task Force adapted this scheme by including “gender non-binary” as an option for data disaggregation and removing “intersex” from this scheme because it is not a gender identity. See also Amnesty International, “Its Intersex Awareness Day - here are 5 myths we need to shatter,” October 26, 2018, <https://www.amnesty.org/en/latest/news/2018/10/its-intersex-awareness-day-here-are-5-myths-we-need-to-shatter/>; Intersex Human Rights Australia, “Intersex is not a gender identity, and the implications for legislation,” January 7, 2019, <https://ihra.org.au/17680/intersex-characteristics-not-gender-identity/>.

¹⁹ Kate Sosin, “Biden administration suggests it will add ‘X’ gender markers to federal documents,” *USA Today*, February 22, 2021, <https://www.usatoday.com/story/news/politics/2021/02/22/trans-nonbinary-americans-could-see-x-gender-markers-federal-ids/4534463001/>; Rachel Savage, “In UK 2021 census, binary male or female question is controversial,” Thomson Reuters Foundation, March 22, 2021, <https://news.trust.org/item/20210326131219-qkmo2>; Serena Sonoma, “Australia’s Census Will Include Non-Binary Option for the First Time,” *Them*, January 24, 2021, <https://www.them.us/story/australias-census-includes-non-binary-option-first-time>; Neela Ghoshal, “Transgender, Third Gender, No Gender: Part II,” Human Rights Watch, September 8, 2020, <https://www.hrw.org/news/2020/09/08/transgender-third-gender-no-gender-part-ii>.

²⁰ Kristen Schilt, and Matthew Wiswall, “Before and After: Gender Transitions, Human Capital, and Workplace Experiences,” *BE Journal of Economic Analysis & Policy* 8, no. 1 (2008).

affected by political, economic, cultural, social, religious, ideological and environmental factors and can be changed by culture, society and community.”²¹ Beyond its connection to CEDAW, our recommendation is tied to the CHANGE mission’s emphasis on intersecting inequalities; the experiences of underrepresented genders may be further compounded by intersectional identities such as race. In the United States in 2013, transgender people of color were six times more likely to experience physical violence from the police compared to white cisgender survivors and victims due to the disproportionate impact of the intersection of transphobia and racism.²² We also advise that cities utilize SOGIESC (sexual orientation, gender identity and expression, and sexual characteristics) as a guideline to be mindful of these intersectional identities. To capture the cumulative effect of overlapping marginalized identities on underrepresented genders, we propose that cities move toward disaggregating data by age, disability, ethnic origin, race, religion, sexual orientation, and socioeconomic status, as well as gender identity, gender expression, and sexual characteristics in the long run. As we acknowledge that cities can only gradually move toward such detail in data collection, some of our indicator justifications identify particularly important intersectional identities for cities to consider for data disaggregation in the short run.

The Task Force realizes that long held binary conceptions of gender and separate responses to different forms of identity-based discrimination pose a challenge to city governments’ efforts to foster inclusivity through linguistic patterns, policymaking, and data disaggregation. As CHANGE cities are at the forefront of the global movement for gender equity, we encourage them to lead the way by adopting indicators and policies that consider gender identity and other intersectional identities contributing to levels of individual privilege and exclusion within society. We hope our guiding principles—“beyond the binary” and “intersectionality”—can guide CHANGE cities’ efforts to reduce disparities at the local level and empower people of underrepresented genders on a global scale.

²¹ UN Committee on the Elimination of Discrimination Against Women, *General Recommendation No. 28 on the Core Obligations of States Parties under Article 2 of the Convention on the Elimination of All Forms of Discrimination against Women*, December 16, 2010, CEDAW/C/GC/28, 2, <https://www.refworld.org/docid/4d467ea72.html>.

²² “Hate Violence Against Transgender Communities,” National Coalition of Anti-Violence Programs, National Black Justice Coalition, National Gay and Lesbian Task Force, Trans People of Color Coalition, glaad, National Center for Transgender Equality, 2013, https://avp.org/wp-content/uploads/2017/04/ncavp_transhvfactsheet.pdf.

DOMAINS AND INDICATORS

The Task Force proposes six domains, each with the five “most important” indicators which can help enable CHANGE cities to measure their progress toward gender equity:



1. City Governance and Political Participation



2. Economics and Innovation



3. Education and Training



4. Public Health



5. Sustainability and the Urban Environment



6. Violence and Safety

The Task Force developed four types of indicators (percentage, numbers, Y/N, and review):

1. Our **percentage-based** quantitative indicators could shed light on the frequency of specific inequities experienced by underrepresented genders, as well as the role of underrepresented genders across city life and governance. The data collected for these indicators may suggest areas in which city governments can institute new laws, policies, and programs to address the gaps across genders at the local level.
2. Our **numbers-based** quantitative indicators could provide insight into the number of reported cases of gender-based violence in cities. Collecting and publicizing numerical data about cases could increase accountability for lowering these numbers, while also increasing constituents’ confidence in both the transparency and the reporting mechanisms of the city government.
3. Our **“Y/N”** qualitative indicators could showcase whether a particular law, policy, or program is in place within each CHANGE city. In order to guide city efforts toward gender equity, these indicators suggest potential local initiatives to uplift underrepresented genders. Each city can select “Y,” which is short for yes, if it has adopted the law, policy, or program described in the indicator. However, a city can select “N,” which is short for no, if it has not adopted the proposed law, policy, or program.
4. Our **“review”** qualitative indicators ask each city to list specific information about current facilities, laws, policies, programs, and task forces. Collecting data in list format would provide more comprehensive information about the scope of existing initiatives and identify areas that may require more work. More specifically it may help cities to assess

whether the current list of facilities, laws, policies and programs is sufficient for gender equity advancement. This type of indicator goes beyond some baseline requirements measured through the “Y/N” indicators. Finally, it may also encourage CHANGE cities to learn from each other’s successes.

As we also recognize that data availability, city departments, and policy priorities range across cities, the Task Force created **clusters** which group two related indicators together but require different data to be reported. Within some of these clusters both related indicators are of the same type, such as two “Y/N” qualitative indicators. However, other clusters group a qualitative indicator with a corresponding quantitative indicator which addresses an analogous component of gender equity. For example, we made a cluster within the City Governance and Political Participation domain for a city to either state whether it has systems in place to mainstream gender equity into city programs, policies, and initiatives or state whether it has at least one dedicated staff person whose primary function is gender mainstreaming. We have shown which indicators are parts of clusters within our report by labeling them as a “Cluster” and numbering the two indicators. There are five such indicator clusters in the report.

Overall, within domains we have a total of 11 percentage-based quantitative indicators, two numbers-based quantitative indicators, 18 “Y/N” qualitative indicators, and four “review” qualitative indicators.



City Governance and Political Participation

This domain encompasses five subdomains related to city governance: Legal Frameworks; Gender-Focused Initiatives; Transparency in Gender Statistics; Political Participation; and Representation in the Public Sector. In total, the City Governance and Political Participation indicators measure: anti-discrimination laws; city-funded gender initiatives; transparency of city statistics regarding underrepresented genders; voting access; and political representation and public sector hiring equity. This domain relates to SDG 1 (No Poverty), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities).

Many city governments have the authority to create legal safeguards against SOGIESC-based discrimination and can mainstream gender equity into city policies, initiatives, and organizations. Within cities, underrepresented genders continue to be marginalized in both the public sector and in leadership positions. UN data from 133 countries shows that underrepresented genders make

up only 36% of the elected members in local governance bodies.²³ Therefore, city governance and political participation is a crucial domain for evaluating whether underrepresented genders have political power and whether cities are gathering data to prioritize the voices of those often silenced. Together, these indicators monitor the inclusion of underrepresented genders in the political process, hopefully serving to stimulate city initiatives that promote equity and anti-discrimination.

Table 2: Priority Indicators for City Governance and Political Participation

Sub-Domain	Indicator	Source(s)	CHANGE City Initiatives	SDGs
Legal Frameworks	(Y/N) Existence of legal frameworks that guarantee all individuals within the city the right to declare their gender and to receive protection from criminalization on the basis of SOGIESC.	SDG 5 and UNDP LGBTI Index	Los Angeles' codified legal process for changing name and gender on official California records ; Mexico City's ability to self-declare gender through the Civil Registry .	5
Gender-Focused Initiatives	Cluster: 1) (Y/N) Existence of systems to mainstream gender equity into city programs, policies, and initiatives; OR 2) (Y/N) Existence of at least one dedicated staff person whose primary function is gender mainstreaming.	It's Time and UNDP LGBTI Index	Barcelona City Council's gender mainstreaming strategy ; The Barcelona Declaration .	5
Transparency in Gender Statistics	(Y/N) Existence of SOGIESC measures in the city's statistical reporting systems that allow for calculation of index statistics on health, economic outcomes, education, violence, and political participation.	Equal Measures SDG Gender Index, SDG 17, and UNDP LGBTI Index	Los Angeles' multiple public sites dedicated to transparency through police statistics ; Los Angeles' publication of SOGIESC measures ; Barcelona's dedicated website to Transparency of statistics ; London's publication scheme and Disclosure Log .	5,8,10
Political Participation	Cluster: 1) Percentage of city election votes cast by underrepresented genders; OR 2) (Y/N) Existence of city programs aimed at increasing voting access for underrepresented	Dallas Equity Indicators and Women's Well Being Index: California	Los Angeles' City Clerk's office .	5

²³ UN Women, "Facts and Figures: Women's Leadership and Political Participation: What We Do," January 15, 2021, https://www.unwomen.org/en/what-we-do/leadership-and-political-participation/facts-and-figures#_cdn14.

	genders.			
Representation in the Public Sector	Percentage of elected officials, members of influential volunteer decision-making committees, and city employees who are underrepresented genders. Disaggregated by job category and leadership position.	BPfA, CEDAW, EU Gender Equity Index, LA City Initiative, OECD Gender Portal, Pittsburg Equality Indicators, Tulsa Equality Indicators, World Benchmarking Alliance, and UN Minimum Set	Los Angeles' public information on the percentage of women employees in the workplace ; Barcelona City Council's incorporation of gender equality clauses in government documents ; Measures taken by the Freetown Tourism Council to address the lack of women leadership ; London's Our Time .	5,8,10

The justifications for our five recommended, high-priority indicators for City Governance and Political Participation are as follows:

Legal Frameworks

(Y/N) Existence of legal frameworks that guarantee all individuals within the city the right to declare their gender and to receive protection from criminalization on the basis of SOGIESC.

Although the majority of legislation that focuses on legal recognition of gender occurs at the national level, having the flexibility to craft and implement their own legislation enables cities to impact individuals’ freedom of gender expression.²⁴ It is critical for individuals to retain the rights to change their legal gender marker and lead their lives freely regardless of their SOGIESC.²⁵ The non-profit Parliamentarians for Global Action writes that anti-discrimination legislation on the basis of SOGIESC is necessary to protect individuals’ human rights to privacy and non-discrimination—in the absence of this legislation, they note that “violations of the rights to freedom from arbitrary arrest and detention” are common.²⁶ In addition, United Nations Special Procedures and the UN Treaty Bodies both produced guides and reports that stress the importance of eliminating all criminalization of individuals on the basis of SOGIESC.²⁷ Official recognition of transgender and non-binary people in cities could help uphold their dignity as well as their rights to bodily autonomy and self-determination.²⁸ In addition, it is an important legal safeguard against discrimination and a protection of the mental and physical well-being of

²⁴ “Cities & Counties w/ Non-Discrim Ordinances That Include Gender.” Human Rights Campaign, accessed May 4, 2021, <https://www.hrc.org/resources/cities-and-counties-with-non-discrimination-ordinances-that-include-gender>.

²⁵ Jack Harrison, Jaime Grant, Jody L. Herman, “A Gender Not Listed Here: Genderqueers, Gender Rebels, and Otherwise in the National Transgender Discrimination Survey,” *LGBTQ Public Policy Journal at the Harvard Kennedy School* 2, no. 1 (2012): 13.

²⁶ “The Case for Decriminalization of Consensual Same-Sex Relations,” Parliamentarians for Global Action, <https://www.pgaction.org/inclusion/pdf/resources/case-for-decriminalization-of-consensual-same-sex-relations.pdf>.

²⁷ “The UN Special Procedures – A Guide for Advocates Working on Human Rights Relating to Sexual Orientation and Gender Identity,” ILGA, October 8, 2017, <https://ilga.org/UN-Special-Procedures-guide-advocates-human-rights-SOGI-ARC>; ILGA, “United Nations Treaty Bodies: References to Sexual Orientation, Gender Identity, Gender Expression, and Sex Characteristics,” 2016, https://ilga.org/downloads/Treaty_Bodies_SOGIESC_references_2016_ILGA.pdf.

²⁸ Andrew Cray, and Jack Harrison, “ID Accurately Reflecting One’s Gender Identity Is a Human Right - Center for American Progress,” December 18, 2012, <https://www.americanprogress.org/issues/lgbtq-rights/reports/2012/12/18/48367/id-accurately-reflecting-ones-gender-identity-is-a-human-right/>.

transgender and non-binary people.²⁹ Research shows that the absence of recognition of an individual's gender identity and desired form of gender expression can cause feelings of isolation, leading to negative physical and emotional health outcomes.³⁰ Using one's chosen name is even correlated with reduced depressive symptoms among transgender youth.³¹ Ensuring the existence of this gender-affirming legislation is one way for city governments to support individuals who may otherwise be discriminated against on the basis of SOGIESC. Official recognition of chosen gender is an important first step toward breaking down the gender binary and securing full legal protection for everyone regardless of their gender.³²

Gender-Focused Initiatives

Cluster: 1) (Y/N) Existence of systems to mainstream gender equity into city programs, policies, and initiatives; OR 2) (Y/N) Existence of at least one dedicated staff person whose primary function is gender mainstreaming.

City governance and services touch various aspects of life for residents, meaning that city governments have the opportunity to develop policies and programs that have an express focus on gender and, in turn, are non-discriminatory. This indicator cluster can encourage cities to deliberately focus on gender equity in its organizations, budget, services, and programs. This proposed indicator is clustered to encourage cities to report on the occurrence of gender mainstreaming; if identifying systems for mainstreaming is difficult, we recommend that city governments state whether there is a dedicated staff person whose primary job is gender mainstreaming. Gender mainstreaming can help rectify existing inequities and ensure that future policies and programs are designed with the purpose of uplifting underrepresented genders.³³ Gender mainstreaming has been adopted by numerous major organizations: in 1995, the UN adopted mainstreaming as its global strategy for gender equity and in 1996, the European Union adopted gender mainstreaming in all policies.³⁴ In addition to these examples, results from Vienna, Austria depict how gender mainstreaming in cities has promoted positive developments in public service provisions and infrastructure development.³⁵

²⁹ Mary M. Talbot, *Language and Gender*, 3rd ed. (Cambridge, UK: Polity Press, 2020); Carol Chetkovich, "How Non-Binary Gender Definitions Confound (Already Complex) Thinking About Gender and Public Policy," *Journal of Public Affairs Education* 25, no. 2 (2019): 231–32.

³⁰ Nadia Dowshen, "The Importance of Affirming Gender Identity: The Narratives Research and Photography Can Tell," November 8, 2018, <https://policylab.chop.edu/blog/importance-affirming-gender-identity-narratives-research-and-photography-can-tell>.

³¹ Stephen T. Russell, Amanda M. Pollitt, Gu Li, et al., "Chosen Name Use Is Linked to Reduced Depressive Symptoms, Suicidal Ideation, and Suicidal Behavior Among Transgender Youth," *Journal of Adolescent Health* 63, 4 (2018): 503–5.

³² Kim Elsesser, "How To Use Gender-Neutral Language, And Why It's Important To Try," *Forbes*, July 8, 2020, <https://www.forbes.com/sites/kimelsesser/2020/07/08/how-to-use-gender-neutral-language-and-why-its-important-to-try/?sh=62a0802b26ba>.

³³ "What Is Gender Mainstreaming," European Institute for Gender Equality, accessed May 4, 2021, <https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming>.

³⁴ "OSAGI Gender Mainstreaming," UN Women, accessed May 4, 2021, <https://www.un.org/womenwatch/osagi/gendermainstreaming.htm>;

"What Is Gender Mainstreaming," European Institute for Gender Equality, accessed May 4, 2021, <https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming>.

³⁵ Ellen Hunt, "City with a Female Face: How Modern Vienna Was Shaped by Women," *The Guardian*, May 14, 2019, sec. Cities, <http://www.theguardian.com/cities/2019/may/14/city-with-a-female-face-how-modern-vienna-was-shaped-by-women>.

Transparency in Gender Statistics

(Y/N) Existence of SOGIESC measures in the city's statistical reporting systems that allow for calculation of index statistics on health, economic outcomes, education, violence, and political participation.

Transparency measures align well with city authority, as cities are able to publish information about their initiatives, which could, for example, be fulfilled through a data hub on a city website. Transparency and openness, especially within local governments, act as a prerequisite for accountability because the availability of public information allows residents to exercise their individual and political rights.³⁶ Maintaining open communication with the public and other branches of city government about the status of gender discrimination allows for a more democratic form of checks and balances as well as communal progress toward gender equity.³⁷ For example, the city of Sacramento commits itself to transparency in its efforts to build public trust and keep residents better informed and engaged with the public.³⁸ The inclusion of SOGIESC measures within these indices further invokes a city's responsibility to hold itself accountable to the realities of these statistics, encouraging more diverse initiatives to foster inclusivity among underrepresented genders.³⁹ Transparent communication with the public could encourage accountability from city leadership, initiating various city efforts that are encapsulated in each recommended indicator.

Political Participation

Cluster: 1) Percentage of city election votes cast by underrepresented genders; OR 2) (Y/N) Existence of city programs aimed at increasing voting access for underrepresented genders.

Equitable voting access safeguards the ability of underrepresented genders to participate in city political processes and support their favored political candidates and initiatives. The National Women's Health Network states that "safeguarding [underrepresented genders'] voting rights ... ensures [underrepresented genders] a continued voice in the decisions that impact their lives and their health," emphasizing that "[underrepresented genders'] suffrage has been an essential factor in the advancement of [underrepresented genders'] rights, including abortion, contraception, health care coverage, and protections against discrimination in the workplace."⁴⁰ However, equal voting access is not guaranteed by universal suffrage. A 2016 study of voting patterns by the International Institute for Democracy and Electoral Assistance found that men's voter turnout was higher than underrepresented genders in 37 out of 58 countries, demonstrating the gender disparity in voter turnout.⁴¹ These results show how a diverse set of factors prevent underrepresented genders from voting, and the Pew Research center notes that "legal and

³⁶ Anamarija Musa, Domagoj Bebić, and Petra Đurman. "Transparency and Openness in Local Governance: A Case of Croatian Cities," *Hrvatska i Komparativna Javna Uprava : Časopis Za Teoriju i Praksu Javne Uprave* 15, no. 2 (2015): 415–50.

³⁷ Domic A. Bearfield, and Ann O'M. Bowman, "Can You Find It on the Web? An Assessment of Municipal E-Government Transparency," *The American Review of Public Administration* 47, no. 2 (2017): 172–88.

³⁸ "Transparency - City of Sacramento," accessed May 4, 2021, <http://www.cityofsacramento.org/transparency>.

³⁹ H. V. MacArthur, "Data And Diversity: How Numbers Could Ensure There's A Genuine Change For The Better," *Forbes*, accessed May 4, 2021,

<https://www.forbes.com/sites/hvmacarthur/2020/08/27/data-and-diversity-how-numbers-could-ensure-theres-a-genuine-change-for-the-better/>.

⁴⁰ "Removing Barriers to Voting Is Essential to the Advancement of Women's Health | National Women's Health Network," accessed May 4, 2021, <https://nwhn.org/removing-barriers-to-voting-is-essential-to-the-advancement-of-womens-health/>.

⁴¹ Abdurashid Solijonov, "Voter Turnout Trends Around the World," International Institute for Democracy and Electoral Assistance, 2016, <https://www.idea.int/sites/default/files/publications/voter-turnout-trends-around-the-world.pdf>.

cultural restrictions limit [underrepresented genders'] voter participation in some countries and territories even after enfranchisement."⁴² The ACE Project provides a more exhaustive explanation of these restrictions, highlighting that "insufficient targeted civic and voter education programs, or lack of access to existing ones" are key barriers to underrepresented genders' voting access.⁴³ This indicator can help cities identify whether voting access is inequitable, and in turn, it can encourage city governments to carry out get-out-the-vote measures to ensure that all genders are able to participate in city elections. As there may be difficulties gathering data related to elections by secret ballot, we have proposed a second qualitative indicator in this cluster to measure whether there are city programs to increase voting access. This other option in the cluster would allow city governments to assess existing initiatives surrounding equitable voting when demographic voting data is unavailable.

Representation in the Public Sector

Percentage of elected officials, members of influential volunteer decision-making committees, and city employees who are underrepresented genders. Disaggregated by job category and leadership position.

Public sector employment of underrepresented genders can broaden the backgrounds, perspectives, and discourse among people in all levels of city administration. Since the OECD notes that the public sector is responsible for setting norms that promote diversity in the private sector workplace, the Task Force envisions that gender equity within the public sector may also influence private sector employment of underrepresented genders.⁴⁴ They also write that "encouraging a greater diversity of staff in public employment can contribute to organisational performance and foster policies and services that better reflect citizens' needs."⁴⁵ However, it is not sufficient to only ensure that underrepresented genders are present in the public sector; it is also important to gather data on the division of jobs within the public sector. The World Bank notes that "while [underrepresented genders] are well represented in the public sector, they are underrepresented at the 'top,'" as they occupy more than 50% of clerical positions but fewer than 30% of senior official positions.⁴⁶ Therefore, we recommend that cities disaggregate this indicator by job category and leadership position. In addition, the OECD's discussion on inclusive governments indicates that underrepresented genders in government are more likely to stimulate citizen participation in governance; prioritize health, education, environment, and other key issues; and work on policies related to gender equity.⁴⁷ Furthermore, research shows that underrepresented genders' political action streamlines decision-making processes and

⁴² Katherine Schaeffer, "Key Facts about Women's Suffrage around the World, a Century after U.S. Ratified 19th Amendment," *Pew Research Center* (blog), accessed May 4, 2021, <https://www.pewresearch.org/fact-tank/2020/10/05/key-facts-about-womens-suffrage-around-the-world-a-century-after-u-s-ratified-19th-amendment/>.

⁴³ "Genders and Elections: Barriers to women's effective participation in the electoral process," ACE Project, The Electoral Knowledge Network, accessed May 4, 2021, <https://aceproject.org/ace-en/topics/ge/ge1/ge13>.

⁴⁴ OECD, "Gender equality in public sector employment," in *Government at a Glance 2019*, OECD Publishing, Paris, https://www.oecd-ilibrary.org/governance/government-at-a-glance-2019_9735a9f2-en.

⁴⁵ OECD, "Gender equality in public sector employment," in *Government at a Glance 2019*, OECD Publishing, Paris, https://www.oecd-ilibrary.org/governance/government-at-a-glance-2019_9735a9f2-en.

⁴⁶ Rong Shi, Kerenssa Kay, and Ravi Somani, "Five Facts about Gender Equality in the Public Sector," accessed May 4, 2021, <https://blogs.worldbank.org/governance/five-facts-about-gender-equality-public-sector>.

⁴⁷ OECD, "Inclusive Government For A More Inclusive Society," 2015, https://www.oecd-ilibrary.org/docserver/gov_glance-2015-6-en.pdf?expires=1618253756&id=id&acname=guest&checksum=38C4165FCCB6508BFC2F41035514A12A.

encourages cross-party cooperation, thereby strengthening the governing process.⁴⁸ UN data highlights that underrepresented genders constitute only 36% of the elected members in deliberative bodies, which demonstrates the need for global action to promote equal participation in the political sphere.⁴⁹



Economics and Innovation

This domain encompasses five subdomains related to life at home and at work: Access to Resources; Innovation and Entrepreneurship; Recruitment, Hiring, and Compensation; Management and Business Ownership; and Work-Life Balance. In total, the Economics and Innovation indicators measure: access to financial services; contributions to entrepreneurship and innovation; financial compensation, recruitment, and hiring practices; opportunities for leadership and business ownership; and provisions for parental leave. This domain relates to SDG 1 (No Poverty), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation, and Infrastructure), and SDG 10 (Reduced Inequalities).

Underrepresented genders continue to face barriers to accessing financial resources, balancing work and household responsibilities with partners, earning equal compensation, contributing to executive decision-making processes, starting their own businesses, and succeeding in entrepreneurship and innovation.⁵⁰ The indicators in this domain suggest areas in which cities can institute initiatives and policies that uplift underrepresented genders, tackle gender-based discrimination, and break down stereotypes surrounding employment and household responsibilities. Measuring underrepresented genders' access to traditional banks and digital payment systems can provide cities with information that is pertinent as they work toward the financial inclusion of all residents. Gathering data on our proposed indicators can also help cities identify possible areas to support entrepreneurs, innovators, small business owners, and

⁴⁸ UN Women, "Women's Leadership And Political Participation,"

<https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2013/12/un%20womenlgthembriefuswebrev2%20pdf.ashx>.

⁴⁹ "Facts and Figures: Women's Leadership and Political Participation | What We Do," UN Women, accessed May 4, 2021,

<https://www.unwomen.org/en/what-we-do/leadership-and-political-participation/facts-and-figures>.

⁵⁰ Better Than Cash Alliance, Women's World Banking, and the World Bank Group, "Advancing Women's Digital Financial Inclusion," G20 Global Partnership for Financial Inclusion, July 2020, https://www.gpfi.org/sites/gpfi/files/sites/default/files/saudig20_women.pdf; Alex Thornton, "COVID-19: How women are bearing the burden of unpaid work," World Economic Forum, December 18, 2020,

<https://www.weforum.org/agenda/2020/12/covid-women-workload-domestic-caring/>; United Nations, "International Equal Pay Day," September 18, 2020,

<https://www.un.org/en/observances/equal-pay-day#:~:text=Equal%20pay%20for%20work%20of%20equal%20value&text=It%20further%20builds%20on%20the.at%202023%20per%20cent%20globally>; UN Women, "Facts and Figures: Economic Empowerment," accessed on April 4, 2021,

<https://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures>; Deloitte and the Business and Industry Advisory Committee at the OECD, "Putting All Our Ideas To Work: Women and Entrepreneurship," 2015,

<https://www2.deloitte.com/ly/en/pages/about-deloitte/articles/women-entrepreneurs-report.html>; World Intellectual Property Organization, "Innovation, Creativity and the Gender Gap," 2018, https://www.wipo.int/ip-outreach/en/ipday/2018/innovation_creativity_gender_gap.html.

managers of underrepresented genders. Assessing existing wages and parental leave policies can help city governments identify inequities between employees of different genders.

Table 3: Priority Indicators for Economics and Innovation

Sub-Domain	Indicator	Source(s)	CHANGE City Initiatives	SDGs
Access to Resources	Percentage of underrepresented genders aged 15 years and older who have access to either a bank account or a digital payment system.	BPfA, CEDAW, Equal Measures SDG Gender Index, OECD Gender Portal, SDGs 5 and 8, and UN Minimum Set	Los Angeles' ordinance to foster equal access to financial services ; Mexico City's program to promote women's financial autonomy .	1,5,8,10
Innovation & Entrepreneurship	Review of city engagement with local startups, venture firms, tech companies, nonprofits, and other organizations to boost the role of underrepresented genders in innovation and to support entrepreneurs with underrepresented gender identities.	Barcelona's Gender Justice Strategy, BPfA, Equal Measures SDG Gender Index, International Research Center on Women, OECD Gender Portal, Pivotal Ventures, and UN Minimum Set	Barcelona's Accelera and Lidera Initiatives ; Freetown's fashion and textiles partnership with Milan ; London's Growth Hub ; Tokyo's startup accelerator .	5,8,9,10
Recruitment, Hiring & Compensation	Cluster: 1) (Y/N) Existence of wage equality for city employees across all genders; OR 2) (Y/N) Existence of policies that ensure gender-inclusive recruitment and hiring practices for city employees.	BPfA, Barcelona's Gender Justice Strategy, LA SDG 5, Metropolis Indicators, NYC Equality Indicators, OECD Gender Portal, UNDP LGBTI Index, and UN Minimum Set	Barcelona's contracts with companies that have reduced gender gaps in employment and management ; Los Angeles' recruitment, hiring, development, and retention ordinance and closure of the wage gap in Mayor Garcetti's office ; London's annual salary reviews and organizational plans to recruit a more diverse workforce ; Mexico City's reforms to eradicate the income gap .	5,8,10
Management & Business Ownership	Cluster: 1) (Y/N) Existence of a maintained city-wide database that identifies small businesses owned by underrepresented genders and large firms with underrepresented	BPfA, LA SDG 5, OECD Gender Portal, SDG 5, Tulsa Equality Indicators, UN Minimum Set, and World Benchmarking Alliance	Barcelona's Lidera Initiative and quality seals for companies which offer dignified, equal opportunities for women ; Mexico City's microcredit for female small business owners ; Los Angeles'	5,8,10

	genders holding at least 50% of managerial positions; OR 2) Percentage of city contracts with small businesses owned by underrepresented genders and large firms with underrepresented genders holding at least 50% of managerial positions.		business portal and training programs for staff to mentor small business owners; London’s Our Time Initiative; Tokyo’s seminars and events to support placement of women in management.	
Work-Life Balance	(Y/N) Provision of at least six weeks of paid parental leave to city employees of all genders with new adopted, biological, and foster children.	BPfA, CEDAW, It's Time, OECD Gender Portal, and UN Minimum Set	Los Angeles' provision of six weeks of paid parental leave, regardless of gender to city employees; London’s efforts to encourage shared parental leave and provision of premature and neonatal baby leave at City Hall.	1,5,8,10

The justifications for our five recommended, high-priority indicators for Economics and Innovation are as follows:

Access to Resources

Percentage of underrepresented genders aged 15 years and older who have access to either a bank account or a digital payment system.

This indicator has the potential to help cities measure the extent to which barriers affect underrepresented genders’ access to banks or digital payment systems. Underrepresented genders have faced greater difficulties in escaping the poverty trap and participating in productive activities due to financial exclusion.⁵¹ However, the International Labor Organization (ILO) has noted that equal access to needs-based financial services—savings, credit, insurance, and payments—and the accompanying financial education can drive the social and economic empowerment of underrepresented genders.⁵² Levels of financial inclusion of underrepresented genders differ between countries, but a global gender gap of 7% in account ownership shows it would be valuable to help underrepresented genders attain financial autonomy.⁵³ Gathering data

⁵¹ Angélica Fuentes Téllez, “Women’s Financial Inclusion: A Pathway to Sustainable Development,” Wilson Center, February 5, 2018, <https://www.wilsoncenter.org/article/womens-financial-inclusion-pathway-to-sustainable-development>; UNDP India, “First Person: Fighting for women’s financial freedom,” March 2, 2021, <https://news.un.org/en/story/2021/03/1086162>.

⁵² ILO, “Gender and financial inclusion,” https://www.ilo.org/empent/areas/social-finance/WCMS_737729/lang--en/index.htm.

⁵³ This gender gap has narrowed as increases in the usage of both the Internet and mobile phones have expanded underrepresented genders’ access to mobile banking and digital payment mechanisms. We chose to remove an indicator related to do Internet and phone access because gender parity has been achieved globally. According to the OECD Statistics and Data Directorate, “both men and women have a similar distance to travel in areas such as ownership of mobile phones and using the Internet.” See OECD, “Applying a gender lens on the SDGs: How are women & girls doing?,” OECD (Paris, March 2020), 5, <https://www.oecd.org/sdd/applying-a-gender-lens-on-SDGs-OECD.pdf>. See also Kyle Navis, “Unpacking the Gender Gaps in Financial Inclusion,” Center for Global Development (January 28, 2020), <https://www.cgdev.org/blog/unpacking-gender-gaps-financial-inclusion>; Robin J. Lewis, John Villaseñor, and Darrell M. West, “Bridging the financial inclusion gender gap,” Brookings Institution (April 1, 2016), <https://www.brookings.edu/blog/techtank/2016/04/01/bridging-the-financial-inclusion-gender-gap/>; World Bank, “Account Ownership” (2017), https://globalfindex.worldbank.org/sites/globalfindex/files/chapters/2017%20Findex%20full%20report_chapter1.pdf.

for this indicator could inform city efforts to devise policies that work to further safeguard the financial autonomy of underrepresented genders. City governments can narrow the gender gap in account ownership by creating programs for sustainable financial inclusion, assisting underrepresented genders with setting up and using mobile or traditional forms of banking, and developing partnerships with social enterprises, credit unions, and other external stakeholders at the local level.⁵⁴ Since financial inclusion is key to reducing poverty and increasing prosperity among underrepresented genders, this indicator can highlight the role CHANGE city governments are playing in extending access to and usage of financial services to all residents.⁵⁵

Innovation and Entrepreneurship

Review of city engagement with local startups, venture firms, tech companies, nonprofits, and other organizations to boost the role of underrepresented genders in innovation and to support entrepreneurs with underrepresented gender identities.

According to the OECD, underrepresented genders remain a major yet untapped entrepreneurial resource.⁵⁶ While the role of underrepresented genders in innovation and entrepreneurship has increased globally in recent years, these fields are still dominated by cis men.⁵⁷ Entrepreneurs of underrepresented genders continue to receive smaller profits, while the volume of funding going toward their companies has largely stagnated.⁵⁸ Trans women and men, who have lost support for their ventures and businesses after their transitions, would also benefit from support from the city government, in the form of networks and safe spaces.⁵⁹ In a recent survey, 51% of professionals of underrepresented genders who initially planned to start a company delayed or scrapped their plans due to the lack of financial stability and the burden of household responsibilities in the pandemic.⁶⁰ The Task Force recognizes the continuing need to expand the presence of underrepresented genders in these fields, and sees the potential for cities to collaborate with local startups, venture firms, tech companies, nonprofits, and other organizations.⁶¹ Our proposed indicator would require each CHANGE city government to provide a holistic assessment of public-private partnerships that have been developed with the goal of supporting underrepresented genders. Rather than requesting that cities state whether or not public-private partnerships are in place, this indicator asks cities to list specific modes of engagement with firms and organizations in the fields of entrepreneurship and innovation. Gathering data for this

⁵⁴ National League of Cities and MetLife Foundation, “City Financial Inclusion Efforts: A National Overview,” 2015, <https://community-wealth.org/sites/clone.community-wealth.org/files/downloads/report-nlc15.pdf>.

⁵⁵ Md Abdullah Omar, and Kazuo Inaba, “Does financial inclusion reduce poverty and income inequality in developing countries? A panel data analysis,” *Journal of Economic Structures* 9, no. 37 (2020); World Bank, “Financial Inclusion: Overview,” accessed April 21, 2021, <https://www.worldbank.org/en/topic/financialinclusion/overview>.

⁵⁶ OECD, “Closing the Gender Gap: Act Now Gender Equality in Entrepreneurship,” December 17, 2012, <https://www.oecd.org/gender/closingthegap.htm>.

⁵⁷ OECD, “Chapter 22: Trends in Women Entrepreneurship,” *Gender Equality in Entrepreneurship*, 2012, https://read.oecd-ilibrary.org/social-issues-migration-health/closing-the-gender-gap/gender-equality-in-entrepreneurship_9789264179370-6-en#page3.

⁵⁸ Ximena Aleman, “Startup fundraising is the most tangible gender gap. How can we overcome it?,” Tech Crunch, November 9, 2020, https://techcrunch.com/2020/11/09/startup-fundraising-is-the-most-tangible-gender-gap-how-can-we-overcome-it/?guccounter=1&guce_referrer=aHR0cHM6Ly93d3cuZ29vZ2x1LmNvbS8&guce_referrer_sig=AQAAAGZ_3zOso0wk5_49zxkZiFGAXO79w-LkwydQl0PfiSDWMzRZ7dqMARr1-kZMbcAqz9h1J_RUiiUcS8r1JK5ls72zjakKvjMOdAuVAZ9DjV81DYiYacwQ0taH5Z0RdCvF_e9FUuMkkEwbU0IH5uVcqXlkk1TOQCClvtWEwp4XFSoJ2; OECD, “Chapter 22: Trends in Women Entrepreneurship,” *Gender Equality in Entrepreneurship*, 2012.

⁵⁹ Jane Callahan, “How Entrepreneurship Is Helping the Transgender Community.” High Touch Co., August 12, 2020. <https://hightouch.co/how-entrepreneurship-is-helping-the-transgender-community/>.

⁶⁰ Leslie Feinzaig, “The pandemic is deterring women from becoming entrepreneurs,” Fast Company, October 15, 2020, <https://www.fastcompany.com/90564392/women-entrepreneurs-pandemic>.

⁶¹ “New Cities Initiative to Increase Women in Tech across the U.S.,” Pivotal Ventures, January 28, 2020, <https://www.pivotalventures.org/newsroom/get-cities-city-based-initiative-increase-women-tech-united-states-chicago-launch>.

indicator could allow CHANGE cities to compare programs and fine tune efforts to remove obstacles for underrepresented genders in these two dynamic fields traditionally dominated by cis men. In the long run, we recommend that cities consider a corresponding quantitative indicator to track the frequency and reach of their community partnerships to further progress toward gender equity in entrepreneurship and innovation.

Recruitment, Hiring, and Compensation

Cluster: 1) (Y/N) Existence of wage equality for city employees across all genders; OR 2) (Y/N) Existence of policies that ensure gender-inclusive recruitment and hiring practices for city employees.

Before the COVID-19 pandemic, the World Economic Forum predicted that it would take 257 years to close the economic gender gap; it has since found that the socio-economic implications of the pandemic are disproportionately hurting underrepresented genders.⁶² Underrepresented genders, and in particular those with children, continue to earn less than cis men for work of equal value.⁶³ The inclusion of stereotypically masculine wording as well as regimented schedules in job advertisements has deterred underrepresented genders from pursuing certain employment opportunities, further exacerbating the economic gender gap.⁶⁴ Studies have even shown that job advertisements with gender-neutral language, as well as flexible hours or work from home options, are more accommodating for underrepresented genders and can attract the largest, most diverse candidate pools.⁶⁵ Moreover, the establishment of gender-neutral hiring practices could further reduce the risk of biases disadvantaging underrepresented genders in the hiring process.⁶⁶ In light of the economic gender gap, we clustered two indicators that address equity in the workplace. Reporting on these indicators could shed light on whether city governments—as model employers in their local communities—are taking steps to either equalize financial compensation among employees with different gender identities or dismantle gender stereotypes associated with specific jobs. As city governments report on these indicators in this cluster, they can also encourage the private sector to join them in eliminating wage discrepancies across genders and ensuring that recruitment and hiring procedures are inclusive of all underrepresented genders.

⁶² Inter-American Development Bank, Mercer (MMC), and World Economic Forum, “Closing the Gender Gap Accelerators,” World Economic Forum’s Shaping the Future of the New Economy and Society Platform, <https://www.weforum.org/projects/closing-the-gender-gap-accelerators>.

⁶³ UN Women, “Equal pay for work of equal value,” accessed on April 2, 2021, <https://www.unwomen.org/en/news/in-focus/csw61/equal-pay>.

⁶⁴ “Appcast Unveils ‘Impact of Gendered Wording on Candidate Attraction,’ Report, Empowering Hiring Organizations to Improve Recruitment Strategies and Attract Top Talent,” CISION PRWeb, January 27, 2021, https://www.prweb.com/releases/appcast_unveils_impact_of_gendered_wording_on_candidate_attraction_report_empowering_hiring_organizations_to_improve_recruitment_strategies_and_attract_top_talent/prweb17687632.htm; Government of South Australia, “Guidelines for gender neutral recruitment,” Office for Women, June 2017, https://officeforwomen.sa.gov.au/_data/assets/pdf_file/0016/48112/DCSI-929-OFW-Gender-Neutral-Bklet_Update_JUNE17_v2.2.pdf.

⁶⁵ “Appcast Unveils ‘Impact of Gendered Wording on Candidate Attraction’ Report, Empowering Hiring Organizations to Improve Recruitment Strategies and Attract Top Talent,” CISION PRWeb, January 27, 2021, https://www.prweb.com/releases/appcast_unveils_impact_of_gendered_wording_on_candidate_attraction_report_empowering_hiring_organizations_to_improve_recruitment_strategies_and_attract_top_talent/prweb17687632.htm.

⁶⁶ Government of South Australia, “Guidelines for gender neutral recruitment,” Office for Women, June 2017, https://officeforwomen.sa.gov.au/_data/assets/pdf_file/0016/48112/DCSI-929-OFW-Gender-Neutral-Bklet_Update_JUNE17_v2.2.pdf.

Management and Business Ownership

Cluster: 1) (Y/N) Existence of a maintained city-wide database that identifies small businesses owned by underrepresented genders and large firms with underrepresented genders holding at least 50% of managerial positions; OR 2) Percentage of city contracts with small businesses owned by underrepresented genders and large firms with underrepresented genders holding at least 50% of managerial positions.

In fields traditionally dominated by cis men, underrepresented genders are far less likely to attain management positions and start businesses because of gender-based stereotypes and a continued lack of opportunities.⁶⁷ The World Bank found that just one in three businesses are owned by women.⁶⁸ Globally, only five out of 83 countries reporting to the ILO have achieved gender parity in managerial positions.⁶⁹ Mercer's 2020 analysis of leadership in 1,100 international corporations found that underrepresented genders comprised 37% of managers, but only 29% of senior managers and 23% of executives.⁷⁰ Given these gaps in ownership and management in business, we have clustered two indicators which would aim to prioritize the management and business ownership of underrepresented genders in firms within the city; the first qualitative indicator involves the development and maintenance of a comprehensive city database and the second quantitative indicator concerns city contracts with local businesses. The first indicator urges cities to create a business portal with a gender lens in order to gauge how many underrepresented gender-owned businesses exist within the city. City governments can then use the second indicator to track contracts that they have with these businesses. The overall goal of the indicators in this cluster is to target and identify where gaps in management and business ownership exist. When cities begin tracking data for the second indicator in this cluster, they can keep better track of contracts with smaller businesses owned by underrepresented genders and highlight private sector efforts to amplify the voices of underrepresented genders in executive decision-making.

Work-Life Balance

(Y/N) Provision of at least six weeks of paid parental leave to city employees of all genders with new adopted, biological, and foster children.

The burden for housework and care disproportionately falls on underrepresented genders, and therefore the Task Force advises that cities promote work-life balance through their parental

⁶⁷ In the United States, data between 1980 and 2010 has shown that managers of underrepresented genders are concentrated in fields that rely on people-centered caring skills, and remain underrepresented in fields related to production-centered skills. William Scarborough, "What the Data Says About Women in Management Between 1980 and 2010," Harvard Business Review, February 23, 2018, <https://hbr.org/2018/02/what-the-data-says-about-women-in-management-between-1980-and-2010>; Dennis Jaffe, "Women Business Leaders: Why So Few And How To Have More," Forbes, October 25, 2018, <https://www.forbes.com/sites/dennisjaffe/2018/10/25/women-business-leaders-why-so-few-and-how-to-have-more/?sh=176ac62c2f42>.

⁶⁸ Daniel Halim, "Women entrepreneurs needed—stat!," World Bank Blogs, March 5, 2020, <https://blogs.worldbank.org/opendata/women-entrepreneurs-needed-stat>.

⁶⁹ Niall McCarthy, "These countries have the highest percentage of female managers," World Economic Forum, February 8, 2021, <https://www.weforum.org/agenda/2021/02/women-gender-roles-manager-global/>.

⁷⁰ Catalyst, "Women in Management: Quick Take," August 11, 2020, <https://www.catalyst.org/research/women-in-management/#:~:text=Globally%20the%20Share%20of%20Women%20in%20Senior%20Managem ent%20is%20Increasing%20Incrementally&text=In%202019%2C%20the%20proportion%20of,the%20highest%20number%20ever%20recorded &text=Eighty%2Dseven%20percent%20of%20global,senior%20management%20role%20in%202020>.

leave policies.⁷¹ As of 2017, 187 countries offered paid maternity leave; while 90 of those countries also offered paid paternity leave, 49% of such countries provided less than three weeks to fathers.⁷² Our proposed indicator would allow city governments to evaluate whether their current parental leave policies are fostering balance between partners in performing uncompensated but essential family responsibilities. A study based in California has revealed that fathers were 46% more likely to take time off when paid family leave was provided, and another has shown that a mother's earnings can rise between seven and ten percent for each additional month her spouse takes off work.⁷³ Given the diversity in circumstances for two-parent households, research has underlined the need for equal treatment and respect for parents to bond with adopted and foster children, who have experienced separation from their birth parents and different forms of abuse and neglect.⁷⁴ All of these studies, coupled with Los Angeles' recent provision of paid parental leave for city employees, have led the Task Force to recommend a minimum of six weeks of paid parental leave to ensure that mothers can recover from pregnancy disability and that parents of all genders are devoting equal amounts of time to handling domestic responsibilities and bonding with new children.⁷⁵ In the long run, we encourage city governments to maintain equal provisions for parents, regardless of gender, and also consider the extension of paid parental leave for employees beyond six weeks.⁷⁶ While an Australian study has shown that mothers experience significantly less psychological stress when they have taken more than 13 weeks of paid leave, the ILO has called for a minimum global standard of 18 weeks of paid maternity leave and the World Health Organization (WHO) has said 26 weeks would be optimal for exclusive breastfeeding.⁷⁷

⁷¹ Urbact Knowledge Hub, "2.E Employment," in *Gender Equal Cities*, 2019, 26, <https://urbact.eu/sites/default/files/urbact-genderequalcities-edition-pages-web.pdf>.

⁷² Kelly Wallace, "Paid leave for parents: What's the right amount of time?," CNN Health, June 29, 2017, <https://www.cnn.com/2017/06/29/health/paid-leave-how-much-time-enough>.

⁷³ Ann P. Bartel, Maya Rossin-Slater, Christopher J. Ruhm, Jenna Stearns, and Jane Waldfogel, "Paid Family Leave, Fathers' Leave-Taking, and Leave-Sharing in Dual-Earner Households," *Journal of Policy Analysis and Management* 37, no. 1: 10-37; "Remarks by UN Women Goodwill Ambassador Anne Hathaway to the International Civil Service Commission," UN Women, March 22, 2019, <https://www.unwomen.org/en/news/stories/2019/3/speech-anne-hathaway-icsc-session>.

⁷⁴ Keila Asaoka, "The Importance of Bonding with an Adoptive Child," Child Abuse Prevention, Treatment & Welfare Services, October 24, 2018, <https://www.all4kids.org/news/blog/the-importance-of-bonding-with-an-adoptive-child/#:~:text=Your%20children's%20behavior%20will%20be,t he%20face%20of%20significant%20adversity>; New York State, "Bonding with Your Foster Child," Paid Family Leave, <http://docs.paidfamilyleave.ny.gov/content/main/forms/PFLDocs/PFL-Bond-Foster-Fact-Sheet.pdf>; NSW Department of Community Services, "The importance of attachment in the lives of foster children: Key messages from research," New South Wales Government, Research Report, July 2006, https://earlytraumagrief.anu.edu.au/files/research_attachment.pdf; Kerry Breen, "Adoptive moms battle skepticism, hostility over maternity leave," Today, August 30, 2019, <https://www.today.com/parents/why-adoptive-moms-hoda-kotb-need-maternity-leave-t161541>.

⁷⁵ Heather Navarro, "New Program Gives City Employees, Regardless of Gender, 6 Weeks of Paid Parental Leave," NBC Los Angeles (NBC Southern California, February 24, 2021), <https://www.nbclosangeles.com/news/local/los-angeles-paid-parental-leave-city-employees/2535318/>.

⁷⁶ Brigid Schulte, Alieza Durana, Brian Stout, and Jonathan Moyer, "Paid Family Leave: How Much Time Is Enough?," New America, June 16, 2017, <https://www.newamerica.org/better-life-lab/reports/paid-family-leave-how-much-time-enough/introduction>. Studies have also found parental leaves that last longer than nine months or a year may negatively affect underrepresented genders' earnings and career prospects. See Jody Heymann, Aleta R. Sprague, Arijit Nandi, Alison Earle, Priya Batra, Adam Schikendanz, Paul J. Chung, and Amy Raub, "Paid parental leave and family wellbeing in the sustainable development era," *Public Health Review* 38, no. 21 (2017).

⁷⁷ Heymann et al., "Paid parental leave and family wellbeing in the sustainable development era."



Education and Training

This domain encompasses five subdomains related to quality education at all stages of life: Access; Curriculum; Proficiency; Adult Education; and Enrollment and Retention. In total, the Education and Training indicators measure: enrollment; attendance and completion rates for pre-primary, primary, and secondary education; educational outcomes for underrepresented genders; inclusivity of curriculum; and opportunities for adult learning. This domain relates to SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation, and Infrastructure), and SDG 10 (Reduced Inequalities).

Education is intrinsically linked with gender equity. Many underrepresented genders lack access to adequate education, suffer from chronic absenteeism tied to period poverty or other issues, or are forced to abandon their education due to family commitments and stereotypes about roles of underrepresented genders.⁷⁸ In turn, they are restricted from making decisions about their own lives and from gaining the necessary skills to participate in the labor market.⁷⁹ The World Bank notes that “better educated [underrepresented genders] tend to be more informed about nutrition and health care, have fewer children, marry at a later age,” have healthier children, and have access to reliable, high-paying jobs.⁸⁰ In addition to these benefits, educational institutions can provide intellectual growth, anti-discrimination education, social and emotional learning, and safety for underrepresented genders.⁸¹ These indicators can help examine the educational opportunities that cities provide for their residents and encourage CHANGE cities to enact initiatives that support quality education for underrepresented genders of all ages.

Table 4: Priority Indicators for Education and Training

Sub-Domain	Indicator	Source(s)	CHANGE City Initiatives	SDGs
Access	(Y/N) Existence of legal frameworks that mandate the provision of menstrual products in schools for all students who menstruate between 6th and 12th grade.	CEDAW, EU Gender Equity Index, LA SDG 5, OECD Gender Portal, Pittsburgh Equality Indicators, and SDG 4	Los Angeles' work to pass legislation that provides more robust service provision for people who menstruate.	4,5

⁷⁸ UN Women, “Beijing Process + 5 and Beyond,” *United Nations Entity for Gender Equality and the Empowerment of Women*, accessed April 2, 2021, <https://www.un.org/womenwatch/daw/followup/bfbeyond.htm>

⁷⁹ UN Women, “Beijing Declaration and Platform for Action- Beijing +5 Political Declaration and Outcome,” accessed April 5, 2021, 44-51, https://beijing20.unwomen.org/~media/headquarters/attachments/sections/csw/pfa_e_final_web.pdf.

⁸⁰ World Bank, “Girls’ Education,” accessed May 5, 2021, <https://www.worldbank.org/en/topic/girlseducation>.

⁸¹ Laura Ruth Johnson, and Enid Marie Rosario-Ramos, “The role of educational institutions in the development of critical literacy and transformative action.” *Theory into Practice* 51, no. 1 (2012): 49-56; M. V. Lee Badgett, and Randall Sell, “A Set of Proposed Indicators for The LGBTI Inclusion Index,” *United Nations Development Programme* (2018).

Curriculum	(Y/N) Existence of information on SOGIESC, anti-violence, and anti-discrimination in the school curriculum.	CEDAW	While state legislation in California mandates that sex education must respect and address needs of all genders, Los Angeles Unified School District also teaches about LGBTQ history.	4,5
Adult Education	Percentage of adults of underrepresented genders who have received city-sponsored professional development support, including technical and vocational education.	CEDAW, World Benchmarking Alliance, and LA SDG Targets	Barcelona's 200+ vocational education courses for a fee that can be subsidized; London's recently unveiled plan for four training academies to help re-skill under-represented genders; Mexico City's incorporation of vocational education into the education system as an alternative to tertiary education; Los Angeles' tutoring with a focus on reading, technological skills, and finding better jobs; Los Angeles' LAUSD centers to provide learning and employment opportunities for adults for a fee.	4,5,8,9
Proficiency	Percentage of underrepresented genders who have achieved a fixed level of proficiency in literacy, numeracy, and technology skills.	BPfA, CEDAW, Equal Measures SDG Index, LA SDG Targets, Pittsburg Equality Indicators, SDG 4, and UN Minimum Set	Los Angeles' public libraries that run tutoring programs for adults which include free introductory training and 1-on-1 adult literacy classes; Barcelona's GAMA program supporting women who were excluded from learning opportunities in their youth and teaching them to read and write; Tokyo's free adult education programs through local colleges.	4,5,10
Enrollment & Retention	Percentage of underrepresented genders who are enrolled in primary and secondary school, are chronically absent from primary and secondary school, and complete both	BPfA, UNDP LGBTI Index, Equal Measures Gender Index, LA SDG Targets, OECD, Pittsburgh Equality, and UN Minimum Set	London's annual London Education Report that provides an example of how this data can be interpreted and published with policy recommendations.	4,5

	primary and secondary school.			
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The justifications for our five recommended, high-priority indicators for Education and Training are as follows:

Access

(Y/N) Existence of legal frameworks that mandate the provision of menstrual products in schools for all students who menstruate between 6th and 12th grade.

Inability to access menstrual hygiene products, known as period poverty, is a worldwide phenomenon that is pervasive among young people who menstruate.⁸² The Borgen Project estimates that globally, at least 500 million menstruators experience period poverty every month.⁸³ Period poverty is particularly impactful for low-income students who cannot afford expensive menstrual products; they often skip school during their menstrual cycle or drop out of school entirely once they begin menstruation.⁸⁴ In the US, a 2018 study found that nearly 20% of school-age American menstruators have missed school because they did not have access to menstrual products.⁸⁵ Period poverty often has more severe impacts on school attendance in developing countries—UNESCO estimates that nearly one in ten menstruators in sub-Saharan Africa consistently miss up to twenty percent of the school year due to period poverty, while survey results from India show that 40% of menstruators remain absent from school during menstrual cycle.⁸⁶ School provision of period products can help correct period poverty and ensure that menstruation is not a reason for people to forgo their education. In recent years, initiatives that provide free menstrual products to students have been implemented globally with positive results. For example, a pilot program in New York City, showed that student attendance increased when free menstrual products were provided to students.⁸⁷ We hope that this indicator can encourage CHANGE cities to implement measures to support students dealing with period poverty.

⁸² Nadya Okamoto and Maria Molland, “The Cost of Tampons Is Hurting Low-Income Girls. Let’s Fix That,” CNN (Cable News Network), October 21, 2019, <https://www.cnn.com/2019/10/21/perspectives/period-poverty-menstrual-products>.

⁸³ Kayla Randolph, “How Social Media Helps Reduce Menstrual Stigma,” The Borgen Project, October 27, 2020, <https://borgenproject.org/menstrual-stigma/#:~:text=Therefore%2C%20openly%20sharing%20information%20about%20increase%20attention%20to%20period%20poverty>.

⁸⁴ Oni Lusk-Stover et al., “Globally, Periods Are Causing Girls to Be Absent from School,” World Bank Blogs, June 27, 2016, <https://blogs.worldbank.org/education/globally-periods-are-causing-girls-be-absent-school>.

⁸⁵ “Nearly 1 in 5 American Girls Have Missed School Due to Lack of Period Protection1: Always® Joins Forces with Gina Rodriguez & Feeding America® to Help #EndPeriodPoverty and Keep Girls in School,” Bloomberg, August 7, 2018, <https://www.bloomberg.com/press-releases/2018-08-07/nearly-1-in-5-american-girls-have-missed-school-due-to-lack-of-period-protection1-always-joins-forces-with-gina-rodriguez>.

⁸⁶ UNESCO, *Puberty Education & Menstrual Hygiene Management*, Good Policy and Practice in Health Education Booklet 9 (2014), <https://unesdoc.unesco.org/ark:/48223/pf0000226792>; Aditi Vashisht, Rambha Pathak, Rashmi Agarwalla, et al., “School Absenteeism during Menstruation amongst Adolescent Girls in Delhi, India,” *Journal of Family & Community Medicine* 25, no. 3 (2018): 163-168.

⁸⁷ Mary Ellen Flannery, “Growing Awareness of ‘Period Poverty’ in Schools,” National Educational Association, February 20, 2020, <https://www.nea.org/advocating-for-change/new-from-nea/growing-awareness-period-poverty-schools#:~:text=In%20New%20York%20City%2C%20it%20free%20period%20products%2C%20says%20Kramer.&text=In%20fact%2C%2086%20percent%20of%20to%20Free%20The%20Tampons%20data>.

Curriculum

(Y/N) Existence of information on SOGIESC, anti-violence, and anti-discrimination in the school curriculum.

An inclusive curriculum prepares students to be more accepting outside of school and cultivates better interpersonal relationships within the classroom.⁸⁸ A UNESCO report has emphasized the importance of removing gender bias and promoting equitable learning experiences across school curricula and textbooks.⁸⁹ Research demonstrates that students' perception of self and their role in society is partially shaped by their school experiences and the representation in textbooks.⁹⁰ Since many societal lessons are imparted at a young age, schools have the opportunity to set standards regarding inclusivity and safety that will propagate beyond the classroom. Well-constructed curriculum can help to ensure that young people are respecting others, upholding everyone's safety, and being inclusive.⁹¹ UNESCO states, "To facilitate gender-responsive instruction, curricula and textbooks should be free from gender bias and promote equality in gender relations."⁹² The positive emotional, physical, and mental health outcomes for all students improve interpersonal relationships and last throughout the students' lifetimes.⁹³ We recommend that cities use this indicator to make deliberate choices about curriculum that educates about SOGIESC measures and anti-violence.⁹⁴

Adult Education

Percentage of adults of underrepresented genders who have received city-sponsored professional development support, including technical and vocational education.

Ensuring that educational opportunities are open to underrepresented genders is a crucial component of gender equity. Education correlates with earning levels, meaning that highly-educated underrepresented genders are able to progress in their careers and avoid being trapped in low-paying or unpaid labor.⁹⁵ However, many underrepresented genders lack high levels of education, vocational opportunities, and professional development support and are therefore constrained in their ability to start and maintain careers. This trend is confirmed by 2017 OECD data, which shows that "[underrepresented] genders are still much less likely than [cis] men to engage in paid work and, when they do work, they are less likely to progress in their careers or become business owners, more likely to work shorter hours, and end up stuck in precarious, low-status jobs."⁹⁶ Additional research shows that "the low educational level of adults is considered to be one of the main factors that can lead to the risk of exclusion from

⁸⁸ Theo Wubbels et al., eds., "Interpersonal relationships in education: An overview of contemporary research," (2012).

⁸⁹ UNESCO, "Gender equality through school: providing a safe and inclusive learning environment," Global Education Monitoring Report, 2017, https://gem-report-2017.unesco.org/en/chapter/gender_accountability_through_school/.

⁹⁰ UNESCO, "Gender equality through school: providing a safe and inclusive learning environment," Global Education Monitoring Report, 2017, https://gem-report-2017.unesco.org/en/chapter/gender_accountability_through_school/.

⁹¹ Theo Wubbels et al., eds., "Interpersonal relationships in education: An overview of contemporary research," (2012).

⁹² Theo Wubbels et al., eds., "Interpersonal relationships in education: An overview of contemporary research," (2012).

⁹³ David Zandvliet et al., eds., *Interpersonal Relationship in Education: From Theory to Practice*, Advances in Learning Environments Research 5 (Rotterdam, The Netherlands: Sense Publishers, 2014).

⁹⁴ M. V. Lee Badgett, and Randall Sell, "A Set of Proposed Indicators for The LGBTI Inclusion Index," *United Nations Development Programme* (2018).

⁹⁵ OECD, "Women with low levels of education face a double disadvantage in the labour market," Gender Equality, March 2018, <https://www.oecd.org/gender/data/women-with-low-levels-of-education-face-a-double-disadvantage-in-the-labour-mark.htm>.

⁹⁶ OECD, "Women with low levels of education face a double disadvantage in the labour market," Gender Equality, March 2018, <https://www.oecd.org/gender/data/women-with-low-levels-of-education-face-a-double-disadvantage-in-the-labour-mark.htm>.

political, social, and cultural participation and to lower employment and even health levels.”⁹⁷ City-sponsored professional development support and adult education programs have the potential to assist underrepresented genders who were denied educational opportunities in their youth. By correcting educational deficiencies and teaching important technical skills to underrepresented genders who choose to enroll, such proposed programs could help grant a degree of control over job opportunities and financial independence. In addition, research shows that “education in adulthood can provide greater motivation, positivity, and self-confidence for low-educated [underrepresented genders].”⁹⁸ This indicator can help cities identify whether adults have received adequate career support from the city and how to best direct resources to promote productive educational outcomes for adults.

Proficiency

Percentage of underrepresented genders who have achieved a fixed level of proficiency in literacy, numeracy, and technology skills.

Many underrepresented genders lack literacy, numeracy, and technology skills, which limits their autonomy and severely restricts the jobs that they are able to attain. Low literacy rates disproportionately affect underrepresented genders, with a 2015 study finding that nearly two thirds of the world’s 750 million illiterate adults are underrepresented genders.⁹⁹ Data also demonstrates that underrepresented genders have lower numeracy skills than men on average.¹⁰⁰ Similar to the studies mentioned above, illiteracy and low numeracy condemns underrepresented genders to low-pay or unpaid work, and it also correlates with negative health outcomes such as child mortality.¹⁰¹ Literate adults have a higher chance of obtaining employment and earning higher incomes. Although there are few studies on technology skills, this is an important category to measure, considering the proliferation of smartphones and the prominent role that technology plays in communications and employment.¹⁰² Promoting digital literacy for underrepresented genders is only gaining importance as technology develops: a 2017 study by the Brookings Institution indicates that the use of digital tools has increased in 95% of US occupations since 2002.¹⁰³ This indicator can help cities identify areas where underrepresented genders need more education to ensure basic levels of literacy, numeracy, and technology skills. Although global literacy rates for underrepresented genders have improved, adults who were denied formal education in their youth are still impacted by low proficiency in literacy, numeracy, and technology skills.¹⁰⁴ We recommend this indicator be disaggregated by age in

⁹⁷ Tatiana Iñiguez-Berrozpe, Carmen Elboj-Saso, and Ainhoa Flecha, “Benefits of Adult Education Participation for Low-Educated Women,” *Adult Education Quarterly* (2019).

⁹⁸ Tatiana Iñiguez-Berrozpe, Carmen Elboj-Saso, and Ainhoa Flecha, “Benefits of Adult Education Participation for Low-Educated Women,” *Adult Education Quarterly* (2019).

⁹⁹ UNESCO Institute for Lifelong Learning, “Making Literacy for All a Reality: the Global Alliance for Literacy,” November 16, 2018, <https://uil.unesco.org/literacy/global-alliance/making-literacy-all-reality-global-alliance-literacy-meets-mexico-city>.

¹⁰⁰ U.S. Department of Education, “Literacy and Numeracy Skills of U.S. Men and Women,” Data Point, NCES 2018-164, August 2018, <https://nces.ed.gov/pubs2018/2018164.pdf>

¹⁰¹ OECD, “Women with low levels of education face a double disadvantage in the labour market,” Gender Equality, March 2018, <https://www.oecd.org/gender/data/women-with-low-levels-of-education-face-a-double-disadvantage-in-the-labour-mark.htm>; Fatimah Kelleher, “The literacy injustice: 493 million women still can't read,” *The Guardian*, September 8, 2014, <https://www.theguardian.com/global-development-professionals-network/2014/jun/17/literacy-women-illiteracy-development>.

¹⁰² Fatimah Kelleher, “The future is 'smart' but is it equal? African women’s digital agency,” *openDemocracy*, May 6, 2013, <https://www.opendemocracy.net/en/5050/future-is-smart-but-is-it-equal-african-womens-digital-agency/>.

¹⁰³ Lin Taylor, Thomson Reuters Foundation, “As technology advances, women are left behind in digital divide,” *Reuters*, July 10, 2018, <https://www.reuters.com/article/us-britain-women-digital/as-technology-advances-women-are-left-behind-in-digital-divide-idUSKBN1K02NT>.

¹⁰⁴ Liz Ford, “Two-thirds of world’s illiterate adults are women, report finds,” *The Guardian*, October 20, 2015, <https://www.theguardian.com/global-development/2015/oct/20/two-thirds-of-worlds-illiterate-adults-are-women-report-finds>.

order to highlight how future initiatives can be developed to ensure that all underrepresented genders have sufficient levels of proficiency.

Enrollment and Retention

Percentage of underrepresented genders who are enrolled in primary and secondary school, are chronically absent from primary and secondary school, and complete both primary and secondary school.

It is important to ensure that underrepresented genders are able to consistently attend school. Research shows that there are vast gender differences in absenteeism and eventual dropout rates.¹⁰⁵ Despite legal guarantees of equal educational access, expectations about the role of underrepresented genders and familial commitments prevent individuals from attending schools.¹⁰⁶ Many underrepresented genders experience chronic absenteeism which prevents them from receiving a high-quality education equivalent to cis male students.¹⁰⁷ Understanding completion rates can help cities gauge the extent to which underrepresented genders are being forced out of school due to discrimination, job commitments, lack of adequate support, or other issues. This indicator would help cities identify whether chronic absenteeism affects underrepresented genders' educational access.¹⁰⁸ We hope that cities could use this information to delve deeper into the causes of absenteeism and enact measures to support all students.



Public Health

This domain encompasses five subdomains related to public health in cities: Enforcement of Health Policies; Autonomy; SOGIESC Sensitive Health Care; and Sports. In total, the Public Health indicators measure protections from health discrimination on the basis of SOGIESC; access to reproductive and prenatal health services; SOGIESC-inclusive local medical training; leadership in city-directed sports systems; and participation in city sports, parks, and recreation programs. This domain relates to SDG 5 (Gender Equality), SDG 3 (Good Health and Well-Being), and SDG 10 (Reduced Inequalities).

Addressing inequity in health care is critical to achieving gender equity within cities. Research shows that underrepresented genders face discrimination and lack of access within health care systems.¹⁰⁹ Furthermore, when underrepresented genders gain access and autonomy over their

¹⁰⁵ Mariska de Baat, and Nienke Foolen, *Oorzaken van schoolverzuim en voortijdig schoolverlaten* [Causes of school absenteeism and dropping out of school], Nederlands Jeugd Instituut, 2012, https://www.nji.nl/nl/Download-NJi/Oorzaken_schoolverzuimenvsv.pdf.

¹⁰⁶ Jeanne Gubbels, Claudia E. van der Put, and Mark Assink, "Risk Factors for School Absenteeism and Dropout: A Meta-Analytic Review," *J Youth Adolescence* 48 (2019), 1637–67.

¹⁰⁷ Jeanne Gubbels, Claudia E. van der Put, and Mark Assink, "Risk Factors for School Absenteeism and Dropout: A Meta-Analytic Review," *J Youth Adolescence* 48 (2019), 1637–67.

¹⁰⁸ Stephen Kostyo, Jessica Cardichon, and Linda Darling-Hammond, "Making ESSA's Equity Promise Real: State Strategies to Close the Opportunity Gap: A Follow-Up Report to 'Advancing Equity for Underserved Youth,'" *Learning Policy Institute* (2018).

¹⁰⁹ "2015 Transgender Awareness Month," AMSA, <https://www.amsa.org/advocacy/action-committees/gender-sexuality/transgender-health/>.

personal health, they are also empowered economically.¹¹⁰ This domain helps cities to measure equal access to health care and underrepresented genders’ representation in city sports activities.

Table 5: Priority Indicators for Public Health

Sub-Domain	Indicator	Source(s)	CHANGE City Initiatives	SDGs
Enforcement of Health Policies	(Y/N) Existence of a legal framework protecting individuals from health care discrimination or care denial on the basis of SOGIESC.	LA SDG 5 and UNDP LGBTI Index	Barcelona’s ISGlobal Urban Planning and Health Initiative ; Transform Freetown Initiative ; London’s Gender Equality Policy Hub .	5
Autonomy	Cluster: 1) (Y/N) Existence of health plans for city employees that cover contraception, reproductive health care and menstrual products that are not limited to a specific documented gender; OR 2) (Y/N) Existence of free or reduced cost contraception, reproductive health care, and prenatal care at city facilities.	LA SDG 5	Barcelona’s Antimasclista, Feminism and Gender Diversity Center .	5
SOGIESC Sensitive Health Care	(Y/N) Existence of local medical training or guidelines for city health officials that ensure variations in SOGIESC are considered healthy.	UNDP LGBTI Index	Barcelona’s Antimasclista, Feminism and Gender Diversity Center .	3,5,10
Sports	Percentage of underrepresented genders in all positions of responsibility in the city sports system, including practitioners, managers, leaders, teachers, coaches, and sports professionals.	Barcelona Equality in Sports Manifesto	Los Angeles’ Girls Play LA ; Barcelona’s Equality in Sports Manifesto .	3,5
	Percentage of underrepresented genders who participate as players within the city’s sports and parks and recreation systems.	Barcelona Equality in Sports Manifesto and Girls Play LA	Los Angeles’ Girls Play LA ; Barcelona’s Equality in Sports Manifesto .	3,5

¹¹⁰ Shabab Ahmed Mirza, and Caitlin Rooney, “Discrimination Prevents LGBTQ People From Accessing Health Care,” Center for American Progress, January 18, 2018, <https://www.americanprogress.org/issues/lgbtq-rights/news/2018/01/18/445130/discrimination-prevents-lgbtq-people-accessing-health-care/>; Kate Bahn, Adriana Kugler, Melissa Mahoney, et al., “Linking Reproductive Health Care Access to Labor Market Opportunities for Women,” Center for American Progress, accessed April 2, 2021, <https://www.americanprogress.org/issues/women/reports/2017/11/21/442653/linking-reproductive-health-care-access-labor-market-opportunities-women/>.

The justifications for our five recommended, high-priority indicators for Public Health are as follows:

Enforcement of Health Policies

(Y/N) Existence of a legal framework protecting individuals from health care discrimination or care denial on the basis of SOGIESC.

Many individuals suffer from discrimination or denial of care in the health sector because of their SOGIESC identity. Findings from a 2017 United States national CAP survey show that eight percent of LGBT individuals and twenty nine percent of transgender individuals were refused health care based on their SOGIESC identity. Additionally, the survey found that eight percent of LGBTQ individuals “avoided or postponed needed medical care because of disrespect or discrimination from health care staff.”¹¹¹ This indicator would require cities to examine whether their own laws work to protect underrepresented genders from such discrimination and could help spur additional legal protections to safeguard underrepresented genders’ access to health care. While the implementation of legal frameworks do not prevent health discrimination on their own, these laws are an important step in providing underrepresented genders with a legal platform to defend their rights.¹¹² Furthermore, reporting on such laws would help cities demonstrate their commitment to SOGIESC-inclusive health care that may help underrepresented genders feel more comfortable seeking city health care without the common fear of mistreatment.¹¹³

Autonomy

Cluster: 1) (Y/N) Existence of health plans for city employees that cover contraception, reproductive health care, and menstrual products that are not limited to a specific documented gender; OR 2) (Y/N) Existence of free or reduced cost contraception, reproductive health care, and prenatal care at city facilities.

Health disparities between genders manifest in inequitable access to reproductive and sexual health products and services.¹¹⁴ The World Health Organization states that in 2017, 810 individuals died from preventable causes related to pregnancy and childbirth and each year an estimated 3.9 million unsafe abortions are conducted among 15 to 19-year-old girls “contributing to maternal mortality, morbidity and lasting health problems.”¹¹⁵ Furthermore, research shows that underrepresented genders’ involvement in the economy and labor force is tied to them

¹¹¹ Shabab Ahmed Mirza and Caitlin Rooney, “Discrimination Prevents LGBTQ People From Accessing Health Care,” Center for American Progress, accessed April 29, 2021, <https://www.americanprogress.org/issues/lgbtq-rights/news/2018/01/18/445130/discrimination-prevents-lgbtq-people-accessing-health-care/>.

¹¹² Human Rights Watch, “US: LGBT People Face Health Care Barriers,” July 23, 2018, <https://www.hrw.org/news/2018/07/23/us-lgbt-people-face-healthcare-barriers>.

¹¹³ Human Rights Watch, “US: LGBT People Face Health Care Barriers,” July 23, 2018, <https://www.hrw.org/news/2018/07/23/us-lgbt-people-face-healthcare-barriers>.

¹¹⁴ Elissa Kennedy, Gerda Binder, Karen Humphries-Waa, et al., “Gender Inequalities in Health and Wellbeing across the First Two Decades of Life: An Analysis of 40 Low-Income and Middle-Income Countries in the Asia-Pacific Region,” *The Lancet Global Health* 8, no. 12 (2020): 1473–88.

¹¹⁵ World Health Organization, “Maternal Mortality,” accessed April 28, 2021, <https://www.who.int/news-room/fact-sheets/detail/maternal-mortality>; World Health Organization, “Adolescent Pregnancy,” accessed May 2, 2021, <https://www.who.int/news-room/fact-sheets/detail/adolescent-pregnancy>.

having access to reproductive health care services.¹¹⁶ Our indicator cluster strives to address the importance of access to reproductive health care for underrepresented genders. The first indicator in the cluster would suit cities with private health insurance systems, while the second indicator would suit cities with national health insurance systems. Collecting data for this cluster could help cities understand how to not only address disparate economic and social burdens on underrepresented genders but also improve access to contraception, reproductive health care and prenatal care, and increase their sexual independence.¹¹⁷

SOGIESC Sensitive Health Care

(Y/N) Existence of local medical training or guidelines for city health officials that ensure variations in SOGIESC are considered healthy.

Lack of comprehensive knowledge regarding variations in SOGIESC and whether or not they are considered healthy can discourage underrepresented genders from getting health care and impact the quality of care they receive.¹¹⁸ People are unlikely to feel comfortable consulting a health official who sees their SOGIESC as unhealthy or abnormal.¹¹⁹ Ensuring city health officials receive proper SOGIESC sensitive training could positively affect both fear of getting care and of the care quality. According to the American Medical Student Association, because of fear of discrimination, one in five transgender people “postponed or did not try to get health care” in 2014, even though 62% reported struggles with depression and 41% reported having attempted suicide.¹²⁰ Underrepresented genders often have complicated health needs, yet 29% of transgender people reported having to teach their health care provider about transgender health issues.¹²¹ As city health officials could be first responders in cases of emergency or local health points of contact, seeing that they are properly trained with regard to variations in SOGIESC identities could help these issues of fear and quality of care. The National Association of County and City Health Officials (NACCHO), a local health official coalition representing over 2000 local public health departments in the United States, has noted that city health officials are important for “[engaging] their local communities to strengthen public health, reduce vulnerability, build resilience, and improve preparedness, response, and recovery capabilities.”¹²² Considering the status of training programs for city health officials could help city governments expand inclusivity and access to care within their local communities. Finally, at its core, this indicator focuses on improving the fear of discrimination and insufficient quality of medical care that many underrepresented genders face.

¹¹⁶ Kate Bahn, Adriana Kugler, Melissa Mahoney, et al., “Linking Reproductive Health Care Access to Labor Market Opportunities for Women,” Center for American Progress, accessed May 6, 2021, <https://www.americanprogress.org/issues/women/reports/2017/11/21/442653/linking-reproductive-health-care-access-labor-market-opportunities-women/>.

¹¹⁷ Robert Jackson, *Down So Long...The Puzzling Persistence of Gender Inequality* (Cambridge, UK: Cambridge University Press, 2017); Bolt Burdon Kemp, “What Does It Cost to Have a Female Reproductive System?,” accessed April 28, 2021, https://www.boltburdonkemp.co.uk/campaigns/womens-health-hub/what-does-it-cost-to-have-a-female-reproductive-system/#_ftn3; World Health Organization, “Maternal Mortality,” accessed April 28, 2021, <https://www.who.int/news-room/fact-sheets/detail/maternal-mortality>.

¹¹⁸ “2015 Transgender Awareness Month,” AMSA, <https://www.amsa.org/advocacy/action-committees/gender-sexuality/transgender-health/>.

¹¹⁹ Sheila K. Smith, and Susan C. Turell, “Perceptions of Healthcare Experiences: Relational and Communicative Competencies to Improve Care for LGBT People.” *Journal of Social Issues* 73, no. 3 (2017): 637–57.

¹²⁰ “2015 Transgender Awareness Month,” AMSA, <https://www.amsa.org/advocacy/action-committees/gender-sexuality/transgender-health/>.

¹²¹ “2015 Transgender Awareness Month,” AMSA, <https://www.amsa.org/advocacy/action-committees/gender-sexuality/transgender-health/>.

¹²² “Medical Reserve Corps,” National Association of County and City Health Officials, <https://www.naccho.org/programs/public-health-preparedness/medical-reserve-corps#resources>.

Sports

Percentage of underrepresented genders in all positions of responsibility in the city sports system, including practitioners, managers, leaders, teachers, coaches, and sports professionals.

Playing sports can significantly improve a person's daily life and health.¹²³ Coaches and leaders of underrepresented genders serve as sources of inspiration, role models, and indicators of the inclusivity of the city sports system.¹²⁴ These individuals can ensure that underrepresented genders are included in sports and can therefore enjoy the aforementioned health benefits. Additionally, according to a recent study funded by the European Union and the Council of Europe, the minority of underrepresented genders in leadership positions in sport can be attributed to many of the world's current executives, "who often tend to elect new leaders that feature similar characteristics as themselves."¹²⁵ Increases in underrepresented genders' presence in sports leadership could encourage the selection of more diverse leaders in spaces that have been long dominated by cis men. Beyond the importance of coaches and leaders as mentors and role models, underrepresented genders in leadership in city sports systems can inspire more underrepresented athletes and prospective athletes. In a 2020 annual report by Women Leaders in College Sports, a U.S.-based national leadership organization, they found that 28% of their graduates from their IAA (Institute for Administrative Advancement) workshop, which required applicants to have four to seven years of full time intercollegiate athletics administration experience, had advanced or added new responsibilities to their current roles.¹²⁶ Once underrepresented genders enter leadership positions in sports systems, they have the ability to formulate new policies/responsibilities, break down norms, and encourage moves away from stereotypes in roles or hiring. This indicator builds off the premise that participating in sports is beneficial to health and the impact that coaches can have as role models for current and prospective athletes.

Percentage of underrepresented genders who participate as players within the city's sports, and parks, and recreation systems.

This second indicator within the sports subdomain focuses on who is playing within city sports systems. There are an estimated 131 million intersex individuals and 12 million non-binary individuals globally.¹²⁷ However, non-binary individuals face many barriers to participating in sports systems that are often structured strictly within the binary.¹²⁸ The data collected from this indicator will show city governments whether there is disparity in the amount of underrepresented genders participating in sports within their city. CHANGE cities can use this data to inform their decisions on how to promote gender equity within their sports systems. This

¹²³ "National Youth Sports Strategy Questions & Answers," U.S. Department of Health and Human Services, <https://health.gov/our-work/physical-activity/national-youth-sports-strategy/questions-answers#:~:text=Reduced%20risk%20of%20suicide%20and%20teamwork%2C%20leadership%2C%20and%20relationship%20building>

¹²⁴ "Coach = Role Model," Human Kinetics, <https://us.humankinetics.com/blogs/excerpt/coach-role-model>.

¹²⁵ "Gender Equality and Leadership in Sport," Council of Europe, <https://rm.coe.int/bis-factsheet-gender-equality-sport-leadership-en/1680714b8e>.

¹²⁶ "Women Leaders Annual Report, 2020," Women Leaders in College Sports, <https://www.womenleadersincollegesports.org/WL/about/annual-report/WL/About/annual-reports/2019-annual-report.aspx?hkey=3e1cff76-9bb5-4da7-b721-6ce0c91e9ed4>.

¹²⁷ Joseph Chamie and Barry Mirkin, "Sex, Gender and Identity Revolution," *Yale Global Online*, June 11, 2019, <https://yaleglobal.yale.edu/content/sex-gender-and-identity-revolution>.

¹²⁸ Sonja Erikainen, Ben Vincent, and Al Hopkins, "Specific Detriment: Barriers and Opportunities for Non-Binary Inclusive Sports in Scotland," *Journal of Sport and Social Issues*, October 9, 2020.

could include supporting the possible implementation of programs or initiatives to promote participation by underrepresented genders and the inclusion of individuals that identify outside of the gender binary. Increasing underrepresented genders participation in sports can increase both their physical and mental health.¹²⁹ Furthermore, according to the *United Nations Division for the Advancement of Women Department of Economic and Social Affairs*, inclusion of underrepresented genders in sports actively “challenges gender stereotypes and discrimination.”¹³⁰ Increasing underrepresented genders’ participation in the city sports system can therefore be an important way to promote gender equity.



Sustainability and the Urban Environment

This domain encompasses five subdomains related to urban living: Childcare; City Services; Housing; Property Ownership; and Transportation. In total, the Sustainability and the Urban Environment measures: access to childcare services; sanitation services; access to adequate housing; ownership of property; and transportation safety. This domain relates to SDG 5 (Gender Equality), SDG 6 (Clean Water and Sanitation), SDG 9 (Industry, Innovation, Infrastructure), and SDG 11 (Sustainable Cities and Communities).

One of the most salient sources of inequity in cities is disparity in the built environment.¹³¹ Research shows that rapid urbanization directly affects the empowerment of underrepresented genders and gender equity. Specifically, research shows that underrepresented genders are more likely to experience urban poverty as a result of this rapid urbanization, and they have “greater difficulty in accessing resources and services tailored to their needs.”¹³² As cities continue to expand in both population and size, it is imperative to ensure urban development promotes gender equity. By targeting issues of transportation, access to critical resources, and ownership, this domain seeks to highlight the aspects of city infrastructure that perpetuate inequity along the lines of gender and intersectional identities.

¹²⁹ Women’s Sports Foundation, “Benefits - Why Sports Participation for Girls and Women,” accessed May 6, 2021, <https://www.womenssportsfoundation.org/advocacy/benefits-sports-participation-girls-women/>.

¹³⁰ Edwina Sandys, “Women, Gender Equality and Sports,” United Nations Division for the Advancement of Women Department of Economic and Social Affairs, 2007.

¹³¹ Ginger Daniel, *Designing for Gender Equality in the Developing Context: Developing a Gender-Integrated Design Process to Support Designers’ Seeing, Process, and Space Making* (Ph.D. diss., University of Washington, 2013), <https://digital.lib.washington.edu/researchworks/handle/1773/23792>.

¹³² Women Watch, “WomenWatch: Gender Equality and Sustainable Urbanisation,” Information and Resources on Gender Equality and Empowerment of Women, accessed April 5, 2021, <https://www.un.org/womenwatch/feature/urban/>.

Table 6: Priority Indicators for Sustainability and the Urban Environment

Sub-Domain	Indicator	Source(s)	CHANGE City Initiatives	SDGs
Childcare	Percentage of families that are unable to obtain adequate childcare. Disaggregated by single or two-parent household status.	LA Gender Equality SDG 5	Los Angeles' Emergency Child Care Connection ; Barcelona's Democratize care ; Freetown's Childcare in Planning Initiative .	4,5
City Services	(Y/N) Existence of legal frameworks to ensure that public restrooms are gender inclusive and accessible.	Gender-Relevant SDG Indicators, Beijing Platform for Action	London's policy on gender-inclusive public toilets ; Tokyo's universal toilets for 2020 Olympics ; Los Angeles' commitment to increasing all-gender restrooms .	5,6
Housing	Percentage of population with access to adequate housing or shelter, water, and electricity.	Equal Measures 2030 SDG Gender Index	London's Rough Sleeping Plan of Action ; Barcelona's measure on the prevention of homelessness .	5,6,9
Property Ownership	(Y/N) Existence of legal frameworks to ensure equitable access to property ownership for underrepresented genders.	Gender-Relevant SDG Indicators, LA Gender Equality SDG 5, LA No Poverty SDG 1, UN Minimum Set		5,9,11
Transportation	Number of physical and sexual assaults on public transportation reported by underrepresented genders.	ADB Tool Kit on Gender Equality Results and Indicators	Barcelona's commitment to be a feminist city with development projects against gender violence ; Mexico City's #NoEsDeHombres campaign against sexual harassment on public transport ; Tokyo's women-only train cars ; Freetown's research on "invisible travelers" .	3,5,9,11

The justifications for our five recommended, high-priority indicators for Sustainability and the Urban Environment are as follows:

Childcare

Percentage of families that are unable to obtain adequate childcare. Disaggregated by single or two-parent household status.

Childcare challenges can be a barrier to work, especially for parents of underrepresented genders who take on the burden of unpaid caregiving responsibilities when their family cannot find or afford childcare.¹³³ In the wake of the pandemic, underrepresented genders' participation in the labor force has fallen because of childcare obligations.¹³⁴ Examining childcare provision would allow cities to identify where and why gaps in childcare exist. Specifically, collecting this type of data can measure the lack of childcare for underrepresented genders to better balance performing work with providing their children with safety and development opportunities. Because mounting evidence points to the fact that poverty is more common among single-headed households, we recommend disaggregating by household status (single vs. two-parent household) to allow for a better understanding of potential gaps in this realm.¹³⁵ Moreover, with the onset of the global pandemic, childcare has been harder to obtain than ever before. In fact, at least 40 million children have missed out on early childhood education due to childcare issues relating to COVID-19.¹³⁶ Thus, as we come out of this global pandemic, ensuring adequate childcare is essential for boosting gender equity so that underrepresented genders reenter the workforce knowing that their children are cared and provided for.

City Services

(Y/N) Existence of legal frameworks to ensure that public restrooms are gender inclusive and accessible.

Access to public sanitation services is a human right as recognized by the UN in 2010.¹³⁷ Specifically, everyone, “has the right to physical and affordable access to sanitation, in all spheres of life, that is safe, hygienic, secure, and social and culturally acceptable, and that provides privacy and dignity.”¹³⁸ Our research shows that the provision of sanitation services is traditionally gendered.¹³⁹ Studies highlight that “gender-inclusive bathrooms serve a practical function of providing a safe public restroom for transgender individuals, they may also signal identity safety for women and racial minorities.”¹⁴⁰ In 2017, Mayor Sadiq Khan stated, “Toilets

¹³³ Kim Parker, “Women More than Men Adjust Their Careers for Family Life,” August 14, 2020,

<https://www.pewresearch.org/fact-tank/2015/10/01/women-more-than-men-adjust-their-careers-for-family-life/>.

¹³⁴ “Seven Charts That Show COVID-19’s Impact on Women’s Employment,” McKinsey & Company, April 20, 2021,

<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/seven-charts-that-show-covid-19s-impact-on-womens-employment#>.

¹³⁵ Lu Yuan-Chiao, “Inequalities in Poverty and Income between Single Mothers and Fathers,” International journal of environmental research and public health, U.S. National Library of Medicine, January 17, 2020, <https://pubmed.ncbi.nlm.nih.gov/31878126/>.

¹³⁶ “COVID-19 Is Making a Global Childcare Crisis Even Worse: UNICEF Chief,” United Nations, July 2020,

<https://news.un.org/en/story/2020/07/1068811>.

¹³⁷ UN, International Decade for Action, “Water is Life 2005- 2015,” accessed on May 1, 2021,

https://www.un.org/waterforlifedecade/human_right_to_water.shtml.

¹³⁸ “The Human Right to a Toilet,” Sanitation First, November 13, 2017, <http://sanitationfirst.org/blog/the-right-to-a-toilet/>.

¹³⁹ Georgia L Kayser et al., “Water, Sanitation and Hygiene: Measuring Gender Equality and Empowerment,” World Health Organization, June 3, 2019, <https://www.who.int/bulletin/volumes/97/6/18-223305/en/>.

¹⁴⁰ Kimberly E. Chaney, and Diana T. Sanchez, “Gender-inclusive bathrooms signal fairness across identity dimensions,” *Social Psychological and Personality Science* 9, no. 2 (2018): 245-253.

are a vital public service and can help to shape the experience of the capital for those who live here and for those visiting. We need a range of toilets that reflect the incredible diversity of this city—giving people the confidence to move around London with dignity.”¹⁴¹ Los Angeles County Board of Supervisors voted on making all gender restrooms more readily accessible in county leased and owned buildings in 2019.¹⁴² Given the existing research, this indicator has the ability to give cities insight into gender disparity in the provision of sanitation services, and potentially open a dialogue on gender inclusive restrooms for people of underrepresented genders.

Housing

Percentage of population with access to adequate housing or shelter, water, and electricity.

International human rights law recognizes everyone’s right to an adequate standard of living.¹⁴³ Most data surrounding access to basic necessities such as shelter, water, and electricity are only measured on the federal or regional level.¹⁴⁴ However, research reveals that underrepresented genders living in cities disproportionately lack access to these necessities, which further limits their chances of achieving financial security, political and social inclusion, and good health.¹⁴⁵ Measurement of this indicator at the city level could provide a clear picture to city authorities of housing, water, and electricity disparities faced by underrepresented genders in their own cities, which can aid potential direction of funding for services and policy enactment in an informed way. Furthermore, if cities choose to publicize data collected through this indicator, non-governmental organizations may be better able to assess where independent intervention is needed.

Property Ownership

(Y/N) Existence of legal frameworks to ensure equitable access to property ownership for underrepresented genders.

The relationship between gender and property rights is a critical issue in urban economic development; the disproportionate number of underrepresented genders who do not own property or are in poverty cannot be addressed without significant reform and strengthening of laws, policies, and practices relating to ownership and control of property.¹⁴⁶ The UN Department of Economic and Social Affairs’ Guidelines for Producing Statistics on Asset Ownership from a Gender Perspective note that while the importance of asset ownership for underrepresented genders’ empowerment was stressed at CEDAW, the BPfA, and in the SDGs, very little data

¹⁴¹ Alana Abramson, “London’s Mayor Wants the City to Have a Lot More Gender Neutral Bathrooms,” Travel Leisure, November 28, 2017, <https://www.travelandleisure.com/travel-tips/london-sadiq-khan-gender-neutral-bathrooms>.

¹⁴² City News Service, “LA County Expands Commitment to All Gender Restrooms,” June 5, 2019, <https://www.nbclosangeles.com/news/la-county-expands-all-gender-restrooms/79427/#:~:text=By%20City%20News%20Service%20%E2%80%A2county%20Downed%20and%20leased%20buildings>.

¹⁴³ “The Right to Adequate Housing,” Fact Sheet No. 21, Office of the United Nations High Commissioner for Human Rights, https://www.ohchr.org/documents/publications/fs21_rev_1_housing_en.pdf.

¹⁴⁴ “The Right to Adequate Housing,” Fact Sheet No. 21, Office of the United Nations High Commissioner for Human Rights, https://www.ohchr.org/documents/publications/fs21_rev_1_housing_en.pdf.

¹⁴⁵ “Gender and the Environment: What Are the Barriers to Gender Equality in Sustainable Ecosystem Management,” IUCN, January 23, 2020, <https://www.iucn.org/news/gender/202001/gender-and-environment-what-are-barriers-gender-equality-sustainable-ecosystem-management>.

¹⁴⁶ Urban Institute, *Gender and Property Rights: A Critical Issue in Urban Economic Development*, <https://www.urban.org/sites/default/files/publication/27491/412387-Gender-and-Property-Rights.PDF>.

exists on the subject.¹⁴⁷ Property ownership empowers underrepresented genders by promoting financial independence and providing financial security in the case of spousal death, abandonment, or divorce.¹⁴⁸ This indicator would provide cities with a baseline metric to assess the possibility of underrepresented genders' empowerment through property ownership. Recognizing the absence of laws to this end can hopefully highlight a potential avenue for policy development, particularly if findings are made public.

Transportation

Number of physical and sexual assaults on public transportation reported by underrepresented genders.

According to a 2013 report, fifteen percent of women have experienced unwanted sexual behaviour while travelling on public transport in London.¹⁴⁹ Similarly, a customer satisfaction survey was conducted in 2019 by the Los Angeles Metro, where 22 percent of the respondents indicated they experienced sexual harassment in the former six month period.¹⁵⁰ This indicator could help cities to understand the unique experiences of underrepresented genders on public transportation. This indicator highlights an issue that primarily affects underrepresented genders and the data collected can help cities advocate for a better inclusion of their needs in planning for safety and mobility. Overall, collecting this data would inform city officials of CHANGE cities and publishing the results could help ensure city accountability in efforts to prevent future sexual assaults on public transportation.



Violence and Safety

This domain encompasses three subdomains related to gender-based violence in cities: Prevalence of Gender-Based Violence; Policies Addressing Violence Against Underrepresented Genders; and Institutions Aiding Safety of Underrepresented Genders. In total, the Violence and Safety indicators measure: pervasiveness of different forms of gender-based violence; city policies and support services; training for city officials; resources available for survivors; and

¹⁴⁷ "Guidelines for Producing Statistics on Asset Ownership from a Gender Perspective," United Nations Department of Economic and Social Affairs: Statistical Division, 2019, https://unstats.un.org/edge/publications/docs/Guidelines_final.pdf.

¹⁴⁸ "Guidelines for Producing Statistics on Asset Ownership from a Gender Perspective," United Nations Department of Economic and Social Affairs: Statistical Division, 2019, https://unstats.un.org/edge/publications/docs/Guidelines_final.pdf.

¹⁴⁹ "Sexual Harassment of Women and Girls in Public Places - Women and Equalities Committee - House of Commons," UK Parliament, accessed April 9, 2021, <https://publications.parliament.uk/pa/cm201719/cmselect/cmwomeq/701/70108.htm>.

¹⁵⁰ Los Angeles County Metropolitan Transportation Authority (Metro), "L.A. Metro enhances reporting, tracking of sexual harassment," accessed April 30, 2021, <https://www.masstransitmag.com/safety-security/press-release/21147014/los-angeles-county-metropolitan-transportation-authority-metro-la-metro-enhances-reporting-tracking-of-sexual-harassment>.

first response teams for domestic and sexual violence. This domain relates to SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities), and SDG 16 (Peace, Justice and Strong Institutions).

Gender-based violence poses a significant threat to the physical and mental well-being, security, and autonomy of underrepresented genders.¹⁵¹ As research has shown that social normalization of gender-based violence prevents systemic change around this issue, the Violence and Safety domain focuses on empowering survivors and prioritizing prevention mechanisms.¹⁵² Additionally, this domain takes into account our guiding principles by recognizing that intersectionality plays a large role in which people become targets of violence and what practices could aid an individual's safety.

Table 7: Priority Indicators for Violence and Safety

Sub-Domain	Indicator	Source(s)	CHANGE City Initiatives	SDGs
Prevalence of Gender-Based Violence	Number of reported cases of physical violence, psychological violence, sexual violence, and stalking. Disaggregated by partner or non-partner perpetrator.	The DHS Program, LA SDG 5, OECD Gender Portal, Pittsburg Equality Indicators, SDGs, UNDP LGBTI Index, and UN Minimum Set	London’s funding allocation to gender-based violence resources ; London’s data collection of domestic and sexual abuse ; Los Angeles’ MyVoiceLA ; Los Angeles’ rape kit testing policies ; Mexico city’s criminalization of digital violence ; Mexico city’s legal framework for obtaining forensic evidence ; Mexico City’s Safe City and Safe Public Spaces for Women’s and Girls Program .	5,10,16
Policies Addressing Violence Against Under-represented Genders	Review of city laws, policies, and judicial decisions protecting underrepresented genders from violence.	OECD Gender Portal, UNDP LGBTI Index, and UN Minimum Set	Barcelona’s LGBTI Center ; Barcelona’s Office for Non-Discrimination .	5,10,16
Institutions Aiding Safety of Under-represented Genders	Review of mandatory training programs for city-level judicial, law enforcement, and correctional officials on recognizing and interacting with survivors of gender-based discrimination and violence.	It’s Time and UNDP LGBTI Index	Barcelona’s municipal staff training ; Los Angeles Fire Department’s domestic violence and human trafficking training .	5,10,16

¹⁵¹ United Nations Population Fund, “Gender-Based Violence,” accessed April 2, 2021, <https://www.unfpa.org/gender-based-violence>.

¹⁵² OECD, “Shifting Social Norms to Tackle Violence Against Women and Girls,” accessed April 2, 2021, https://www.oecd.org/dac/gender-development/VAWG%20HELPDESK_DFID%20GUIDANCE%20NOTE_SOCIAL%20NORMS_JAN%202021_6.pdf.

	Review of city facilities, programs, or task forces dedicated to underrepresented genders affected by domestic or sexual violence.	BPfA and It's Time	Mexico City's free legal aid to survivors ; Los Angeles' Family Justice Centers ; Barcelona's Municipal Gender Violence Emergency Shelter Centre ; Barcelona's Social Emergencies Centre ; London's increase in shelters .	5,10,16
	(Y/N) Existence of designated first response teams for domestic and sexual violence.	It's Time	Tokyo's Stalking and Domestic Violence Task Force ; Los Angeles' Domestic Abuse Response Teams (DART) and Sexual Assault Response Teams (SART) .	5,10,16

The justifications for our five recommended, high-priority indicators for Violence and Safety are as follows:

Prevalence of Gender-Based Violence

Number of reported cases of physical violence, psychological violence, sexual violence, and stalking. Disaggregated by partner or non-partner perpetrator.

According to the World Health Organization, gender violence is an “act... that results in, or is likely to result in, physical, sexual, or mental harm or suffering to [underrepresented genders], including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.”¹⁵³ Physical, sexual and psychological violence contributes to a large portion of all gender violence, and it is estimated that over one-fourth of women between the ages of 15-49 have been subjected to some form of such violence by their partner.¹⁵⁴ Trans and non-binary individuals also experience a high degree of violence.¹⁵⁵ According to a 2015 survey by the National Center for Transgender Equality, 47% of respondents had experiences sexual violence and 54% had experienced intimate partner violence.¹⁵⁶ As intimate partner violence is extremely prevalent among underrepresented genders, we have decided to disaggregate this indicator by whether the perpetrator of the violence was a partner or non-partner of the victim.¹⁵⁷ Measuring this indicator can help cities determine levels of violence against underrepresented genders to guide more targeted efforts to combat such violence. This could include aiding cities’ understanding of what types of policy and funding decisions would be most effective for violence prevention. For example, information on the relationship between the victim and perpetrator may be used to pinpoint what protection and prevention mechanisms could be most effective. Additionally, as research has shown that community education is a valuable tool to

¹⁵³ “Violence against Women,” accessed April 10, 2021, <https://www.who.int/news-room/fact-sheets/detail/violence-against-women>.

¹⁵⁴ “Violence against Women,” accessed April 10, 2021, <https://www.who.int/news-room/fact-sheets/detail/violence-against-women>.

¹⁵⁵ “Violence Against Trans and Non-Binary People,” accessed May 6, 2021,

<https://vawnet.org/sc/serving-trans-and-non-binary-survivors-domestic-and-sexual-violence/violence-against-trans-and>

¹⁵⁶ “U.S. Transgender Survey,” National Center for Transgender Equality, 2015,

<https://transequality.org/sites/default/files/docs/usts/USTS%20Full%20Report%20-%20FINAL%201.6.17.pdf>.

¹⁵⁷ “Understanding and Addressing Violence against Women,” World Health Organization and Pan American Health Organization, 2012,

http://apps.who.int/iris/bitstream/handle/10665/77432/WHO_RHR_12.36_eng.pdf;jsessionid=A032FDF120F053CC81759AC8434C8119?sequence=1.

combat gender-based violence, the data from this indicator could help cities identify what types of educational programming about gender-based violence would be most beneficial.¹⁵⁸ This data, if cities make it public, could also be valuable for raising awareness of the prevalence of gender-based violence and could potentially empower more survivors to report or seek services.¹⁵⁹

Policies Addressing Violence Against Underrepresented Genders

Review of city laws, policies, and judicial decisions protecting underrepresented genders from violence.

Gender-based violence encompasses physical, sexual, emotional, and economic abuse, as well as workplace, educational, or otherwise public harassment. There is an acknowledged lack of legal protections for underrepresented genders with regard to sexual violence and LGBTQ+ issues.¹⁶⁰ This indicator provides cities with the opportunity to examine their own laws, policies, and judicial decisions that seek to protect underrepresented genders from violence. This data will help cities understand the status of existing legal protections and, based on those of other cities, may also suggest areas in which a city may establish further legislation and policies to improve the legal protections granted to underrepresented genders. The implementation of legal and policy protections is significant for at least two reasons. First, it may help prevent gender-based violence in and of itself. Second, it could provide underrepresented genders with a legal platform to defend their rights and proactively demonstrate a commitment to reducing gender-based violence.¹⁶¹ Based on the prevalence of gender-based violence in regards to SOGIESC, it is important that this indicator be disaggregated by SOGIESC to ensure that cities are also reporting on the protections their city provides to LGBTQ+ individuals.¹⁶²

Institutions Aiding Safety of Underrepresented Genders

Review of mandatory training programs for city-level judicial, law enforcement, and correctional officials on recognizing and interacting with survivors of gender-based discrimination and violence.

Mandatory training programs that address gender-based violence and discrimination can enable city employees to provide better support and aid to individuals who experience such violence.¹⁶³ Educating officials on trauma-informed care when interacting with survivors can reduce survivors' retraumatization, protect their emotional and mental health, and potentially move

¹⁵⁸ "Gender Based Violence and Education," Sida, March 2015,

<https://publikationer.sida.se/contentassets/a3950e8788ec48a78218358a0457fa63/genderbased-violence-and-education.pdf>.

¹⁵⁹ "The Role of Data in Addressing Violence against Women and Girls," United Nations Population Fund,

https://www.unfpa.org/sites/default/files/resource-pdf/finalUNFPA_CS_W_Book_20130221_Data.pdf.

¹⁶⁰ "More than 1 Billion Women Lack Legal Protection against Domestic Sexual Violence, Finds World Bank Study," accessed April 29, 2021,

<https://www.worldbank.org/en/news/press-release/2018/02/01/more-than-1-billion-women-lack-legal-protection-against-domestic-sexual-violence-finds-world-bank-study>; "LGBT Rights | Human Rights Watch," accessed April 29, 2021, <https://www.hrw.org/topic/lgbt-rights#>.

¹⁶¹ "The Role of Data in Addressing Violence against Women and Girls," United Nations Population Fund,

https://www.unfpa.org/sites/default/files/resource-pdf/finalUNFPA_CS_W_Book_20130221_Data.pdf.

¹⁶² HRC, "New FBI Hate Crimes Report Shows Increases in Anti-LGBTQ Attacks," accessed April 29, 2021,

<https://www.hrc.org/press-releases/new-fbi-hate-crimes-report-shows-increases-in-anti-lgbtq-attacks>.

¹⁶³ It's Time Network Mayors Guide: Accelerating Gender Equality," It's Time Network (May 3, 2016), 28-29,

https://issuu.com/itstimenetwork/docs/itn_mayor_report_final_50316.

away from victim blaming.¹⁶⁴ City implementation of these trainings may also act as a preventive measure, as ‘participatory approaches and community mobilization appear to be a way forward’ for the prevention of gender-based violence.¹⁶⁵ Research from an online course offered by the European Institute for Gender Equality has shown that these trainings have the capacity to “provide participants with the relevant knowledge, skills and values that allow them to contribute to the effective implementation of the gender-mainstreaming strategy in their field, organisation, institution or country.”¹⁶⁶

Review of city facilities, programs, or task forces dedicated to underrepresented genders affected by domestic or sexual violence.

City transitional and emergency services provided to “[underrepresented genders] fleeing from abusive relationships” play a significant role in aiding individuals affected by domestic and sexual violence, since they are ‘often forced to live in substandard conditions or return to their batterers.’¹⁶⁷ City support for survivors of these issues may shift focus on to the perpetrator rather than the victim.¹⁶⁸ Examples of these services include, but are not limited to, a 24-hour hotline, shelters for battered women, and transitional support services within shelters (childcare, counseling, financial assistance, along with life planning and job development). Transitional housing programs are particularly important as they empower survivors to achieve long-term stability.¹⁶⁹ Collecting data about existing city provisions for survivors of violence can inform cities’ future decisions about how to improve resources for survivors, including the possible implementation of additional resources and increasing the availability of pre-existing services.

(Y/N) Existence of designated first response teams for domestic and sexual violence.

The previous indicator focuses on generalized and long-term services for individuals affected by violence. This indicator specifically measures the existence of first response teams since they are the “first point of contact for many women in crisis situations” among emergency services.¹⁷⁰ The Domestic Abuse Response Teams (DART) and Sexual Assault Response Teams (SART) that the Los Angeles City and Police Department have implemented are examples of these first response teams. DART in Los Angeles consist of both police officers and a counselor advocate who have specialized training in supporting survivors of domestic violence.¹⁷¹ SART in Los Angeles

¹⁶⁴ Office on Violence Against Women, “The Importance of Understanding Trauma-Informed Care and Self-Care for Victim Service Providers,” The United States Department of Justice Archives, *THE IMPORTANCE OF UNDERSTANDING TRAUMA-INFORMED CARE AND SELF-CARE FOR VICTIM SERVICE PROVIDERS* (blog), July 31, 2014,

<https://www.justice.gov/archives/ovw/blog/importance-understanding-trauma-informed-care-and-self-care-victim-service-providers>.

¹⁶⁵ Nicole Minckas, Geordan Shannon, and Jenevieve Mannell, “The Role of Participation and Community Mobilisation in Preventing Violence against Women and Girls: a Programme Review and Critique,” *Global Health Action* 13, no. 1 (June 26, 2020).

¹⁶⁶ “Online Certificate Course in Gender Based Violence Training,” European Institute for Gender Equality, <https://eige.europa.eu/events/event/9041>.

¹⁶⁷ Amy Correia and Anna Melbin, “Transitional Housing Services for Victims of Domestic Violence,” Housing Committee of the National Task Force to End Sexual and Domestic Violence, (November 2005),

<https://safehousingpartnerships.org/sites/default/files/2017-01/TransHousingServices.pdf>.

¹⁶⁸ Amy Correia and Anna Melbin, “Transitional Housing Services for Victims of Domestic Violence,” Housing Committee of the National Task Force to End Sexual and Domestic Violence, (November 2005),

<https://safehousingpartnerships.org/sites/default/files/2017-01/TransHousingServices.pdf>.

¹⁶⁹ “Transitional Housing Programs and Empowering Survivors of Domestic Violence,” November 1, 2019,

<https://www.justice.gov/archives/ovw/blog/transitional-housing-programs-and-empowering-survivors-domestic-violence>.

¹⁷⁰ Office of the Tánaiste, *Report of the Task Force on Violence against Women*, The Stationary Office, Government of Ireland, April 1997, <http://www.justice.ie/en/JELR/dvreport.pdf/Files/dvreport.pdf>.

¹⁷¹ Peace Over Violence, “Domestic Abuse Response Team,” accessed May 2, 2021, <https://www.peaceoverviolence.org/domestic-abuse-response-team>.

consist of a police officer, a deputy district attorney who leads the prosecution process for sexual violence in Los Angeles County courts, a sexual assault forensic examiner, and a rape crisis counselor advocate who has specialized training in supporting survivors of sexual violence. First response teams are valuable because they help the city responses to such violence be trauma-informed, organized and comprehensive.¹⁷² Additionally, domestic violence cases handled by a designated first response team have been shown to lead to “higher arrest prosecution, and conviction rates.”¹⁷³ As these first response teams contribute to preventing gender-based violence and supporting survivors, reporting on this indicator could lead cities without first-response teams to consider implementing them.

¹⁷² Peace Over Violence, “Emergency Response Team,” accessed May 2, 2021, <https://www.peaceoverviolence.org/emergency-response-team>.

¹⁷³ Whetstone, Thomas S, “Measuring the Impact of a Domestic Violence Coordinated Response Team,” *Policing: An International Journal of Police Strategies & Management* 24, no. 3 (September 2001): 371–79.

CONCLUSION

After cataloging more than 650 indicators from 26 sources, the Claremont Colleges Task Force derived over 200 unique gender-related indicators and eventually selected 30 indicators to help guide progress toward gender equity at the local level. Reporting on these 30 indicators can help cities identify disparities, track measures for success, and make progress toward the CHANGE coalition's goal to support underrepresented genders. Based on our research and actionability, we believe these are the highest priority indicators to advance gender equity. Overall, we recommend that CHANGE adopt the proposed indicators as a first step toward achieving gender equity in CHANGE cities.

Recommendation 1: Success Through City Exchanges

We recommend that CHANGE cities work to export their own initiatives to partner cities and to also adapt partners' initiatives to suit their local needs. This recommendation comes from our research, which revealed that founding members of CHANGE have already conducted exciting gender-based analyses and instituted impressive programs and policies to support underrepresented genders. Member cities of the coalition have the chance to take the lead in uplifting underrepresented genders around the world by sharing knowledge from their own initiatives and drawing from the successes of other CHANGE cities. For example, Mexico City has attempted to reduce the need for access to shelters and other transitional services by passing a law that states, "it is the offender that has to leave the conjugal home" in cases of intimate partner violence to eliminate further burden on the victim.¹⁷⁴ This law could be implemented in other cities or a new but similar initiative could be developed and applied more universally across the coalition. As the CHANGE network grows to include more cities, we encourage each city to consider introducing laws, programs, and policies, which have been effectively implemented by other local governments, within their own cities. The mutual exchange of ideas would not only enable city governments to seize on progressive, innovative initiatives, but would also strengthen relations between cities across the globe.

Recommendation 2: Data Collection Beyond the Binary and Across Intersections

We advise cities to take into account the fact that many individuals and communities have historically suffered from a lack of access to resources and opportunities because of laws, institutional policies, societal values, and non-inclusive data collection. This recommendation comes from our guiding principles, which seeks to actualize CHANGE's inclusive mission. Data collection beyond the binary and across intersections can serve as a valuable first step in embracing all gender identities and understanding the ways in which gender identity intersections with other social identities. Though some societies acknowledge that gender is a social construct separate from biological sex, the majority of data collection does not encompass the full gender spectrum that we have discussed throughout this report. Most data is still collected through a binary lens, which persists in governments, workplaces, public spaces, and homes. Therefore, we encourage cities to shift from disaggregation by sex to disaggregation by gender identity. Cities could also consider disaggregating data by individuals' SOGIESC identity. In both cases, the sensitive nature of gathering data about individuals' gender identities

¹⁷⁴ *City Hub and Network for Gender Equity (CHANGE) Launch Event*, YouTube (2020).

would require cities to create and enforce robust privacy policies. We also recommend that cities consider new methods of data collection that explicitly recognize and address intersecting inequalities, as charged in the CHANGE mission. Cities could move toward collecting and publishing data that is fully disaggregated by age, disability, ethnic origin, race, religion, sexual orientation, and socioeconomic status. While we recognize the highly aspirational nature of this recommendation, underrepresented genders' experiences are intersectional. Our indicators have provided suggestions for disaggregation by particularly salient intersectional identities. Looking to the future, highly detailed data collection could help cities better understand how existing systems have disproportionately disadvantage people of underrepresented gender identities and additional marginalized identities.

Recommendation 3: Laws, Policies, and Programs for Future Growth in Gender Equity

We encourage CHANGE cities to see the proposed indicators—and indicator clusters—as moving targets to stimulate continuous growth. This final recommendation stems from our understanding that some of our proposed initiatives and categories for data disaggregation are both aspirational. We hope that CHANGE cities will join us in welcoming future studies that unveil more inclusive conceptions of “gender” and “equity.” As research into gender equity expands and new areas gain salience, we believe that the coalition could benefit from revisiting the adopted indicators. Such re-evaluation could occur every five to ten years to suit cities' evolving needs. Developing quantitative indicators based on qualitative indicators or expanding the set of 30 indicators into other areas of gender equity, could not only deepen city governments' understanding of how current policies, laws, and programs affect underrepresented genders but also help guide future solutions. As CHANGE cities have already made excellent progress toward some indicators, we invite the coalition's members to create clusters with more ambitious indicators in the future. Our ten alternative indicators suggest possible future areas of examination (Appendices H-L).

Finally, the Claremont Colleges Task Force would like to thank the City of Los Angeles for the opportunity to conduct this research for CHANGE. We hope that our findings and recommendations can help city governments explore new avenues for data collection and contribute to their efforts to actualize gender equity in cities around the world.

APPENDICES

Appendix A: Links to Indicator Sheets and the Selection Process

Google Drive Folder of All Indicator Selection Sheets: <https://bit.ly/329vmec>

*Workbooks for indicator selection in Google Sheets have been separated by domain within the folder. Specific workbooks have been separated into five sheets which correspond to Step 3 of the “Methodology”:

1. Pulling indicators from national- and subnational-level indices and additional gender-related sources
2. Eliminating duplicate indicators
3. Modifying indicators on the basis of city authority and actionability
4. Prioritizing indicators on the basis of importance to gender equity and existing initiatives
5. Aligning indicators with guiding principles and the SDGs

Appendix B: Further Information on City Governance and Political Participation

Sub-Domain	Indicator	Deriving the Language and Focus of the Indicator	CHANGE City Initiatives
Legal Frameworks	(Y/N) Existence of legal frameworks that guarantee all individuals within the city the right to declare their gender and to receive protection from criminalization on the basis of SOGIESC.	This indicator was derived from the UNDP’s LGBTI Index and SDG 5, both of which highlight that non-discrimination on the basis of sex must include the legalization of gender expression and self-determination over one’s own gender. In addition, there was an importance placed on protecting individuals from all marginalized backgrounds and to continue to support their livelihoods in a progressive city committed to gender equity.	Los Angeles is a model for how to include official gender recognition, as there is a codified legal process for changing name and gender on official California records. ¹⁷⁵ In Mexico City, it is possible yet complicated to self-declare one’s gender as one must sue the Civil Registry to achieve recognition. ¹⁷⁶
Gender-Focused Initiatives	Cluster: 1) (Y/N) Existence of systems to mainstream gender equity into city programs, policies, and initiatives; OR 2) (Y/N) Existence of at least one dedicated staff person whose primary function is gender mainstreaming.	Multiple indices including the LGBTI, UNDP LGBTI, and It’s Time demand that cities have the ability to mainstream gender equity throughout its larger structural mechanisms. However, after receiving feedback from the city of Los Angeles, we added more language to this indicator to ensure that the city is committed to gender equity as more research is done on the topic in the future.	Barcelona city council launched a gender mainstreaming strategy which integrates the needs and priorities of all varying genders into laws, city practices, and aspects of government. ¹⁷⁷ They hold a commitment to decriminalization of gender, and have even supported initiatives such as ending the war on drugs in Europe/Barcelona due to the way it inadvertently affects underrepresented genders. This was known as the Barcelona Declaration. ¹⁷⁸
Transparency in Gender Statistics	(Y/N) Existence of SOGIESC measures in the city’s statistical reporting systems that allow for calculation of index statistics on health, economic outcomes, education,	The UNDP LGBTI and the Equal Measures indices both showcased measurements which discussed a city or country’s transparency over their statistics. These indices also stressed public access to this information. Therefore, language within this indicator was derived to encourage cities to also commit to this transparency and access to public information, allowing a public	Los Angeles has multiple public sites dedicated to the transparency of income, police statistics, ¹⁷⁹ internal reviews, and SOGIESC measures; ¹⁸⁰ Barcelona has a dedicated section on their website to Transparency where they list institutional and organizational information and government action for gender equity; ¹⁸¹ London has a publication scheme that provides easy access to core transparency information, covering areas like spending,

¹⁷⁵ “How to Change Your Name AND Gender (Adult) - Gender_change_selfhelp,” accessed May 4, 2021, <https://www.courts.ca.gov/25797.htm?rdeLocaleAttr=en>.

¹⁷⁶ Daniel, Alarcón, 2015, “Redefining Gender in Mexico City,” *The New York Times*, March 6, 2015, <https://www.nytimes.com/2015/03/08/magazine/redefining-gender-in-mexico-city.html>.

¹⁷⁷ Ajuntament de Barcelona. 2015, “Gender Mainstreaming Strategy,” <https://ajuntament.barcelona.cat/dones/sites/default/files/documentacio/mesura-govern-transversalitat-gener-cat.pdf>.

¹⁷⁸ “The Barcelona Declaration,” accessed May 4, 2021, <https://idpc.net/alerts/2019/04/the-barcelona-declaration>.

¹⁷⁹ “Statistical Data - Los Angeles Police Department,” accessed May 4, 2021, https://www.lapdonline.org/statistical_data.

¹⁸⁰ “City of Los Angeles Indicators For The Sustainable Development Goals,” accessed May 4, 2021, <https://sdgdata.lamayor.org/>.

¹⁸¹ “Transparencia,” accessed May 4, 2021, <https://ajuntament.barcelona.cat/transparencia/es>.

	violence, and political participation.	mechanism to hold city leadership accountable in addressing these statistics.	senior staff salaries and contracts. ¹⁸² They also publish all of their FoIA responses on their Disclosure Log. ¹⁸³
Political Participation	Cluster: 1) Percentage of city election votes cast by underrepresented genders; OR 2) (Y/N) Existence of city programs aimed at increasing voting access for underrepresented genders.	After dissecting the Women's Well Being Index of both California and Dallas developed by the CUNY institute, our Task Force concluded that cities have a huge impact on how individuals engage in voting for both local and national politics. Therefore, after discussing this indicator with the city of Los Angeles, we develop this language to target the mechanisms by which cities can increase political participation for underrepresented genders.	The City Clerk's office in Los Angeles has a system of resources, amendments, and measures passed to assist residents in engaging with city voting procedures. ¹⁸⁴
Representation in the Public Sector	Percentage of elected officials, members of influential volunteer decision-making committees, and city employees who are underrepresented genders. Disaggregated by job category and leadership position.	Upon dissecting various indices including CEDAW, OECD Gender Portal, UN Minimum Set, EU Gender Equity Index, World Benchmarking Alliance, Tulsa Equality Indicators, Pittsburg Equality Indicators, the Beijing Platform for Action, and the LA City initiative, we witnessed multiple indicators embracing language placing representation of underrepresented genders within city government at the forefront. Hence, our Task Force's indicator embraces this important metric.	Los Angeles publishes information on the percentage of women sector employees, including public works, LA Fire, ¹⁸⁵ etc. and Mayor Garcetti has put an end to all-male public committees in LA; Barcelona City council incorporates gender equality clauses in municipal procurement contracts—that companies who work with the city are required to meet a series of conditions guaranteeing equal pay and opportunities for women; ¹⁸⁶ The Freetown Tourism council is taking measures to "Address the lack of high-level women's leadership in decision- making spaces in the private sector, public sector tourism bodies and agencies"; ¹⁸⁷ London's Our Time — Supporting Future Leaders" initiative pairs women in the middle tier of civil service with senior mentors in order to help women access senior leadership posts across city hall and the wider Greater London Authority (GLA). ¹⁸⁸

¹⁸² "Publication Scheme | London City Hall," accessed May 4, 2021, <https://www.london.gov.uk/about-us/governance-and-spending/sharing-our-information/publication-scheme>.

¹⁸³ "FOI Disclosure Log," 2015, London City Hall, November 13, 2015, <https://www.london.gov.uk/about-us/governance-and-spending/sharing-our-information/freedom-information/foi-disclosure-log>.

¹⁸⁴ "Elections | Office of the City Clerk," accessed May 4, 2021, <https://clerk.lacity.org/clerk-services/elections>.

¹⁸⁵ Los Angeles County Department of Human Resources, 2018, "Equity for Women in the Workplace," <https://lacounty.gov/wp-content/uploads/DHR-WGI-Women-Equity-Workplace-report-to-BOS.pdf>.

¹⁸⁶ Ajuntament de Barcelona, 2015, "Gender Mainstreaming Strategy," <https://ajuntament.barcelona.cat/dones/sites/default/files/documentacio/mesura-govern-transversalitat-genera-cat.pdf>.

¹⁸⁷ "Transform Freetown – Freetown City Council," accessed April 10, 2021, <https://fcc.gov.sl/transform-freetown/>.

¹⁸⁸ "In London's City Hall, We've Got a New Plan to Close the Gender Gap," 2018. July 5, 2018, https://apolitical.co/en/solution_article/in-londons-city-hall-weve-got-a-new-plan-to-close-the-gender-gap.

Appendix C: Further Information on Economics and Innovation

Sub-Domain	Indicator	Deriving the Language and Focus of the Indicator	CHANGE City Initiatives
Access to Resources	Percentage of underrepresented genders aged 15 years and older who have access to either a bank account or a digital payment system.	While CEDAW and the Beijing Platform for Action have called attention to the necessity of protecting underrepresented genders’ rights to bank loans and financial credit, this indicator has been derived from quantitative metrics that track different genders’ access to a traditional bank account or digital payments in SDGs 5 and 8 of the 2030 Agenda for Sustainable Development, the Equal Measures 2030 SDG Gender Index, the OECD Gender Data Portal, and the UN Minimum Set. The Task Force combined the language in these existing metrics to create an indicator that suits cities’ diverse capacities and landscapes for financial services, which involve the accessibility of current payment systems and banks.	As part of its municipal order for CEDAW, Los Angeles has promised to urge financial institutions to provide equal access to bank accounts, loans, mortgages, and other financial services across genders. ¹⁸⁹ Mexico City has also highlighted the importance of implementing programs to promote the financial autonomy of women. ¹⁹⁰ As we enter the digital age, it remains imperative that cities prioritize the inclusion of underrepresented genders in financial life and help bridge gaps in the transition from traditional to mobile bank account ownership.
Innovation & Entrepreneurship	Review of city engagement with local startups, venture firms, tech companies, nonprofits, and other organizations to boost the role of underrepresented genders in innovation and to support entrepreneurs with underrepresented gender identities.	Even as the OECD, UN Minimum Set, the Equal Measures 2030 Gender Index, and Barcelona’s Gender Justice Plan have shed light on the share of female inventors, entrepreneurs, and researchers, this indicator is motivated by recent analyses on the part of Pivotal Ventures and the International Research Center on Women. The Task Force created a qualitative indicator that captures the spirit of these existing quantitative indicators.	CHANGE cities have already started incorporating innovation and entrepreneurship into city governance. After hosting a Dialogue on Growth and Solidarity with the city of Milan, Freetown negotiated a special partnership to expand the export markets for women entrepreneurs who work in the fashion and textiles industry. ¹⁹¹ London’s Growth Hub has prioritized support for local start-ups and small businesses owned by women, disabled people, and racial minorities. ¹⁹² Similarly, Tokyo has created a startup accelerator dedicated to supporting youth, women, and senior citizens. ¹⁹³ Through collaboration with 100+ women’s organizations (ranging from migrant groups to professional women’s associations), Barcelona Activa’s Lidera initiative endeavors to close the

¹⁸⁹ Los Angeles, California, Municipal Code § 175735, 3, https://clikrep.lacity.org/online/docs/2000/00-0398-S2_ORD_175735_02-08-2004.pdf.

¹⁹⁰ *City Hub and Network for Gender Equity (CHANGE) Launch Event*, YouTube (2020), <https://www.youtube.com/watch?v=xT860qvK3v4>.

¹⁹¹ Freetown City Council, “Human Development - Job Creation,” in *Transform Freetown Second Year Report 2020-21*, 33, <https://fcc.gov.sl/transform-freetown-second-year-report-2020-2021>.

¹⁹² Greater London Authority, “3.4. Thriving businesses,” *Inclusive London: The Mayor’s Equality, Diversity, and Inclusion Strategy* (May 2018), 93, <https://www.london.gov.uk/sites/default/files/mayors-equality-diversity-inclusion-strategy.pdf>.

¹⁹³ Tokyo Metropolitan Government, “Strategy 6: Leading Global City,” in *Creating the Future: The Long-Term Vision for Tokyo*, 51-68, https://www.metro.tokyo.lg.jp/english/about/vision/documents/pr_10strategy6-en.pdf.

			<p>entrepreneurship gap between women and men.¹⁹⁴ Moreover, Barcelona City Council and six local venture capital funds have collectively promised to invest at least 10 million Euros in women-owned businesses out of 50 million Euros going toward emerging companies through the Barcelona Accelera initiative.¹⁹⁵</p>
<p>Recruitment, Hiring & Compensation</p>	<p>Cluster: 1) (Y/N) Existence of wage equality for city employees across all genders; OR 2) (Y/N) Existence of policies that ensure gender-inclusive recruitment and hiring practices for city employees.</p>	<p>The Beijing Platform of Action’s recommendations for governments to review criteria for recruitment, promote gender-sensitive hiring policies, and close the gender pay gap have inspired this cluster of indicators for cities’ internal review. The first indicator builds on quantitative metrics measuring wage gaps between men and women in Barcelona’s Gender Justice Plan, Los Angeles’ SDG Statistics, the NYC Equality Indicators, the Metropolis Indicators, the OECD Gender Portal, the UNDP LGBTI Index, and the UN Minimum Set. To immediately address wage differences at the local level, the Task Force converted existing quantitative measures into a qualitative, localized, and actionable indicator that challenges city governments to close compensation gaps between current employees with different gender identities. Yet, landscape indices have not specifically assessed governmental procedures for hiring or recruitment in the public and private sectors. We have sought to fill this hole in data collection by crafting a second indicator in this cluster that urges</p>	<p>CHANGE cities have initiated both internal and external measures to address wage gaps and increase diversity and inclusion within the city’s workforce. By conducting annual salary reviews, London has significantly reduced wage differences at City Hall—with the gender pay gap now almost at zero.¹⁹⁶ In addition, Mayor Khan has developed organizational plans to recruit a more diverse workforce.¹⁹⁷ While Mayor Garcetti has completely closed the wage gap between men and women in his office, Los Angeles’ City Council recently approved an ordinance that will enhance recruitment, hiring, development, and retention of non-binary individuals and women—particularly women of color and transgender women—across the city.¹⁹⁸ To tackle wage discrimination in the private sector, Barcelona has purposefully signed city contracts with companies that have reduced the gender wage gap for women in leadership positions and implemented programs to bolster women’s employment characteristics.¹⁹⁹ Mexico City’s Congress has also approved key reforms to eradicate the income gap as part of a general strategy led by Mayor Claudia Sheinbaum.²⁰⁰</p>

¹⁹⁴ Urbact Knowledge Hub, “3.D Entrepreneurship,” in *Gender Equal Cities* (2019), 36,

<https://urbact.eu/sites/default/files/urbact-genderequalcities-edition-pages-web.pdf>.

¹⁹⁵ Barcelona Activa, “The City Council and 6 local venture capital funds will invest 50 million Euros in emerging companies,” March 11, 2021, <https://www.barcelonactiva.cat/en/-/news/barcelona-accelera-funds-for-emerging-companies/1.5?redirect=%2Fen%2Fhome>.

¹⁹⁶ Mayor of London, “Sadiq commits to a pandemic recovery that works for women,” March 8, 2021,

<https://www.london.gov.uk/press-releases/mayoral/sadiq-commits-to-a-recovery-that-works-for-women#>; Sarah Graham and Sadiq Khan, “Sadiq Khan On Driving Gender Equality Across London: The Mayor of London talks about his #BehindEveryGreatCity campaign,” Editorial Feature on Google Arts & Culture, accessed on April 8, 2020,

<https://artsandculture.google.com/theme/sadiq-khan-on-driving-gender-equality-across-london/OQLy5vIIaPFQJw?hl=en>.

¹⁹⁷ Mayor of London, “The Mayor’s vision for a diverse and inclusive city: Draft for consultation,” Greater London Authority, June 2017, 41,

https://www.london.gov.uk/sites/default/files/microsoft_word_-_final_diversity_and_inclusion_vision_for_publication_lo.pdf.

¹⁹⁸ City News Service, “Marshall Plan for Moms’: LA City Council votes to develop plan for city to hire and retain more women,” ABC7 News, March 17, 2021, <https://abc7.com/marshall-plan-for-moms-nonbinary-los-angeles-city-council/10425803/>; “Gender Equity,” Office of Los Angeles Mayor Eric Garcetti, accessed on April 4, 2021, <https://www.lamayor.org/GenderEquity>.

¹⁹⁹ Barcelona’s Department for Feminisms and LGBTI, “BCN Plan for Gender Justice (2016-2020),” Ajuntament de Barcelona, July 2016, 55,

https://ajuntament.barcelona.cat/dones/sites/default/files/documentacio/p_4.2_plan-for-gender-justice-2016-2020_ang.pdf.

²⁰⁰ teleSUR, “Mexico City Pushes to Close Income Gap Between Genders,” December 29, 2018,

<https://www.telesurenglish.net/news/Mexico-City-Pushes-to-Close-Income-Gap-Between-Genders-20181229-0021.html>.

		cities—as exemplary employers in their local communities—to engage in recruitment and hiring processes that are mindful of both gender identity and expression and, thus, fully inclusive of job candidates with underrepresented genders.	
Management and Business Ownership	Cluster: 1) (Y/N) Existence of a maintained city-wide database that identifies small businesses owned by underrepresented genders and large firms with underrepresented genders holding at least 50% of managerial positions; OR 2) Percentage of city contracts with small businesses owned by underrepresented genders and large firms with underrepresented genders holding at least 50% of managerial positions.	LA’s Gender Equity Toolkit, Barcelona’s Gender Justice Plan, the Beijing Platform for Action, the NYC Equality Indicators, the UNDP LGBTI Index, and the OECD have all underscored the importance of supporting underrepresented genders who own businesses. In addition, the BPfA, the World Benchmarking Alliance, the UN Minimum Set, the OECD Gender Portal, the SDGs, and Tulsa’s Equality Indicators have specific quantitative measures regarding the presence of women in managerial positions. The Task Force altered the language of these existing quantitative measures to create a cluster of one qualitative indicator and one quantitative indicator.	CHANGE cities have already made progress toward these indicators. Barcelona tracks how many quality seals they have awarded each year to companies offering dignified, equal opportunities for women. Meanwhile, Mexico City offers microcredit to female small business owners. ²⁰¹ There is even room for Los Angeles’ Innovation Team to expand its cutting-edge online business portal to increase outreach to underrepresented genders to simplify the process for those seeking to start their own businesses. ²⁰² As mentors can empower genders who have less access with extra guidance and sponsorship, cities could also move toward partnering with community organizations to mentor underrepresented genders to pursue management positions or to start their own businesses. LA’s Bureau of Contract Administration has already trained staff to mentor female small business owners, while London’s Our Time initiative, Barcelona’s Lidera initiative, and Tokyo’s seminars and events have formalized women’s access to economic leadership roles. ²⁰³
Work-Life Balance	(Y/N) Provision of at least six weeks of paid parental leave to city employees of all	CEDAW, the Beijing Platform for Action, and the UN Minimum Set all recognize maternity leave as a social function and highlight the need to allow new mothers to take time off	Los Angeles recently became a leader in this realm with the Mayor’s Office releasing a program that gives LA City Employees, regardless of gender, six weeks of paid parental leave. ²⁰⁴ Similarly, the London

²⁰¹ Barcelona’s Department for Feminisms and LGBTI, “BCN Plan for Gender Justice (2016-2020),” Ajuntament de Barcelona, July 2016, 55, https://ajuntament.barcelona.cat/dones/sites/default/files/documentacio/p_4.2_plan-for-gender-justice-2016-2020_ang.pdf; Sandra Hernandez, “Mexico City mayor announces plan to tackle gender inequality,” *El Universal*, March 9, 2019, <https://www.eluniversal.com.mx/english/mexico-city-mayor-announces-plan-tackle-gender-inequality>.

²⁰² “LA’s online business portal slashes red tape for local entrepreneurs,” Apolitical Group Limited, August 3, 2017, https://apolitical.co/en/solution_article/las-online-business-portal-slashes-red-tape-local-entrepreneurs.

²⁰³ “Gender Equity,” Office of Los Angeles Mayor Eric Garcetti, accessed on April 4, 2021, <https://www.lamayor.org/GenderEquity>; Sarah Graham and Sadiq Khan, “Sadiq Khan On Driving Gender Equality Across London: The Mayor of London talks about his #BehindEveryGreatCity campaign,” Editorial Feature on Google Arts & Culture, accessed on April 8, 2020, <https://artsandculture.google.com/theme/sadiq-khan-on-driving-gender-equality-across-london/OQLy5vIlaPFQJw?hl=en>; Urbact Knowledge Hub, “3.D Entrepreneurship,” in *Gender Equal Cities*, 2019, 36, <https://urbact.eu/sites/default/files/urbact-genderequalcities-edition-pages-web.pdf>; Tokyo Metropolitan Government, “Advancing the active role of women in society” and “Beyond 2020—Toward Tokyo’s Future,” in *New Tokyo, New Tomorrow, The Action Plan for 2020*, 17, 39, https://www.seisakukikaku.metro.tokyo.lg.jp/en/basic-plan/actionplan-for-2020/pdf/pocket_english.pdf.

²⁰⁴ Heather Navarro, “New Program Gives City Employees, Regardless of Gender, 6 Weeks of Paid Parental Leave,” NBC Los Angeles, NBC Southern California, February 24, 2021, <https://www.nbclosangeles.com/news/local/los-angeles-paid-parental-leave-city-employees/2535318/>.

	<p>genders with new adopted, biological, and foster children.</p>	<p>from work. Although these measures have concentrated on women’s responsibilities to care for newborn children, the World Benchmarking Alliance, the It’s Time Network of Mayors, and the OECD have suggested indicators concerning paid parental leave which would not only allow both parents to bond with their children but also encourage the sharing of domestic work and care duties. Existing metrics have not explicitly covered parents of adopted, biological, and foster children, nor have they set a minimum length for parental leave.</p>	<p>Mayor is currently developing a provision for shared parental leave to offer new parents increased choice, as well as a program for neonatal baby leave at City Hall.²⁰⁵</p>
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²⁰⁵“Press Releases,” London City Hall, October 3, 2018, <https://www.london.gov.uk/press-releases/mayoral/mayor-aims-to-increase-support-for-working-parents>.

Appendix D: Further Information on Education and Training

Sub-Domain	Indicator	Deriving the Language and Focus of the Indicator	CHANGE City Initiatives
Access	(Y/N) Existence of legal frameworks that mandate the provision of menstrual products in schools for all students who menstruate between 6th and 12th grade.	This indicator was not mentioned in any major data source, though it builds off the indicator “level of proper sanitation in schools” from the Beijing Platform for Action ²⁰⁶ . Extensive research, mentioned in the indicator justification for this indicator, highlighted that period poverty is one of the largest barriers to educational access, and thus the indicator is derived directly from this research.	California public schools are legally required to stock menstrual products for students, and Los Angeles is working to pass legislation that provides more robust service provision for people who menstruate; England national legislation mandates that menstrual products are provided through schools. ²⁰⁷
Curriculum	(Y/N) Existence of information on SOGIESC, anti-violence, and anti-discrimination in the school curriculum.	This indicator is derived from the United Nations LGBTI Index and the United Nations Population Fund, both of which have indicators highlight the importance of integrating information about SOGIESC, anti-discrimination, and anti-violence into educational curriculum. ²⁰⁸	National legislation in England ensures that high schools must teach LGBTI-inclusive sex ed; state legislation in California mandates that sex education must respect and address needs of all genders. ²⁰⁹
Adult Education	Percentage of adults of underrepresented genders who have received city-sponsored professional development support, including technical and	This indicator is derived from CEDAW, the World Benchmark Alliance, and LA’s localized SDG targets. All of these indicators include mention of professional development opportunities for adults, and we combined vocational and technical education opportunities into one indicator.	Barcelona offers 200+ vocational education courses for a fee that can be subsidized; London recently unveiled a plan for four training academies to help re-skill under-represented genders; Mexico City incorporates vocational education into the education system as an alternative to tertiary education; Los Angeles offers tutoring with a focus on reading, technological skills, and finding better jobs and LAUSD centers provide learning and employment

²⁰⁶ “The Beijing Platform for Action: Inspiration Then and Now,” UN Women, United Nations, accessed April 12, 2021, <https://beijing20.unwomen.org/en/about>; “Gender Benchmark - World Benchmarking Alliance,” World Benchmarking Alliance, September 2020, <https://www.worldbenchmarkingalliance.org/publication/gender>.

²⁰⁷ “B-10 Feminine Hygiene Products: Public School Restrooms,” California Legislative Information, October 13, 2017, https://leginfo.ca.gov/faces/billTextClient.xhtml?bill_id=201720180AB10; Julia Barajas, “‘Menstrual Equity’: L.A. May Offer Free Tampons and Pads in Public Bathrooms,” *Los Angeles Times*, December 28, 2019, <https://www.latimes.com/california/story/2019-12-28/la-moves-to-provide-free-tampons-and-pads-in-public-restrooms>; Richard Adams, “Free Period Products to Be Available in Schools and Colleges in England,” *The Guardian*, January 18, 2020, <https://www.theguardian.com/education/2020/jan/18/free-period-products-to-be-available-in-schools-and-colleges-in-england>.

²⁰⁸ United Nations Population Fund, “The United Nations Sexual and Reproductive Health Agency,” accessed on April 7, 2021, <https://www.unfpa.org/>.

²⁰⁹ Elizabeth Kuhr, “High Schools Must Teach LGBTQ-Inclusive Sex Education in England,” *NBC News*, September 9, 2020, <https://www.nbcnews.com/feature/nbc-out/high-schools-must-teach-lgbtq-inclusive-sex-education-england-n1239514>; “California Healthy Youth Act Implementation Toolkit” (ACLU of California), https://fhop.ucsf.edu/sites/fhop.ucsf.edu/files/custom_download/CA%20Healthy%20Youth%20Act%20Toolkit%20Portfolio%20%28combined%20files%29_0.pdf.

	vocational education.		opportunities for adults for a fee. ²¹⁰
Proficiency	Percentage of underrepresented genders who have achieved a fixed level of proficiency in literacy, numeracy, and technology skills.		Los Angeles Public libraries run tutoring programs for adults which include free introductory training and 1 on 1 and adult literacy classes; Barcelona created the GAMA program supporting women who were excluded from learning opportunities in their youth - teaching them to read and write. Tokyo offers free adult education programs through local colleges. ²¹¹
Enrollment & Retention	Percentage of underrepresented genders who are enrolled in primary and secondary school, are chronically absent from primary and secondary school, and complete both primary and secondary school.	Indicators involving enrollment and retention were present in almost every major data source: UN Minimum Set, UNDP’s LGBTI Index, Equal Measures Index, the OECD, and SDG 4 all made explicit reference to these measures. The ubiquity of these measures stems from the ease with which they can be gathered as well as the subsequent actionability of the indicators: they help cities identify where students are being failed in the educational process, thereby allowing the city to enact measures that correct these flaws. This indicator measures underrepresented genders' attendance of school, experience while attending school, and completion rates for both secondary and primary education.	The London government’s annual London Education Report provides a strong example of how data surrounding retention can be interpreted and published with policy recommendations to create systemic change. ²¹²

²¹⁰ “Higher Vocational Education,” Meet Barcelona, <https://meet.barcelona.cat/en/study-and-research/studying-barcelona/higher-vocational-education>; Ross Lydall, “London Mayoral Race: Childcare Crisis Leaves Women Stuck in 1940s, Sadiq Khan Warned,” *Evening Standard*, March 30, 2021, <https://www.standard.co.uk/news/mayor/london-mayor-elections-childcare-crisis-women-sadiq-khan-b927023.html>; OECD, “Education at a Glance 2019: Mexico,” 2019, https://www.oecd.org/education/education-at-a-glance/EAG2019_CN_MEX.pdf; “Los Angeles Public Library,” Adult Literacy, <https://www.lapl.org/literacy>; “Division of Adult and Career Education / Division of Adult and Career Education,” Los Angeles Unified School District, accessed May 6, 2021, <https://achieve.lausd.net/domain/142>.

²¹¹ “Become a Learner,” Los Angeles Public Library, accessed May 6, 2021, <https://www.lapl.org/literacy/learner>; Daniel Woolls, “Spain’s Literacy Program Unleashes Deep Yearnings,” *Womens News*, August 1, 2002, <https://womensnews.org/2002/08/spains-literacy-program-unleashes-deep-yearnings/>; “Academics: Special Educational Activities,” The University of Tokyo, accessed May 6, 2021, https://www.u-tokyo.ac.jp/en/academics/educational_activities.html.

²¹² Mayor of London, “London Education Report,” accessed April 4, 2021, <https://www.london.gov.uk/what-we-do/education-and-youth/london-education-report>.

Appendix E: Further Information on Public Health

Sub-Domain	Indicator	Deriving the Language and Focus of the Indicator	CHANGE City Initiatives
Enforcement of Health Policies	(Y/N) Existence of a legal framework protecting individuals from health care discrimination or care denial on the basis of SOGIESC.	This indicator is derived from the city of Los Angeles' work on SDG 5, and the UNDP LGBTI. Language specific to health non-discrimination and recognizing right to care regardless of SOGIESC was added.	CHANGE cities are already working on non-discrimination in health care: in 2015, Mayor Garcetti issued an executive directive focusing on a gender equity strategy including identifying and monitoring non-discrimination metrics; Barcelona implemented their ISGlobal Urban Planning and Health Initiative and Freetown launched their Transform Freetown Initiative in January 2019. ²¹³
Autonomy	Cluster: 1) (Y/N) Existence of health plans for city employees that cover contraception, reproductive health care and menstrual products that are not limited to a specific documented gender; OR 2) (Y/N) Existence of free or reduced cost contraception, reproductive health care, and prenatal care at city facilities.	This indicator is derived from the city of Los Angeles Gender Equity Toolkit and its localization of the SDGs. Language was modified to add the primary component of this indicator cluster, proposing a review of the presence of health plans specifically for city employees that cover contraception and reproductive health. This indicator is relevant to SDGs 3, 5, and 10.	Barcelona's Contraception and Sexuality Youth Centre (CAT) provides information, workshops, access to health professionals, confidential visits, STI tests, and contraception. ²¹⁴ The Los Angeles County Department of Health Services also provides contraception and reproductive health services for eligible low income individuals. ²¹⁵
SOGIESC Sensitive Health Care	(Y/N) Existence of local medical training or guidelines for city health officials that ensure variations in SOGIESC are considered healthy.	This indicator is derived from indicator 4.5 of the UNDP LGBTI report. It was then localized to cities. Health care and access significantly depend on changing guidelines and classifications. Cities could have a vast impact by outlining additional medical classifications and protocols to amend those that can have harmful implications with SOGIESC in mind, especially for underrepresented	The Barcelona Antimasclista, Feminism and Gender Diversity Center is an existing project boosting services for women experiencing gender violence; one example initiative is their Support, Recovery and Shelter Service (SARA) which offers support to victims of gender-violence situations for women, children and teenagers, LGBTI people, and individuals who are directly affected by such violence

²¹³ IS Global Barcelona Institute for Global Health, <https://www.isglobal.org/en/home>; "Transform Freetown – Freetown City Council," accessed April 10, 2021, <https://fcc.gov.sl/transform-freetown/>.

²¹⁴ Barcelona Centre Jove, "ITS," Cjas, Centre Jove D'Atenció A Les Sexualitats, <https://centrejove.org/its-2/#1519668972730-53d43299-9641>.

²¹⁵ "Contraception," 211 LA, <https://211la.org/resources/service/contraception-77>.

		genders beyond the binary. Conceptions of health are not the same as true health, and the latter could be the focus until other enforcement can enable a more SOGIESC-inclusive health system and world.	in their immediate environment through meetings and helplines. ²¹⁶
Sports	Percentage of underrepresented genders in all positions of responsibility in the city sports system, including practitioners, managers, leaders, teachers, coaches, and sports professionals.	This indicator is inspired by Barcelona’s Equality in Sports Manifesto. ²¹⁷ Building off the Manifesto, the Task Force considered positions of responsibility in the city sports system and added example positions to guide action on this indicator, as well as emphasizing the focus on underrepresented genders. In the sub-domain of sports, this specific indicator focuses on leadership and decision-making.	Slalom and the Mayor’s Office of Los Angeles cooperated on work in 2015 that underscored female participation in parks and recreation programming in Los Angeles being at an all time high with 45% of participants being female, compared to 25% when Mayor Eric Garcetti took office. In April of 2018, the Barcelona Institute of Sports prepared and presented the “Manifesto for Defense and Gender Equality in Sport,” focusing on good practice for sports events in focusing on non-discrimination on the grounds of gender ²¹⁸
	Percentage of underrepresented genders who participate as players within the city’s sports and parks and recreation systems.	This indicator is inspired by Barcelona’s Equality in Sports Manifesto and Girls Play LA. ²¹⁹ To ensure localization, the Task Force focused specifically on the monitoring of city sports/parks and recreation systems, and inclusion of all genders.	Similar to the other indicator in the sports sub-domain, female participation in parks and recreation programming in the city of Los Angeles has significantly improved, and we are excited about the possibilities of these indicators for pushing the envelope in thinking beyond to other underrepresented genders, as well. Finally, as mentioned prior, the Barcelona Institute of Sports has recently released work and research on best practices for non-discrimination at sports events, fostering a more egalitarian approach to sport and aiming to get players willing to get involved regardless of gender. ²²⁰

²¹⁶ Barcelona Antimaselista, “Boost to services for women experiencing gender violence,” <https://ajuntament.barcelona.cat/bcnantimaselista/en>.

²¹⁷ “Manifiesto de Defensa e Igualdad de Género en el Deporte,” City of Barcelona, <https://ajuntament.barcelona.cat/donesiesport/es/manifiesto.php>; Emma Ruehl, “Girls Play, L.A.,” City Parks Alliance, March 17, 2020, <https://cityparksalliance.org/resource/girls-play-la/>.

²¹⁸ Bombers de Barcelona, “Marta Carranza presents the Manifesto for Defence and Gender Equality in Sport,” April 24, 2018, https://ajuntament.barcelona.cat/bombers/en/noticia/marta-carranza-presents-the-manifesto-for-defence-and-gender-equality-in-sport_645619.

²¹⁹ Bombers de Barcelona, “Marta Carranza presents the Manifesto for Defence and Gender Equality in Sport,” April 24, 2018, https://ajuntament.barcelona.cat/bombers/en/noticia/marta-carranza-presents-the-manifesto-for-defence-and-gender-equality-in-sport_645619.

²²⁰ Bombers de Barcelona, “Marta Carranza presents the Manifesto for Defence and Gender Equality in Sport,” April 24, 2018, https://ajuntament.barcelona.cat/bombers/en/noticia/marta-carranza-presents-the-manifesto-for-defence-and-gender-equality-in-sport_645619.

Appendix F: Further Information on Sustainability and the Urban Environment

Sub-Domain	Indicator	Deriving the Language and Focus of the Indicator	CHANGE City Initiatives
Childcare	Percentage of families that are unable to obtain adequate childcare. Disaggregated by single or two-parent household status.	The World Benchmarking Alliance, Beijing Platform for Action (BPfA) and It’s Time have quantitative indicators relating to the provision of child-care services and family support. We expanded the reach of this indicator by disaggregating by household status to better understand where potential gaps exist in this realm. Moreover, Los Angeles' localized SDG 5, the OECD Gender Portal, and the UN Minimum set have indicators of the same nature. Specifically, LA SDG 5.4.2 contains wording on the proportion of families with difficulty obtaining childcare.	Every CHANGE city has taken steps in this direction. Tokyo has bolstered their daycare services, Mexico City has offered free childcare in 2019, Barcelona City Council has undertaken efforts to democratize care, and London’s mayor has set a requirement to include childcare locations in city planning. Meanwhile, Freetown and Los Angeles have increased their provision of daycare services. ²²¹
City Services	(Y/N) Existence of legal frameworks to ensure that public restrooms are gender inclusive and accessible.	The Beijing Platform for Action highlights the importance of gender inclusive restrooms by including an indicator with an exclusive focus on sanitation services. Because most cities have jurisdiction over the management of sanitations services, this indicator did not require additional localization.	Barcelona and London have already begun building publicly accessible toilet facilities open to all genders but more work is needed to achieve parity in this realm. ²²²
Housing	Percentage of population with access to adequate housing or shelter, water, and electricity.	This indicator was derived by combining two indicators: “proportion of women who report having had enough money to provide adequate shelter or housing in the past 12 months” from the Equal Measures 2030 SDG Gender Index and “number of households with access to safe	CHANGE city initiatives that relate to this issue include London’s Rough Sleeping Plan of Action to ensure a sustainable path off the street for the houseless and Barcelona’s measure on the prevention of homelessness and the introduction of a gender perspective in care provided for homeless people. ²²³

²²¹ “Strategy 5: Supportive Environment” (Tokyo Metropolitan Government), 5, https://www.metro.tokyo.lg.jp/english/about/vision/documents/5-1s_pr_senryaku51en.pdf; “Mexico City Mayor Announces Plan to Tackle Gender Inequality,” El Universal, March 9, 2019.

<https://www.eluniversal.com.mx/english/mexico-city-mayor-announces-plan-tackle-gender-inequality>; Care: Women and Feminism: Barcelona City Council,” Women and feminism (Ajuntament of Barcelona, January 7, 2019), <https://ajuntament.barcelona.cat/dones/en/commitment-gender-equality/carers>; Freetown City Council, “Human Development - Job Creation,” in *Transform Freetown Second Year Report 2020-21*, 33, <https://fcc.gov.sl/transform-freetown-second-year-report-2020-2021/>; “Mayor Eric Garcetti’s L.A. Emergency Child Care Connection,” COVID-19: Keeping Los Angeles Safe, accessed April 9, 2021, <https://corona-virus.la/Childcare>.

²²² “Commitment to Gender Equity | Women and Feminism | Barcelona City Council,” Women and feminism, July 27, 2018, <https://ajuntament.barcelona.cat/dones/en/commitment-gender-equity>; “Matter 51: Chapter 5 Social Infrastructure - Policy S1 Developing London’s Social Infrastructure” (Rooms of our Own), 51, https://www.london.gov.uk/sites/default/files/m51_rooms_of_our_own_1525.pdf.

²²³ “Rough Sleeping Plan of Action,” London City Hall, June 27, 2018, <https://www.london.gov.uk/what-we-do/housing-and-land/homelessness/rough-sleeping-plan-action>; Ajuntament de Barcelona, “Mesura de Govern per La Prevenció Del Sensellarisme Femení i La Intro...,” https://es.slideshare.net/Barcelona_cat/mesura-de-govern-per-la-prevenci-del-sensellarisme-femen-i-la-introducci-de-la-perspectiva-de-gnere-en-l-atenci-a-les-persones-sense-llar-a-barcelona.

		water supplies and electricity connections” from the Asian Development Bank’s Tool Kit on Gender Equality Results and Indicators. The combined indicator was further modified to include housing instead of just shelter, to focus on underrepresented genders instead of women or households, and to measure access instead of financial capability to facilitate actionability through city services.	
Property Ownership	(Y/N) Existence of legal frameworks to ensure equitable access to property ownership for underrepresented genders.	This indicator is derived from SDG 5, UN Minimum Set, and LA Gender Equality SDG 5, which highlights the need for legal frameworks regarding equitable access to property ownership.	Currently, in Mexico City, there are existing programs through Gobierno de la Ciudad de México, “Secretaría de las Mujeres.” The “Secretaría de las Mujeres,” has a program called, “Programa de Fortalecimiento a la Transversalidad de la Perspectiva de Género” which ensures the female voice and needs are at the forefront of society next to their male counterparts. ²²⁴ In Los Angeles, the Gender Equity Liaison can help mediate property right issues raised in our indicator. ²²⁵ Barcelona City Council is in the process of launching similar to Mexico City a gender mainstreaming initiative in the hopes that all governance and policies will include the gender perspective. ²²⁶
Transportation	Number of physical and sexual assaults on public transportation reported by underrepresented genders.	This indicator is derived from the indicator “number of physical and sexual assaults on public transportation reported by underrepresented groups” from the Asian Development Bank’s Tool Kit on Gender Equality Results and Indicators. The language of the indicator was changed to focus specifically on underrepresented genders. Because the indicator deals with public transportation, which is	CHANGE city initiatives that relate to this issue include Los Angeles’ 2017 one-year hotline pilot to enhance reporting of sexual assaults on their metro system, Barcelona’s commitment to be a “feminist city” with development projects against gender violence, Mexico City’s #NoEsDeHombres campaign against sexual harassment on public transport, Tokyo’s women-only train cars, and Freetown’s research to identify issues “invisible travelers” face in

²²⁴ Gobierno de la Ciudad de México, *Secretaría de las Mujeres*, accessed on April 9, 2021, <https://www.semujeres.cdmx.gob.mx/>.

²²⁵ “Gender Equity,” Office of Los Angeles Mayor Eric Garcetti, accessed on April 4, 2021, <https://www.lamayor.org/GenderEquity>.

²²⁶ Ajuntament de Barcelona, *Plan for Gender Justice 2016- 2016*, accessed on April 9, 2021, https://ajuntament.barcelona.cat/dones/sites/default/files/documentacio/p_4.2_plan-for-gender-justice-2016-2020_ang.pdf

		typically a city service, no explicit localization to the city level was required.	preparation for a transformation of the transportation system. ²²⁷
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²²⁷ Dave Sotero, “New Hotline Launched to Assist Victims of Sexual Harassment on Metro System,” *The Source* (blog), January 11, 2017, <https://thesource.metro.net/2017/01/11/new-hotline-launched-to-assist-victims-of-sexual-harassment-on-metro-system/>; “Barcelona, Feminist City,” accessed April 9, 2021, https://www.barcelona.cat/infobarcelona/en/actions-and-services/barcelona-feminist-city_773983.html; “UN Women and the Government of Mexico City Launch the Campaign #NoEsDeHombres to Tackle Sexual Harassment in Public Transport,” UN Women, April 3, 2017, <https://www.unwomen.org/en/news/stories/2017/4/press-release-un-women-and-government-of-mexico-city-launch-noesdehombres>; “Women Only Cars on Trains | Japan Experience,” accessed April 9, 2021, <https://www.japan-experience.com/to-know/visiting-japan/women-only-cars-on-trains>; Fatima Arroyo-Arroyo and Bailo Diallo, “Invisible Travelers’: 3 Lessons from Freetown to Transform Urban Transport—and Your City,” February 27, 2020, <https://blogs.worldbank.org/ppps/invisible-travelers-3-lessons-freetown-transform-urban-transport-and-your-city>.

Appendix G: Further Information on Violence and Safety

Sub-Domain	Indicator	Deriving the Language and Focus of the Indicator	CHANGE City Initiatives
Prevalence of Gender-Based Violence	Number of reported cases of physical violence, psychological violence, sexual violence, and stalking. Disaggregated by partner or non-partner perpetrator.	Most gender equity related indices include at least one indicator pertaining to physical, sexual, and/or physiological violence such as the UN Minimum Set of Gender Indicators, the OECD Gender Portal, the EU Gender Equity Index, the LA Gender Equality SDG 5, the Gender-Relevant SDG Indicators, the Pittsburg Equality Indicators, The DHS Program, and the UNDP LGBTI Index). Based on the sheer volume of existing indicators intended to gather similar data, we then decided to combine them so as to ensure that the variety present within cases of physical, sexual, and/or psychological violence is covered through our metric. Furthermore, one third of women reported experiencing some form of physical and/or sexual violence by a partner or non-partner-which indicates that an emphasis on exploring both cases involving partners and non-partners is necessary. The Task Force also decided to include stalking because even though it is less typical and more aspirational, it is tied to other types of violence and in itself is a serious form of violence. ²²⁸	Existing city initiatives such as London’s collection and presentation of data regarding reports on sexual assault, rape, domestic abuse, and all sexual offences demonstrate the significance of this data in influencing policies relating to gender equity. ²²⁹ Additionally, London pledged £15 million to reduce gender violence (including stalking) and fund resources to help survivors. ²³⁰ Mexico city’s focus on establishing well lit pathways with multiple panic buttons creates more safe spaces to walk through in the dark and criminalizing digital violence ensures that another avenue through which gender-based violence manifests is recorded. ²³¹ Similarly, Los Angeles' launch of the MyVoiceLA, an online sexual harassment reporting tool which enables city employees and other individuals who work for the city in some capacity to submit a digital report if they experience sexual harrashment or discrimination in the workplace. ²³²
Policies Addressing Violence Against Under-represented Genders	Review of city laws, policies, and judicial decisions protecting underrepresented genders from violence. Disaggregated by SOGIESC.	Indicators addressing the presence of city protections were present in the UN Minimum Set, OECD Gender Portal, UNDP LGBTI Index. The LGBTI Index specifically looked at whether protections were available to underrepresented genders in cases of hate crimes or violence based on real or perceived SOGIESC. Both the UN Minimum Set, OECD Gender Portal	Currently, CHANGE cities have offices or specific bodies within their government dedicated to ensuring that policies, city laws and judicial decisions account for underrepresented genders, their rights and working with organizations to create more equitable environments. In Barcelona, the LGBTI Center and The Office for Non-Discrimination both work toward these goals in ensuring that all people of

²²⁸ Protection From Abuse Security Services, “Domestic Violence & Stalking - A Potentially Deadly Combination,” August 5, 2017, <https://protectionfromabuse.org/domestic-violence-stalking-a-potentially-deadly-combination/>.

²²⁹ “Domestic and Sexual Violence Dashboard,” London City Hall, September 28, 2018, <https://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/domestic-and-sexual-violence-dashboard>.

²³⁰ “Mayor’s £15m Boost to Tackle Violence against Women and Girls,” London City Hall, February 28, 2019, <https://www.london.gov.uk/press-releases/mayoral/mayors-15m-boost-to-tackle-violence>.

²³¹ City Hub and Network for Gender Equity (CHANGE) Launch Event, YouTube (2020), <https://www.youtube.com/watch?v=xT860qvK3v4>.

²³² “MYVOICELA,” accessed April 2, 2021, <https://myvoicela.org/>.

		<p>however placed great emphasis on protections from violence such as legal frameworks against domestic violence. Since these indicators addressed a similar subject they were combined. The language of the indicator was therefore generalized a bit and localized to focus on legal frameworks, policies and judicial decisions within cities and including a necessary disaggregation by SOGIESC so that the variety of kinds of protections needed for specific motivators of acts of violence would also be addressed.</p>	<p>underrepresented genders have adequate protection from violence.²³³</p>
<p>Institutions Aiding Safety of Under-represented Genders</p>	<p>Review of mandatory training programs for city-level judicial, law enforcement, and correctional officials on recognizing and interacting with survivors of gender-based discrimination and violence.</p>	<p>The Task Force initially found two different indicators encompassed by the current indicator. The first was a general indicator derived by the Task Force from the It's Time Network Mayors Guide, regarding the existence of programs for city employees or officials to receive trauma training in order to be appropriately equipped to aid and support victims of abuse.²³⁴ The UNDP LGBTI Index also included a similar indicator, but attempted to further disaggregate it and focus on protection against violence by LGBTI and SOGIESC through training programs for judicial, law enforcement and correctional officials. The language of this second indicator was altered in order to specify that the three types of officials in question were those operating at the city level. Based on this, both of the indicators from existing indices were combined in come up with one that encompassed trainings related to supporting individuals affected by all forms of gender violence and discrimination. However, the Task Force would like to include the disaggregation made significant with the UNDP LGBTI Index and hence,</p>	<p>Multiple CHANGE cities currently have initiatives that are working toward implementing training programs. For example, Barcelona is currently working to establish training on gender issues to both municipal staff and for those who work in companies or entities that perform tasks exclusively for the City Council.²³⁵ Similarly, in Los Angeles, the fire department has developed a mandatory program and set of procedures addressing domestic violence and human trafficking for the first responders.²³⁶</p>

²³³ “The LGBTI Centre’s Goals: Barcelona City Council,” Sexual and gender diversity, accessed on April 5, 2021, <https://ajuntament.barcelona.cat/lgtbi/en/services/barcelona-lgbti-centre/the-centre/objectives>; “Office for Non-Discrimination: Barcelona City Council,” Sexual and gender diversity, June 22, 2018, <https://ajuntament.barcelona.cat/lgtbi/en/services/office-non-discrimination-0>.

²³⁴ “It’s Time Network Mayors Guide: Accelerating Gender Equality,” It’s Time Network, May 3, 2016, https://issuu.com/itstimenetwork/docs/itn_mayor_report_final_50316.

²³⁵ “The 2016–2020 Plan for Gender Justice,” Barcelona City Council, July 2016, https://ajuntament.barcelona.cat/dones/sites/default/files/documentacio/p_4.2_plan-for-gender-justice-2016-2020_ang.pdf.

²³⁶ Ralph M. Terrazas, *LAFD Domestic Violence Action Plan*, Los Angeles Fire Department (February 21, 2017), http://ens.lacity.org/lafd/lafdreportarchv/lafdreport1864109968_03022017.pdf.

		data collected for this indicator could be disaggregated by race and SOGIESC.	
	Review of city facilities, programs, or task forces dedicated to underrepresented genders affected by domestic or sexual violence.	The Beijing Platform for Action, It's Time Network Mayors Guide, and the Barcelona Plan for Gender Justice (2016-2020) all emphasize the existence of shelters, hotlines and other transitional services which aid individuals affected by domestic violence, human trafficking and other forms of gender-based violence. The overlap between these indicators and the significance of these services is why the task force decided to generalize the indicator to account for all possible services that can be offered to underrepresented genders who have been affected by domestic or sexual violence. To localize the language, the indicator language was altered to focus on facilities, programs or task forces specifically offered by cities.	Ensuring that these services are in place has been a goal discussed by many of the CHANGE cities. For example, Los Angeles opened their second Family Justice Center as a shelter with available support services. ²³⁷ Mexico City has even established a network of 100 female lawyers who provide free legal aid to survivors of gender-based violence. ²³⁸
	(Y/N) Existence of designated first response teams for domestic and sexual violence.	This indicator was derived by the Task Force from the It's Time Network Mayors Guide due to its significance to achieving gender equity. ²³⁹	Los Angeles' police departments' association with both a Domestic Abuse Response Team and Sexual Assault Response Team, provides special trainings to "police officers and service providers" to be able to appropriately respond to reports of gender-based violence and have access to a network of improved services including "screenings for sexual assault, forensics testing, and referrals to appropriate services." ²⁴⁰

²³⁷ "Mayor Garcetti and L.A. County Unveil New Family Justice Center," Office of Los Angeles Mayor Eric Garcetti (January 11, 2018), <https://www.lamayor.org/mayor-garcetti-and-la-county-unveil-new-family-justice-center>.

²³⁸ *City Hub and Network for Gender Equity (CHANGE) Launch Event*, YouTube (2020), <https://www.youtube.com/watch?v=xT860qvK3v4>.

²³⁹ "It's Time Network Mayors Guide: Accelerating Gender Equality," It's Time Network, May 3, 2016, https://issuu.com/itstimenetwork/docs/itn_mayor_report_final_50316.

²⁴⁰ "Mayor Garcetti Announces Grant to Expand Domestic Violence Programs," Office of Los Angeles Mayor Eric Garcetti (October 5, 2017), <https://www.lamayor.org/mayor-garcetti-announces-grant-expand-domestic-violence-programs>.

Appendix H: City Governance and Political Participation Alternative Indicators

Sub-Domain	Indicator	Source(s)	Indicator Justifications	SDGs
Discrimination	(Y/N) Adoption of non-discriminatory policies, equal representation measures, and mandated workplace equality for underrepresented genders in city organizations, disaggregated by bureau.	BPfA, CEDAW, and Equal Measures SDG Index	Research shows that underrepresented genders are subject to “sex discrimination” (anti-feminine discrimination) in the workplace, whereas cis men are relatively privileged. Nonnormative gender identities can also carry a penalty. ²⁴¹ This indicator can help cities identify whether legal mechanisms are in place to combat gender-based discrimination in the workplace.	5, 8

²⁴¹ Stephen T. Russell, Amanda M. Pollitt, Gu Li, and Arnold H. Grossman, “Chosen Name Use Is Linked to Reduced Depressive Symptoms, Suicidal Ideation, and Suicidal Behavior Among Transgender Youth,” *Journal of Adolescent Health* 63, no. 4 (2018): 503–05.

Appendix I: Economics and Innovation Alternative Indicators

Sub-Domain	Indicator	Source(s)	Indicator Justifications	SDGs
Access to Resources	Percentage of underrepresented genders who experience moderate or severe food insecurity, based on the Food Insecurity Experience Scale (FIES).	SDG 2	Instrumental to household food production in cities around the world, underrepresented genders grow vegetables in gardens and vacant urban spaces, raise animals, and trade in fresh and cooked foods. In urban and low-income communities, individuals with underrepresented genders are often responsible for improving household nutrition, earning a wage, and fostering social inclusion. Yet, underrepresented genders often lack access to land, water rights, and live stock and city governments focused on industrializing food production have brushed over the significant contributions of underrepresented genders. ²⁴² This indicator sheds light on the prevalence of food insecurity among underrepresented genders. It will also spur cities to enact policies for gender parity in food policy and provide for the basic needs of underrepresented genders. This indicator did not make it to our final set of indicators because there was one indicator related to property ownership in the Sustainability and Urban Environment domain and another indicator related to access to financial resources.	2,5

²⁴² USAID, “Fact Sheet: Food Security and Gender,” OECD, accessed on April 11, 2021, <https://www.oecd.org/dac/gender-development/46460857.pdf>; “Women Feeding Cities, “Women Feeding Cities – Mainstreaming gender in urban agriculture and food security,” RUAF Global Partnership on Sustainable Urban Agriculture and Food Systems, accessed on April 11, 2021, <https://ruaf.org/document/women-feeding-cities-mainstreaming-gender-in-urban-agriculture-and-food-security/>.

Appendix J: Education and Training Alternative Indicators

Sub-Domain	Indicator	Source(s)	Indicator Justifications	SDGs
Access	(Y/N) Existence of legal frameworks that guarantee full and equal access to education for all genders.	CEDAW, EU Gender Equity Index, LA SDG 5, OECD, Pittsburgh Equality Indicators, and SDG 4	It is important that city regulation guarantees full educational access to everyone: without legal codification, it is easy for cities to restrict educational opportunities. ²⁴³ Laws that provide access are not guarantees of educational quality, but they are an important first step toward ensuring that education is accessible for all potential students. ²⁴⁴ While legal guarantees for education are critical, the vast majority of cities have measures in place that guarantee education. ²⁴⁵ Therefore, although this indicator is important, it was unclear whether it would drive change. As a result, it did not make the final list of indicators.	4,5
Early Childhood Education	Percentage of underrepresented genders who participate in organized learning (one year before official primary entry age).	SDG 4	Early childhood education is important for both children and their families. ²⁴⁶ For children, it is a time for them to learn basic skills in the classroom, but it is also a time for social and emotional development, which helps them succeed as they grow older. ²⁴⁷ Early childhood education is especially important for disadvantaged youth, especially in cities where underrepresented genders are less likely to succeed within the educational system. ²⁴⁸ Primary education is also a time for children to receive nutrition and basic health services. Early childhood education is also especially important for mothers, who are then able to return to work, because it prevents mothers from having to choose between having children and their career. ²⁴⁹ While this indicator is important, jurisdiction over pre-primary education varies between cities. Although some cities	4,5

²⁴³ OECD, “Cities Policy Responses,” July 23, 2020, <https://www.oecd.org/coronavirus/policy-responses/cities-policy-responses-fd1053ff/>.

²⁴⁴ Human Rights Watch, “The Education Deficit, Failures to Protect and Fulfill the Right to Education through Global Development Agendas,” *The Education Deficit*. June 9, 2016, <https://www.hrw.org/report/2016/06/09/education-deficit/failures-protect-and-fulfill-right-education-through-global#>.

²⁴⁵ United Nations, “Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all,” *Department of Economic and Social Affairs, Sustainable Development*, <https://sdgs.un.org/goals/goal4>.

²⁴⁶ Why is Early Childhood Education Important?” *National University*, accessed on May 3, <https://www.nu.edu/resources/why-is-early-childhood-education-important/>.

²⁴⁷ Why is Early Childhood Education Important?” *National University*, accessed on May 3, <https://www.nu.edu/resources/why-is-early-childhood-education-important/>.

²⁴⁸ Katharine E. Zuckerman, Kimber M. Mattox, Brianna K. Sinche, Gregory S. Blaschke, and Christina Bethell, “Racial, ethnic, and language disparities in early childhood developmental/behavioral evaluations: A narrative review,” *Clinical pediatrics* 53, no. 7 (2014): 619-631.

²⁴⁹ Rosemary Crompton, and Clare Lyonette, “Family, class and gender “strategies” in mothers’ employment and childcare,” *Gender inequalities in the 21st century: New barriers and continuing constraints* (2010): 174-192.

			have programs to encourage the participation of all children in early education, pre-primary education is often private. ²⁵⁰ Since every city does not have jurisdiction, it did not make our final 5 indicators.	
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²⁵⁰ Rebekah Levine Coley, Elizabeth Votruba-Drzal, Melissa Collins, and Kyle DeMeo Cook, "Comparing public, private, and informal preschool programs in a national sample of low-income children," *Early Childhood Research Quarterly* 36 (2016): 91-105.

Appendix K: Public Health Alternative Indicators

Sub-Domain	Indicator	Source(s)	Indicator Justifications	SDGs
Access	(Y/N) Existence of city health facilities that provide access to antiretroviral drugs.	UN Minimum Set	As HIV disproportionately impacts the LGBTQ community, providing this drug would make city health care systems more inclusive of the needs of underrepresented genders. ²⁵¹ Providing wider access to this drug could also help shift the stigma in health care and in the wider city community against HIV positive individuals, and therefore help prevent descrimination against many members of the LGBTQ community. ²⁵² While we think it's extremely valuable to address HIV health care services in striving for health care that is more equitable for underrepresented genders, this indicator did not make the domain's top five indicators because we felt that other of our indicators, such as those that focused on descrimination and SOGIESC sensitive health care more generally, would be more effective in driving widespread social change.	3,5,10

²⁵¹ "HIV and the LGBTQ Community," The Human Rights Campaign, February 2017, <https://www.hrc.org/resources/hrc-issue-brief-hiv-aids-and-the-lgbt-community>.

²⁵² Mandana Saki, Sima Mohammad Khan Kermanshahi, Eesa Mohammadi, and Minoos Mohraz, "Perception of Patients with Hiv/Aids from Stigma and Discrimination," *Iranian Red Crescent Medical Journal* 17, no. 6 (2015).

Appendix L: Violence and Safety Alternative Indicators

Sub-Domain	Indicator	Source(s)	Indicator Justifications	SDGs
<p>Prevalence of Gender-Based Violence</p>	<p>Cluster: 1) Percentage of underrepresented genders who were married or in a union before age 15 and age 18; OR 2) (Y/N) Existence of city laws or policies that specify a minimum age of marriage.</p>	<p>UN Minimum Set and OECD Gender Portal</p>	<p>The Asian Pacific Institute on gender-based Violence defines child marriage as 'marriages in which one or both partners are under the age of 18, and they often hinder survivors' access to health, education, and opportunities.'²⁵³ Based on this definition and the fact that underrepresented genders are overwhelmingly forced into child marriages (without their consent), the phenomenon can be considered to directly feed into gender inequity. Furthermore, these non-consensual marriages violate article 16 of the UN Declaration of Human Rights. While we believe this indicator is very important, it was not included in this domain's top five indicators because we felt it important to prioritize domestic and sexual violence, as well as the legislative and policy protections of underrepresented genders overall, as areas that are more preveleant and relevant to a wider range of cities. Additionally, we hope that by prioritizing these other indicators we still manage to aid in the prevention of child marriage and support for survivors of this phenomenon, as sexual, domestic, or other forms of gender-based violence often overlap with cases of child marriage.</p>	<p>5,10,16</p>
	<p>(Y/N) Existence of legal frameworks and enforcement mechanisms to monitor genital mutilation/cutting violations and support victims of genital mutilation/cutting.</p>	<p>UN Minimum Set, OECD Gender Portal, LA SDG 5, and SDGs</p>	<p>Genital mutilation is a practice that is predominantly carried out on minors of underrepresented genders. As a practice with potentially severe side effects involving a loss of reproductive control for the victims, the physical and psychological harm which it may cause can classify genital mutilation as a form of gender violence. While we believe this indicator is very important, it was not included in this domain's top five indicators because we felt it important to prioritize domestic and sexual violence, as well as the legislative and policy protections of underrepresented genders overall, as areas that are more preveleant and relevant to a wider range of cities. Additionally, we hope that by prioritizing these other indicators we still manage to aid in the prevention of child</p>	<p>5,10,16</p>

²⁵³ “Forced Marriage,” Asian Pacific Institute on Gender Based Violence, <https://www.api-gbv.org/about-gbv/types-of-gbv/forced-marriage/>

			marriage and support for survivors of this phenomenon, as sexual violence and laws/policies that protect against gender-based violence have the ability to encompass genital mutilation to a limited degree.	
	(Y/N) Existence of legal frameworks and enforcement mechanisms to monitor human trafficking violations and support victims of human trafficking for different forms of exploitation.	EU Gender Equity Index and SDGs	The purpose of human trafficking is the sale of individuals into exploitative labor. In relation to trafficking gender inequity is both a cause and a consequence. John Gacinya's study on human trafficking in Rwanda discusses how the marginalization of certain groups results in poverty and a vulnerability that contributes to increased trafficking figures. ²⁵⁴ Gender inequity—especially in its economic manifestations—makes underrepresented genders vulnerable and increases their chances of being trafficked. At the same time, trafficked individuals belonging to underrepresented genders are subject to gender-based violence and exploitation too. While this indicator was not within our prioritized set of five, it was because we believed parts of this indicator to be aspirational based on current data availability and city jurisdictions.	5,10,16
	Number of children engaged in labor.	SDGs and LA SDG 8	This indicator has the potential to explore the distinction made between children in regards to illegal labor and how poverty dynamics between individuals may contribute to a kind of vulnerability specific to underrepresented genders. The kind of illegal labor that individuals are assigned to—such as working in brick factories or sexual labor—demonstrates exactly how children are differentiated between and its long term impacts on them. This indicator was selected as an alternative rather than one of our main five indicators mainly because child labor is not necessarily an issue in all cities. Furthermore, in cities where child labor is an issue, data availability and collecting an accurate number would be difficult, which makes it aspirational in nature. However, we would encourage those cities to collect that data—so that they may be able to see how and when to implement interventions in order to move toward a more equitable, safe society.	5,8,10,16

²⁵⁴ J. Gacinya, “Gender inequality as the determinant of human trafficking in Rwanda,” *Sexuality, Gender & Policy* 3 (2020): 70–84.

<p>Accountability</p>	<p>Percentage of rapes reported in the previous 12 months that were prosecuted or addressed by some other officially recognized conflict resolution mechanism.</p>	<p>Task Force Derived</p>	<p>This indicator addresses the role that the judicial system (or other officially recognized conflict resolution mechanisms) has in holding perpetrators of sexual violence accountable within a city. Additionally, this indicator is indicative of the extent to which rape is a criminalized act within a city and therefore a measurement of the seriousness with which a city acts to prevent gender-based violence. While we feel that an indicator that speaks to the criminal justice component of gender-based violence is important, this indicator was not chosen as one of the domains top five indicators as gender-based violence is often not reported and we felt that other indicators could therefore address the prevalence of gender-based violence in a more direct way. Furthermore, we felt that prevention mechanisms and support systems regarding gender-based violence were more imminently key to improving gender equity for underrepresented genders than the prosecution of the perpetrators of gender-based violence.</p>	<p>5,10,16</p>
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