DIVERCITY

youth for gender equal cities

The context

Setting the Stage

Rediscovering Urban Narratives

The narrative of urban development has traditionally focused on physical infrastructure and architectural design, overlooking the human interactions and experiences that define cities. Urban planning has historically been influenced by economic interests, political ideologies, and technological advancements, often prioritising efficiency over social well-being. This method has resulted in the exclusion of specific groups, such as women, youth, and marginalised communities, from urban development procedures.

Today, there is a growing acknowledgment of the need to put humanity back into urban planning. This resurgence of people-centred urbanism represents a fundamental reimagining of cities as spaces that foster human flourishing and well-being.

Cooperative City-Making

At the heart of this paradigm shift is the concept of cooperative city-making — an approach to territorial development that places in the centre community engagement, social inclusion, and participatory decision-making. Rather than viewing cities as static, top-down constructs, collaborative city-making recognizes them as dynamic, bottom-up processes shaped by the collective actions and aspirations of their inhabitants.

In Spain, Greece, Germany, and Belgium, there is a growing trend towards involving youth in decision-making processes at various governance levels. Initiatives such as youth councils, forums, and participa-

tory budgeting projects in Spain provide platforms for young individuals to contribute to policy development, reflecting a desire to amplify youth voices in shaping their communities. Similarly, in Greece, various youth organisations and grassroots movements advocate for greater inclusion in policy discussions, indicating a momentum towards recognizing the invaluable perspectives of young people. In Germany, with its long-standing tradition of youth engagement, established structures like youth parliaments and advisory boards offer ample opportunities for young individuals to interact with policymakers and influence policies. Likewise, in Belgium, governmental and non-governmental support for youth participation through councils and advisory bodies underscores the importance of fostering dialogue between young individuals and policymakers.

Central to the ethos of collaborative city-making is the principle of cooperation – the idea that by working together, diverse stakeholders can create more inclusive, resilient, and sustainable urban and rural environments. This ethos extends beyond traditional notions of public-private partnerships to encompass a wider range of actors, including community organisations, grassroots movements, and civic networks. By harnessing the collective wisdom and resources of these stakeholders, cooperative city-making seeks to democratise the urban planning process and ensure that the voices of all residents are heard and valued.
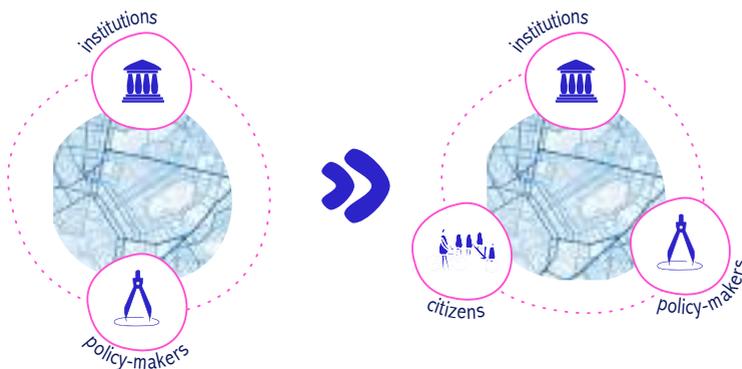

Diagram : Change of city-making model, source: cooperativa *estel

Embracing Diversity and Inclusivity

Moreover, cooperative city-making embraces a holistic understanding of urban planning that goes beyond bricks and mortar to encompass the social, cultural, and ecological dimensions of city life. It recognizes that cities are complex, adaptive systems shaped by intersecting social, economic, and environmental forces. As such, it calls for a multi-disciplinary approach to urban planning that integrates insights from fields as diverse as education, sociology, ecology, psychology, and economics.

In this context, it is crucial to rethink not only urban areas but also rural areas through a gender perspective. Rural areas are often overlooked in discussions of gender and urban development, yet they play a vital role in shaping the social and economic landscape of communities. Gender disparities in access to resources, services, and decision-making opportunities are often magnified in rural settings, where traditional gender roles and patriarchal norms may be more deeply entrenched.

By adopting a gender perspective in both urban and rural planning processes, policymakers and practitioners can better understand and address the unique needs and challenges faced by women and girls across different contexts. This includes ensuring access to essential services such as healthcare, education, and transportation, as well as promoting economic opportunities and leadership roles for women in rural communities.

Moreover, integrating a gender perspective into urban and rural planning can help challenge existing power dynamics and social norms that perpetuate gender inequality. By involving women and girls in decision-making processes and by promoting their active participation in community development initiatives, planners and policymakers can foster more inclusive and equitable societies.

In addition to gender perspectives, it is equally important to involve youngsters in decision-making processes related to urban and rural

planning. Young people represent the present and the future inhabitants of cities and rural areas, and their voices and perspectives are essential for creating environments that meet their needs and aspirations. By actively engaging young people in decision-making processes, policymakers and planners can ensure that their concerns, priorities, and ideas are taken into account, thereby promoting intergenerational equity and sustainability.

Young people bring fresh perspectives, innovative ideas, and a deep understanding of contemporary challenges such as climate change, social justice, and digital transformation. Their involvement in decision-making processes can help identify emerging trends and opportunities, foster creativity and innovation, and build consensus around shared goals and objectives. Moreover, by empowering young people to participate in civic life and community development initiatives, policymakers can nurture a sense of ownership and belonging, thereby fostering social cohesion and resilience.

Cooperative city-making offers a transformative approach to urban development that prioritises the needs and aspirations of all residents, regardless of gender, age, abilities, origins or socio-economic status. By embracing cooperation, inclusivity, and sustainability, cities can become more vibrant, resilient, and equitable spaces for all inhabitants. Moreover, by rethinking both urban and rural areas through a gender perspective and involving youngsters in decision-making processes, planners and policymakers can address the unique needs and challenges faced by women, girls, and young people in diverse communities, ultimately contributing to more inclusive and gender-responsive development outcomes.
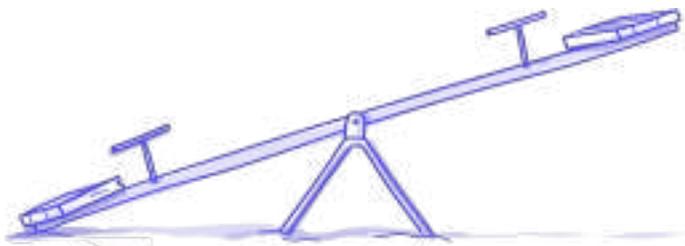
Fostering Partnership for Sustainable Change

Small-scale partnerships, such as those facilitated by Erasmus+, play a crucial role in advancing these principles of cooperative city-making. By fostering cross-border cooperation and knowledge exchange, Erasmus+ projects enable organisations to learn from each other's experiences, share best practices, and develop innovative solutions to common challenges. This not only strengthens the organisations themselves, but also contributes to the broader goal of building more inclusive and sustainable communities.

In the case of our collaboration between organisations in Spain (*Estel), Greece (Urbana), Germany (CGE e.V), and Belgium (Urban Foxes), cooperation is particularly important due to the diverse perspectives and expertise each partner brings to the table. By pooling our resources and working together, we can leverage our collective strengths to address the complex and interconnected issues facing urban and rural areas in our respective countries. Whether it's sharing insights on community engagement strategies, exchanging ideas on gender-sensitive planning approaches, involving youngsters in decision-making processes, or collaborating on joint initiatives, our partnership allows us to achieve far more than we could on our own.

Ultimately, by embracing the principles of cooperative city-making, involving youngsters in decision-making processes, and fostering meaningful partnerships, we can create cities and communities that are not only more inclusive and equitable but also more resilient and sustainable in the face of future challenges.

ESTEL
Everyday urbanism

URBAN FOXES
Youth + Placemaking

URBANA
Feminist urban planning

SUPERPOWERS

CGE ERFURT
Community engagement

Gender perspective in urban planning

A short history of the "gender perspective" in urban planning

Urban spaces are not neutral spaces, offering equal opportunities for all (Bondi & Rose, 2003; Darke, 1996; Hayden, 1985). They are cultural constructs that (re) produce different types of discriminations, stereotypes, segregation and gender hierarchies. Historically, urban planning has been a field of work for certain 'specialists', who have been white, non-disabled, middle-aged, cis-straight men architects, urban planners, politicians, from the middle or upper socio-economic classes. These men implemented their own visions and ideas for the cities, usually ignoring and underestimating the needs and desires of other social groups, such as women. By promoting their own male perspectives for the city, the perspectives of women and other more vulnerable groups were not taken into account in the design of public spaces.

Why is the gender perspective important in urban planning?

Today, the gender gap is becoming more and more visible in all aspects of social life. This visibility has led to a series of demands by women who were/are outside the decision-making centres. Their demands are based on their realities and daily experiences in the city, which are significantly different from those of men.

For example, cities were designed in a car-centred way, so that men (associated with the public sphere) could easily get to work, and

women (associated with the private sphere of life) could remain in their neighbourhood level. However, women are (re)claiming more and more space in the public sphere and societies have changed a lot in the last 50 years. As Col·lectiu Punt 6 (2019) state, people's lives are performed within the spectrum of 4 spheres: the productive (paid work, jobs), the reproductive (unpaid care work for others, i.e. children, parents, friends etc), the personal (care of ourselves) and the collective sphere (being active members of local communities). Daily presence in urban areas is therefore not only a necessity to move from home to work and back; it is also people's interactions with public spaces and with each other, a way of communication, of carrying out caring tasks and also taking care of themselves.

Although public spaces are considered to be open and equal for all, the everyday reality is quite different. Women and other vulnerable groups (depending on their sexual orientation, gender, age, socio-cultural background, etc.) have different perceptions of safety. These perceptions are mainly influenced by social, political, economic and cultural factors as well as the physical and social articulation of a space. All the above can play a significant role in improving the sense of safety as it determines people's mobility patterns during the day and at night. For example, the feeling of fear causes women to substantially reduce their mobility at night in contrast to men (Col·lectiu Punt 6, 2019).

Care work beyond gender roles
Caring means looking after the needs of oneself, one's family and/or one's community. Such needs include those related to survival (e.g. food, drink, shelter and clean air to breathe), maintaining health (e.g. visiting a doctor or hospital), well-being (e.g. going for a walk), supporting the family (e.g. taking children to and from school, cooking, providing companionship to an older member of the family), etc.
Care work has historically been mostly associated with women.
Caregiving is also related to the mobility of care, as women have certain mobility patterns adapted to their needs. The mobility of care is the concept that describes daily travel to provide care services.
The term was introduced by Ines Sanchez de Madariaga (2018) to

provide a framework for a better understanding of gendered mobility patterns and behaviours, and ultimately to highlight the gendered aspects of mobility.

Cities of care take into account all of the above and place the use of public spaces and the needs of the people who use them at the heart of their perspective in urban planning and policies. These cities are promoting care through infrastructure (by making the city pavements walkable and accessible for all) and proximity. Also, cities of care are designed from a perspective of serving the needs of people (i.e. by providing public toilets, parks, benches and spaces to rest, etc).

The lens of intersectionality in urban planning

Through the lens of intersectionality, various types of vulnerabilities are seen in the cities. The gender perspective is used as a methodological approach to understand various inequalities beyond gender, due to the fact that intersectionality is a channel that provides a thorough understanding of the privileges and oppressions, the power dynamics, and a more holistic comprehension of social norms and expectations within different cultural contexts. An intersectional gender perspective in research is a methodology to examine all aspects of daily life (social, economic, epistemological, etc.) through the inequalities that arise on the basis of gender and intersect with various other social characteristics. The gender aspect questions the equality of opportunities and provides a holistic understanding of social norms and expectations within different socio-cultural contexts.

Gender mainstreaming is also an approach to (re)designing inclusive cities. It is a strategy aimed at ensuring that the perspectives and concerns of women and men are considered and integrated into all stages of policy-making, planning, and implementation of programs and projects. The goal is to achieve gender equality by challenging existing power imbalances and social norms that perpetuate discrimination and inequality between genders. Therefore, it recognises that women are vulnerable to discrimination, exclusions and harassments, and focuses on promoting gender equality (Duxfield, 2021). Being 49.75% of

Privilege / Society normatives

Domination

Oppression / Restistance

Wealth / financial stability

Non - disabled

Literate

Young

Heterosexual

European

White

Male

Male and masculine
Female and feminine

Rural

Digital illiterate

Religious minority

Dark skinned

English as additional
language

Out of work

Migrant
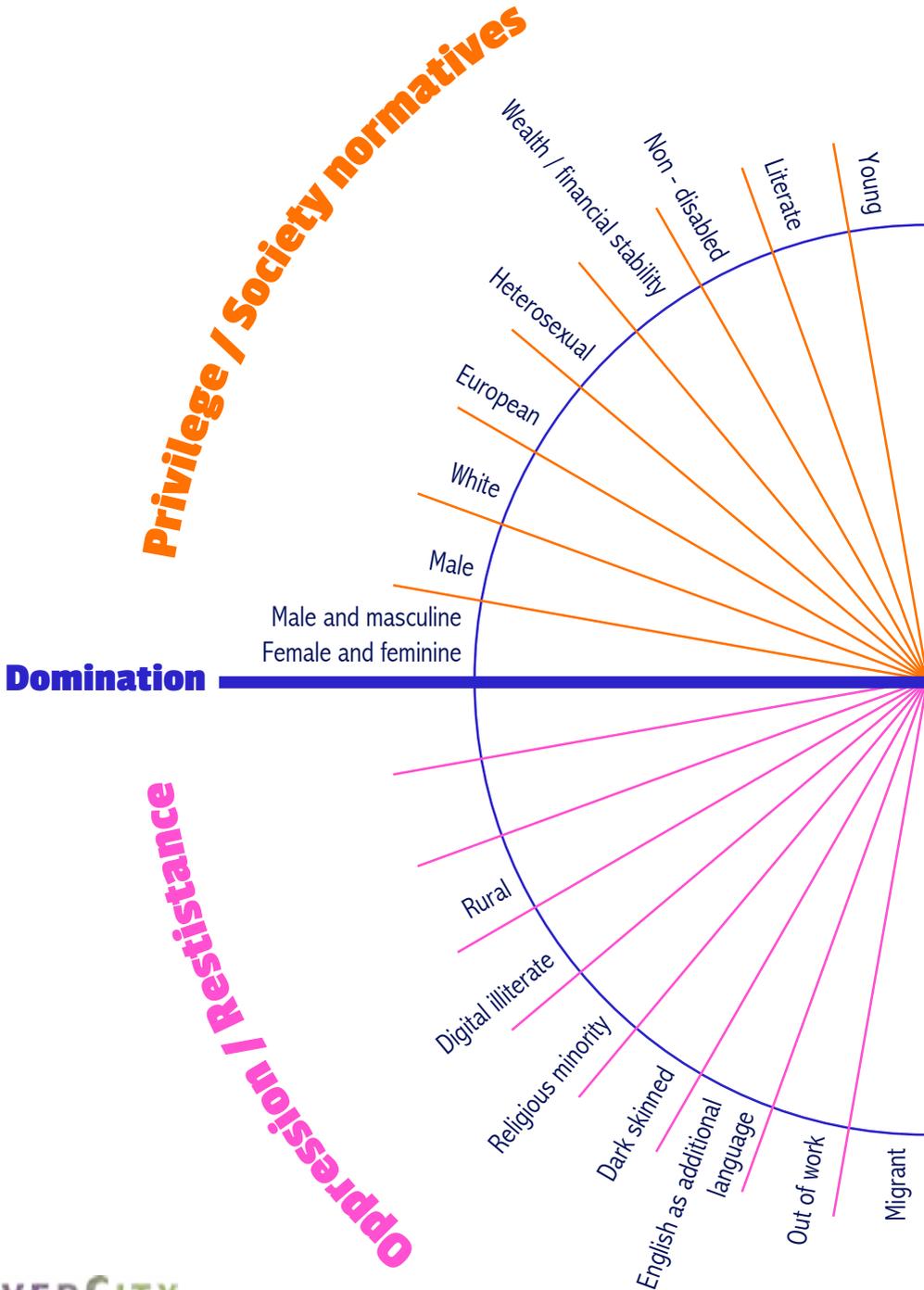
DIVERCITY

*This diagram has been adapted during the
DiverCity project to be used as a tool during
participatory processes.

Native / Local

Working

Anglophones

Light, pale skinned

Non religious minority

Digital literate

Urban

Privilege / Society normatives

Domination

Gender "deviance"

Female

Black Minority Ethnic people

Non-European origin

LGBTQI+

Poor / financially insecure people

Disabled people

Non-literate

PIO

Oppression / Resistance
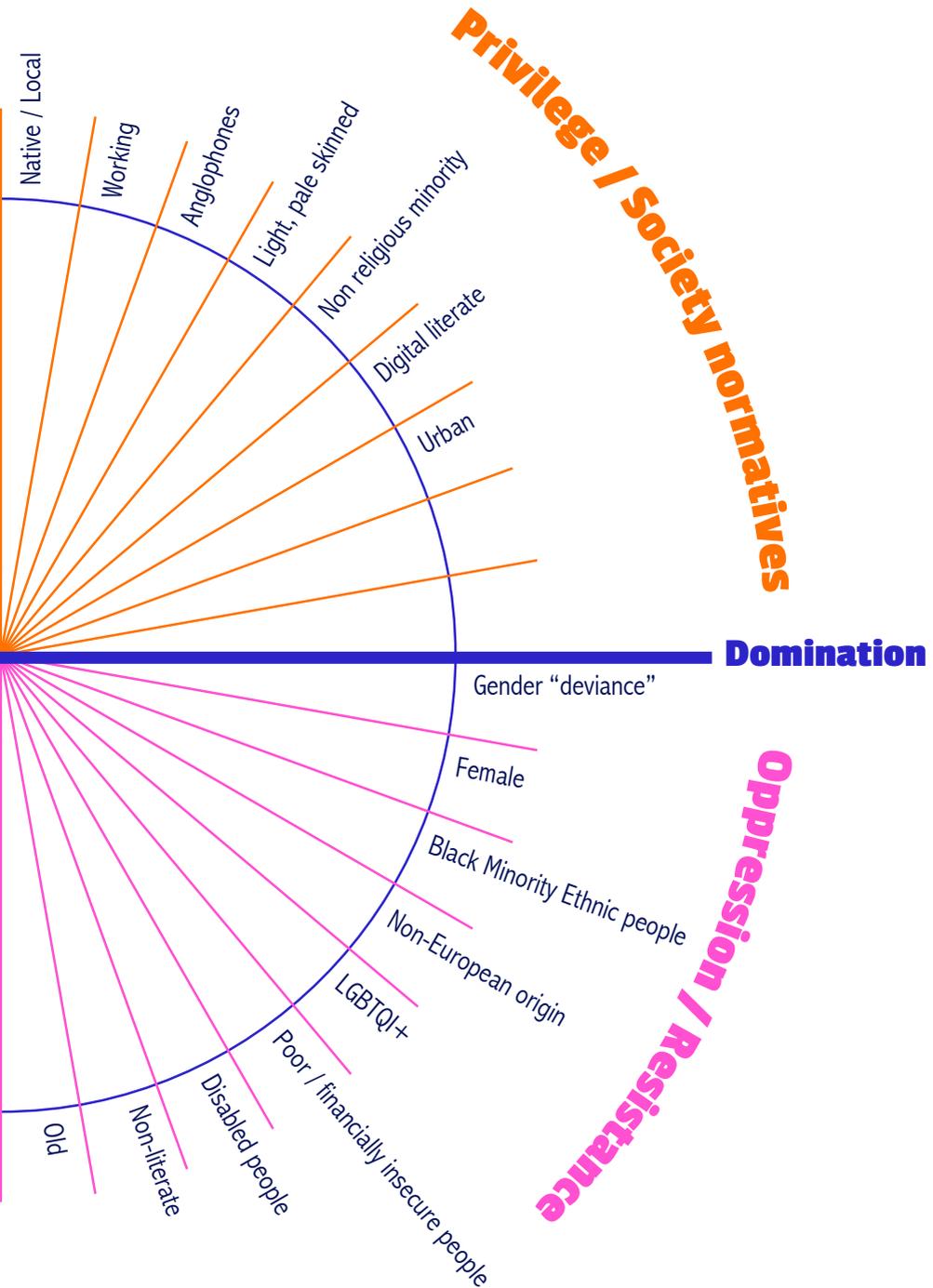
Diagram "Intersection of the axes of privilege, domination, and oppression." Adapted from Morgan K. P. (1996).

the world's population (Statistic Times, 2023), women constitute the largest disadvantaged group (in terms of oppression due to social and political inequalities), as they still today face numerous discriminations and a complete equality plan has not been accomplished in any country of the world. Applying the gender perspective can only broaden the understanding of the numerous vulnerabilities people face in their everyday lives and propose more comprehensive solutions to promote inclusive cities.

A diverse perception of people's needs in urban planning is a step towards inclusive cities

People experience their cities in different ways. Recognising the different needs of diverse people, with a particular focus on gender, can provide a holistic view of urban life. Personal experiences of the city are shaped by the challenges, aspirations and demands that each person faces on a daily basis. These realities are expressed in different ways, and inclusive cities can become a home for everyone's needs and desires!

The Project's Tapestry: Embracing Diversity and Intersectionality

Introduction

According to the World Bank, the needs and desires of women were overlooked in the planning of modern cities, setting the stage for young women and girls to face significant challenges in the face of current and anticipated urban, social, and environmental crises. The project's primary objective is to elevate the participation of young women and girls from diverse backgrounds in city-making plans, placing a strong emphasis on incorporating gender perspectives into territorial planning processes and participatory methodologies. This approach aims to redefine the way we make territories by centering diverse everyday experiences, ultimately creating safer, more accessible, and comfortable urban spaces for all.

The project activities are designed to have tangible impacts on local communities while also serving as structural components of the overall project plan. The key outcomes include the establishment of a network focusing on youth, gender perspectives, participation, and city-making, the creation of shared knowledge through a toolbox of experiences, tools, and methodologies, the amplification of implementation activities across four cities/areas, the empowerment of young women and girls to participate actively through the provision of safe spaces for expression, and the organisation and dissemination of lessons learned through this guidebook and the local and European multiplier events.

While the project primarily targets young women and girls, it also includes mixed-gender activities to promote inclusivity. Recognizing that young women tend to participate less in decision-making processes, the project prioritises inclusion and diversity in all phases, aiming to equally involve young women and girls from various social, economic, and cultural backgrounds in urban and rural settings, including migrant communities and teenagers. This guidebook is a result of the collaboration of 305 young individuals identified as women who participated in the project as coordinators, youth workers, or participants in the four countries.

By addressing the needs of diverse groups of young women and girls in urban and rural contexts, the project emphasises the importance of intersectionality in understanding and addressing their unique challenges and aspirations. The collaboration among organisations in Spain (*Estel), Greece (Urbana), Germany (CGE e.V), and Belgium (Urban Foxes) brings together diverse perspectives, experiences, and local knowledge, enhancing the project's credibility and impact both locally and transnationally.

Through this project, we aim to create a more inclusive and sustainable future for cities and regions by amplifying the voices of young women and girls in urban planning processes.
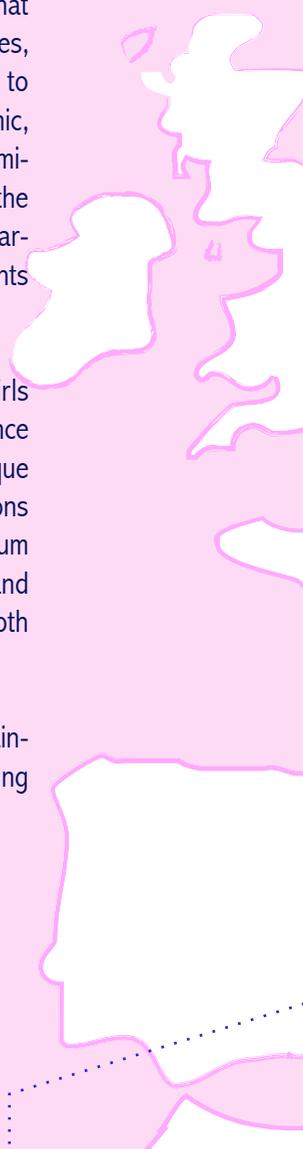
**Kick-off meeting &
Setting the ground**
Berlin
Project Coordinators ● ● ● ○
Participants ● ● ● ● ● ● ●
● ● ○ ○

Training of the trainers
Sabadell
Project Coordinators ● ● ● ●
Youth workers ● ● ● ● ● ● ●
● ● ○ ○ ○

Participatory process
Solsona
Project Coordinators ● ●
Participants ● ● ● ● ● ○ ▲
Local administration ● ● ○ ○
Citizens ● ● ● ● ● ● ● ● ● ●
● ● ● ● ● ● ● ● ● ●
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Berlin

Brussels

Thuringia

Solsona

Sabadell

Athens

Total number of participants

413

people

identified as women
74%

identified as men
24%

identified as no-binary
1%

identified as other
1%

Average age

19	Participants
30	Citizens
30	Youth workers (ToT)
33	Local administration
36	Project Coordinators

0   100

Origin

0   50%   100%

Spain
Greece
Germany
Belgium

■ Originated from the coutnry where it takes place the project
■ Originated from a different country where it takes place the project

Participatory process
Brussels

Project Coordinators ○○●●
Participants ●●●●●●●●●
Local administration ●●●○○
Citizens ●●●●●●●●●●●
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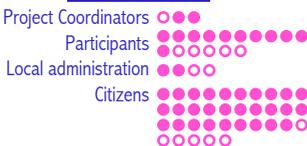
Participatory process
Thuringia

Project Coordinators ●●
Participants ●●●●●●●●●●
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Citizens ●●●●●●●○○○
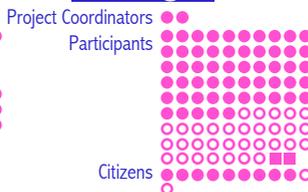
Participatory process
Athens

Project Coordinators ●
Participants ●●●●●●●●●●
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Local administration ●●●
Citizens ●●●●●●●●●●●●●●
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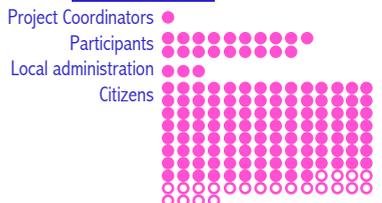
Empowering young women in rural areas

The concept of "rural" is easier to define as the opposite of "urban." This distinction has led to a contrasting perception of space, dividing the city and the countryside in terms of thoughts, lifestyles, and different values. Often, studies on rural areas focus on urban data, reflecting the tendency to overlook territorial diversity. Urban centrism is also reflected in studies of public spaces with a gender perspective.

In this sense, rural areas, like urban ones, are gendered. This not only points out differences between men and women but also shows that places are also gender-coded. In interpreting lifestyles and daily practices, in the approach to landscape or nature, we are connected to certain visions of masculinity or femininity (Forsberg, 2019).

Forsberg highlights the presence of gender-coded spaces in rural environments, emphasising the importance of studies that recognize rurality and identify women in these contexts. Exploring rural life can bring new knowledge and perspectives not only to make rural areas more inclusive but also to enrich the understanding of urban contexts. Empowering young women and implementing rural projects can be fundamental to ensuring equity and sustainability throughout the territory.

Catalonia has undergone a demographic transformation with 90% of the population in urban areas in 2022, leading to depopulation in some rural areas since the 1960s. This poses challenges such as the lack of generational turnover and the decrease in female presence in these environments. However, three-quarters of Catalonia's territory remains rural and plays a crucial role in the sustainable supply of food, energy, and other services for urban areas, maintaining an essential balance for urban metabolism.

In areas like Solsona, with fewer than 10,000 inhabitants and located far from major urban centres, gaps in services emerge, and there are difficulties in meeting some of the basic needs of the population, especially young women, such as university education, specialised health services, access to public services, or dependence on private vehicles. Thus, it becomes essential to address these issues through policies that improve the quality of life, especially for this demographic group.

90% of Catalonia's population **live in urban areas**

→ **Solsona**

3/4 of the Catalan territory is **rural**

Predominantly rural regions
Significantly rural regions
Predominantly urban regions

the local team

Solsona

It takes 40 minutes by car to reach the nearest hospital.

There is a **high dependency on cars** due to the lack of frequent **public transportation** options

Population of Solsona
9.213
people (2023)

20% of the population in Solsona were born in a different country

**15%** of the population in Solsona are **children** (0-15 years old)

Greece is a European country with a negative record, ranking last in the EU regarding gender equality (EIGE, 2023). At the same time, according to the Eurobarometer (2017), Greek citizens tend to believe that Greece has achieved gender equality. This is an indicator that suggests that the perception of gender equality is far from reality, and therefore the needs and experiences of women and other vulnerable groups are not visible.

Athens is the capital of Greece and, at the same time, one of the most densely populated cities in Europe, with one of the lowest rates of public space per citizen. According to Statista (2024), the total green area per person in Athens is 6.45 square metres. Also, as the European Environment Agency (2022) implies, Athens is one of the two European cities with the lowest percentage of green space and infrastructure. Furthermore, the existing public spaces are poorly designed without considering the everyday needs of the citizens (esp. women and the youth) since participatory tools and methodologies have not yet been institutionally incorporated into urban development practices. This reality affects especially young people that spend a lot of time in public spaces and even more

women that have to face more challenges related to their sense of comfort and safety.

The area of Pagrati, which is located in the centre of Athens, was chosen for the implementation of DiverCity workshops with young women. Pagrati is an area known for its local restaurants and bars, therefore its nightlife. It's a meeting place for many young people, as it provides many opportunities to go out, have fun and to be entertained (as there are also many theatres, concert places and local taverns or bars with live music). The area is also close to universities and many students are crossing Pagrati during their daily travels or live in it.

Pagrati, as a vivid area, is always full of people. Although many young women live there and move everyday to and from their work or university, there are no statistics on how they experience Pagrati, how they feel in public spaces, the sense of safety and fear and the possible ways that Pagrati is fulfilling their actual needs, since it's an area with lack or poor maintained public infrastructure.
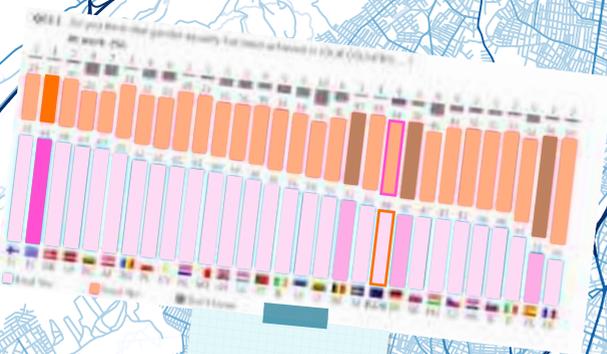
PERCEPTION
VS
REALITY

Gender Equality Index, 2022
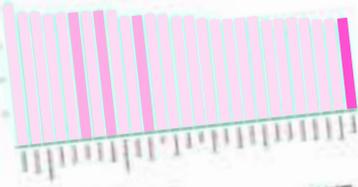
the local team

Pagkrati

one of the most **densely populated cities** in Europe

total **green area** per person 6.45 m²

Metropolitan area of Athens population
3,155,000
people (2024)

Empowering teenagers in urban areas

The city of Brussels is the capital of Belgium as well as the political capital of Europe. Officially bilingual (French and Flemish), it is home to residents of 184 nationalities and 104 languages, thereby being the second most cosmopolitan city in the world. However, amidst this rich tapestry of cultures and peoples, challenges of sustainability, health and inclusion sometimes give way to friction and unresolved issues.

Brussels' demographic evolution over the past 150 years has been predominantly shaped by migration, leading to distinct spatial divisions between poorer districts, culturally diverse neighbourhoods, and affluent areas. This segregation, rooted in historical factors, reflects the socio-economic landscape of the city.

Furthermore, this financial segregation is also reflected territorially in the imbalance of greenery and public space between the richer south and poorer north-west of the city. The so-called "croissant pauvre" of Brussels, referring to the moon-shaped area with low-income families, includes 5 municipalities within the top 75 of most densely populated cities in the world. Concretely this means that one of these cities, Molenbeek, has approximately 0,5 m2 of public space per inhabitant. It is obvious that these living conditions heavily impact the life and health of our Brussels youth. Although some steps towards improvement have been made throughout the last years, like the creation of new parks after pressure from citizens' movements, these steps are definitely not ambitious enough to mitigate the environmental issues created by the neoliberal and top-down city planning. Furthermore, the voices of urban youth, particularly those from precarious backgrounds, are often not included in decision-making processes, hindering inclusive and sustainable urban development.

Inclusive decision-making is pivotal for building resilient and equitable cities, involving diverse stakeholders, including urban youth, in decision-making processes. With the words of Jane Jacobs: "Cities have the capability of providing something for everybody, only because, and only when, they are created by everybody." Jane Jacobs, The Death and Life of Great American Cities. Non-formal methods, like Placemaking and urban pedagogy workshops, offer dynamic and participatory approaches to engaging urban youth, enabling them to express their voices and contribute to positive change. It is important to mention that apart from an adapted pedagogical approach, enough time, resources and funds need to be made available to successfully develop and implement such methodologies and activities.

Placemaking initiatives have the potential to engage urban youth in transforming public spaces into vibrant, inclusive, and community-driven places, fostering social cohesion and civic pride. Urban pedagogy workshops provide opportunities for youth to explore urban issues through action-based research, experiential learning, equipping them with valuable skills in

knowledge, communication, problem-solving, and leadership.

The various benefits for both society and youth include enhanced civic engagement, community empowerment, skills development, and empowerment and inclusion. By involving youth in decision-making processes and engagement initiatives, cities can tap into their diverse perspectives and creativity, leading to more responsive, inclusive and sustainable urban policies and initiatives. Moreover, by prioritising inclusivity and gender equality, cities can empower marginalised youth, including urban girls, to have a voice and agency in shaping their communities, creating more equitable and inclusive urban environments for all residents.

It is important to integrate non-formal methods and developed pedagogical frameworks into real, fun and engaging participatory processes that can empower urban youth to become active agents of change, enhancing their skills, opportunities, offering them a newfound network, and a sense of belonging in their communities, and contributing to the creation of vibrant, inclusive, and sustainable cities for the current and future generations.

Home to **184** nationalities and **104** languages

5 Neighborhoods with **high** density

croissant pauvre

Brussels

the local team

Population of Brussels
2,132,000
people (2024)
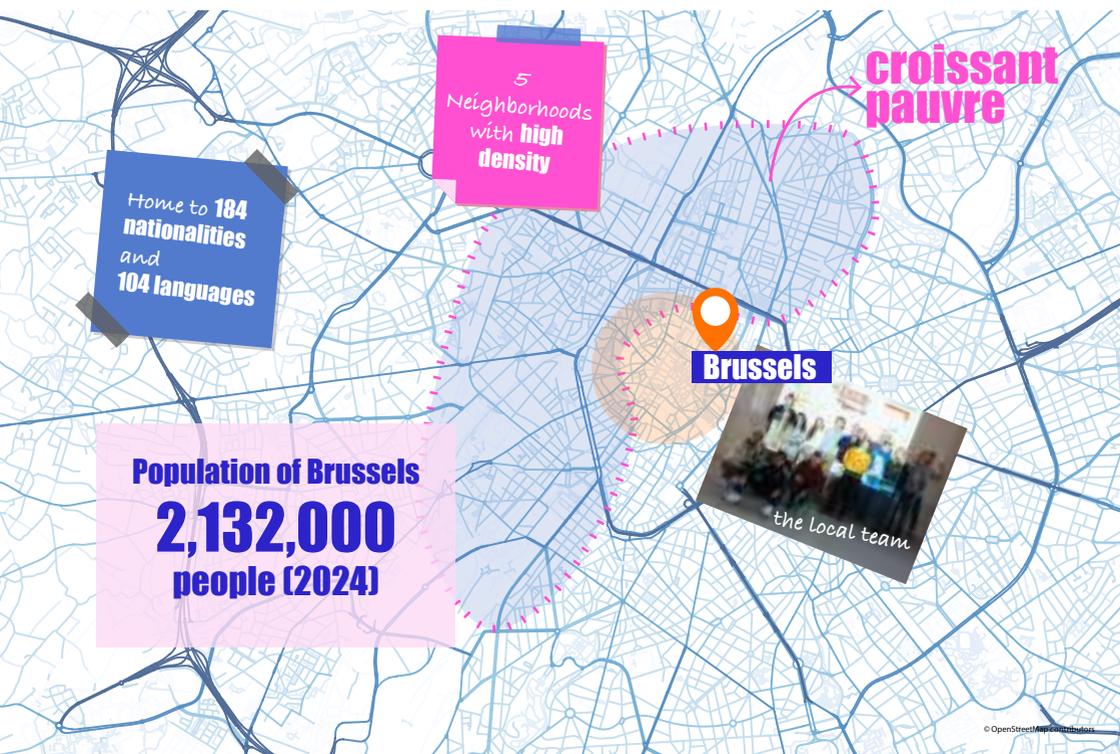
Empowering young women with migrant backgrounds

Rural areas can offer numerous opportunities for migrants to integrate successfully, as smaller communities often benefit from stronger social ties. Building more connections and receiving assistance and guidance provide better conditions for integration compared to big cities. Similarly, diverse associations and clubs can serve as platforms for integrating migrants. However, in Thuringia, women with a migration background face multiple challenges.

In summary, Thuringia is a predominantly rural federal state in East Germany, characterized by the negative effects of depopulation and an ageing society. The region also experiences economic disparities compared to other German regions. In addition to the challenging economic landscape, support for the AfD has shown a stable evolution between subnational elections of 2019 and 2023.

With a migrant population of 5.3% by 2021, the proportion of international high-skilled migrants in Thuringian firms is still underrepresented in the regional economy. While numerous studies show that people with a migrant background face discrimination in the job market, migrant women are often pushed into the area of care work because their qualifications are either not recognized or only partially recognized.

For young migrant women, the reality of the region is coupled with the additional burdens of navigating cultural integration and often language barriers. Moreover, this group is confronted with racist and sexist experiences and obstacles in the labour market. These barriers make it difficult for them to utilize their potential, knowledge, and ideas, and to achieve professional participation and self-determination.

Thuringia's **25–40 age group** has 115 to 120 men per 100 women due to **young women emigrating**, especially from rural areas.

the local team

Weimar

Erfurt

Erfurt

Population of Thuringia
2,120,237
people (2020)

About **4% of the population are migrants** (including persons that already received German citizenship).

The tools

Tools for Gender Equal Cities

The chapter on tools is a pivotal component of our project, rooted in the methodology of PAR - Participatory Action Research. At its core lies the development of a comprehensive toolbox aimed at fostering inclusive, participatory urban planning with a gender perspective. This chapter delineates the process of toolbox creation, the training of trainers, and the subsequent implementation of participatory place-making activities across our partner organisations.

March - August 2023

The Toolbox

The Toolbox Initiative commenced with a preliminary investigation conducted in each partner's country to assess the existing resources. Subsequently, we embarked on the task of crafting the toolbox. Each partner organisation contributed valuable tools designed to facilitate the analysis of cities through a gender lens and inspire innovative urban improvements. The collaborative endeavour of creating a shared Toolbox was instrumental in harnessing the collective knowledge and experiences of the partners. This shared resource not only provided a common language among the consortium but also served as a cornerstone for the subsequent phases of the project.

March - June 2024

The guidebook

The toolbox serves as a visual journey through our project, weaving together the lessons learned, the tools created, and the individuals who contributed to the process.

30

Training of Trainers

Prior to local implementation, the tools underwent rigorous testing and refinement in a controlled environment during the Training of Trainers in Sabadell in September 2023. This training engaged 11 youth workers and policymakers from 4 partner countries, resulting in the enhancement of existing tools and the creation of new ones. The training served as a pivotal platform to disseminate participatory urban planning tools, instil a gender perspective, and align the trainers with project objectives. By equipping trainers with essential tools and theoretical frameworks, the training cultivated a network of empowered youth workers poised to effect change in their local contexts, laying the groundwork for the successful execution of local activities.

October 2023 - March 2024

Participatory Actions

With our toolbox finalised, partner organisations embarked on local participatory actions, employing a minimum of 3 tools to engage participants in the exploration, analysis, and reimagining of public spaces. Divided into preparation and implementation phases, these activities aim to empower youth to articulate their needs and desires, familiarise themselves with participatory methodologies, and propose tangible urban interventions. By prioritising the voices of young women and creating inclusive participation frameworks, we strive to catalyse transformative change in urban planning. In total, 132 participants have participated directly or indirectly in the project, exploring cities with a gender perspective in the 4 countries.

Our project aspires to catalyse meaningful change in urban planning by amplifying the voices of marginalised communities, particularly young women. By providing accessible tools, fostering dialogue, and promoting active participation, we envision a future characterised by safer, more equitable, and sustainable public spaces. In the following sections, we present a selection of tools chosen by each partner for an in-depth exploration. Additionally, a brief overview of the remaining tools is provided, along with instructions for accessing them online, underscoring our commitment to transparency and knowledge sharing.

GenderScape: Mapping Inclusive Territories

At Estel Cooperative, our philosophy is rooted in the belief that everyone deserves to thrive in their living environment, regardless of age, gender, origin, or abilities. Since our inception in 2014, we've dedicated ourselves to enhancing the quality of life in communities across Spain and beyond. With a team of architects and urbanists, along with dedicated collaborators, we cooperate closely with citizens and local associations and administrations to enact meaningful change, through a "dialogue of knowledge". Our mission is clear: to transform public spaces into inclusive havens where all individuals feel welcome and safe. We understand the profound impact that the built environment has on our daily lives, particularly in shaping our perception of safety.

As you engage with our territorial mapping tool, we encourage you to view your surroundings through a gender-focused lens. By doing so, you'll gain a deeper understanding of the spaces you inhabit, empowering you to make informed choices and advocate for environments that truly meet your needs. Together, let's create communities where everyone can thrive, supported by spaces that reflect and respect our diverse experiences and identities.

Methodology

Territorial mapping, seen through a gender perspective, helps us understand how the built environment impacts our sense of public safety. This tool highlights important public infrastructures, community buildings, and public spaces, while also revealing qualities related to the constructed environment and our perception of security. It's a powerful tool that can be shared with local authorities to advocate for safer spaces.
By applying the territorial map tool, you can navigate and evaluate your surroundings with a gender-focused lens, empowering yourself to make informed choices and advocate for safer environments that meet your needs. Remember, your perception matters, and understanding the impact of the built environment is a crucial step towards creating spaces that promote your well-being and security.

Target Groups
- Cooperation: young women (20-30), LGBTQ+
- Contribution: all (also targeting policy makers)

Approximate duration
Approximately 8 hours:
- 2 hours to note on the map the important public infrastructures, community buildings, public spaces
- 3 hours to make the observation in the public space (for a 15 minutes distance)
- 3 hours to put together the results and get some conclusions.

Why this Tool
The territorial map tool, when considered through a gender perspective, is valuable in various circumstances:
- Gender-inclusive urban planning
- Safety audits with a focus on gendered experiences
- Engaging the community in discussions on gendered safety concerns
- Creating gender-sensitive infrastructure and public spaces
- Conducting gender-aware safety campaigns
- Incorporating gender-inclusive design guidelines
- Informing policy-makers on gendered safety

The tool helps understand and address how the built environment affects the safety and experiences of women and gender-diverse individuals, leading to more inclusive, equitable, and secure urban spaces.

GenderScape
Mapping Inclusive Territories

Instructions

Before you begin the mapping process, we encourage you to initiate discussions about your neighborhood/city and select areas such as streets, squares, and public spaces that you believe would benefit from improvements, considering a gender perspective.

- Use Google Maps to locate the street/square/public space you want to study.
- Print a copy of the map.
- Print the accompanying this table.
- During your observation, mark the numbers corresponding to the following parameters on the map.

Once you are done with the observation try to answer these questions:

Are there any concerns or factors that make you feel unsafe or uncomfortable in this area?

In your opinion, does this area consider the needs and experiences of people of different genders?

What specific changes or improvements would you recommend to make this space more gender-inclusive?

A. Visibility:
Is it easy or difficult to have a clear view of the entire environment? Are there obstructions or blind spots, such as corners?

B. Readability:
Is it easy or difficult to orient yourself in the area? Are there clear signs or wider streets that aid in navigation?

C. Access to help:
Is it easy or difficult to ask for assistance if needed? Is there a sense of informal surveillance or control, with windows and nearby activity facilitating a sense of safety?

D. Communication: Is it easy or difficult to engage in conversations or be heard? Can you easily communicate with others or make yourself heard if you shout?

E. Community care:
Is it easy or difficult to safely carry out caregiving activities, such as breastfeeding, taking care of a baby, or assisting disabled or elderly individuals?

Build environment

1. Wall without windows:
Along the street/square a significant portion of the ground floor interior lacks any connection with the public space presenting a visual barrier.

2. Abandoned shops on the ground floor: Empty or unused shops located at street level.

3. Restricted access:
Areas with limited entry or limited public access.

4. Dead-end streets:
Streets that lead to a point where there is no exit or continuation.

5. Passive spaces (parking, empty or closed spaces):
Areas that serve primarily as parking lots or remain unoccupied or closed off.

6. Visual obstacles that hinder visibility: Objects or structures that obstruct the line of sight.

7. Insufficient lighting:
Inadequate illumination in the area.

8. Inaccessible spaces for people with disabilities, the elderly, or strollers: Areas that pose challenges or barriers for individuals

9. High vehicle speed (exceeding 30 km/h):
Streets where vehicles frequently exceed the speed limit.

10. Maintenance issues (damaged urban furniture, broken elements):
Problems related to the condition of urban furniture or broken elements in the area.

11. Cleanliness:
The cleanliness level of the space, whether it is clean or dirty.

This tool is created by
✤ estel

Experience

The tool, "Mapping Inclusive landscape", was tested in Solsona, a rural city of Catalonia, Spain on December 21, 2023. With the participants, we analysed 4 public spaces that they considered important. The analysis of the visited spaces highlighted key aspects related to safety, accessibility, community care, and potential improvements. Participants provided valuable insights and suggestions for each location.

The empty open space Camp de Serra
Recognized for its potential as a community hub, participants suggested architectural projects with a gender perspective, improved lighting, orientation signage, and enhanced accessibility. They also proposed adding benches and changing pavement for better accessibility.

The stairs and public space in front of the public building Casal Cívic Solsona - Xavier Jounou
Deemed unsafe due to poor lighting and lack of visibility, participants recommended adding more lighting, protective rails on stairs, and sports equipment for exercises in the public space.

The public space in front of the public building Casal de cultura i joventut
Participants found the space safe and pleasant but suggested improvements in lighting, vegetation maintenance, and shade provision. They proposed actions like adding benches and sharing the outdoor space of the facility.

The pedestrian street of Passeig de Sant Antoni
Considered a nice and safe area, participants identified issues with closed shops, lack of trash bins, and accessibility near zebra crossings. Suggestions included adding more rubbish bins and creating ramps near zebra crossings.

Participants highlighted the importance of informal control and lower noise levels in rural areas compared to urban settings, which contribute to feelings of safety and ease of communication and help-seeking, but also fostering close-knit communities.

The empty open space
Camp de la Serra

The empty open space
Camp de la Serra

The public space in front of
the Casal de cultura i
joventut

The pedestrian street of
Passeig de Sant Antoni

"Exploring with the tool was eye-opening! It empowered us to see spaces through a gender lens, sparking ideas for positive change. Yet, our hunger for understanding knows no bounds; with more time, we could uncover even more insights, shaping inclusive environments for all." - participant

Exploratory Walks

Urbana's philosophy derives from the necessity to highlight womens' experiences in public spaces, so that their neighbourhoods can finally adapt to their aspirations and needs. To do so, Urbana believes that the mobility patterns of women (i.e. mobility of care) as well as their daily experiences in their territories should become visible. Therefore, the philosophy of this tool is to combine women's experiences of urban spaces into a collective experience that incorporates their shared emotions (e.g. feelings of fear, insecurity, threat, discomfort, etc.). The exploratory walks is a tool of participatory research that provides us with rich data about our everyday and every night experiences in the city.

During the exploratory walks, we provide the tools for the participants to map the routes they take and the public spaces they use in their day/nightlife in their city. Using specific urban quality criteria (i.e., sense of safety, accessibility, vitality, urban infrastructure, gender representations), we record their experiences, needs, and desires from the public space.

At the end of the walks, we summarise the input in a report and present it to local stakeholders (especially the Municipalities). The concept is to create a bridge between local communities and local authorities by communicating the needs of the residents to local politicians and/or municipalities, thus promoting a "meet in the middle approach" (by promoting a dialogue between bottom up and top down practices).

Methodology

The exploratory walks are a methodology of participatory research that provides us with rich data about our everyday and every night experiences in the city. During the exploratory walks, we provide the tools for the participants to map the routes they take and the public spaces they use in their day/nightlife in their city. Using specific urban quality indicators (i.e., security, accessibility, vitality, urban infrastructure, gender representation), we record their experiences, needs, and desires from the public space. At the end of the walks we gather the input on a report and promote it to local stakeholders (esp. Municipality). We will discuss as separate tools the urban quality indicators & the collective mapping in the tools that follow.

Target Group(s)
- Women, LGBTQ+, people from the ages over 65+

Approximate duration
- Approximately 12 hours (6 hours the preparation and 6 hours the implementation divided in 2 exploratory walks sessions. But that depends on the target group, if we have already worked with them before etc

Why this Tool
Via an exploratory walk we can:
- Gain a deeper and more holistic understanding of the needs and desires of the different people that use the spaces,
- Understand the diverse ways of living in the cities,
- Highlight the diversity of the everyday/night life of the people.

Keep in mind that this activity is better to be used as a step towards a change, not only to write down the results, because this will create disappointment to the participants.
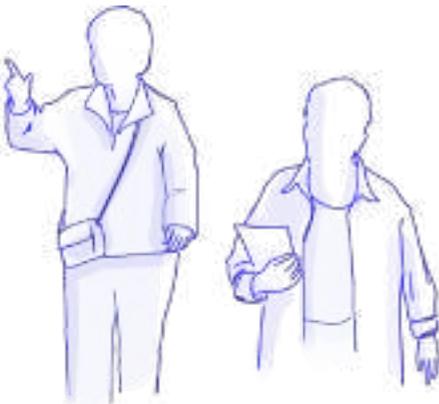
Experience

The Exploratory Walk is a tool that aims to bring together the different experiences of diverse people in cities and highlight them as a collective experience in public spaces. It is an adjustable tool that can be used in various places with different age, social, gender, etc. groups of people. In Athens, this tool has been used for the last 5 years, bringing together the experiences of young women, children and older people living in the city centre or in deprived areas.

Participants form a group and walk around their neighbourhood together, discussing whether and how public spaces meet their needs. Participants are often surprised to find that their personal experiences are not just personal, but others feel and experience the public spaces in the same way as they do. This realisation becomes an empowering moment between the people in the group.

Participants often claim to feel inspired and empowered by this tool, and some of them also use it in the context of their personal research on urban planning from a bottom-up perspective, their activist actions, their aspirations to be more engaged as active citizens and to participate in decision-making centres.

The most important insight that stands out as a common acknowledgement from the participants is that they have felt all their lives it was their fault, or something to do with them, that they could not 'fit in' in the city. What they all realise is that the city, their neighbourhood, hasn't been inclusive since it was designed, urban planning hasn't taken their everyday needs into account, and therefore it is the city that has to change, not them!

"The exploratory walk with the group helped me to understand that I share common experiences with other women and to better understand the changes I would like to see in my city."

The walk

The reflections

The re-discoveries

The map

Memory Makeover

We, Urban Foxes, advocate for a framework for empowering urban youth, urban health and wellbeing, promoting inclusion and the creation of high-quality public spaces and social interaction. We focus on a methodology based on Co-creation and Participation through the use of non-formal educational methods to develop pedagogical frameworks like Placemaking, sustainability education and urban pedagogy workshops, to bridge the gap between youth and policymakers.

Participatory processes often still neglect these methods, especially concerning youth, who are frequently excluded from design development and decision-making. However, at Urban Foxes, we believe that involving youth is crucial and beneficial. We consistently seek ways to engage them deeply in our projects, providing support, knowledge, and methods to empower them and enable them e to contribute actively to society.

Memory Makeover is a tool that was developed during the Train of the Trainers in Sabadell in October 2023 and it was created by a diverse group of mainly young women. During the training, the participants explored some of the tools available in this guidebook and collaborated to develop new ways of promoting gender equality in city planning.

Brussels architecture counts with many colonial symbols in public spaces from Belgium's brutal colonial past, driven by Leopold II, king of Belgium. This legacy and the multicultural population that cohabits in Brussels was the starting point of this tool, aiming at reevaluating history to develop a community-centred narrative about heritage that aligns with the needs and perspectives of modern society. This tool demonstrates how creativity, fun methods, active participation, and collaboration can be used to engage communities and deepen their understanding of public spaces.

Methodology

Memory Makeover intends to reflect on heritage elements that are part of our cities and towns, particularly those that can be regarded as symbols of oppression and/ or related to a controversial past. It can be a challenge to decide what to do with these statues. Do we keep them? Do we destroy them? The tool proposes a different approach to this dilemma, encouraging people to think outside of the box and in a creative way to re-evaluate our heritage. Look for statues, murals, memorials, etc. within your city. Do you know who they are or what do they represent? Do you feel represented by these elements? Approach this tool with a creative mindset, use non-formal education and methods, work with intergenerational groups and with an inclusive perspective. To try this tool:

- Look for heritage (like statues for example) in your city and take pictures of the relevant elements. You can also find images online.
- Scan and print several copies of each element, work digitally with any drawing application or simply take a notebook and sketch different ideas. You can also write keywords and the proposal if you don't feel comfortable drawing.
- Be creative and imagine what this place can look like. Use any media you can get your hands on!

Target Group(s)
- Women and young girls, but anyone can be part of the process, and working intergenerationally can bring a rich perspective.

Approximate duration
- Time will vary depending on how you prepare the activity (walking around the city or researching online), and the method you use for the creative part.
- We propose at least 45 minutes of sketching and talking about how these places can change, and another 20 minutes to talk about the different ideas if you are working with several groups.

Why this Tool
- It intends to raise awareness regarding our heritage elements and to promote a collective knowledge about them while voicing the need for change.
- It encourages creative and collective thinking to reimagining our heritage in a way that breaks the signs of oppression while reclaiming our public spaces.
- Working with your community can increase the sense of unity and ownership over our environment.

Experience

The ''Memory Makeover'' tool was tested in Brussels at the end of April 2024 with a group of about 25 people, most of them from a local Art Institute and a few from the University of Brussels. During this day we did several activities related to the project, and we presented this tool as an outcome of the Train of Trainers in Sabadell.

Belgium has a strong past linked to colonialism that was instigated by Leopold II, king of Belgium. It is also home for multiple nationalities and different cultures. It wasn't difficult for our participants to recall a statue in the city of Leopold II or any other related to this oppressive past.

What is most surprising is that the students reported not having learnt any history referring to the Belgian colonial empire, and neither did they know about the violence that was involved in it.

They felt, though, very triggered by this concept, and they spent a good amount of time drawing different ideas and having conversations in groups about how to approach this topic. Some of them focussed on telling the story of these elements, while others focussed on a more artistic approach to surprise the viewer.

They really enjoyed being outside the classroom learning about contemporary topics and working in a more collective way. They appreciated being included in discussions of their concern, and they enjoyed using an artistic way to imagine a new narrative of our heritage.

Their accompanying teacher later shared with us that the students felt much more creative and engaged than when they are in the classrooms, and that he would love to do these activities more often, as they are both educational and inspirational for the students.

''We want to feel that adults actually want to listen to us. Youth and children need to get a seat at the table.''

Monuments, memorials and statues linked to Belgium's colonial past are spread all over Brussels

Yet, the history is not properly explained and taught in schools...

Memory Make Over

What the youngsters saw as a solution...

Empathy Map For Placemaking

The philosophy of CGE Erfurt e.V. centres on empowering communities through participatory and sustainable education. It emphasizes holistic solutions, integrating social entrepreneurship, urban planning, and climate action with a focus on inclusivity and long-term impact. This approach pushes forward community agency, innovation, cooperation, and engagement to address social challenges effectively.

The "Empathy Map for Placemaking" is based on the understanding and application of empathy to foster inclusive and equitable environments in community development and placemaking. This approach comes from the idea that to create spaces that truly reflect the needs and well-being of all diverse groups, it is crucial to deeply understand the intersectional identities, diverse experiences, challenges, and perspectives of those who inhabit these spaces. The tool aims to facilitate this understanding by encouraging participants to put themselves in others' shoes, reflecting the renown sentence, "You never really know a person until you stand in their shoes and walk around in them. This approach emphasizes the importance of empathy in improving our relationship with public space and with our surrounding community. The tool was inspired in: UEN. (2009.). What It's Like to Walk in Their Shoes. UEN. https://www.uen.org/lessonplan/view/24968

Methodology

The workshop, "What It's Like to Walk in Their Shoes," facilitates discussions on empathy and sympathy within the realm of place-making and urban design. Participants engage in group discussions to deepen their understanding and empathy towards others. By tracing a shoe outline and sharing personal experiences with a partner, individuals explore different perspectives and foster empathy. Following this, participants take a reflective walk in the city, answering questions together to gain insights into each other's experiences. Through these activities, participants learn valuable lessons about empathy and understanding others, preparing them to address issues raised in place-making with empathy and compassion.

Target Group(s)
•   Citizen from 15 years old
Approximate duration
•   1:30 hours

Why this Tool
The first step towards change is understanding other people's struggle and empathise with them, following the motto "You never really know a person until you stand in their shoes and walk around in them."

This workshop then fosters empathy and makes people think in others perspectives and putting themselves in the position of the other person. It can be impactful to either do this activity with a group composed of only women (as it gives them a safe space to discuss their own experiences and discuss them with someone who went/goes through the same thing) or with people from different gender, sexual orientations, races and ethnicities, abilities or classes, as it allows people to understand the different dimensions of privilege and discrimination present in placemaking.

Empathy map

Instructions
- Choose a partner you don't know
- Try to emphasize with your partner
- Complete the question, "What is like to walk in their shoes?"

"Sympathy in Public Spaces
Recognizing that certain individuals might face challenges or discomfort in a public space but not necessarily understanding or feeling their experiences."

"Empathy in Public Spaces
Grasping the emotions and experiences someone goes through and using that understanding to inform better design and inclusivity. Deeper, more personal connection to people' experiences."

*The tool was inspired in: UEN. (2009.). What It's Like to Walk in Their Shoes.

Beliefs and considerations:
What might people be thinking when they navigate or utilize the space?

Emotions and feelings:
How might individuals feel when entering, staying, or leaving the space?

Influences and external pressures:
Are there societal or peer pressures that influence how they perceive or use the space?

Pain Points:
What challenges or obstacles do users encounter in the space?

Desires and needs:
What positive outcomes or feelings are users seeking from the space?

Experience

On October 27th, 2023, CGE e.V. hosted a DiverCity Pilot Testing, "Intercultural Greetings & International Stammtisch," at Saline 34, Erfurt. The workshop aimed to explore and enhance empathy in placemaking and to reimagine the public spaces of Erfurt through the tools of design within the project. The event attracted 18 international participants (10 females and 8 males) who were eager to contribute their perspectives and learn from one another.

The objective was to conduct an Empathy Workshop, focusing on understanding and appreciating diverse viewpoints in the context of placemaking. The event, focusing on intercultural dialogue and with most participants having international background, provided a unique space for participants to engage with public space planning in Erfurt.

Throughout the event, participants showed a high level of engagement and enthusiasm, enriching discussions with their diverse backgrounds. This diversity contributed to a noticeable increase in awareness among participants regarding the importance of empathy in urban planning. Ultimately, participants left feeling more empowered and confident in their ability to contribute meaningfully to discussions on public spaces.

"Chatting it out in Erfurt really opened our eyes to how public spaces can be more inclusive. We all realized that putting ourselves in someone else's shoes—showing a little empathy—can make a big differencecan be more inclusive. We all realized that putting ourselves in someone else's shoes—showing a little empathy—can make a big difference in understanding everyone'severyone's needs."

The preparation

The experience

DiverCity's Toolbox

Discover within this collection the array of tools crafted throughout the DiverCity program. Among them, you'll encounter those exclusively developed by our team, while others emerged through collaborative efforts during our train-the-trainers sessions. Additionally, several tools have been adapted from existing resources. Scan the QR codes to delve deeper into each tool. We trust you'll find them valuable!

You can find the toolbox here:
https://divercityerasmus.blogspot.com/

Tools for Setting the room and raise awareness	The privilege/oppression Pie	Empathy Map For Placemaking	Set the Table; Join the Table!
Tools for Participatory Diagnosis	GenderScape: Mapping Inclusive Territories	LifeFlow Map	GenderScape: Mapping the Symbolic Terrain

WEC Profile (Women's Engagement in the City)	Safety Walk	Principle "City4All"	Body Maps
Urban Quality Criteria	Collective Mapping	Walk in a Girl's Shoes: Walk + Recommendations	Memory Makeover
Exploratory Walks	**Tools for proposing improvements**	Gender-Inclusive Proposals for Public Spaces	Guerrilla Street Sign Campaign
Reclaim her story	Evaluation and Re-Imagining of Public Space	Smelt-Cruise Festival	

Our vision

Closing

Our vision for inclusive cities, and lessons learned

In conclusion, the journey we've taken with the DiverCity; Youth for Gender Equal Cities project has been a deep exploration of the connection between city planning, gender equality, and what young people aspire to. From the start, we've all been committed to understanding the complexity of cities and imagining them as places where everyone's voice matters.

Looking back, one thing is clear: inequality is a big issue in cities. Historically, cities have been planned without considering the needs of different groups, like women and young people. This shows we urgently need to make changes to create cities where everyone feels included. Despite the challenges, we've seen that young people are determined to make a difference. Through projects like DiverCity, they've worked together to challenge the status quo, push for fair policies, offer adapted methods for real participation, and start conversations that include everyone, no matter their age, gender, or background. This drive for change is evident in every interaction, pushing us towards cities that are not just places to live, but places where everyone feels they belong. But we've also seen that there are big barriers to achieving gender equality and empowering young people. Even when communities want to get involved, it's often hard to make meaningful changes because of outdated systems and a lack of support. This shows why it's so important to work closely with local groups, amplify the voices of those who are often ignored, and push for fairer policies.

Looking forward, we want cities where everyone feels like they belong and has a say in how things are done, no matter their gender or background. To make this happen, we need to try new ways of planning cities that focus on working together and adapting to different needs. Creating a framework for young women, especially those in rural or

56

migrant communities, is key to making cities fairer. By creating safe spaces, offering education and job opportunities, and breaking down barriers, we can make sure everyone has the chance to grow in their own terms.

As we work on making cities better, let's remember that listening to everyone's voices is where inclusivity starts. By embracing diversity and considering everyone's needs, we can create cities that truly belong to everyone, celebrating the richness of human experiences. Let's keep working together towards a future where cities are places we all help, build and love.

Manifesto:
Towards Gender Equal Cities

We understand the pressing need to tackle deep-rooted inequalities in cities. As organizations, youth workers, policymakers, and participants of the DiverCity Youth for Gender Equal Cities project, we pledge to work towards creating cities that are inclusive, fair, and lively for everyone. Based on the values of working together, helping each other, standing united, and empowering others, our manifesto sets out a clear vision for changing cities to meet the varied needs and dreams of each person.

Celebrate Diversity: We believe that cities thrive on their diversity and pledge to honor the many different identities, cultures, and viewpoints that make urban life vibrant. We embrace diverse communities and aim to create spaces that respect and include everyone, no matter their gender, age, culture, sexual orientation, or financial situation.

Amplify Marginalized Voices: We acknowledge that traditional urban planning has often ignored certain groups, like women, youth, and migrants. We promise to amplify their voices, making sure their real-life experiences shape how cities are planned and developed.

Challenge Power Imbalances: We see that power imbalances affect how cities are run. We commit to making decision-making processes more inclusive and fair, giving everyone a say in how their communities are shaped.

Create Safe and Welcoming Spaces: Everyone deserves to feel safe and welcome in their city. We push for public spaces that are safe and inclusive for all, where nobody faces harassment or discrimination. We reject the idea that some spaces are unsafe for certain groups and aim to create environments where everyone can flourish.

Promote Gender Equality: We know that gender inequality still exists in cities, making it harder for women and gender minorities to

access resources and opportunities. We call for gender equality to be a priority in all urban planning and policymaking, ensuring that women's needs are considered in every aspect of city life.

Invest in Youth: Young people have a big role in making cities more inclusive. We support programs that empower young people to get involved in shaping their communities and making decisions about urban development.

Redefine Success: We challenge the idea that success in cities is only about economic growth, productivity and big buildings. Instead, we want to measure success by how happy and healthy people are, especially those who are often left out or marginalized.

Build Partnerships: Real change needs cooperation between different groups and organizations. We promise to work with governments, charities, universities, and community groups to bring about the changes we want to see.

Empower Rural Communities: Our commitment to equality extends to rural areas, where women often face different challenges and exclusion. We push for policies that empower rural women and girls and help bridge the gap between urban and rural areas.

Take Action: We're committed to making real changes in our communities, workplaces, and institutions to promote equality and fairness. We'll hold ourselves and others accountable for making sure our cities are inclusive and just for everyone.

Building gender equal cities is an ongoing journey, not a final destination. We invite everyone to join us in making cities that are fair, equal, and inclusive for all. Together, we can create a world where everyone can thrive, and nobody gets left behind.

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