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# Defining & Applying Diversity: 'Gender Lens'

April 26, 2016

Natalie Garrison to the Corporate Services Committee

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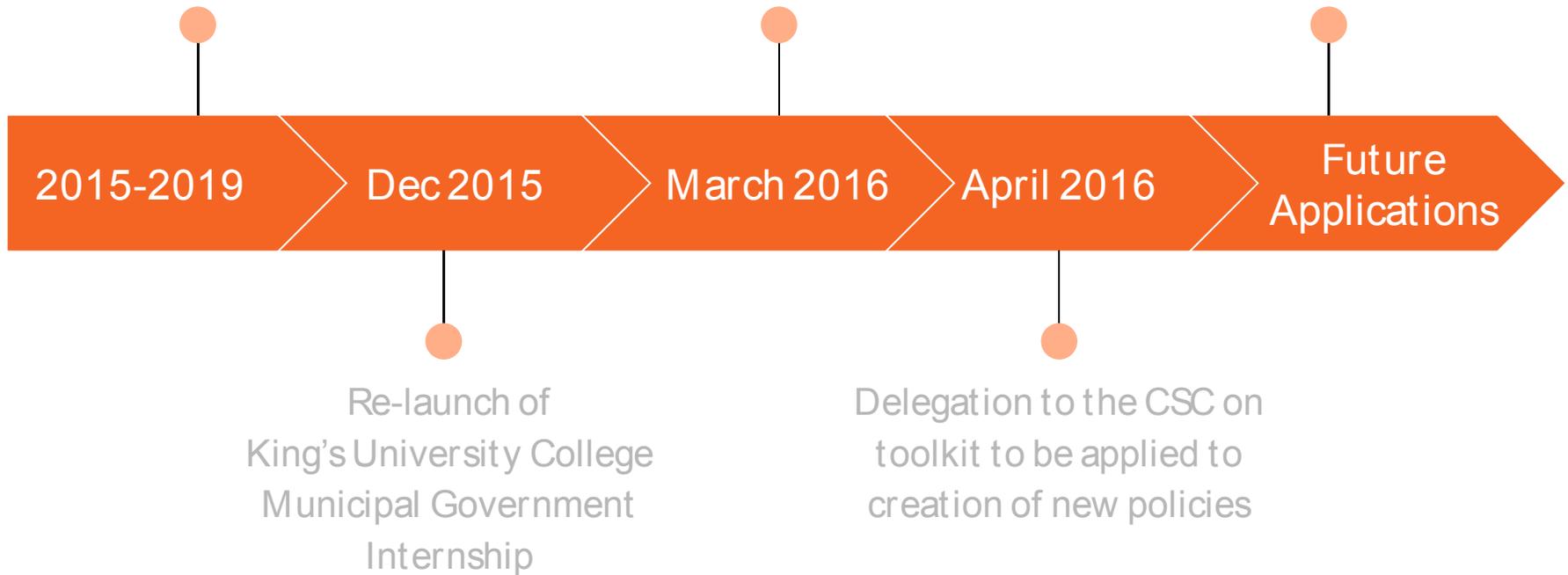
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**So what?**

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'consider gender lens' to  
foster diverse and inclusive  
community

Creation of Two Positions:  
Diversity in City Hall  
Diversity in the Community

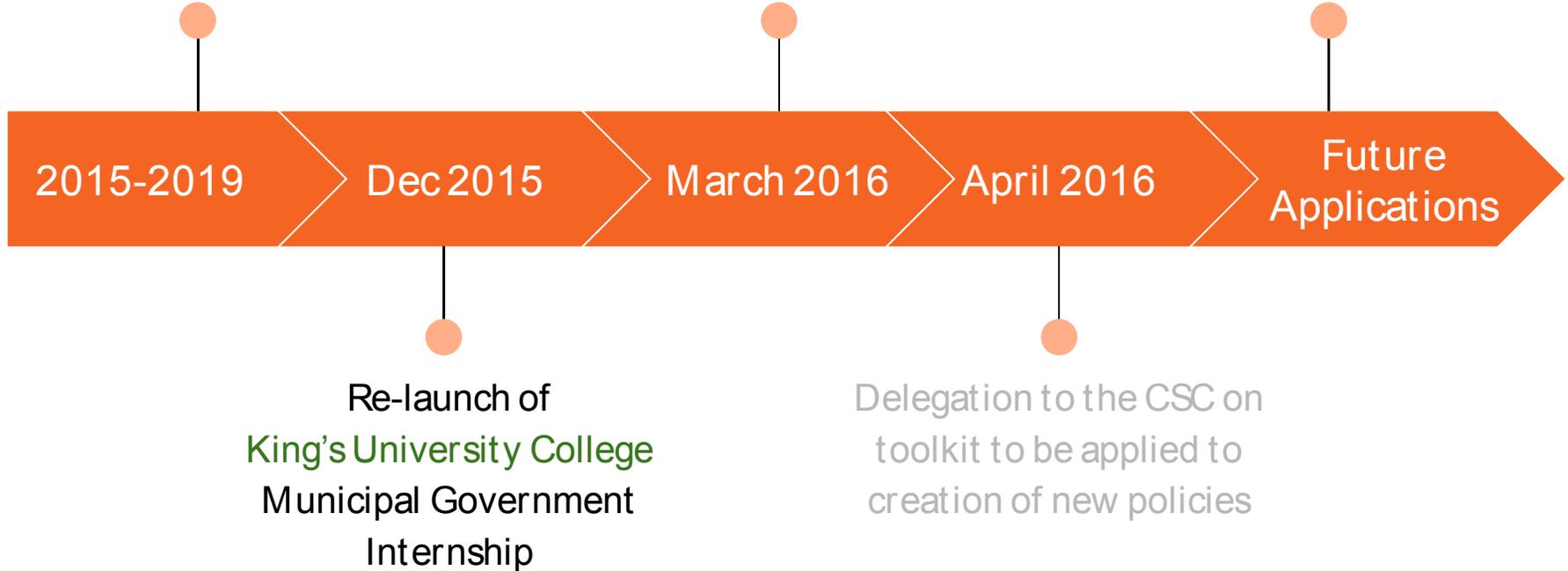
Examples:  
Illustrate how the lens will  
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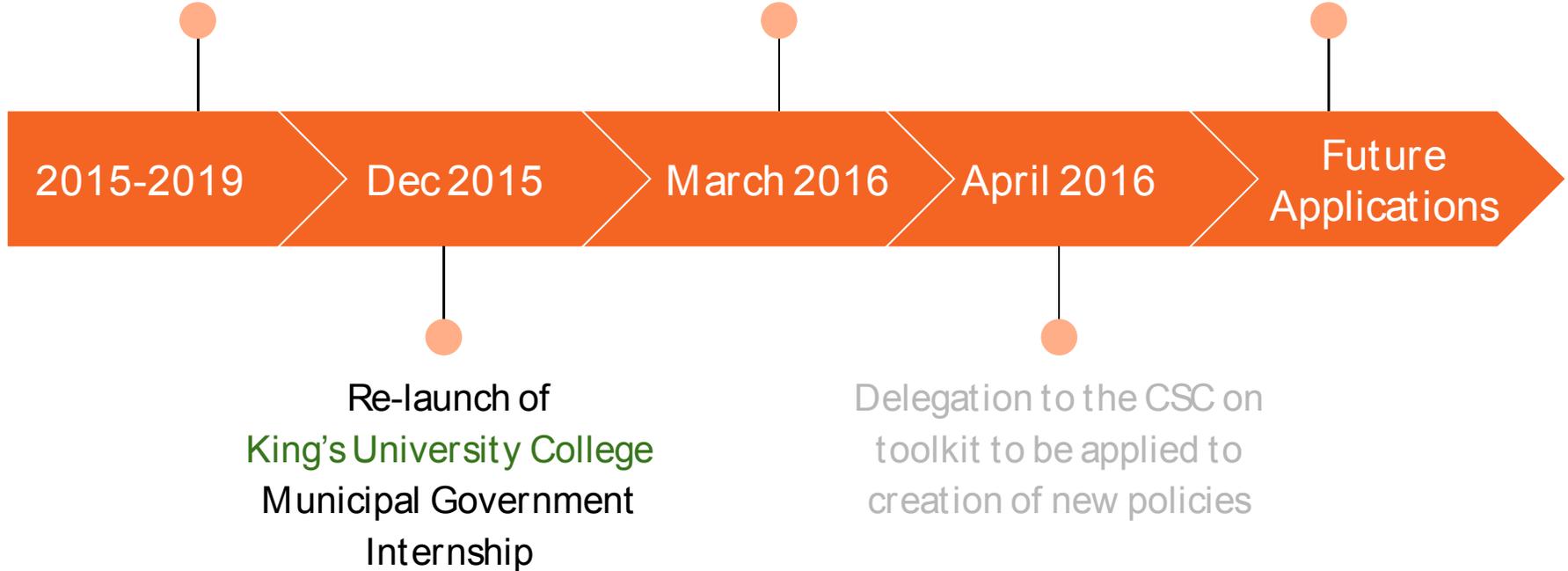
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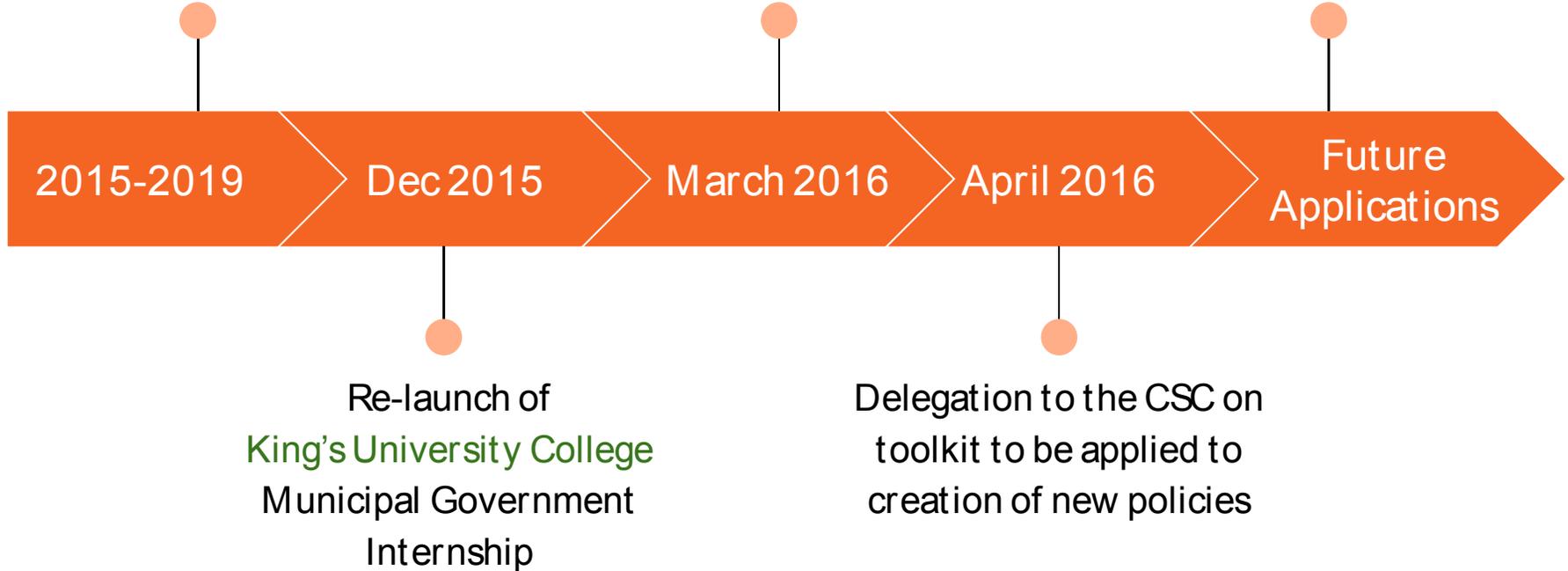
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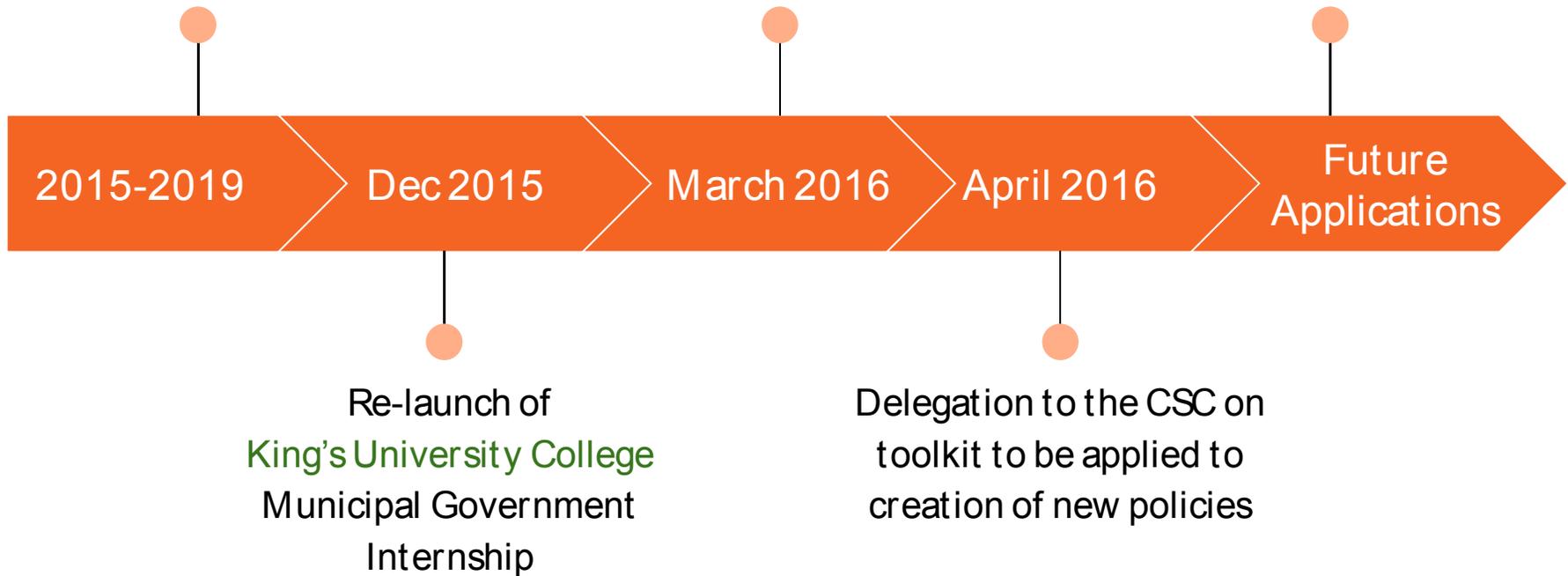
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# Clarifying Terms

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## A gender lens is not...

- A limitation
  - Separate from diversity
  - Abandoning merit for tokens
  - Framed asymmetrically on *women's issues*
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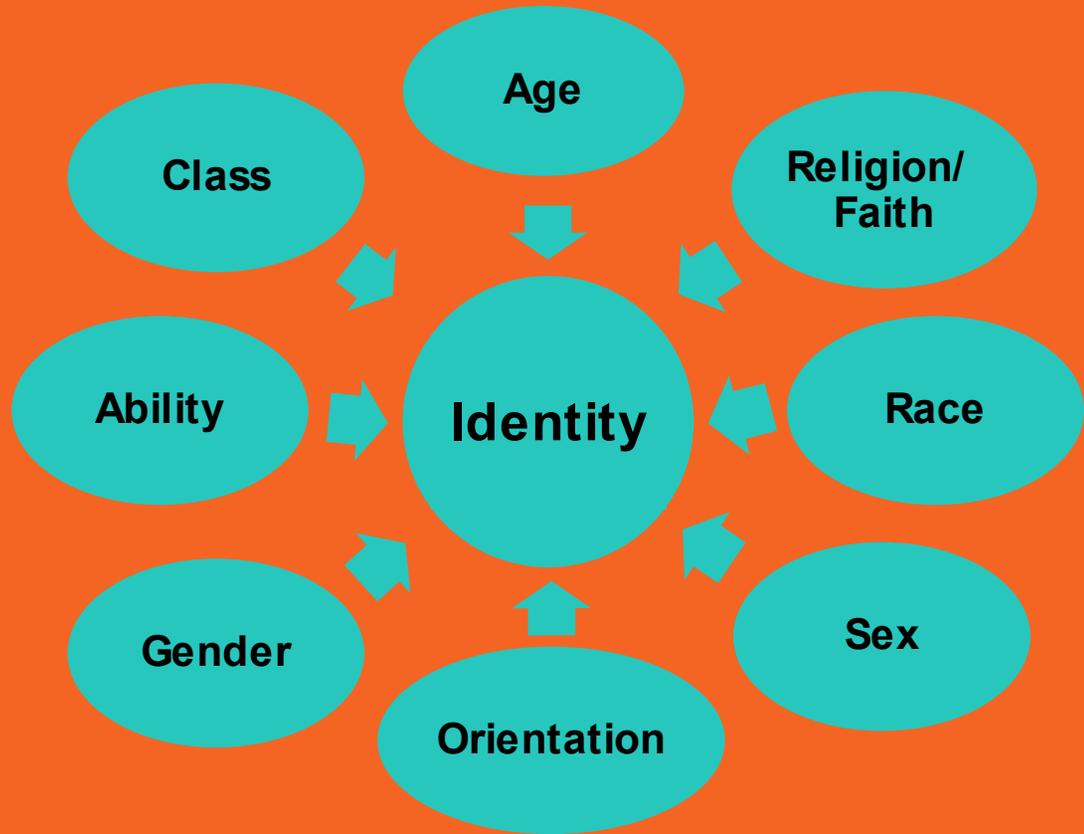
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# A gender lens requires

- Inclusion of all voices in community
  - Awareness of how policy has potential to normalize inequality
  - Analysis of how one's gender identity affects their material reality
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# Individuals & Intersecting Identities



# SEX VERSUS GENDER

Sex refers to the biological and physiological differences between men and women.

Sex has two main categories: male and female.

Sex remains the same regardless of time and culture

Gender refers to the social and cultural differences between men and women.

Gender has two main categories: masculine and feminine.

Gender roles, expectations may differ across time and culture.

## Understanding Difference:

### Gender

Psychological Self-Awareness

### Sex

Physiological Reproductive Organs & Hormones

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# Gender Lens Toolkit

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# Materials

- Scope
- Responsibilities
- Checklists

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## **Scope:**

# **Who Applies Diversity?**

- Embedded in organizational culture to achieve London's 2015-2019 Strategic Plan
  - City of London's Teamwork Approach
  - Citizens, City Councillors, and City Staff
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# **Responsibilities: Citizens, Councillors, and Staff**

- Clear understanding of a gender lens
  - Critical engagement with current events and times when it could be applied
  - Understand their personal role in applying the gender lens
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# Citizens of London

- Awareness of problematic behaviour
- Inform their City Councillor
- Civic Participation



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# The City of London Team



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# The City of London Councillors



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# City Councillors' Responsibilities

- Meet citizens' concerns/experiences with open-mindedness
  - Connect citizens to appropriate city staff personnel
  - Remind fellow Councillors about gender lens in decision-making discussions
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# The City of London Councillors



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## **City Staff's Responsibilities**

- Notice organizational trends of diversity and inclusivity
  - Analyze embedded power dynamics and assumptions in current legal frameworks
  - Include gendered analyses in the multidisciplinary review of information provided to councillors
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# Checklists

- 8-10 questions per role
  - Format is intended to serve the fast-paced nature of decision-making
  - First person voice to position the reader in the mindset of responsibility
  - Develop the ability to form one's own questions
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## Citizens

Have I noticed that my gender affects the way these policies impact my life?

Can I join groups to advocate for change within the community?



Did I approach my city councillor to address this?  
(phone/email/ward meeting)

Have I, or someone I know, experienced/seen something exclusive based on identity?

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## City Council

How have political and social trends in the community/my ward shaped the questions that are asked and the answers that are posed?

Has someone brought assumptions I may have to my attention?



In our discussion, have I considered differences between groups?

Have I considered differences within groups?

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## City Staff

How have political and social trends in the organization shaped the questions that are asked and the answers that are posed?

How is the behaviour/trend/pattern in question shaped by power?



What are the consequences of the current distribution of resources, access, options?

Do some individuals have more choices than others?

Who structures which choice is available?

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# Applications

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# City Hall Effectively Applies a Gender Lens

Gender-inclusive language shows the changing organizational culture.

- In policy, using “he/she” to include all of London’s population.
  - “Grandparenting” to remove implicit biases against women as mentors.
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# Unconventional Areas to Consider a Gender Lens



Data shows women do not cycle to work due to:

- 1) Perceived risks of personal safety and security from hostile environments
- 2) Gendered expectations for work appearances
- 3) Fear of victim-blaming for potential incidents

Cycling in London as an Illustration of Relative Privilege

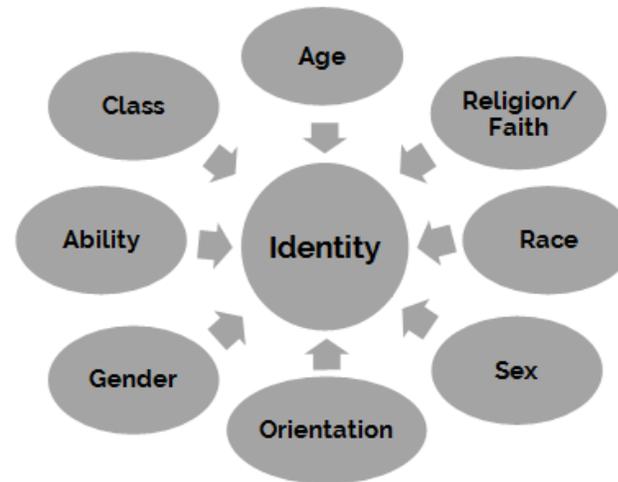
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# Considering a Gender Lens in the Context of Diversity



Intersections of Gendered Hate Crimes:



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**Now what?**

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# Thank you.

If you are interested in receiving any of the materials referenced in the presentation, please do not hesitate to reach out.

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