



# MEASURING GENDER EQUITY IN CITIES

## AN INTERSECTIONAL SET OF PROPOSED INDICATORS

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# CHANGE:

## City Hub & Network for Gender Equity



### MISSION

"To empower women in all their diversity, the City Hub and Network for Gender Equity (CHANGE) harnesses the collective power of cities to transform government services and systems to the benefit of all. Member cities create systemic change by identifying disparities, implementing initiatives to address needs across city operations, and tracking measures for success. CHANGE believes that to be successful, our work must explicitly recognize and address intersecting inequalities predicated upon race, religion, ethnic origin, disability, sexual orientation, and gender identity or expression."

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# EXECUTIVE SUMMARY

## MEASURING GENDER EQUITY IN CITIES: AN INTERSECTIONAL SET OF PROPOSED INDICATORS

### INTRODUCTION

This Report is created in partnership with the Mayor's Office of the City of Los Angeles to provide a foundation for cities to measure progress on gender equity within the City Hub and Network for Gender Equity (CHANGE). This Report proposes thematic sets of critical indicators with accompanying detailed justifications all aimed at tracking progress on gender equity in cities around the world. The data collected from these indicators can inform cities on their progress toward gender equity, giving cities the ability to identify disparities and implement initiatives across city operations. The proposed indicators seek to localize the broader goals of The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) and Sustainable Development Goal 5 by providing cities with tools to assess, address, and track systems of gender equity - moving beyond the gender binary to promote gender inclusivity and create change in the best interest of all. This report acknowledges and incorporates an intersectional lens - meaning one that considers the interconnected nature of social categorization (e.g. race, gender, class) that creates overlapping and interdependent systems of discrimination and disadvantage. For this reason, indicator data is intended/encouraged to be disaggregated across social categorization as well as Sexual Orientation, Gender Identity + Expression, and Sex Characteristics (SOGIESC). Each indicator focuses on areas of gender-based disparities within six thematic areas of city-life where gender equity issues manifest:



**1**  
Health & Related Services



**2**  
Economics, Labor,  
& Well-Being



**3**  
Schooling & Education



**4**  
Gender-Based  
Violence



**5**  
Governance & Public Life



**6**  
Built Environment

# METHODOLOGY

With the guiding values of gender inclusivity and intersectionality, we built our six thematic areas and collected indicators from commonalities in existing global gender equity indices, human rights organizations, and relevant academic literature. We then researched CHANGE cities to inform the language, applicability, and proper localization of the indicators.

## REVIEW OF EXISTING GENDER EQUITY INDICES

Index	UN Minimum Gender Indicators	EIGE Index	LGBTI Inclusion Index	OECD Gender Equality Data
<b>Thematic Areas</b>	Economic Structures, Education, Health and Related Services, Public Life and Decision Making, Human Rights of Women and Girl Children	Work, Money, Knowledge, Power, Time, Health, Violence Against Women, Intersecting Inequalities	Health, Education, Civil and Political Participation, Economic Well-being, Security and Violence	Employment, Education, Entrepreneurship, Health, Development, Governance
<b>Intersectional Lens</b>	No	Yes*	Yes	No
<b>Rejects Gender Binary</b>	No	No	Yes	No
<b>Total # of Indicators</b>	63	31	51	34
<b>Specific Focus</b>	N/A	N/A	LGBTI Inclusion	Economic Development

*\* This index has an intersectional lens but excludes non-gender binary conforming individuals and other identities like race.*

### Acronym Guide:

EIGE: European Institute for Gender Equality

LGBTI: Lesbian, Gay, Bisexual, Transgender and Intersex

OECD: Organization for European Cooperation and Development

# PRIORITIZATION

In order to consolidate the initial 250+ indicators into the Report's final selection of 52 indicators, the following prioritization criteria were utilized:

1. **References:** Is the topic referenced in other indices, SDGs, and/or CHANGE cities' work?
2. **City Jurisdiction:** Are there potential policy interventions at the city level?
3. **Data:** Is the indicator measurable? Are the data available?
4. **Outcome Oriented:** Is there a clear, systemic outcome that is clearly related to gender equity?
5. **Applicability:** Is the indicator flexible across various cultural contexts?

## SAMPLE INDICATORS

*The following 18 sample indicators serve to introduce the scope and focus of each thematic area.*

### Health & Related Services

- (1.1) Percentage of population who report their health to be fair to poor, disaggregated by SOGIESC, race, and age
- (1.2) Percentage of population diagnosed with HIV/AIDS, disaggregated by SOGIESC and age
- (1.5) Percentage of population with a reliable, affordable source of ongoing care, disaggregated by SOGIESC, race, and socioeconomic status

### Economics, Labor & Well-being

- (2.1) Percentage of labor force that is unemployed, disaggregated by SOGIESC and age
- (2.7) Percentage of salaried vs. hourly wage workers, disaggregated by SOGIESC
- (2.9) Proportion of adults with an account at a bank or other financial institutions or with a mobile-money service provider disaggregated by SOGIESC

### Schooling & Education

- (3.3) Percentage of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills, disaggregated by SOGIESC
- (3.4) Proportion of educational institutions with a Lived Named Policy, disaggregated by educational level
- (3.8) Percentage of population in non-formal education and training sponsored by city government, disaggregated by SOGIESC

## Gender-Based Violence & Security

(4.1) Proportion of persons subjected to physical, sexual or psychological violence by a current or former intimate partner, or by persons other than an intimate partner, respectively [in the last year] and/or [at least once in their lifetime], disaggregated by SOGIESC

(4.4) Existence of anonymous reporting systems for sexual assault or harassment within city government

(4.6) Existence of mandatory training programs that incorporate training on human rights and protection from violence concerning SOGIESC. [Cluster Options<sup>1</sup>: judicial officials, law-enforcement officials, correctional officials, city government and operations teams, city administrative teams]

## Governance & Public Life

(5.1) Existence of city government statistical reporting systems that disaggregate data by SOGIESC, allow calculation of statistics on health, education, economic outcomes, violence, and political participation, and is publicly available

(5.4) Rate that candidates for elective office get elected compared to men, disaggregated by SOGIESC

(5.5) Existence of an intentional gender perspective in city planning/policy making [Cluster Options: budgetary programmes, strategic plans, street light planning, city resilience planning]

## Built Environment

(6.1b) Existence of laws that require security infrastructure at public transit stops and transit buildings disaggregated by location

(6.1d) Whether or not public buildings are required to have gender-inclusive menstruation product disposal areas in toilet facilities disaggregated by building type

(6.3.d) Percentage of population in government sponsored housing projects or low income housing, disaggregated by SOGIESC

## CONCLUSION

The aim of this Report is to propose a set of indicators that cities can use to measure gender equity. By using an intersectional lens and specifically calling for data collection that is disaggregated by SOGIESC, we have addressed the limitation of simply measuring along the gender binary in order to make other gender identities, as well as LGBTI populations, more visible. Overall, the 52 top priority indicators proposed in this Report aim to be clearly outcome-oriented in relation to gender equity, with the ultimate goal of creating systemic change in both small and large cities, across different cultural contexts.

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<sup>1</sup> A cluster is an intentionally broad, thematic indicator that provides examples of data points that cities can report back on depending on local context and available data.