



Factsheet #10

Gender Inclusivity University of York

The (en)gendering of urban security is a key trend in urban security, as highlighted by the ICARUS State of the Art Review. This evidenced the extensive and growing research that identifies the multiple ways in which gender plays a key role in how people perceive, experience, and produce security. Yet, it also revealed how this has largely failed to be translated into current urban security policies and programmes, in particular with regard to juvenile delinquency, radicalisation, safe public spaces and organised crime.

Both gender specific tools and gender specific indicators have been absent from much of the discussion, leaving a critical gap in our understanding, implementation, and evaluation of urban security policy.

Key Definitions

Gender: Socially (and Cultural) constructions based on norms and power relations that are used to associate expectations and/or boundaries on individuals, often linked to their perceived sex.

Gender Balance: Ensuring that all genders are represented, including men, women, non-binary, transgender and others.

Gender Inclusivity: Speaking, writing and/or acting in a way that does not discriminate, based on gender or any other connected, protected characteristic.

Gender Equality: Equal visibility, empowerment & participation of everyone, regardless of their gender identity or sex.

Intersectionality: Recognising that different people face different and interconnected layers of privilege and oppression, based on their characteristics such as gender, race, ethnicity, religion, disability, sexual orientation, age, and/or social class.

Diversity: Ensuring that there is a variety of voices and experiences visible, represented and included within decision-making processes.

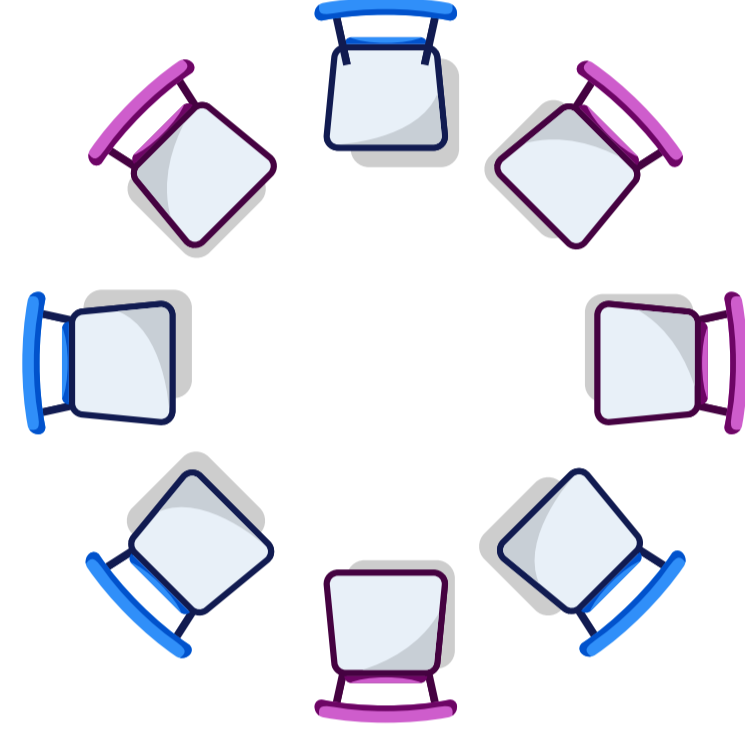
The ICARUS Roadmap illustrates the importance and commitment of the consortium in responding to and embedding gender related issues as a priority within the framework of the project. Further, it outlines how gender sits alongside other protected characteristics such as race, age, disability, sexual orientation, social class, religion, and belief, which create interwoven experiences and productions of security.

Understanding and empowering different voices is therefore vital to the success of our work. Whilst there is an agreement on the need for developing and including gender based approaches and mechanisms to existing and new interventions and responses, enacting such positive change remains challenging for local practitioners. In response, we created a gender inclusive approach which sits at the heart of the design, implementation, and evaluation of our tools.

What does a gender inclusive approach look like?

At its simplest, a gender inclusive approach demands that consideration is accorded to the specific implications and impacts of an intervention for women and girls from the outset. In other words, where due regard is given to the ways in which strategies, tools and technologies are received and experienced differently by different genders, rather than assuming that the impacts of interventions will be uniform across the diverse populations of beneficiaries, users and audiences. Adopting gender inclusive principles enables policy and practice to move beyond simple representation models of adding women into the mix, ensuring everyone is empowered to fully participate and engage, regardless of their gender identity.

Gender inclusivity also enables a move towards intersectional approaches – one which reveals and accounts for different people facing different barriers to their participation and engagement in social, political, and economic life. By recognising that a multiplicity of experiences exists from the very beginning, policy and practice can better account for and respond to the real needs of citizens, rather than those that are thought to exist.



Why do we need to embed gender inclusive approaches?

There is a legal, moral, and social responsibility for public servants to ensure everyone is enabled to participate fully in all aspects of social life.

Legally, this is bound by international, European and national laws and frameworks. These policies demand that gender differences are acknowledged and gender equality and inclusivity are continuously worked towards.

Morally, there is a responsibility to meet the needs of all citizens, to ensure that no-one is excluded, because of their gender or any other protected characteristic. Policies should not cause, exacerbate, or ignore discrimination and inequality and instead, should work towards combatting them. And, there is a responsibility for public servants and representatives of all citizens, to ensure that they have a voice, safe spaces are created for them, and that their experiences, needs and differences, are heard and included within decision-making processes.

There is also a social responsibility to gender inclusiveness. Representatives of communities have unique positions to be part of obtaining and securing equality. This is a necessary condition for social and economic growth. By recognising and embedding gender inclusivity, barriers to participation in all aspects of economic, social and political life, can be removed, ensuring that everyone is empowered to feel safe, included, to contribute and to engage.

In ICARUS, we enabled this change through the adoption of five key pillars, across the design, training, implementation, and evaluation of our tools. Whilst the principles of the pillars remained consistent across the six projects, the approach was tailored to meet the aims and design of each of the tools produced and their stakeholders.



The five ICARUS pillars of Gender Inclusivity

1. Representation
Ensuring that those we speak to and for, are visible within our work
In practice: Creating an attendee representation list that ensures participants reflect the diversity of communities.
In Rotterdam: Promoting the events through both targeted and open invitations across the area, to encourage participation beyond existing representation / figureheads.

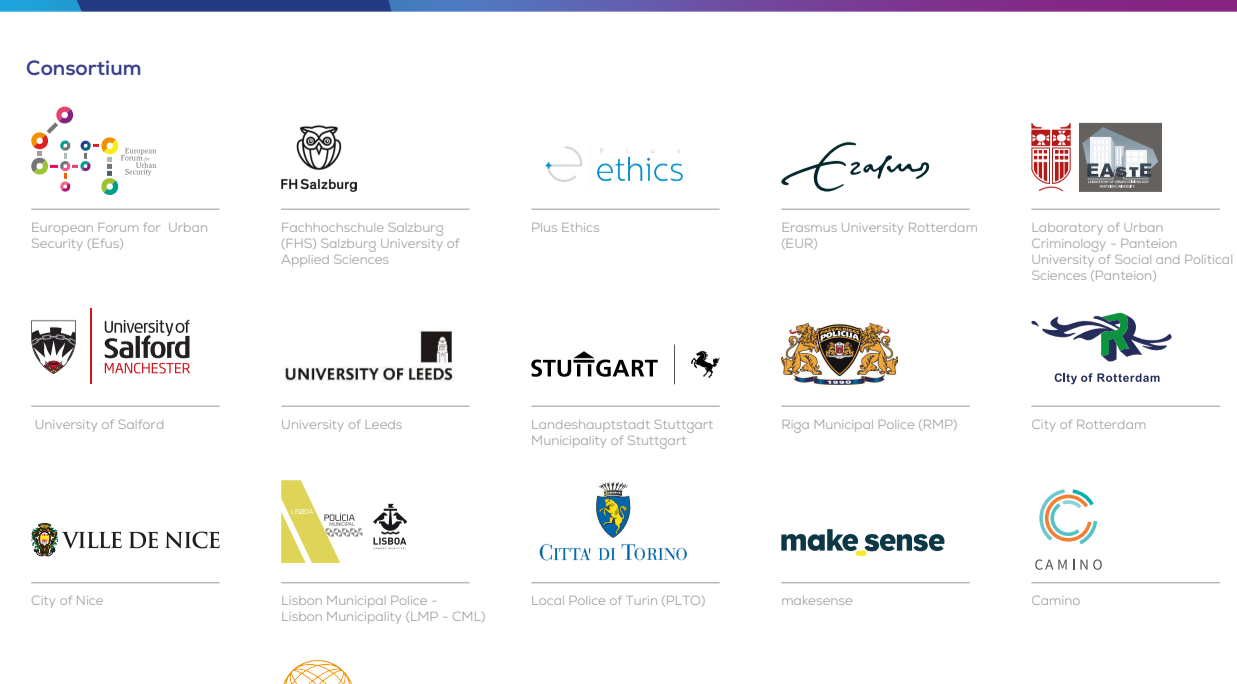
2. Inclusion
Providing safe and accessible opportunities for different voices to be heard
In practice: Checking that meetings are held at accessible locations and are conducted at times which reflect different work and home responsibilities.
In Nice: Using gender inclusive language and avoiding gendered imagery within media materials, to ensure no one is excluded from being able to utilise. Ask for Angela.

3. Empowerment
Enabling active participation in identifying problems and creating solutions
In practice: Providing multiple opportunities for participants to share their ideas and creating feedback opportunities to update them on progress.
In Lisbon: Placing youth groups in charge of their own decision-making processes, utilising their own knowledge, experience and skills to identify local problems and work together to produce solutions.

4. Responsiveness
Remaining aware of limitations, challenges and barriers, and responding to them when they occur
In practice: Co-creating ground rules with your participants to manage the boundaries and expectations of engagement, and having clear communication procedures in place to create opportunities for reporting and addressing concerns.
In Riga: Reflecting on survey response levels and adjusting strategies (such as location or timing) to ensure the whole of society is engaged with.

5. Breaking down stereotypes
Identifying, challenging and overcoming stigmatising language and practices which inhibit everybody's full participation
In practice: Promoting and engaging in self-reflection to identify how and where stereotypes are used in your own and others practices, and working with affected communities to understand their impacts and means of combatting them.
In Stuttgart: Drawing on key stereotypes to ignite conversations with youth groups and facilitate critical debate and reflection by exploring the impact of these narratives.

ICARUS is a 4-year project funded under the European Union's H2020 programme.



The ICARUS project (Innovative Approaches to Urban Security) aims to network, redesign and adapt existing tools and methods to help local security actors anticipate and better respond to urban security challenges. This factsheet is based on the ICARUS Review of Accumulated Learning and cross-analysis of urban security.