CITIES ALLIANCE
GENDER EQUALITY

ACTION PLAN
2022-2023

CONTENTS

01

INTRODUCTION

Cities Alliance is committed to address and reduce gender inequalities in developing cities to achieve inclusive urban development.

Cities Alliance Gender Equality
Action Plan 2022–2023

The Cities Alliance Gender Equality Action Plan 2022–2023 provides guidance on how the organization will ensure that gender equality and women's empowerment are reflected in all its programmes and processes, through its collaboration with members as well as its global and in-country operations. The Action Plan also provides a roadmap for the core gender work of the Cities for Women Global Programme over the next two years.

The Gender Equality Action Plan 2022–2023 builds on earlier policies and strategies, notably the Cities Alliance Charter, which commits Cities Alliance to promoting gender equality; the Medium-Term Strategy 2014-17 (MTS); and the Gender Equality Strategy (GES). These strategies laid the foundation for the Cities Alliance Joint Work Programme for Gender Equality in Cities, which was recently reshaped as the Cities for Women Global Programme (CFWP).

Following the implementation of the first Gender Action Plan (2016–2021), the Cities Alliance Gender Team conducted an internal review process in 2021 that identified a number of lessons learned. The Internal Progress Review on Gender (2017-2021) recommended various actions in three major areas: advocacy and global work, Country Programmes, and Cross-cutting Themes (resources, internal collaboration, communication, and monitoring, evaluation, and learning).

The progress review included **four key recommendations:**

CONTINUING
...to build a consolidated, aggregated evidence base to highlight Cities Alliance's gender work done;
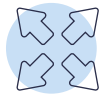
EXPANDING
...targeted gender work in priority countries by engaging members and local partners;

COMMUNICATING
...this engagement strategically, particularly to Cities Alliance members, through improved and regular communication; and

IMPROVING
... mainstreaming through ad-hoc training and a consistent monitoring framework.

This Gender Action Plan 2022–2023 is built around these four recommendations. It closely aligns with the Cities Alliance Medium-Term Strategy (2021–2024) to enable clear, consistent implementation and monitoring of actions that promote gender equality and women's empowerment in cities. The Action Plan also contains clear, realistic targets and a list of strategic activities and deliverables for the Cities for Women Global Programme.

02 UNDERLYING RATIONALE
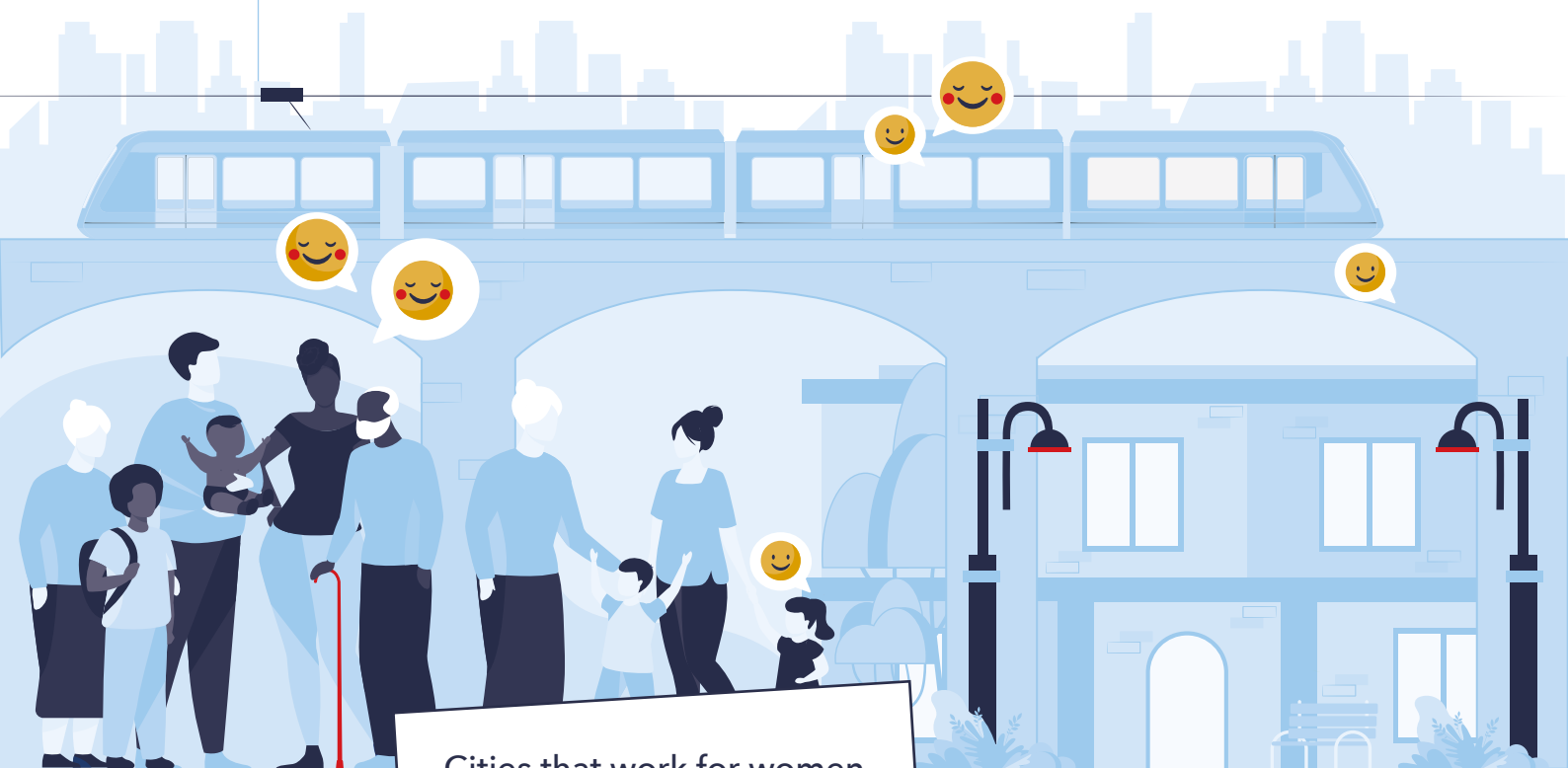
Cities that work for women work for everyone.

The Cities Alliance supports cities to deliver sustainable development and address urban poverty. It does so by promoting inclusive cities that engage all their residents, including women, the young and elderly people, and provide them with equal access to urban opportunities. In order to create cities that are truly inclusive of all who live and work in them, and to ensure that they are climate-resilient, it is important to start by including women. The reverse is also true; cities are the key space for action to advance gender equality globally and the perfect forum for reflecting on central questions such as equality, justice, and the common good. There are many city-led initiatives underway to tackle gender inequality. To ensure better inclusion of women and their needs when shaping policy, city governments are engaging women in local governance and decision-making processes and applying a gender lens in different areas of policy-making, such as city planning, budgeting, and development strategy.

This figure highlights the factors that individually and cumulatively increase gender inequalities and preclude development of inclusive cities:

Limitations on available quantitative and qualitative gender data and information at the city level.

Lack of know-how, will and capacity of government authorities to recognize and address gender inequality in cities.

Gender is seen as an add-on or women's only issue.

Lack of appropriate spaces for women's formal participation and engagement in city decision making.

Cities are planned and built without the interests and voices of women and the most marginalized.

Gender inequality and development of cities that ARE NOT inclusive

SERVICES
Lack of adequate water, sanitation and hygiene infrastructure disproportionately affects women.
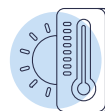
MOBILITY
Transport systems (public transport, cycling, walking infrastructure) don't respond to women's needs.

SAFETY
Women feel unsafe in public spaces.

CLIMATE
Women are more vulnerable to climate and health risks.

ECONOMY
Economy and education: Women and girls have less access to jobs and education opportunities.

> Cities have been built by men, for men, which continues to impact women and girls around the world.

Women experience and use the urban environment differently than men. Women have different priorities for services and infrastructure, such as in transport, housing, and public spaces. Their priorities rarely feature in urban policy or infrastructure projects, leading to exclusion and lost opportunity for women and society in general. This is particularly evident in areas of limited resources, such as much of the Global South, where urban planning struggles to provide basic services, leading to more acute disparities.

Women in particular are negatively affected by the lack of access to land, adequate housing, safe public spaces, and basic infrastructure and services. Climate change further exacerbates the situation because it affects family nutrition, childcare, and education. Food and water scarcities disproportionally impact women, who are typically responsible for collecting water, food, and fuel for cooking. For example, even though agriculture is often the top employer for women (70% in South Asia and 60% in sub-Saharan Africa[1]) they have less access to productive agricultural services and resources including land, which negatively impacts their adaptive capacity for food production.

[1] https://www.womens-forum.com/wp-content/uploads/2020/06/Women4ClimateAction-report_2019.pdf

Extreme weather events such as droughts and floods also have a greater impact on women, who are much more likely to be displaced. Women currently constitute 80% of climate refugees and are 14 times more likely to die than men during climate-related disasters.[2]

This displacement due to environmental change is likely to increase in the future. Emergency shelters built after disasters usually ignore gender aspects such as sanitation and safety. For instance, in Bangladesh, the gender profile of climate change showed that women often did not use cyclone shelters because of poor sanitary and security arrangements.[3]

Faced with challenges ranging from transportation services that prioritize commuting over caregiving, to the lack of lighting and toilets in public spaces, many women and girls around the world feel uncomfortable and unsafe in their cities. This was highlighted in Cities Alliance's recent collaborative work in Banjul, The Gambia, and Kathmandu, Nepal, where women expressed major concerns over lack of safety in public spaces, particularly areas where women can meet and connect. In Banjul, women suggested that the reasons for this include lack of land use planning, selling public space for profit, and lack of support from authorities.[4] In Kathmandu, most public open spaces are polluted and under-utilized because of poor security, criminal activities, litter, and sexual harassment. Women-centric spaces are limited and unsafe at night, and there is a pervasive fear of sexual harassment or violence on public transport.[5]

Women also earn lower wages than men and tend to have less education. According to the World Economic Forum's *Global Gender Gap Report 2021*,[6] it will take an average of 135.6 years for women and men to reach gender parity, because of patriarchal attitudes and constraints such as lack of time, education, and confidence. Women are overrepresented in the informal economy, mainly due to their role as caregivers, and face challenges such as the wage gap, low wages, time poverty, and high vulnerability to risk.[7] The Covid-19 pandemic has exacerbated the situation; in South Africa, for example, the gender wage gap increased from 30% to 52% between February and April 2020. Work in the informal economy tends to be invisible and hidden (the shadow economy), and therefore undervalued, although it plays a crucial role "in keeping markets and economies working globally."[8]

[2] Ibid.

[3] Chowdhury et al, 2015. A Study of Cyclone Shelters in the Coastal Bangladesh: An Assessment from Gender Perspective. www.researchgate.net/publication/279574648_A_STUDY_OF_CYCLONE_SHELTERS_IN_THE_ COASTAL_BANGLADESH_AN_ASSESSMENT_FROM_GENDER_PERSPECTIVE

[4] Maci, G., and F. Kitchin (2020). Planning for Inclusive Greater Banjul. Cities Alliance: Brussels. https://www. citiesalliance.org/sites/default/files/2021-02/Planning%20For%20Inclusive%20Greater%20Banjul_Cities%20 Alliance.pdf

[5] Kitchin, F. and G. Maci (2020). Kathmandu: A city for women. Cities Alliance: Brussels. https://www.citiesalliance. org/sites/default/files/2021-02/Kathmandu%20A%20City%20For%20Women_Cities%20Alliance.pdf

[6] http://www3.weforum.org/docs/WEF_GGGR_2021.pdf

[7] Cities Alliance, 2021. Ghost Citizens: Women and Informality in Cities, What can Europe do? Cities Alliance: Brussels. https://www.citiesalliance.org/sites/default/files/2021-05/Policy%20Brief_%20Ghost%20Citizens%20-%20 Women%20and%20Informality%20in%20Cities.pdf

[8] De Soto, H. 2000. The Mystery of Capital: Why Capitalism Triumphs in the West and Fails Everywhere Else, Basic Books: New York.

> Women and girls are often leaders in their communities and cities, but they are still under-represented in formal politics.

Women often have informal roles of influence, recognition, and power within the community, and they play leadership roles as informal activists in churches, community-based organizations, self-help groups, cooperatives, or in groups dedicated to specific issues. Through active citizenship at the grassroots level, women have facilitated access to services and improved the lives of many in their communities. The Covid-19 emergency[9] has highlighted the role of women in informal leadership.

Women are also on the front lines of social and political movements worldwide. Their demands for gender equality in different areas (inheritance, family, pay, access to employment and positions of power) and for their rights (freedom of decision over their own bodies, freedom of movement, etc.) are renewing the global agenda.

At a formal level, however, women are under-represented in political office due to a lack of income, education, and freedom, as well as gender divisions of labour. Only 13% of mayors in the world are women. Male-dominated leadership often lacks the political will, understanding, and know-how to address gender inequality, making it a vicious circle that is difficult to break. However, in countries like India, Nepal, and Tunisia, decentralization with quotas has provided a space for women leaders in local governance. In some cases, though, these women leaders are not always able to play a meaningful role in local government due to institutional, cultural, and societal restrictions. This discrimination results in a loss of experience and knowledge of those who are among the most active users of the urban space, reinforcing gender stereotypes. Some institutional innovations, such as earmarking a percentage of the budget for women-only deliberations or gender-sensitive local budgeting, have amplified women's voices in local deliberations and support spending on women's needs.

[9] Women's organizations have played a pivotal role in shaping inclusive Covid-19 responses, including providing mutual aid and livelihood support. https://reliefweb.int/sites/reliefweb.int/files/resources/20241iied.pdf

Local authorities often lack the understanding and capacity to develop and implement gender responsive policies, budgets, and plans.

Although urban governance and decentralization have progressed around the world, local government capacities in many countries remain underdeveloped, particularly with respect to the importance of understanding and including women's experiences, perspectives, and specific needs in policy-making and planning processes. Recognizing and addressing gender equality in cities often encounters institutional or individual resistance due to cultural norms and prevailing gender dynamics. Conventional urban governance does not view women as producers or shapers of the urban realm; consequently, many urban contexts are developed without meaningful participation of women. Gender is often perceived as a women-only issue or an add-on, with at best token participation and the use of generalized data sets.

There is a need for urban governance processes to adopt new forms of engagement that can better understand and implement women's needs, expectations, and capacities. A gender-sensitive approach to urban governance aims to increase women's participation in the development of human settlements and foster gender-awareness and competence among both women and men in the political arena and planning practice.

City officials, women's organizations, and networks need more capacity development and support to effectively collaborate on promoting gender equality. This should include the provision of gender data to show the gender-implications of city policies and projects. Monitoring mechanisms and gender analytical tools are therefore core capacities that local governments need to acquire.[10]

[10] Chen, 2016, cited in Cities Alliance, 2021. Ghost Citizens: Women and Informality in Cities, What can Europe Do?

03 THEORY OF CHANGE

IF we foster <u>awareness and capacity development</u> of local government authorities, women's organizations, and community-based organizations on developing inclusive urban projects through collaboration, collection of gender data and piloting,
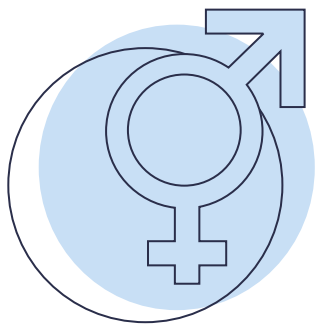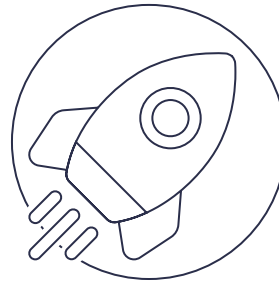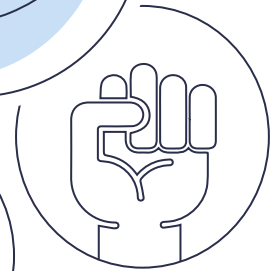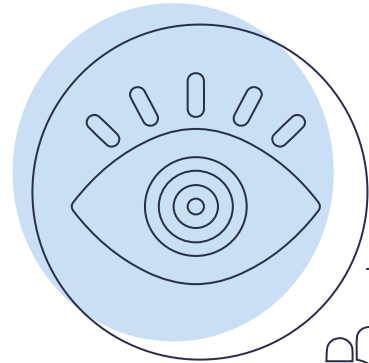
THEN urban initiatives focusing on women's empowerment and gender equality will increase, leading to enhanced engagement of women and girls in city governance mechanisms and a more inclusive <u>city for everyone.</u>
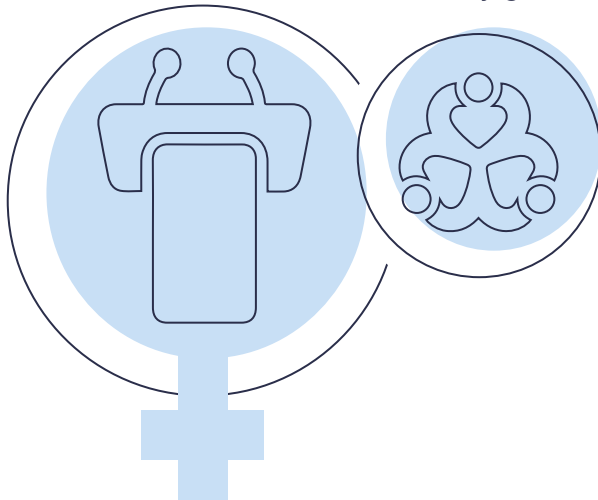
AIM

Cities Alliance has committed itself to addressing and reducing inequalities in developing cities to achieve inclusive urban development. In cities across the globe, gender is usually one of the main axes of inequality, discrimination, and exclusion. The inclusion of women's perspectives in city planning and governance also helps to amplify and address the specific situations of other neglected social groups in urban communities. Pro-poor interventions will only be effective if they are planned, implemented, and evaluated based on their gender implications.

> Within this framework, Cities Alliance aims to increase the engagement of women and girls in city development and governance.

KEY OBJECTIVES

Cities Alliance aims to:

CONTRIBUTE

...systematically and comprehensively to promoting gender equality and women's empowerment in all its thematic areas;
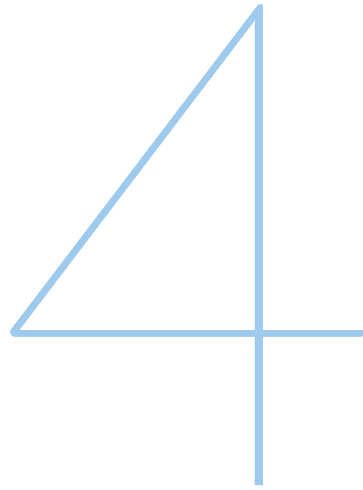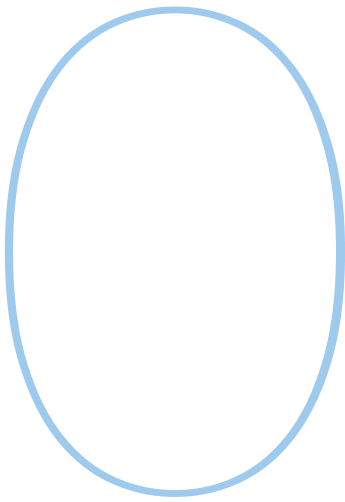
DEVELOP

...a premier global partnership working on women's engagement in cities; and

RAISE

... awareness on gender equality and developing capacity and resources for inclusive city planning and governance at local level.

04 PROPOSED ACTIVITIES 2022–2023

Cities Alliance will continue to employ a two-pronged approach to fully integrate gender-equality considerations into our programme strategies and activities, including policy advice, advocacy, research, capacity development, and monitoring and evaluation/ assessment.

The two components of this approach are: (i) gender mainstreaming in all programmes and activities, and (ii) gender-specific programming.
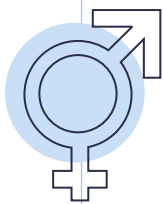
4.1 GENDER MAINSTREAMING IN ALL PROGRAMMES AND ACTIVITIES

The programme will organize internal capacity-building training and learning sessions annually to share and discuss results, experiences, and available tools for gender mainstreaming. Ongoing training for staff and grantees will be provided with updated and new tools, including the gender marker, and further learning events such as webinars and brown bag lunch series.

The Cities Alliance Gender Team will continue to offer support to colleagues through inputs on new project proposals, programme design, implementation, work plan analysis, and publications, among others, to ensure that all activities undertaken by Cities Alliance are gender-mainstreamed as much as possible.

Monitoring and evaluation will be enhanced by reviewing indicators to capture gender impacts more effectively and developing a baseline to measure programme progress. Gender-focused activities and performance indicators will be included in grant agreements with capacity development support to grantees. More targeted, better structured reports will document learning from both successes and failures. Results across Cities Alliance's work will be aggregated to show case study results and build a well-developed evidence base, documenting lessons learned and showing continuous monitoring. This will be communicated to grantees, members, and donors through webinars, reports, videos, and content on the Cities Alliance website.

The approach includes the following sub-components,
each with several core activities:

SUB-COMPONENT 1:
Global Advocacy and partnership

A crucial aspect of the programme's activities will be enhancing collaboration with partners and members to improve advocacy. It will do this by engaging key members and partners to influence policies locally and globally and by continuing to push for cities planned for women and by women, gender equality promotion at the local level, climate resilience in cities and gender, and women-led infrastructure.

Activities are designed to analyze, compare, and evaluate project outcomes and local knowledge in order to improve awareness of relevant policies or activities, effectively communicate how these influence policies and behaviour, and contribute to global debates on women's inclusion in urban development.

Proposed activities

- DEVELOP a gender-sensitive communication strategy (or guidelines) for broadcasting Cities Alliance's gender mainstreaming approach at the strategic level, such as with potential donors and members. It should include a clear understanding of target groups and targeted, structured messages.

- DEVELOP a membership engagement strategy, ensuring constant and regular communication of key messages and activities with members and partners.

- EXPLORE developing joint communication strategies with key members, highlighting mutual successes.

- ORGANIZE four international events targeting the European Union, the United Nations, and member states (all key members of Cities Alliance) to influence programming and policy-making and stimulate investment. These events can be online and/or offline, depending on the context, participants, and whether or not travel is feasible, given the Covid-19 pandemic.

- COMPILE AND DISSEMINATE Gender newsletters that highlight Cities Alliance's activities, successes, and lessons learned in different contexts. These should be sent to a wide audience, including members, partners, local stakeholders in-country, and posted on the Cities Alliance website.

- HOLD at least two webinars for Cities Alliance members on gender/cities for women to discuss mutual areas of focus, experiences, and synergies to promote a more collaborative approach across the sector.

- ENSURE regular one-on-one engagement with key members through newsletters, emails, webinars and personal contact and consultation as much as possible.

- PLAN a series of learning events (e.g., exhibitions, radio shows, trainings, debates) to facilitate peer-to-peer exchange and networking among targeted organizations and local authorities, leading to knowledge products and guidance to support cross-fertilization and replication.

- PRODUCE a series of blogs, videos and podcasts by the Cities Alliance Secretariat and members on gender-related issues.

- ENSURE that the programme content on the Cities Alliance website is updated regularly and acts as a usable resource for external users. Communicate the value of the website as a resource to all appropriate stakeholders.

Internal monitoring and cross-support

Effective internal monitoring of activities, aggregating results, and building an evidence base are extremely important in promoting the progress of our work. This goes alongside providing effective support to staff, partners, and grantees.

Proposed activities

- EXPAND AND REFINE the Cities Alliance's Monitoring, Evaluation and Learning Framework and develop a baseline to measure programme progress over time.

- REVIEW indicators to capture gender and impact more effectively.

- REVISE reporting processes to ensure more targeted, structured reports that document learning from successes and failures.

- ENSURE the systematic collection of information/results on gender from programmes.

- BUILD an evidence base for Cities Alliance's work to articulate case study results and aggregate them to show reach and overall impact.

- ORGANIZE a series of Brown Bag Lunches related to gender and extend invitations to a broader audience, including members and partners.

- CONTINUE to improve gender training for Cities Alliance staff, grantees, and partners on new tools, the framework, and concepts related to women's empowerment and gender equality in cities, as well as provide ongoing support in this regard.

- INCLUDE gender-focused activities and performance indicators in grant agreements and provide related capacity development support to grantees to ensure that they understand the activities and indicators, why they are necessary, and how to report on them.

- DEVELOP satisfaction surveys for project participants and include more qualitative indicators, such as, "Do people feel involved, how much voice do they feel they have?"

- PRESENT members with a well-developed evidence base, documentation of lessons learned, and continuous monitoring.

4.2

GENDER-SPECIFIC PROGRAMMING

Gender-specific programming aims to raise awareness, build capacity, develop partnership, test ideas, and open up opportunities for long-term, in-country programmes focusing on gender-related issues. This approach is mainly implemented through the Cities for Women Global Programme, which Cities Alliance established in 2020. Recognizing that a city that is inclusive towards women's needs is more equitable for everyone, the Cities for Women programme specifically targets women and their needs, aiming to increase the engagement of girls and women in urban development and governance so that they can live in inclusive, equitable cities and communities.

To do so, Cities Alliance works with local authorities, partners, and stakeholders to collect data and evidence, raise awareness, build capacity, and develop pilot projects to address the issues identified in this participatory process. Successful smaller pilot projects (quick wins) can provide the evidence for developing larger in-country programmes, as in Tunisia in 2020–2021.

Over the next two years, the gender-specific
programmatic work will focus mainly on five topics:

Gender-sensitive water, sanitation, and hygiene (WASH)	Inclusive public spaces	Leadership of women and girls at the local level	Women's economic empowerment in cities and informal settlements	Women-led climate adaptation solutions

The programme will conduct participatory research in select cities around the world[11] focusing on enablers or barriers (physical, political, cultural, institutional, and economic) to engaging women and girls in city development. This research will allow a comparison of data and results from different cities, contributing to a greater understanding of how to ensure gender-inclusive cities.

Proposed activities

- WORKING with partners and members to expand and test the Cities for Women Framework. This includes designing and testing tools for co-designing gender-sensitive infrastructures and public spaces as well as guidelines for targeting and involving marginalized women in urban governance.

- DEVELOPING a new toolkit for exploring the nexus between climate and gender issues, including an assessment and policy-making tool that shows how to maximize benefits for both climate and gender.

- WORKING with local partners to apply Cities Alliance's participatory/assessment tools in four cities by organizing and leading Urban Laboratories. They will involve key local actors and representatives of the most marginalized groups, including women and girls. Two of the laboratories will focus on climate/gender and three on women's participation in urban governance.

- CONDUCTING women's safety audit diagnosis reports (physical and online) and gender-based community mapping in different cities and contexts.

- DEVELOPING and testing two to four pilot projects, such as public space interventions, a city campaign on women's safety and engagement, or implementation of a gender-sensitive WASH facility.

- CONDUCTING surveys with key stakeholders[12] in each city to collect and generate relevant gender-disaggregated data and develop and measure indicators to establish a baseline and assess both progress and impact over time.

- DEVELOP a digital storytelling approach focused on the experiences of women and girls in their cities and neighbourhoods across multiple domains (e.g., mobility, political participation, safety, heritage). This should be done in conjunction with local partners and stakeholders and steps taken to ensure that the outcome/product is shared with the local community and participants.

- COMPILING comprehensive and consolidated reports for each city in which Cities Alliance works with the information and data collected in the city. This information can then be used to conduct a comparative analysis of the key issues and lessons learned across the cities and compiled into comparative reports.

- DEVELOPING and initiating at least one fully fledged gender programme in one of the countries where the laboratories/pilots are taking place.

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[11] Research will be undertaken in selected cities across all main geographic areas and different political systems.

[12] The surveys will be conducted with local and other government officials and representatives of CSOs, CBOs, FBOs and NGOs.

05

MEMBER ENGAGEMENT

Cities Alliance members are ultimately responsible for ensuring that the organization achieves its vision and objectives. Therefore, Cities Alliance will engage and collaborate with members in advocacy and operational activities to promote the engagement of girls and women in urban development.

Cities Alliance aims to raise awareness of women's inequality in urban contexts among its members, inform them of other members' gender-related activities, and jointly implement projects and programmes. It also seeks to capitalize on members' different strengths and expertise to mainstream gender perspectives into policy dialogues at the international, national, and local levels.

Members are also responsible for ensuring gender balance in their delegations to Cities Alliance meetings and events, and that discussions address the gender equality dimensions of all agenda items.

CITIES ALLIANCE envisages three levels of member participation in supporting the implementation of the Gender Action Plan: Inform, Involve, and Collaborate.
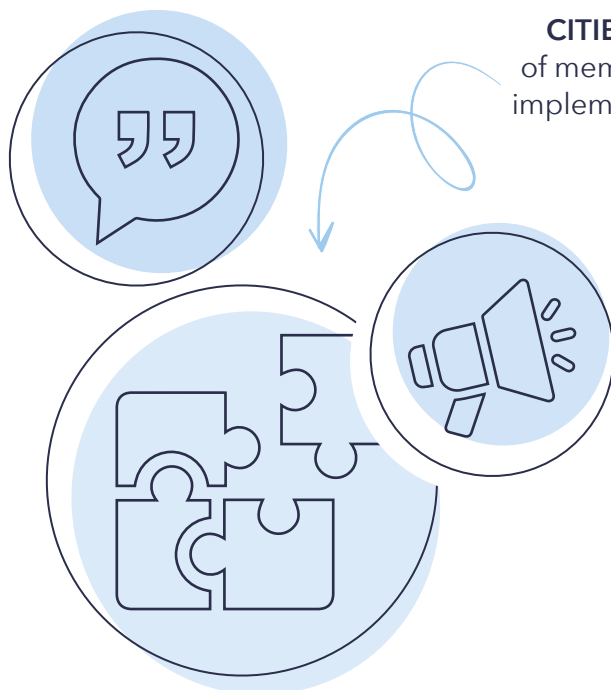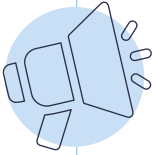
INFORM

The goal of this level is to create more engaging, dedicated online spaces for all members to keep them informed about news, events, and Cities Alliance's activities.

· THEMATIC NEWSLETTERS: Members will receive updates through the Cities for Women newsletter (to be published every six months), email communication on a specific event or news, or the Cities Alliance quarterly newsletter.

· NEWS UPDATES: Every month there will be four news items shared on Cities Alliance's social media about the organization's vision and activities regarding women's engagement in cities (a quote/message, a short video, a blog, a news item regarding a Cities Alliance or member activity).

· WEBINARS: Cities Alliance will take part in or organize regular online events on gender-related issues.

· PUBLICATIONS AND LIBRARIES: Technical reports, case studies, guidebooks and other informative pieces by Cities Alliance and its members will be published online.

INVOLVE

This level targets members with a specific interest, expertise, and programme on gender equality and women's empowerment.

· GOVERNANCE: A steering committee meeting will be organized every year to monitor the implementation of the Gender Action Plan, global advocacy positions, and priorities for operations. The meeting will include AVSI, Ministries of Foreign Affairs, SIDA, United Cities and Local Governments (UCLG), USAID, Women in Informal Employment: Globalizing and Organizing (WIEGO). Additional members can be identified.

· ADVOCACY: Members have the opportunity to engage in global campaigns, events, and platforms targeting gender-related policies and process at the national, European, and UN levels.

· SPEAKING OPPORTUNITIES: Members are regularly invited to present ideas and achievements regarding women empowerment in cities at Cities Alliance events and conferences.
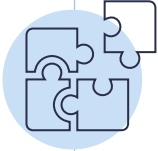
COLLABORATE

At the collaborative level, key members co-create specific activities and programmes (e.g., online events, pilot actions, in -country programmes), including defining objectives, engagement approaches, and monitoring mechanisms. Members such as AVSI and SDI are key in developing and implementing in-country actions, while members like UCLG, WIEGO or Metropolis are allies for advocacy and knowledge exchanges. Development agencies such as the Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH (GIZ), the Swiss State Secretariat for Economic Affairs (SECO), SIDA, and USAID have a key role to play in supporting the further development of Cities Alliance's targeted gender work in priority countries. Through this collaboration and partnership, Cities Alliance aims to raise awareness and build members' capacity to integrate gender-related consideration in their operations and strategies.

An outline map of possible areas of
collaboration with members:

Legend:
■ implement   ■ contribute/amplify   ■ support/facilitate

06
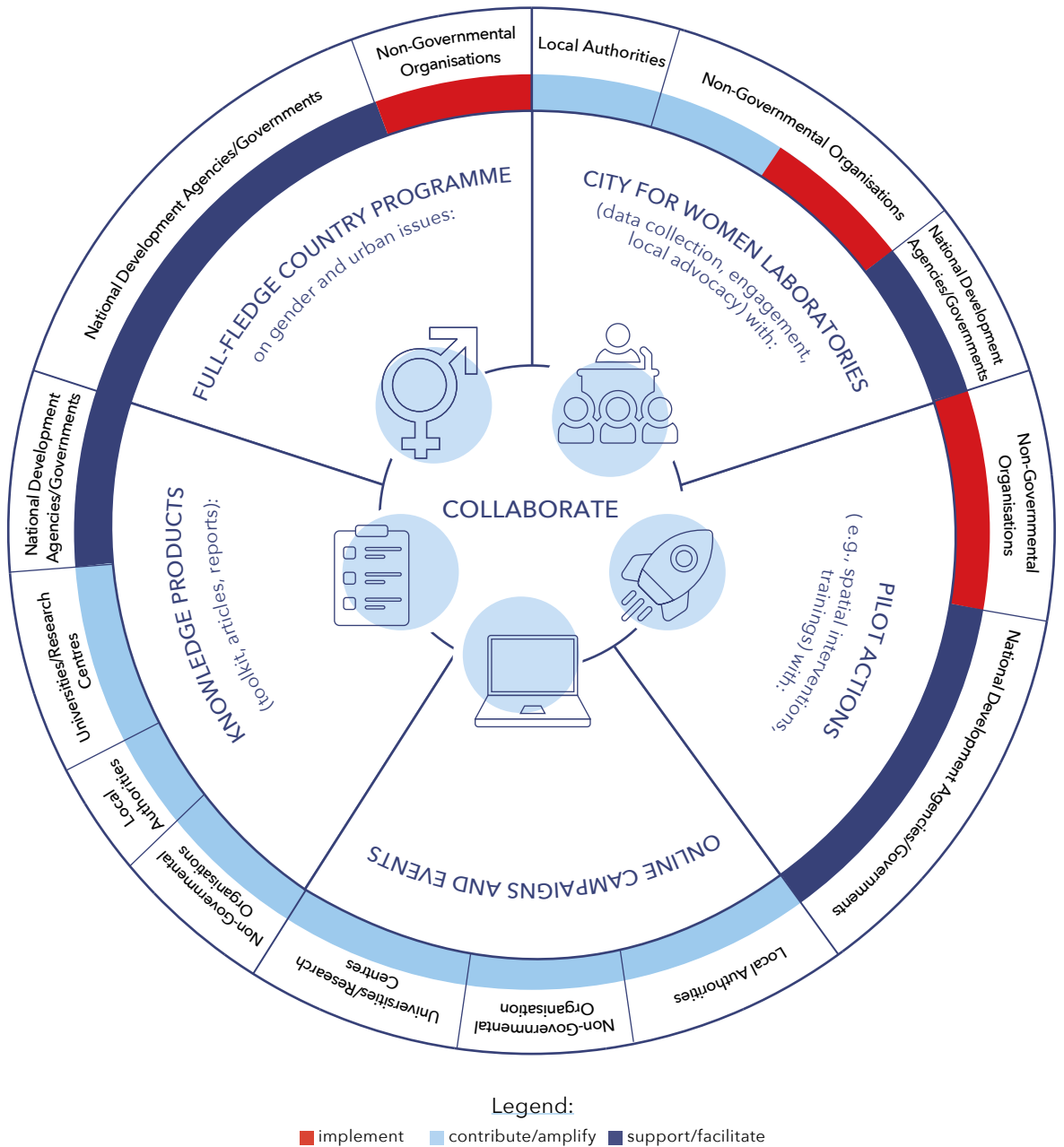
RESULTS FRAMEWORK OUTLINE

OVERALL PURPOSE	There is an increase in urban initiatives focusing on women's empowerment and gender equality, enhancing the engagement of women and girls in city development and governance.
	· Number of cities adopting and implementing co-created solutions · Number of gender-responsive urban policies or plans based on data and research developed and/or reviewed · Percentage of women stakeholders in-country who express confidence in participating and leading urban initiatives · Improved participation of young women in community building and city planning processes (evident by % increase in number of young women participating)
OBJECTIVE 1	Cities Alliance programmes contribute systematically and comprehensively to gender equality and women's empowerment.
	SUB-COMPONENT 1: GLOBAL ADVOCACY AND PARTNERSHIP
	· Percentage of relevant work plans that mainstream gender equality considerations through the project cycle · Number of Cities Alliance staff who participate in trainings on gender equality by grade and sex · Number of activities focusing on gender stereotypes, women's empowerment, or gender-based violence · Number of guidelines on gender-mainstreaming for procurement and grants, new and updated · Percentage of programmes applying tailored toolkits for mainstreaming gender in urban development processes across Cities Alliance programmes · Percentage of programme budget allocated explicitly to gender equality and women's empowerment · Number of women experts/consultants working on Cities Alliance assignments · Number of organizations/NGOs/ companies supported by Cities Alliance that are led by women/have gender equality as core objectives · Percentage of grants that include gender analysis in the background and/or concept · Number of Brown Bag Lunches on gender-related issues held per year

Cities Alliance is a premier global partnership working on women's engagement in cities.

SUB-COMPONENT 2: INTERNAL MONITORING AND CROSS-SUPPORT

- Number of Cities Alliance gender-related knowledge/advocacy products that are downloaded, shared, or cited
- Number of audience members (disaggregated by stakeholder, both locally and globally) for knowledge products/digital stories on local and shared experiences
- Size of audience of global campaign related to gender equality/women's engagement in cities
- Number of local/global media citing Cities Alliance's work on gender equality in cities
- Number of new partnership agreements concluded across the organization with a focus on gender equality or women's empowerment

Cities Alliance contributes to raising awareness of gender equality and developing capacity and resources for inclusive city planning and governance at the local level.

GENDER-SPECIFIC PROGRAMMING

- Number of local stakeholders (networks of women, civil society organizations, community-based organizations, faith-based organizations, youth associations, local authorities, and female political leaders, elected officials, and digital activists) engaged in diagnostic, planning, and piloting activities
- Number of members of CSOs, local political parties, and local authorities (disaggregated by gender/age) with strengthened capacities on women's participation in planning, gender-sensitive planning/design, etc.
- Number of events, workshops at the local level focusing on raising awareness of gender-related issues and inclusive city development
- Number of capacity building/ learning activities organized by Cities Alliance at the local level
- Number of tools, analysis, and knowledge products for inclusive city planning developed
- Number of Cities Alliance partner cities where urban policies have been reviewed with gender analysis

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