



# FEMACT-Cities 2<sup>nd</sup> Quarterly Report

## April- June 2024

*The First Steps Toward Eight IAPs*

**URBACT**



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Interreg



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## 1. The FEMACT-Cities Network

Gender equality has been enshrined in EU law for nearly 25 years, however, implementation on a local level remains uneven. The role of gender equality as a cross-cutting topic which is vital to all policy areas remains poorly understood and work on gender equality implementation on a local level continues to be hampered by knowledge and data gaps, lack of dedicated personnel, lack of awareness, lack of political support and both active and passive resistance.

The FEMACT-Cities network is therefore focusing on the **implementation gap** in gender equality policy across a wide range of topics. The network's goal is twofold: to **improve the implementation of gender equality on a local level** and to **increase innovation and knowledge sharing in gender equality** in topics shared by the partners.

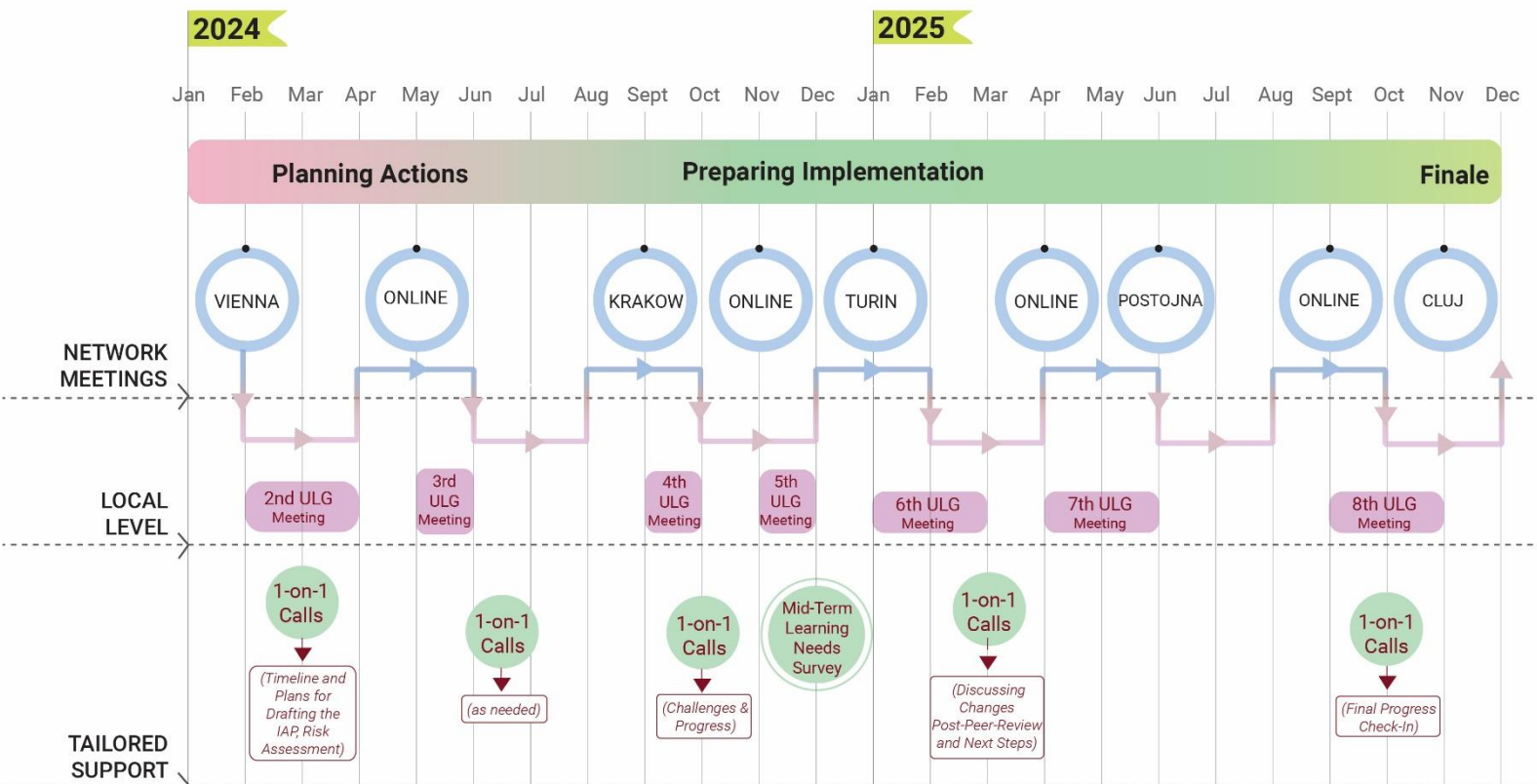
To do this, the bespoke network curriculum focuses on both factors which help and hinder implementation, from plans to data to political support, and sharing knowledge from best practices outside the network and between the network partners. The goal is to empower the partners and a wider audience not only in the “what” but also the “how” of gender equality on a local level.

### The FEMACT-Cities partners are

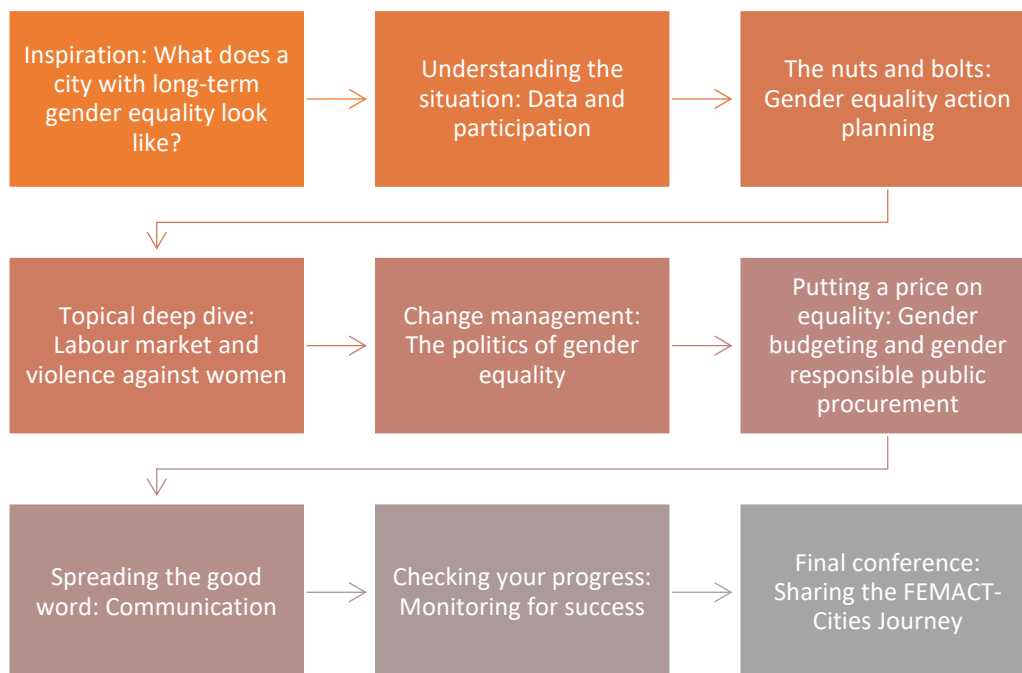
- Clermont Auvergne Métropole (FR) (Lead Partner)
- Länsstyrelsen Skåne (SE)
- Comunidade Intermunicipal da Região de Coimbra (PT)
- Municipality of Kraków (PL)
- City of Turin (IT)
- Municipality of Postojna (SI)
- Cluj Metropolitan Area Intercommunity Development Association (RO)
- Szabolcs 05 Regional Development Association of Municipalities (HU)



## 2. The FEMACT-Cities Journey – A Path to More Equality



Over the course of the two-year network journey, the partners will meet at nine transnational meetings, which will give them the topical inputs, peer learning and exchange, and methodological tools to be able to move towards the network vision in their local context. The bespoke network methodology will cover both the topics in the four topical clusters and the “how” of gender equality plans.



### 3. What is going on in our URBACT Local Groups?



#### **Clermont Auvergne Métropole (France)**

The French partner has been quite busy since Vienna, conducting an internal survey on the equality of men and women in public policies, a questionnaire on sports and sedentary lifestyles with a focus on women, a hackathon on science and women, and a hybrid seminar on gender and mobility.



#### **Länsstyrelsen Skåne (Sweden)**

The Swedish partner has been working on background research on female entrepreneurship over the spring. At the ULG meeting in April 2024, they had a very special guest: the former Swedish minister of foreign affairs, Ann Linde, came and spoke with the group about feminist foreign policy.



#### **Comunidade Intermunicipal da Região de Coimbra (Portugal)**

The Portuguese partner have identified the focus of their testing action: increasing the visibility of women in public positions in government. They have also engaged in a number of dissemination activities, including presenting the FEMACT-Cities project at several conferences over the spring.



#### **Municipality of Kraków (Poland)**

Over the spring, the Polish partner focused on the topic of mothers with disabilities, who have the multiple burden of care work and inaccessible public spaces. In addition, to explore the topic of gender equal urbanism, the project team also conducted a night walk to explore the city together with their local group members.



#### **City of Turin (Italy)**

The Italian partner held their second ULG meeting on 19 March 2024 with 50 people from 14 city departments. The meeting began the co-design process for the IAP, which will focus on work-life balance and organisational culture in the municipality. The city also held a sharing café on 7 May 2024 with 22 participants to talk about the project.



#### **Municipality of Postojna (Slovenia)**

The Slovenian partner has put the focus on collecting data to assess the situation and needs. On 15 May 2024, they held their fourth ULG meeting, in which they analysed the draft IAP together with their local group. They also conducted research on action plans in Slovenian public institutions and the EU for inspiration.



#### **Cluj Metropolitan Area Intercommunity Development Association (Romania)**

In Romania, the partner conducted four ULG meetings and stakeholder consultations in the spring. These consultations focused on the topic of safety and sexual harassment in public, on campus and on public transportation. The sessions focused on both identifying and describing problems and developing ideas for potential actions.



#### **Szabolcs 05 Regional Development Association of Municipalities (Hungary)**

In Hungary, the ULG meeting on 22 April 2024 helped share the good practices and learnings from Vienna to the local level. In addition, the Hungarian partner presented the FEMACT-Cities project at the Conference on Human and Nature-Oriented Urban Development on 17 April 2024



## 4. Our Third Transnational Meeting: Online and International

Our third transnational meeting focused on giving the partners the tools and inspiration to get started with their action planning process. The online meeting allowed speakers from all over Europe to join and share their insights.

### Panel: What is a gender equality plan and how do I start?

The first panel brought together three former GenderedLandscape partners, Umeå (Sweden), Communauté d'agglomération de La Rochelle (France) and Frankfurt am Main (Germany). These three partners presented their very different approaches to and solutions for integrated action planning on gender equality, and shared valuable insights into their own processes.

**Umeå, Sweden** is a gender equality pilot city in Sweden. The medium-sized city has been working on gender equality for more than thirty years. Today, the topic is well understood and accepted as cross-cutting and strategic topic, though that doesn't mean that the work is without challenges. Annika Dalén, a gender equality development strategist for the city, presented some of the city's best practices, and outlined their journey to where they are now.



<https://www.umea.se/kommunochpolitik/manskligarattigheter/jamstalldhet/arbeteforjamstalldhet/smartastaderinnovatio-nochjamstalldhet.4.5cca6adf17f498b739d233d.html>

UMEÅ  
KOMMUN

**Communauté d'agglomération de La Rochelle, France**, an urban community containing 28 cities and towns, has a similar intermunicipal structure to several of the FEMACT-Cities partners, and was therefore of particular interest for those partners with multiple mayors to convince. Delphine Gaudart-Brunet and Elsa Pougin, the European Projects Officer and Equality Officer, respectively, presented their progress on the topic, which began with their participation in the GenderedLandscape Action Planning Network (2019-2022). Delphine and Elsa offered a range of tips and insights for those just

starting out with gender equality action planning. For example, while it may not be possible to achieve all the points on your list in the first action plan, you should still include them on the list and think big. For CdA La Rochelle, beginning with gender equality in one policy sector has meant an increased visibility for the topic and its adoption into many new policy sectors. Elsa and Delphine also went into the complexities but also benefits of working in an intermunicipal structure. Above all, they encouraged the FEMACT-Cities partner to think big but be realistic and work incrementally.



## ❖ First action plan for gender equality

### Focus on inclusive urban planning

→ Integration of a gender perspective into the local urban planning program



→ Best practice guide for inclusive school grounds



→ Thematic working group on inclusive urbanism

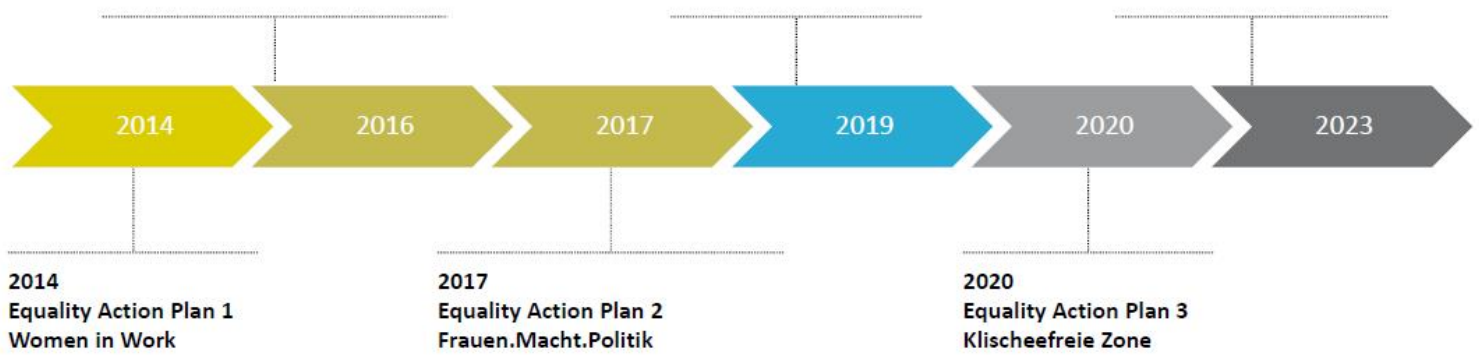


→ Mobility survey from a gender perspective

**Frankfurt am Main, Germany**, presented their approach to gender equality action planning as a large city with an even larger metropolitan region. Saba Afeworki, the Officer for the European Equality Charter at Frankfurt's Women's Department, went into detail about how they go about the process of beginning an action plan, a truly useful insight for the larger cities in the network. The insights that she shared included researching and analysing other cities' equality action plans to see if other cities have solved the task in particularly useful or innovative way, looking back at past equality action plans, brainstorming and researching topics, identifying stakeholders and cooperation partners, defining and developing activities, analysing the risks and assumptions, and evaluating the impact. Through this example, partners left the session with a better understanding of holistic and integrated approaches to gender equality action planning.



# Frankfurt: Equality Action Plan



## Deep Dive: The Action Planning Cycle

In the afternoon session, Mary Dellenbaugh-Losse, Lead Expert of the FEMACT-Cities network, dug into the action planning cycle and process, laying the groundwork for the partners' elaboration of eight Integrated Action Plans over the next 18 months. Notable aspects that were covered included the different forms of integration and how to include them in the action plans, a detailed explanation of the intervention logic and how it connects to the various tables and tools available from URBACT, and how all of that fits together with the bespoke network workplan.

## Learning more about Testing Actions with Christophe Gouache

After the deep dive, Christophe Gouache, an ad hoc expert for the network, gave an inspiring and dynamic presentation about testing actions, after which the partners brainstormed ideas for their own testing actions. In particular, Christophe presented URBACT's new Testing Actions Catalogue, which he co-authored, which contains a number of inspiring examples for cities.

## Interactive Workshop on Data with Béla Kézy

Day 2 of the transnational meeting began with an in-depth and interactive workshop on data – choosing which data to collect, understanding where to get it, and figuring out what to do with it once you have it. Béla Kézy, one of the ad hoc experts for the network, gave a skilful workshop in which partners brainstormed their own data and indicators, and developed useful information that they were able to directly embed in their Integrated Action Plan drafts.



"If you can't measure it,  
you can't improve it."

PETER DRUCKER

"No battle plan survives  
first contact with enemy."

HELMUTH VON MOLTKE

### Interactive Workshop: Participation – Engaging residents and gathering qualitative data with Christophe Gouache

After the lunch break, Christophe Gouache rejoined the meeting and offered insights on citizen participation from his work both in the Active Citizens Action Planning Network and his work at Strategic Design Solutions. Once again, partners were invited to think about their own local situations and brainstorm how and where participation fits into their IAPs.

### Expert input: Creating arguments with data with Karin Schönflug

The second day of the transnational meeting concluded with a fascinating practical talk on creating arguments using data – an important topic for closing the gender equality implementation gap. Karin Schönflug, an economist at the Austrian Economic Institute focusing on economic data concerning gender equality and LGBTQI\*, gave an insight into her work in Vienna, which included studies for the city. In her talk she explored examples such as the economic costs of homophobia (as measured in percentage of GDP), the economic costs of children experiencing violence at home, and LGBTQI\* community research in Vienna.

### Resumée

The third transnational network meeting offered the partners a solid base and a range of tools, inspiration and structures to embark on their action planning journey.

## 5. Where do we go next?

In the next quarter, the network will meet in person again, this time in Krakow, Poland. The fourth transnational network meeting will offer partner deep dives into the research being conducted in Krakow and Skåne on gender equality in urbanism and female entrepreneurs, respectively. A half-day hands on workshop on Action Planning with Mary Dellenbaugh-Losse and Ian Graham will help the partners really kick start their process and make sure that all the necessary aspects are being addressed. We are of course also looking forward to interesting site visits and even a feminist city tour. More about that in the next report! Stay tuned!

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