Metro Gender Action Plan

Gender Analysis Tool

April 2022

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Introduction

Metro is working to provide an inclusive transportation system by removing barriers on public transportation and promoting gender equity. As a leader in the transportation industry, Metro looks to find opportunities to address access and expand opportunities through delivery of its services. By incorporating gender early in Metro actions, the unique perspectives of those who are often overlooked will be clearly visible in the design and implementation of policies, projects, programs, and services. Addressing the complex and inter-related dynamics of gender inequity, constrained mobility, and economic challenges experienced by women will ensure that Metro is inclusive and not reproducing patterns of gender marginalization.

What is gender?

Gender is comprised of two elements: gender **identity** and gender **expression**.

- Gender identity describes how someone identifies, which may or may not match their assigned sex at birth. Some people identify as a man, while others identify as a woman. Others may identify as neither, both, or are gender-fluid.
- Gender expression describes how someone presents or expresses their gender identity, which may vary from person to person independently of their gender identity. Gender expression is how someone chooses to express their gender identity through their name, pronouns, clothing, hair style, behavior, voice, or body features.

We use the term "women" to signify people whose gender identity is that of female, regardless of their sex assigned at birth. This terminology recognizes that trans women are women, not simply "people who identify as women." These terms also do not reflect sexual preference (see Glossary below).

In addition to gender, there are many facets of identity that shape women's experiences — including race and ethnicity, disability, age, faith, family structure, sexual orientation, and gender expression, which can further shape and compound marginalization and people's experiences.

Note that a Glossary of these and other gender-related terms is included at the end of this document.

Why does this matter to Metro?

Metro is charged with matching access and mobility needs with expected resources to transform the future of transportation in Los Angeles County. The Metro Women and Girls Governing Council (WGGC) was created in 2017 to further examine Metro policies, projects, programs, and services by considering the unique obstacles faced by women and girls. The WGGC seeks to

address the complex and inter-related causes of gender inequity, mobility, and economic challenges by removing barriers to success and expand opportunities at, within, and on Metro. Metro has a responsibility to ensure the system does not perpetuate or enable marginalization based on gender. Additionally, Metro can be a leader within public transportation by prioritizing and directly addressing the needs of those who have historically been marginalized. By engaging in **gender analysis** – a process of understanding how all of Metro's actions can affect people differently because of their gender – Metro can more effectively work toward the goals of **gender equity.**

Metro's **primary** gender equity goals are the following:

- Raise awareness of the gender differences in travel
- Ensure diverse gender perspectives are considered in Metro's policies, programs, projects and services
- Address gender gaps in Metro's policies, programs, projects and services
- Improve the quality and accessibility of Metro's services for women
- Create measurable progress toward the GAP goals

What is the Gender Analysis Tool (GAT)?

The GAT builds upon the foundation of the Understanding How Women Travel (UHWT) Study and is intended to guide Metro staff in identifying and articulating how Metro actions, programs, and services can better anticipate and support the needs of women. The GAT will be used so that gender is considered early on in the development process and ultimately remains engrained through implementation and beyond. Metro's approach to achieving gender equity, in part through the application of this GAT, are as follows:

- **Identify Gender Specific Needs and Impacts** – Collect and use available gender-disaggregated data, research, and resources to identify gaps and incorporate the needs and travel trends of different genders.
- **Support & Engage with Women** – Engage stakeholders and representative groups so that their unique perspectives and input are incorporated into the process.
- **Implementation and Accountability** – Review implementation processes to identify ways to report measurable progress towards equity goals. Create performance metrics that could be achieved through the action.

Gender Analysis Tool

Project/Action Name:
Team Members:
Date Last Updated:

Has the current or proposed action considered gender differences in its development?

For example, was gender-disaggregated data included? Has the action been analyzed to determine different impacts across women, men, and marginalized genders? Have gender gaps been identified?

If ***Yes***, please continue to Section 1. If ***No***, proceed to Section 2.

Section 1

Identify Gender-Specific Needs and Impacts

1. How did the current/proposed action identify the different needs and interests of different genders?

2. Has the project team collected and analyzed gender-disaggregated data or research to inform the current/proposed action? List data sources, research studies, or other information? If not, why? What additional information might be needed?

3. In addition to gender, have other equity factors been considered in order to address intersecting identities and needs (e.g., race, age, and income)? Does the current/proposed action pose a risk or burden to these intersectional identities? Are there potential unintended consequences? If so, explain.

4. Will the current/proposed action create specific benefits for women? Please explain.

5. How does the current/proposed action support Metro's gender equity goals? Identify which goals the action supports and why.

Support & Engage with Women

1. Has the current/proposed action undertaken gender-specific outreach? Did the outreach itself take care to ensure diverse gender attendance (e.g., childcare available at meetings, dates/times for variety of attendee schedules, outreach to specific community based organizations)?

2. Does the current/proposed action need to be revised to reflect gender-related input and feedback? Please describe.

3. What partnerships internal to Metro (e.g., other Metro departments) are part of the current/proposed action that would maximize progress towards gender equity goals? List the partnerships and their potential contributions.

4. What partnerships external to Metro (e.g., stakeholders, organizations, other agencies, etc.) are or could be part of the current/proposed action that would maximize progress towards gender equity goals? List the partnerships and their potential contributions.

Implementation and Accountability

1. Are there any variables that could prevent the current/proposed action from achieving gender equity goals (e.g., schedule, budget, review time)? If so, describe.

2. How can the current/proposed action be measured and evaluated relative to Metro's gender equity goals?

3. How can the current/proposed action further communicate and engage with stakeholders during and after implementation?

4. Will there be updates to the current/proposed action that would further promote gender equity goals? If so, describe these opportunities.

Section 2

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1. Please explain why gender differences were not considered in the development of the current/proposed action.

2. Are there internal or external policies or standards that would need to be revised to allow the current/proposed action to achieve gender equity goals (refer to the introduction of this tool for the gender equity goals)? If so, describe.

3. Can the current/proposed action undergo changes to support gender equity goals? Identify which goals the action could support and explain why.

4. Does the current/proposed action pose a risk or burden to any gender groups? Are there potential unintended consequences? If not, please explain.

5. What would be the desired result if gender differences were incorporated into the current/proposed action?

Please submit your responses for review by the Gender Officer.

Next Steps

Completing the GAT allows Metro to assess how current/proposed actions can support gender equity goals, reduce gender disparities, and track progress of the actions. During implementation of the current/proposed action, the Gender Officer and project team should meet to discuss the GAT responses, how they relate to real-world application, refine the GAT as needed, and use the GAT as an example for other similar Metro actions.

Glossary of Gender Terms

Below is a glossary of gender-related terms to help navigate the GAT and the overall process of considering gender needs for the current/proposed action.

Cisgender	People who identify with the gender assigned to them at birth.#
Gender Groups	Gender identities such as transgender women, cisgender women, transgender men, and non-binary individuals.#
Gender Analysis	Examines the differing needs, constraints and opportunities for women and other marginalized groups (e.g., women with disabilities, transgender men, women of color) and the impact of these differences in their lives.#
Gender Disparities	Identified gaps in opportunities and treatment for women and other marginalized groups.#
Gender-Disaggregated Data	Quantifiable or qualifiable sets of data disaggregated by gender identity and expression. Separate from sex-disaggregated data, which is limited to male and female.#
Gender Equity	Sets the stage for gender equality, as it refers to the fairness and treatment for all groups of genders, according to their respective needs, as well as including all groups of genders in the process of working toward gender equality. #
Gender Equality	The desired end goal, in which access to opportunities is unaffected by gender.#
Gender Expression	Gender expression describes how someone presents or expresses their gender identity, which may vary from person to person independently of their gender identity. Gender expression is how

	someone chooses to express their gender identity through their name, pronouns, clothing, hair style, behavior, voice, or body features.#
Gender Gap	A gap in any area between genders in terms of their levels of participation, access, rights, pay, or benefits.#
Gender-fluid	Gender fluid refers to change over time in a person's gender expression or gender identity, or both.#
Gender Identity	Gender identity describes how someone identifies, which may or may not match their assigned sex at birth. Some people identify as a man, while others identify as a woman. Others may identify as neither, both, or are gender-fluid.#
Gender-Inclusive	A decision that is being made that does not discriminate or lead to discrimination against a particular sex, gender identity, or gender expression, and is designed to enhance positive impacts or reduce negative impacts for everyone regardless of their gender identity or expression.#
Gender-Inclusive Design Features	An approach to design that ensures that you are designing a project that is as equally engaging, useful and effective for all users involved, regardless of their gender identity or expression.#
Intersectionality	How gender considerations interact with other characteristics such as race/ethnicity, age, income, and ability.#
Non-Binary	Preferred umbrella term for all genders other than female/woman/girl or male/man/boy. #
Transgender	An umbrella term for people whose gender identity and/or gender expression differs from what is culturally typically associated with the sex they were assigned at birth. #
UHWT	Understanding How Women Travel Study#

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