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1 GENDER: BARRIERS, PERCEPTIONS, AND INCLUSIVITY

1.1 OVERVIEW AND BACKGROUND

With the implementation of regulatory requirements, developments have been required to assess the impact of projects on affected communities and undertake stakeholder consultations. The EU EIA Directive requires public participation in a decision-making process and recommends a reasonable time frame for each stage of public participation in the EIA process.

In Canada, the Canadian Environmental Assessment Act similar to the EU EIA requires public consultation as part of the planning and development process. Stakeholder consultation plays an important role in obtaining views of socially diverse groups in the planning process and to ensure that an inclusivity is built in development phases. However, due to challenges associated with project budgets, lack of sufficient project timeline, EIA consultations have not provided a targeted approach in building inclusivity into the process and the focus of public consultations have been mainly to inform affected people on the impact of developments.

Gender mainstreaming in policies and procedures and inclusion of gender aspects in design and planning of developments have been the focus of key standards and guidelines such as OECD, IFC and the European Bank. Principle 5 of the G20 Quality Infrastructure Investment (QII) principles (Integrating Social Considerations in Infrastructure Investment) declares that infrastructure should be inclusive, enabling the economic participation and social inclusion of all (OECD, 2019).

Women have been affected disproportionality as a result of economic developments and due to differences in roles of men and women there has been a greater focus on gender issues when it comes to inclusivity and diversity. Therefore, needs of socially diverse groups have not been greatly highlighted in land use planning and infrastructure development.

1.2 KEY CHALLENGES AND BARRIERS

Despite some key progress in including diversity and inclusion aspects into development planning, there have been many challenges and barriers in practice:

- There is a lack of clear understanding among stakeholders as what protected characteristics should be focused on in diversity and inclusion. For instance, in Canada, GBA+ provides a framework to contextualize the range of personal attributes such as sex, race, ethnicity. However, key indicators have not been defined in practical terms for better stakeholder awareness. An example would be that disability is mainly measured in developments with regard to physical impairment and mental aspects have not been highlighted as such.
- There is a lack of data on diversity mainly due to allocation of less time and budget on planning and surveys for data collection and analysis. Surveys and targeted consultations take time and many developments do not allocate sufficient budget and planning.

- There is a limited understanding of the needs of socially diverse groups as the focus has been mainly collecting quantitative data sets.
- There is a lack of participation of socially diverse groups in the planning and development decision-making process due to social stigma and cultural barriers. For instance, disabled people and LGBT community may find challenges in expressing their views.

1.3 HOLISTIC FRAMEWORK

To better understand inclusivity and diversity in infrastructure planning and developments, a holistic approach should be applied that goes beyond what legislations have set. Diversity is a wide set of differences including protected characteristics which need to be defined based on local context, experiences, and perceptions.

Inclusivity should be built on bringing values and perspectives of diverse groups in planning and developments, and to be able to achieve this, three components should be focused on:

Figure 1 Key Components in Building a Holistic Approach

Human-centered Approach	Vulnerabilities and Sensitization	Future Ready
<ul style="list-style-type: none"> • Understanding needs of both men and women • Planning and design solutions that directly involve all users 	<ul style="list-style-type: none"> • Mapping diverse stakeholders • Including socially diverse groups in all stakeholder discussions 	<ul style="list-style-type: none"> • Impact of future socio-economic trends such as increased aging population

- As part of building a holistic approach, narratives should be highlighted through data assessment. Facts and figures can be obtained through census data and statistics, although that does not provide adequate platform for assessing narratives and hidden trends. Therefore, a human-centered approach where solutions can be derived from local community is key in shaping an inclusive infrastructure. Storytelling is one of the methods which can foster innovative solutions and increase inclusivity in consultations.
- Sensitization mapping and stakeholder categorization provide knowledge about type of stakeholders that should be included in development consultations. As it is not practical sometimes to undertake comprehensive consultations, key community leaders could often provide valuable information and could act as robust communication channels to reach wider community groups.
- Future socio-economic trends should be defined and understood as it can provide valuable information on diversity aspects in relation to any changes in demographics, migration, minority groups and emerging traditions and cultures.

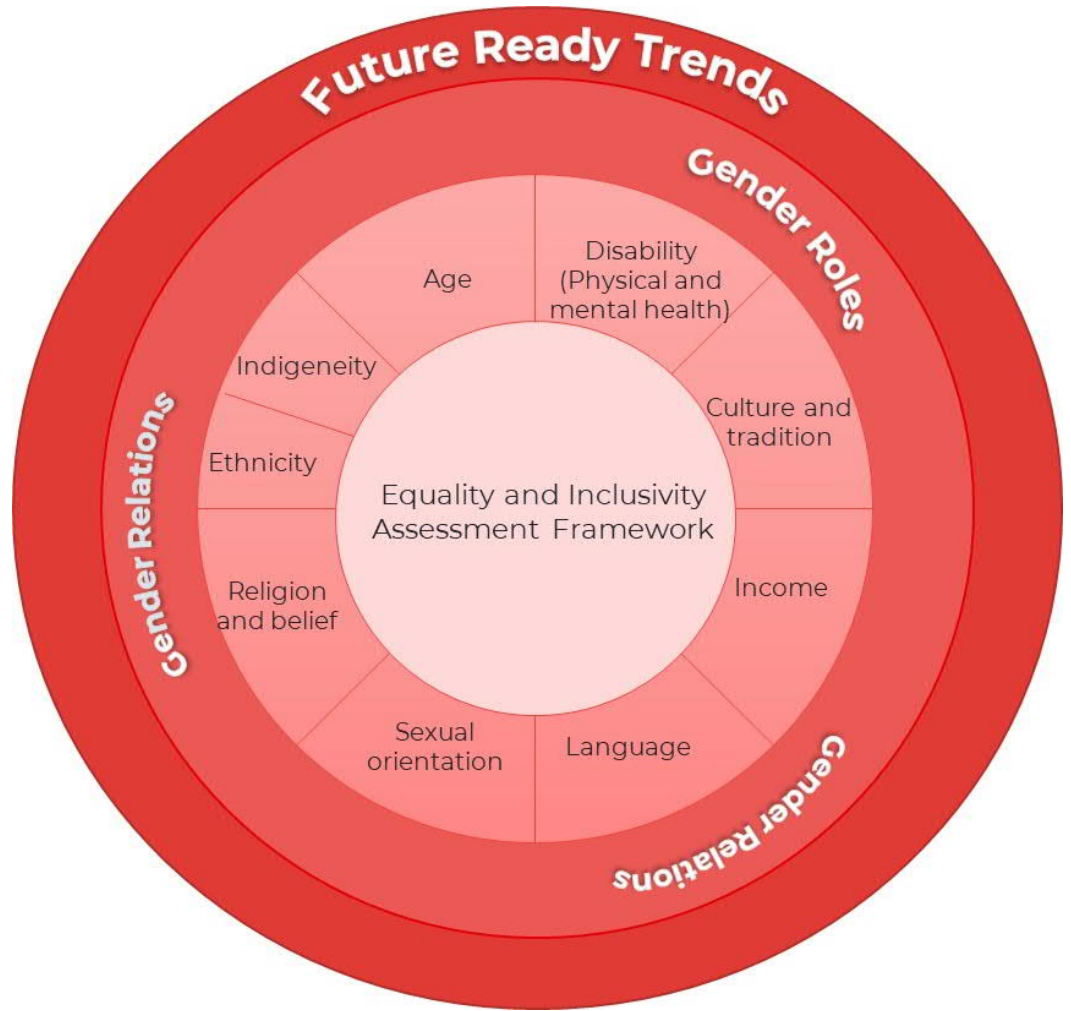
To build this holistic framework an assessment should be undertaken that brings intersectionality into the center of its process. Gender Impact Assessments only focus on issues surrounding women and do not expand to elaborate on key protected characteristics such as disability, age, sex, etc.

Therefore, equality and diversity framework should be integrated into development lifecycle to ensure systematic integration of diversity and inclusivity with focus on defined protected characteristics.

Some key action areas within equality and inclusivity assessment are the following:

- Define and collect data that characterizes the diversity of subgroups that may be affected and benefited (visible and invisible characteristics).
- Evaluate protected characteristics/identity factors based on their vulnerability, social differences from norms and exposure to project impacts and benefits.
- Define dimensions and criteria for inclusive infrastructure/development, including:
 - Accessibility – supports key connections and enhances access to services and employment areas.
 - Affordability – reduction in economic cost burden.
 - Connectivity – reduction in travel time, transit network improvements.
 - Mobility - effectively incorporates universal design aspects across transportation modes.
 - Health and safety – reduction in noise and air emissions, personal safety, and security.
- Incorporate future ready trends to understand future changes that would affect diversity and inclusion aspects, such as increased aging population, increased mental health issues.
- Linking development planning to positive equitable social outcomes.

Figure 2 Equality and Inclusivity Framework



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Figure 3 Case Study 1 - The Central Okanagan Integrated Transport Planning Strategy (COITS)



1.4 PROJECT DESCRIPTION

The BC Ministry of Transportation and Infrastructure (MoTI) is developing a multi-modal transportation strategy for the Central Okanagan region. This strategy builds on previous transportation strategy development initiatives, aimed to link transportation and land use planning with broader government priorities including a strategy that supports diversion, inclusion and inclusive growth.

In this vein, an “equity approach” to transportation options evaluation and decision-making is being applied within the strategy which:

- Considers distribution of benefits and adverse impacts of options across population subgroups.
- Aims to protect and improve transportation outcomes for population subgroups.
- Provides opportunities for population subgroups to meaningfully participate in transportation decisions.

Strategy supports local government development plans; and applies a system lens to reflect Indigenous world views and meaningfully embed reconciliation priorities focused on healthy and thriving communities through accessible, affordable and safe transportation infrastructure and services.

1.4.1 BACKGROUND TO GBA+ APPROACH

There is no prescribed method to GBA+ analysis. Rather, it is an analytical framework. It involves mainstreaming GBA+ considerations as part of the design, preparation, and implementation of a program or project. Key questions to pursue when conducting a GBA+ analysis include:

- Have you identified and do you have data that characterize the diversity of the subgroups that may be affected?
- Did consultation include representation from the different subgroups directly affected by the project?
- In what ways are some subgroups more vulnerable than others?
- How may the subgroups be differently affected by the project, and how is this detrimental?
- Is there equality of the project outcomes?

The scope for GBA+ is applicable to the following components of the COITS:

- Highway corridor conditions confirmation and update.
- Project engagement.
- Multiple Accounts Evaluation (MAE) and Options Refinement.
- Strategy implementation plan and recommendations.

1.4.2 SCOPE FOR GBA+: KEY METHODS APPLIED:

- Highway corridor conditions conformation and update: Collection of Data and Trends, to help inform differential transportation issues, priorities and needs.
 - Demographic profile based on identity factors - sex, gender, age, ethnicity, language, income, religion, ability, and mobility.
 - Social outcomes - Gender-based differences in employment, income, sectors.
 - Transport patterns and conditions – transportation modes, travel patterns and preferences, transportation infrastructure that targeted to specific subgroups.
 - Future trends and conditions - Broad demographic trends (projected changes in the population and demographic mix), socio-economic trends (projected economic growth, changes by sector) and transportation trends (projected changes in technologies and use of different transportation modes) will be summarized to understand the expected changes in baseline conditions.

Building on the above data, GIS geodatabase and mapping was prepared (using the Census Dissemination Areas for administrative boundaries within the strategy study area) applying indicators of Indigeneity, low income, seniors, youth, visible minorities and gender minorities. Map production provides helpful spatial data to inform options analysis.

- Project Engagement
 - GBA+ workshop: Introductory workshop with members of the Project team held to advance common understanding of key GBA+/inclusivity considerations along the highway corridor and potential GBA+ impacts for consideration in the option analysis, amongst project team members representing different areas of responsibility and technical expertise.
 - Building on the secondary data collected, interviews with representatives from community-based organizations that provide services to groups with unique transportation uses and needs (e.g., organizations that support people with disabilities and special needs, seniors, women, people newly migrated to Canada, students);
- Multiple Accounts Evaluation Framework:
 - Background research on understanding diversity and inclusion into MAE frameworks for transportation:
 - Workshop with MoTI to identify diversity and inclusion indicators for incorporation into the strategy MAE Framework.
 - Draft criteria along 5 dimensions of accessibility, affordability, connectivity, mobility and health and safety.
- Options Evaluation and Refinement:
 - Based on the understanding of highway corridor conditions, and through the application of the MAE, options evaluation considered impacts (benefits as well as adverse impacts) of potential options on different population subgroups. Key aspects of analysis include potential effects on current social outcomes, as well as current transportation patterns and conditions, as they may vary by subgroup. For example, how travel purposes, route usage, travel mode and level of use, and transportation constraints may be differentially affected by each option may be important indicators (identified in the MAE) to support GBA+ informed decision-making.

1.4.2.1 CHALLENGES

- Access to disaggregated data and intersectionality factors is essential to conduct robust GBA+ analysis, including data on men and women, and gender diverse people, however:
 - Existing data on LGBTQ2S+, religion, and populations with physical/cognitive ability/mobility challenges (among others) is limited or non-existent.
 - Local data on transportation user patterns and characteristics (travel mobility patterns and behaviors) by user population subgroups (other than men/women for commuting purposes) is limited for most identify factors (some data available at the provincial level).
 - With a policy focus on active transportation in the region, data is required to understand non-vehicular usage, preferences, and constraints of population subgroups in the region, and impacts of travel demand initiatives, but data not available.

The above limitations limit understanding of needs and priorities as they pertain to transportation options analysis, and understanding the intersectionality of key identity factors.

- Limited opportunities for engagement with those with lived experiences due to restricted resources, project schedules, and Project communications approach (e.g., external communication tactics).
- Examples of holistic integration of diversity and inclusion into MAE frameworks for transportation planning are limited/not well advanced.

1.4.2.2 OPPORTUNITIES

- Address Data limitations:
 - Availability of resources to support engagement with people from diverse population groups to further understand ‘lived transportation experiences’
 - Advance government and other organizations’ efforts to improve access/make data more accessible. Some examples include:
 - Center for Gender, Diversity and Inclusion” within Statistics Canada to address gaps in availability of data on gender, race, and other intersecting identities.
 - Installation of a Gender Portal on Statistics Canada website for easier access to relevant publications and data on GBA+.
- Need for further development of MAE frameworks that are based on a foundation of diversity and inclusion.
- Advance Indigenous GBA+ frameworks in transportation planning which integrate:
 - Holistic understanding of transportation as “social infrastructure”
 - Considers culture, environment and climate change, poverty, health, quality of life, and food security in transportation planning.
 - Meaningful engagement and participation in transportation planning, respectful of Indigenous People’s rights and interests.
 - Incorporation Indigenous knowledge in transportation planning and decision-making.