

# UrbanA Podcast – Episode 17 Transcript

## Table of Contents

<b>Episode Information</b> .....	<b>2</b>
<b>Transcript</b> .....	<b>2</b>
Episode Introduction (0:18 – 1:14).....	2
On Becoming a Gender Strategist (1:15 – 9:20) .....	3
Examples of Work (9:21 – 19:04) .....	5
How to Measure Success (19:05 – 26:04) .....	7
How Umeå Became a Leader in Urban Gender Work (26:05 – 34:56) .....	9
Post-Interview Discussion (34:57 – 38:47).....	11
<b>Disclaimer</b> .....	<b>13</b>

## Episode Information

Topic: Gender Equality and the City

Hosts: Ian M. Cook, Kate McGinn

Guests: Linda Gustafsson, Gender Equality Officer, City of Umeå.

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## Transcript

[Music]

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### Episode Introduction (0:18 – 1:14)

Kate: Hi Ian, where are you at?

Ian: Well, I'm seeing if it's really possible for a ginger to get a tan by lying in the park. I'm in Városliget, Budapest.

Kate: [Laugh]. How's that working out for you?

Ian: Well, some of my freckles emerging.

Kate: I can relate. I'm lying in Hyde Park, London.

Ian: Oh, it's super relaxing in a park, isn't it?

Kate: Have you been catcalled?

Ian: No.

Kate: Has anyone stared at your legs?

Ian: No.

Kate: Has anyone passed comment on your boobs?

Ian: No.

Kate: Did you ever think that being in a park and doing nothing without harassment might be a male privilege?

Ian: Kate, where's this conversation leading?

Kate: Well, it's leading to me sending you a conversation I just had with Linda Gustafsson, the gender equality strategist, yes, gender equality strategist at the city of Umeå in Sweden.

## UrbanA Podcast – Episode 17 Transcript

Ian: Great! Looking forward to listening to it.

[Music]

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### On Becoming a Gender Strategist (1:15 – 9:20)

Kate: Welcome Linda Gustafsson on this podcast about exploring social and environmental justice in cities. We have throughout the series spoken with loads of different stakeholders who are all trying to make cities more socially and environmentally just, you know, stakeholders from the private sector, the public sector, citizens, communities and, kind of as a final podcast episode, we are digging into what, what the, what the public policy side of things look like. So what are stakeholders who are in charge of cities doing to make cities a better place to live for this generation and future is to come. So thank you so much for joining us on this podcast.

Linda: Thank you very much and thank you for inviting me.

Kate: A real pleasure. Would love to kind of talk about your background because obviously you work for the city of Umeå and you are a gender strategist, which is not something you see every day. It's not like working as an accountant or a lawyer. This is something that's a bit more niche. Would love to hear about kind of how you got into this work and what you do in your day to day as a gender strategist.

Linda: Well, starting very early, I think that I very early on when I was a child or youth started to notice that girls weren't being treated the same way as boys and that we weren't held up in different ways to the same standard. And that irritated me very much [Laugh], so I, but I just remember noticing that early on and I also, I remember I grew up in a really small municipality in Sweden, and I remember at maybe 14 or 15, I went to the library, the public library to look at books on gender equality or inequalities. And I remember in this quite small library, there were, I think, two books under the category gender, gender roles or something like that. One of them was Susan Faludi's Backlash, which was a bit much for someone who was 14 years old. But I just remember trying to, trying to find some information, trying to read.

But then my background, I did- I studied gender studies at the university, and after that I started working for the the county administrative board in the county of Västerbotten with gender equality. And that was 15 years ago. So I started working there and I worked there for a number of years. And then I started working for the city of Umeå as a gender equality strategist. So I worked in Umeå for almost 10 years with that. The city of Umeå has a, a gender equality- a committee on gender equality, which is politicians from the City Council. So I work with the Gender Equality Committee on different actions and strategies connected to gender equality.

I sort of service as support and an expert in many issues, many different topics and policy areas for the municipality. So it can be social services or it can be pre-schools. But my work has been quite focussed on urban planning, infrastructure, mobility, now climate change, and trying to integrate a gender equality perspective or integrate the perspective on gendered power structures into the work that the municipality does. Almost the best description of my job that I have ever gotten is a colleague of mine who I think she was a

## UrbanA Podcast – Episode 17 Transcript

little bit frustrated with me in one of the processes connected to urban planning, and she said, You just love to make question marks out of exclamation points. [Laughs].

So that was, that was a great description of my job. Is that trying to make more question marks out of things that we take for granted or that we think are true. My work is a lot about question marks and asking maybe different questions or having a critical eye on the work that's being done, but also, of course, trying to make, like, I think that gender equality, working with gender equality, working with understanding like power and privilege and working with that in different policy areas is a way to make everything much better.

Kate: Mm-hmm. Super interesting. I kind of like the making question marks out of exclamation points, but, but on that, I think the common criticism of, of maybe the government is that it's fairly slow moving because again, it tries to bring in multiple different stakeholders into, into discussions. I bet you see this on a day to day is that, you know, you really don't want to have a comprehensive discussion before you make a huge, you know, public policy decision because it affects so many lives. But how do you balance that? How do you balance executing quickly versus creating these question marks out of exclamation points and making sure that you do things correctly?

Linda: Well, it's a really good question, and I think, like as you said, democracy is supposed to be slow because you're supposed to really anchor things and have, as you say, multiple perspectives. And of course, it's sometimes a frustration that it's not going faster or that change isn't happening fast enough. At the same time, I think the, like the strategy for the for Umeå the way that we work is trying to make sure that, for example, I am not the only sort of carrier of the work with gender equality. I'm not the only one with knowledge on gender equality. I don't have to be in the room to make sure that it really gets like the knowledge and the sort of ability to to, to make those like question marks and ask those questions. That that is the knowledge that more and more people have and that we sort of integrate that into the process.

But then of course, I mean, of course, there are initiatives or projects. Where we don't do that enough, and then we have some good examples where we've done that in a good way, but, but I think just making sure that we learn from the things that we do, that we integrate it into the policies that we sort of yeah, that we build it into the system and that you create this, which I think is so important when it comes to gender equality that you make it, you have to make it relevant for the specific project like you have to make it relevant for the thing that you're working with.

You can't make gender equality, this abstract theoretical thing that's on the side. You have to really, and you have to really work really hard if you want to integrate it into and create that understanding that, okay, so if we work with gender, we have this problem that we're going to solve that is this whatever it might be, making sure that kids graduate from school or we have to make sure that this is a public space that a lot of people use, like, okay, so how can integrating an understanding of gender correlate to an understanding of power, how can that be sort of the solution to that problem? So that you don't make it its, sort of, its own thing. And I think that's really is one of the things that I think Umeå is good at; is at understanding how gender equality work can be part of sort of solving the problem that you have in front of you. I mean, that's tricky and that takes effort to do that, I think.

### Examples of Work (9:21 – 19:04)

Kate: Yeah, takes effort and it takes time, and again, democracy is slow by design, so you don't have these rapid changes that you then regret or just rapid changes just because of kind of the cultural tendencies of that like given day or given time. Yeah, it makes a lot of sense, maybe to put things a little bit more, because I totally agree, I think something like gender, I think, is in many ways talked about as this kind of like meta theoretical topic. I mean, I took gender studies courses at university, and I think it's still just very, it's put in an academic light. But I think what you're trying to do, you know, as a gender strategist is really put that theory to practise to like, look at cities and see how that theory applies to that, given city and how you can make gender equality, you know, a part of every decision in that city. So would love to just get a couple yo- or maybe one or two use cases or one or two examples of initiatives that you've been working on within your work.

Linda: Well, when it comes to like public space and urban planning, I mean, we have examples where we have tried to really integrate an understanding of gender equality into like the planning and building process, like we have a specific par- a park where we worked with. We have like a tunnel where we work, like really concrete structures of a city where we worked with.

And then, I mean, what we do is, I think we always start with making sure that there's an understanding of who is going to use it. I think that's so much also about the gender equality work is about putting people at the centre, the actual sort of users of this space or this service that you put them in the front. And that's what you sort of talk about that. And then creating this understanding that, okay, so we have these the inhabitants of Umeå and that's a diversified group, okay, so what are their feelings about the city? What are the, their possibilities to use the services or the spaces of the city?

We work with the method that we call the gender landscape, which is really this trying to create the context and understanding of the different life conditions that we have in a city. And then you create the service and then you create the space. And then it's also then, for example, in this specific park, we have well, we had dialogue with only young women and we didn't ask them about what would you like in a public space, we asked them that as well but later on, but not, not just saying, okay, so you, you are a young woman, what do you want to do in public space? But rather we ask them, what is it like to be a young woman in Umeå? How do you feel about the city?

And then so asking more questions like that and then after that, designing the actual space when what these young women, for example, told us in different also working, for example, which I think is also important when it comes to like gender equality or power structures that you change your methods and the way that you work, that you don't do like business as usual. So we had more like creative workshops we had dance and theatre and the photography and things like that, and then what it ended up being was them saying that they wanted this, they wanted a space free from expectations. That's what they want from public space. And they want it free from expectations, expectations to do, do something they or expect- expectations, some of them as young women.

Because, and I think everyone knows this, that being a 17- or 18-year-old young woman, there's a lot of expectations on what you're supposed to do or who you're supposed to be. And it was so clear in this process that what they asked for was space where that was sort

## UrbanA Podcast – Episode 17 Transcript

of taken away, and we can't create that through architecture. We can't create that through designing of the space, but we can create somewhere where it feels like this is a space sort of designated towards doing nothing and that you're allowed to do that. You're allowed to do nothing. You're allowed to just be there and sort of exist together with your friends. And in this specific space, you can listen to music, there are speakers in the room.

We learnt a lot from that process, both in how we do citizen dialogue that we can actually exclude groups and just include specific groups and have dialogue and that that's okay. But then also like creating this also bigger discussion internally at that. Okay, so what we can do in the actual built environment is this. But what they're saying is they want a life or like they want something free from expectation. That means okay. So that means working also with departments of education, departments of leisure, like what are our expectations of young women like, yeah, sort- sort of try to like, connect the also, the different work of the different departments in the municipality based on that sort of citizen dialogue.

So that's one example. Also, in this other sort of built environment example of the, the tunnel that we have near the railway, which is also an example of the built environment, which is then we worked more with just like feelings of safety and security. And instead of talking about public space as a space where women feel afraid, the public spaces in a city should not drain people out of their energy. It should give them energy, and everyone in the city should get energy from moving around in a city. And we know that women, as groups get more drained when they, when they are in public space because it was always, often, not everyone of course, but they are often much more aware and they have strategies for how to move around and when to move around, meaning that their energy, yeah their energy is drained from them.

And I think that especially when it comes to public space and especially when it comes to spaces in the inner city like spaces where you can't choose not to be, like you, you have to stand here if you're waiting for the bus or you have to stand here or you have to be here if you're parking your car or if you're, you know, parking your bicycle, then you have to be in this specific space so that those spaces are also, like, really, really important to work with. The best sort of result that we have from this tunnel is that we actually see, you know, like you see people walking like slowly through it and people [inaudible] through a space like that and be like, okay, so this this was this was good.

Kate: Super interesting because I think the gender strategist isn't a department in itself, right? So I mean, but like there are so many departments, who are working on their little things. And then you just like, run around the different departments and add these question marks that need to be answered that internally people just wouldn't do because they're so siloed, right? Like, I think it's hard to think as a Department of Education when there's an urban initiatives going on. I think it's hard to think about how that will impact or how you can contribute to that. But that's kind of just bringing all these different, different departments together.

Linda: Absolutely. And looking at the city from a more, much more holistic perspective and understanding that everything is interconnected and that, of course, for the Department of Education. Having spaces in the city where young women feel like, okay, here I can sit and, and no one's going to tell me to leave and I can do, I can just hang out. Of course, that's good for the Department of Education because that means that their

## UrbanA Podcast – Episode 17 Transcript

stress levels are going to go down, and that's good for the Department of Education. So I think that's really, really important.

And also understanding, like when we talk about this gender, the gender landscape, it's also so much about this connection between different parts of the city and the life conditions of people in the city, like, understanding that, and exactly like you say, that you have to work with it from a holistic point of view because how young people, for example, choose choices when it comes to education that's going to affect the segregated labour market.

And that's going to- the, the labour market, it's going to affect how much money people make, and that's going to affect how self-sufficient women and men are going to be in our city. And that's also going to affect, like we know that when it comes to female dominated workplaces, for example, it's much more easy to take public transportation. So that's going to affect also like the outlay of the city. And when we talk about the gender landscape, we also highlight, for example, the importance of public day-care for women's participation in the labour market.

And that's something that happened like 50 years ago in Sweden that they started to introduce public day-care. But it's such an important reform, and I think that's also important when it comes to gender equality because it's so import- it's so easy to be like here and now and this specific issue that's being discussed right now in the newspaper, but then really trying to okay, when we talk about policy, we talk about this understanding that we connect it to other issues and that we connect it also to like our context and our history of what has been really important gender equality reforms.

### How to Measure Success (19:05 – 26:04)

Kate: I thi- think this is super interesting. I think the maybe the, the rebuttal to- well, not necessarily rebuttal, but I totally get what you're trying to do with the, you know, like bringing multiple different ideas together because it's just like a net of kind of like social and an economic and political happiness in a city like, I totally get that. But I think the more I guess variables you add to a given project that you're trying to do, the harder it is to measure success because there's just like so many different variables at play. So how do you do that as a city government official? How do you measure success in your day-to-day job?

Kate: It's not, you know, it's not an easy question on how we measure success. One of the, like, ver- very operational things that we do when we have different projects, it's that because Umeå is a big university city and there are a lot of student papers and things like that being written. So one of the very concrete things that we do is that we often have students that sort of observe, for example, public spaces that we've worked with and look at, okay, so this was being built, for example, to target maybe young women or their like, access to public space. Okay, so who is actually using this space? So that's one thing. And then, like, and then so we sort of work together with them on different student papers.

So that's one thing that we do. But then Sweden is a country and Umeå is a city where we do quite a lot of surveys, for example. So I mean, we have surveys also maybe not specifically on gender equality, but surveys that we als- where we also see like the life conditions of women and men in the city, and look at like both when it comes to like health and things like that. But when it comes to being economically self-sufficient, for example,

## UrbanA Podcast – Episode 17 Transcript

I think that we can see in there and of course, like, we look at things like violence to women is something that we continuously measure.

It's also very much about looking back and looking back at our policy and looking back at, okay, so we had this ambition to really into- to really work with gender equality in this specific project or in this specific initiative or investment. okay, so what did it end up being? Have we actually changed any processes? Have we integrated it?

And what was that int- and what was the result of that? And I think when it comes to urban planning, then of course, the timeline is so long. It's something that we prepare for today is something that is going to be built within maybe next 5, 10 years. So it's not so easy to see like the specific facts. But then when we have other departments that I also work with, for example, social services or Department of Education or leisure, then you can more easily see like, okay, so here, here we did this work, and now there's a change in the process or we did this. And now there's a change in how we a- like, and like, one concrete example of that could be maybe like one of the departments took away, like the the possibility to identify who the applicant was. Departments have done things like that. So then it's like, then of course, the results are a little bit easier to see that you can see the concrete effects.

Kate: I think, yeah, you're right. I mean, that is an issue with kind of urban policy in general, the time horizon so long. And even if in the first year you don't really necessarily like, you're not able to see the success metric that you kind of were looking for, you know, you can't stop the project then, because it might be you might just take time for something to kind of show some sort of success and things like that,

Linda: Yeah, because then it's also about, I mean, we have the, the strategy and we work with trying to like that. It's really integrated. And when something's really integrated, it might sometimes be difficult to find. So it's not always that the city of Umeå has, okay, we have this analysis and we have this a detailed plan or something, and then we have this specific title where it says gender equality, and then you have two pages on gender equality.

It's more that it's integrated into the process and integrated into, which also sometimes, yeah, makes it more difficult to find so. But I think for Umeå, it shows that we've taken steps also from it being this specific issue to it being integrated, but that also has its challenges. And then, as you say, then it's about making sure that it's really, really not that it's part of the execution of the project, that it doesn't get lost somewhere along the line. So then trying to really make sure that it, it actually is fulfilled sort of at the end.

But then like one example in Umeå, like they chose, I think the like the city of Umeå and the commitment to gender equality, like we have about a year and a half ago maybe now, the Department of Culture, they, there was a like a public procurement on a new piece of art in Umeå, and it was going to be at the like very much in the city centre of Umeå at the town square. And the commission then was that it was going to be sort of a statement on the MeToo movement.

And that was what they asked from then a number of artists gets to do the sketches and then one was chosen. And so in the town square of Umeå, smack in the middle is this cat animal, which is four and a half metres up in the air, and it's like blood red, purple, with

## UrbanA Podcast – Episode 17 Transcript

golden teeth and it's roaring and it's sort of setting really high up and it's called Listen. And well, it's explained like a statement on the MeToo movement and this, this, and I think that I just, I mean, I love it, but it's art, so it's subjective. You can think what you want about the actual piece of art. But I love it. [Laugh]

Kate: That could be a whole separate podcast episode, just about the impact of art in kind of urban, urban justice.

Linda: Yeah, absolutely. But, just, I don't, or that's not something that would happen in any city. And it was also like when it was decided because then it was the Committee on Culture that sort of decided on the final, like what was to be the fin-, the actual art piece of art, and it was like a unified cultural committee that also said yes. And, yeah, I don't think this would have happened just anywhere, that you would decide to put like a statement like that in the town square.

### How Umeå Became a Leader in Urban Gender Work (26:05 – 34:56)

Kate: Yeah, the people are receptive to kind of that statue in the middle of the square, obviously is a testament to all the work that you've been doing, and it does make the city of Umeå very distinctive from others. And so kind of as a wrap up question, maybe a two part question, why do you think the city of Umeå has been so receptive to this? And why do you think it started these initiatives? Why is it kind of this, you know, this role model in many ways, about how to do gender in a city and how to think about it critically with every single decision that you make as a city government? And then kind of a second question is how do you role model that? How do you bring that to other cities in a way that is a guiding light, but also not an overbearing light?

Linda: Well, Umeå has a long history of gender equality work? I mean, I think in the beginning of the 1970s, we had the, in Umeå, we had one of the first women that was elected as the chair of the building committee. And I think that the story is actually that she was offered like one of the, like, social services committees, but she said, no, I want to be chair of the building committee and just this- and she also had drive when it came to gender equality and started, I think even then raising those issues, which I think is, well, then I mean, many things have happened since then. But just this highlighting the issue on gender equality connected to the like planning and building, I think was really important.

And then we've had a lot of politicians in Umeå that have really been champions for gender equality and made sure that there are goals for the City Council, that there are strategies in place. And then in 19, I think maybe 1989, or something, Umeå became one of, I think, three or five like pilot municipalities working with gender equality in Sweden. And then the Gender Equality Committee started in 1994. And someone like me working strategically with gender equality has been in place since 1989 in Umeå.

So like the infrastructure of the work, and I always say this when I'm being asked, like yeah, like what has sort of made Umeå a city that works so actively with gender equality? And I think one of the answers is this infrastructure and that is a continuous work, that it's not based on projects that it's actually something, and if you do something continuously, you're going to get results. And, but it's also allows for maybe years or a year where not so much happens because other things happen. We don't take those huge leaps forward. But that's okay, because the work goes on. And then some years, a lot of

## UrbanA Podcast – Episode 17 Transcript

things happened. And so because since it is such a long term, it's not a quick fix that that's really important.

But then also like Umeå has had a really active like women's movement and active feminist movement that has put those issues on the agenda, I think is really, really important. And then also we- we're a university city, so like we have the, for example, the Umeå Centre for Gender Studies and we've had a lot of collaboration with the university and just I think that's also really important. So I think it's sort of a mix of those things that have created sort of the space for the work to be able to take place.

But then, and then on being sort of a role model without being overbearing, I think also now, for example, we're leading an international project within the URBACT Programme on Gender Equality with six other cities, and that's one of the ways that we share experiences but also get experience shared with us. And I think that because one of the things that we really highlight in that project in the work that we do is this holistic perspective on gender equality and also having like this contextualised work that you really do to think that to work actively with gender equality within, for example, a public organisation like a municipality, you need to understand the context of the city or the organisation that you're in to make sure to look at, okay, so what are the gender equality issues that are important for us?

Like what is going to sort of push us forward when it comes to gender equality and that's probably going to be different in every city? What, like, what issues are the most pressing or most important or which also is that what is ,what is possible for us? What can we do? So and I mean, we learn so much from, from, like all of our European colleagues and municipalities in Sweden and others. I think it's, we have, it's, and. I mean, we're also very critical of our own work. And I think that's also one of the success factors that we don't really think we're doing all that much to look critically the work that we do. And we often feel like, oh, no we've gotten nowhere and, really, yeah, I think and also like which also goes back to like con- the context.

Like, yes, Sweden has a lot of legislation in place and a lot of support for the gender equality work, but also like in Sweden and also that applies to Umeå like I think one of our biggest challenges is that people think that we're done with gender equality, isn't it gender equal now? And we have multiple, multiple issues that we need to work with, and that's a challenge for us to really get past that and continuously highlight that we still have issues that we need to work with, we don't have gender equal city. And in other, and in other countries, in other cities they have ,they've come much further in, in other areas when it comes to gender equality, where Umeå or Sweden is far behind. So I mean, I think there's so much to like, learn and exchange with others.

Kate: Yeah, there's there's so much to be done and I totally agree. And I think gender work is not done, even though maybe it seems as though everyone's equal now, you know, women get opportunities to not to stay at home, that they can now work, you know, and I think that's, that's the bare minimum. But there's so much more and then there's so much intersectional gender work that you can do, right? I mean, there's so many different ways to approach that problem. And yeah, it's not just like, you know, is the life of a white woman better than it was 30 years ago?

## UrbanA Podcast – Episode 17 Transcript

Yes / No. If it is, let's stop the gender work, right? I mean, the work goes on, and it's super inspiring to see what the city of Umeå is doing, even if it is, you know, ahead in many ways of other cities in the world. Still keeping that front and centre and still working on that and knowing that the work isn't done is incredibly inspiring.

Linda: When you open up for having a discussion like putting those issues on the table, saying, okay, there's an unequal division of power, this is now [inaudible] talk about independent on what department it is and what policy it is. When you open up for that discussion, you're going to open up for a big discussion on unequal distribution of power. And once you start talking about things like that, then something happens. And I think just this exactly what you say like that leads to the other discussions when it comes to power and the vision of power and privilege. So yeah, working with gender equality can be sort of like a door opener for also other discussions.

And I think that's also really important for publ- for organisations that you keep those doors open so that you don't close and say, okay, but now we're just going to talk about gender equality and we're not going to talk about something else. But then you really keep them open and try. But that's difficult. But the, really try hard to integrate other understandings that you think critically also about gender mainstreaming and what that implies. And, Yeah. So

Kate: And what problems that exactly that creates for cities, the ones which again does keep- keeps the work going on. Linda, thank you so much for your time. Seriously, it was a super, super interesting to hear about kind of the city of Umeå does and what you do and really enjoy, just like your practical view on things. Because again, this, this is a very can be very theoretical. But to see kind of what applied gender strategy looks like in the city to make the lives better for, for, for, for everyone is super, super, super valuable. Thank you, thank you so much for this for this podcast.

Linda: Thank you. Thank you so much.

[Music]

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### Post-Interview Discussion (34:57 – 38:47)

Kate: So, Ian, let's flip the script. You listen to my conversation with Linda Gustafsson. What did you think?

Ian: Well, I listened to that conversation while having a nice sun bathe in the park, and it made me, it made me think a lot about, well, I first of all, I thought it was a really, really interesting conversation, and I really liked the questions that you put to her. And there were so many interesting things to get out of here. But let's just focus on one. And I think that was when you asked her about how does she measure the success of initiatives that, that she's been involved with.

Because this is a tricky question, right? Because there are some things where you can obviously measure stuff. You know, you can measure whether a river or a lake is more or less polluted. You know, you can measure the number of cars coming in of a city into or out of a city and how many people are using public transport and stuff like this. But how

## UrbanA Podcast – Episode 17 Transcript

do you measure something which is essentially a feeling, you know, how do you measure the effect of the affective dimension of being in a public space? So, you know, does a woman feel more or less safe somewhere? You know, you can't ask that on a scale of 1 to 10, do you feel more or less safe? I mean, it's sort of a nonsense thing, but at the same time, because this is something which is paid for by taxpayers. People want to maybe I guess that's where your question came from. People want to find out, you know, oh, how has my money being spent on something which is worthwhile?

So I thought it was really interesting. And I think it's probably good because I like the way that she was a little bit flummoxed by the question because it probably meant that she's not used to being asked this question because it's sort of assumed and I guess we also assume, like it is a good thing that cities are, cities are safer for women. But then how do we how do we then even think about oh do women feel more comfortable doing nothing in public space? So I wonder whether we can develop more radical alternative measures that aren't something quantifiable? But yeah, at the same time, still meaningful and understandable by people who aren't necessarily 100% convinced by the need for having someone working on gender at their local town or city hall, but, you know, are open to being convinced.

Kate: Mm hmm. Yeah. And I was also thinking, just to jump off that, maybe this works for gender more so than other, other spaces or other, other areas that you're trying to work on making more egalitarian or equitable in a city like race, for example, like I feel like gender has come to a point where it's very difficult to say, I don't believe in gender equality. I don't think we should invest in gender equality. The public has said, yes, we agree with this, and maybe there's less pushback from citizens about wanting to, you know, have some sort of metric or tracking to make sure that their money is being spent. Well, maybe there's less pushback on it because it's just universally agreed, you know, at least in Sweden, that this is something that they do prioritise. You know, maybe for, for a more contentious issues or issues where there's more, you know, disagreement, for example, like race or even socioeconomics, you know, socioeconomic issues, maybe those would be more difficult to get over the line if you don't have kind of a proper metric evaluation mechanism in place.

Ian: Mm hmm. Mm hmm. And I guess it's a challenge for anyone doing any sort of progressive issues moving forward to try and explain, you know, and an explanation is something which is very hard to do, but it's something that we try to do on this podcast to try and discuss maybe more complex issues in a in a way which is hopefully, hopefully more accessible and open. But of course, you may disagree with us, and if you do disagree with us or you want to agree with us, then you can get in touch by going to our website, which is Urban-Arena.EU, Or you can find us on all of the social media's by going to our show notes and, finding all the links there. Bye!

Kate: Bye!

[Music]

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## UrbanA Podcast – Episode 17 Transcript

### Disclaimer

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