



NANTES

**becoming a non-sexist city
by 2030**



BUILDING A NON-SEXIST CITY *Why?*



THE EXTENT OF SEXISM

99%

of French women have
already experienced
sexist acts

3%

of illegal sexist
acts lead to a
complaint

1 out of 5

complaints
result in a
conviction





THE COST OF SEXISM

→ **Sexism** has important consequences whether :

symbolic : breaking the french republican motto "liberty/equality/fraternity"

concrete : inequalities, discriminations and violences resulting in a deterioration of mental and physical health for victims and families of victims

financial : the actual impact on public budget



€118 billion / year on the
French economy

BUILDING A NON-SEXIST CITY *How?*



A COMMON DEFINITION

→ *You said "sexism" ?*



In France, the High Council for Equality between Women and Men defines sexism as :

an ideology, that is to say a belief system based on the idea that women are inferior to men and whose objective is the organization and persistence of male domination



a wide range of acts (from jokes to violences) which are part of a "continuum" meaning that they are consubstantial to each other



a variety of **social and individual consequences** : all known inequalities between women and men

BUILDING A NON-SEXIST CITY *How?*



3 TYPES OF ACTIONS

1

Maintaining remedial measures

For over 20 years, we have been committed to fighting gender inequalities. Where there is an inequality, we are reaching to compensate for it.

↳ *women only "wage negotiation training"*

↳ *shelters for women victims of violence*

2

Acting before sexism occurs

From now on, it is a matter of looking at each public policy, to avoid participating, even involuntarily, in sexism

gender budgeting

inclusive schoolyards

3

The non-sexist city, a collective issue

The non-sexist city is seen as a geographical and social space, not limited to the administration: everyone must act at their own level

the non-sexist network

BUILDING A NON-SEXIST CITY *How?*



4 MAIN AREAS OF FOCUS

Supporting a dynamic of emancipation and autonomy

Reinforcing and highlighting the creative and transformative role of Women & LGBTQIA + PEOPLE

Guaranteeing the right to the city

Pursue the city's exemplarity as an employer and an institution

BUILDING A NON-SEXIST CITY *How?*



RESOURCES

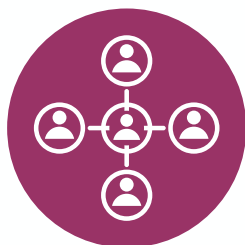


One Deputy Mayor
for the non-sexist city
One Councilwoman
for the support of the LGBTQIA+
associations



A dedicated department
with a team of three for the non-sexist
city, part of the Equality Department

A growing budget
250 000€ a year to support associations
in addition to the
projects budget



The **non-sexist city network** is an open governance structure. Open governance is a way of carrying out public action “with” local players and citizens, through ongoing dialogue on public policies and projects carried out by the City of Nantes. The non-sexist city network brings together 90 local structures (associations, companies, etc.).

BUILDING A NON-SEXIST CITY *Examples*



MENSTRUAL TABOO & ACCESS TO PERIOD PRODUCTS

93%

of French women have hidden their period products at least once out of shame

€ 8000

is the average lifetime expenditure of a woman on period products

1 out of 10

women is subject to period poverty and cannot afford to buy menstrual products

How a non-sexist city can act ?

- ➔ By providing free and easily accessible dispensers of menstrual products in the city (already 30 and 30 more to come in 2024)
- ➔ By fighting the taboo of menstruation through public awareness



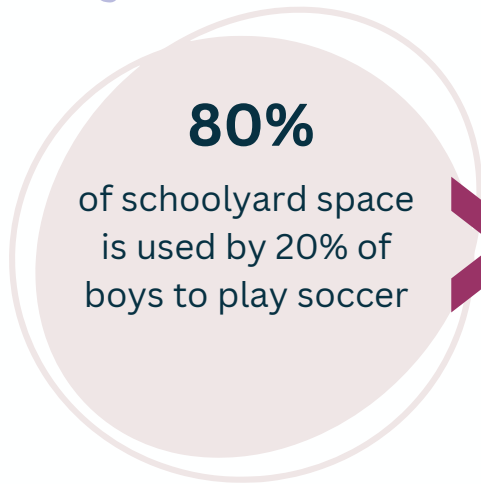
The menstrual protections chosen are safe and without controversial substances. The placement of these dispensers, in public space, helps to fight against the taboo of menstruation.



Art exhibitions in public spaces



INEQUALITIES IN THE SCHOOLYARD



Inequality from the first shared public space:
boys enjoy the space freely
while girls are limited to the remaining space

How a non-sexist city can act ?

Action must be taken on both the equipment and the practices of the kids

Equipment : Building schoolyard differently: move away sports fields, increase natural areas

Practices : train educators, teach children to share space, provide more mixed games, collective and less stereotyped activities.





GENDER BASED VIOLENCE

113

Women killed by the man they lived (or used to live) with, in 2021, in France

53%

of French women have experienced sexual assault or sexual harrasment.

24 000

of women in Nantes metropolis (650k inhabs.) have experienced violence (domestic violence, sexual harrasment...)

How a non-sexist city can act ?

➔ **A support center for women victims of violence.**

Is opened 24/7

Welcomes all women and their children

Provides psychological and legal support with a multidisciplinary team and partner structures

Is of course free of charge

Do not require any appointment

Since november 2019, near 3000 women came.
Between 2 and 3 women come each day.





GENDER BUDGETING



How a non-sexist city can act ?



First, question whether the collection (taxes, service payment, etc.) and distribution of financial resources (grants to associations, investment in equipment, operation of services, etc.) strengthen or reduce inequalities between women and men.

Then, depending on the results, initiating changes in the budget to better enforce quality.

In the long term, train all the staff so they have the "GB reflex" and adopt a gender perspective prior to the formulation of public policies.

Nantes started an experiment in 2023 with 2 budget items such as the music conservatory (in France, there is only one percent of female composers and 4% of female conductors) . Finally, regarding social life, aid schemes for projects and citizen initiatives will be scrutinized (studies have shown that women submit fewer projects, ask for less money and that their proposals are less often chosen by the inhabitants).

CITY OF NANTES
Equality Department