



# HOW TO APPLY A GENDER LENS TO DECISION MAKING

When you make decisions using a gender lens, you help to create the conditions for inclusion of girls and women. And greater inclusion makes sport better for ALL involved.

Put simply, using a gender lens means accounting for the different ways that different genders might experience the results of your decision. Backed by relevant evidence, Canadian Women & Sport has developed the following guide to help you apply a gender lens to your work.

## AS YOU THINK ABOUT AN EXISTING OR UPCOMING PROJECT, FOLLOW THESE FOUR STEPS TO MAKE MORE EQUITABLE AND INCLUSIVE DECISIONS.



**L** **LIST KEY DECISIONS.**  
Reflect on how decision making has usually been done.

- What key decisions must I make in this project?
- How have such decisions usually been made?
- Have I considered gender equity in these decisions in the past?



**E** **EXPLORE ASSUMPTIONS**  
about gender. Identify barriers and inequities.

- How might these decisions impact women differently?
- What gender and diversity gaps am I aware of?
- What data can I collect or review to check my assumptions?
- Who can I engage to learn about their experiences, their supports and barriers, and their suggestions for improvement?



**N** **NARROW IT DOWN.**  
Prioritize the issues to address.

- What barriers can I eliminate or minimize effectively in the short term?
- What other actions can I take to increase inclusion?
- What actions can I take with available resources/capacity to make the most impact?



**S** **STRATEGIZE**  
and plan for greater inclusion and equity.

- What actions will I take to address the inequities or remove barriers?
- When can I take these actions?
- Who can help?
- What resources do I need to support me in implementing these actions?
- What other insights or data do I need to gather?