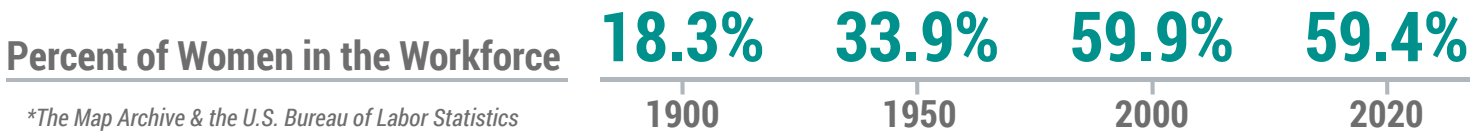


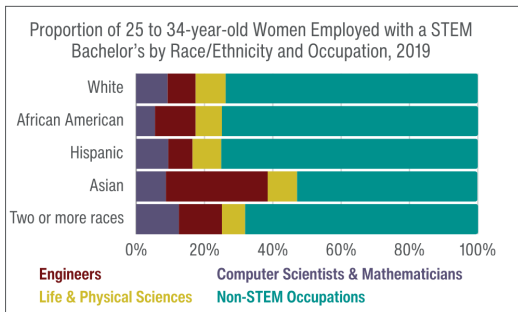
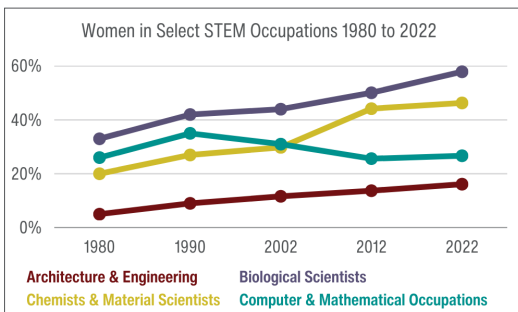
# IF CITIES WERE BUILT BY WOMEN: SHAPING OUR FUTURE



From April through June of this year, dozens of St. Louis women and men gathered in small groups to foster intimate discussions on how the physical forms, systems of mobility, investments, and growth policies would look if women had been at the table, making decisions, shaping how our cities were built. These conversations led to so many incredible ideas and generated such momentum that we couldn't stop there. We are excited to share with you what we learned and the guiding principles we created to help shape St. Louis' future.



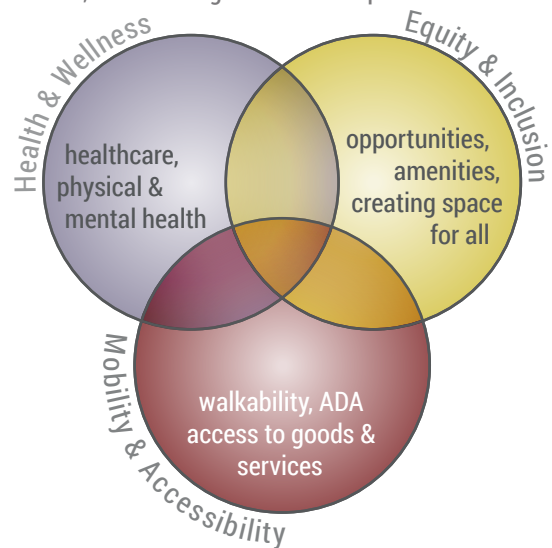
## Women in the Workforce Today



*\*Society of Women Engineers*

## Formula to Shape our Future

To overcome the challenges we face in our city, our approach must be grounded in these three values: Health & Wellness, Equity & Inclusion, and Mobility & Access. It is important to understand that these values are codependent, and when well-balanced, the resulting solutions will provide the best outcomes.



## Meet Our Speakers



**ERICA HENDERSON**  
Key Strategic Group



**JACQUE KNIGHT**  
Crawford, Murphy & Tilly



**ANNA LEAVEY**  
Anna Leavey, LLC



**BETH LETSCHER**  
ULI St. Louis

## Get Involved

To get involved with the Women's Leadership Initiative or to learn more about If Cities Were Built by Women, visit [stlouis.uli.org](http://stlouis.uli.org).

# SHAPING OUR FUTURE: GUIDING PRINCIPLES

## Mobility & Accessibility Principles

- Consider all scales of mobility and accessibility. How accessible are everyday needs/services? How accessible are quality jobs? How accessible are all modes of transportation (including physical access, costs, and time commitment)?
- Break systemic policies and procedures that disadvantage women and minorities.



- Balance incentives. If you provide parking passes or paid parking, are you providing transit reimbursement or bonuses to those who bike, walk, or use alternative modes of transportation to/from work?
- Clearly identify paths for professional growth. Make promotion and leadership opportunities available and advertise to anyone who wants to work for it.



- Experience other modes of transportation. If you rely on a car, try transit to see what it's like, gain exposure.
- Map your environmental footprint and look for ways you could reduce it. Shop local, walk/bike, reduce trips/distance traveled, reduce waste/recycle/reuse.
- Share your experience. Make yourself accessible to others.



## Equity & Inclusivity Principles

- Ensure people are being heard and valued.
- Confirm those affected by changes are those who are engaged in the discussion.
- Demand diversification of those representing the public in elected or appointed positions.
- Build public trust through transparency and clarity. Get to know your community.



- Consider the complexion of your leadership team. Are you creating space for your minority workers to rise to levels of advancement and supporting them?
- Embrace flexibility and hybrid working environments. Offer supportive conditions that help employees overcome barriers of care responsibilities, automobile dependency, or overstimulating work environments.



- Invite people who don't look like you to participate in things you are a part of.
- Diversify your experiences and learn about new cultures in your community (try new restaurants, activities, amenities, etc.).
- Speak up when you notice people missing from the conversation.
- Mentor less-experienced professionals in your industry. Be the guide you might have wanted.



## Health & Wellness Principles

- Support policies and initiatives that support people (not corporations/special interest groups).
- Build community from community with community. Build upon community assets.
- Prove improvement and accountability for positive impacts on health and wellbeing. We are what we measure.



- Provide opportunities for people to live an active lifestyle. Accommodate for all abilities or challenges, mental/emotional or physical.
- Lead with empathy and compassion. Get to know your people. What kind of leader is the "I had it tough, so you should too" person creating?



- Advocate for those with needs different than yours.
- Treat yourself with kindness and compassion. Always aim to grow.
- Prioritize mental health.
- Commit to an active lifestyle.



What can public/elected officials do?



What can my company or organization do?



What can I do?