Equity criteria	PROCESS: How gender equitable are current processes and protocols around the allocation of active travel funding in Scotland?		OUTCOMES: To what extent have active travel investments in Scotland led to more gender equitable outcomes in active travel (and beyond)?	
	Relevant questions	Sample indicators	Relevant questions	Sample indicators
Engagement	What are the sociodemographic and neighbourhood characteristics of those living in the area(s) affected by the project?	% of households experiencing deprivation; % of disabled residents; % of residents of colour; % of households without a car; number of existing public transport options in the area; km of existing active travel infrastructure in the area	Were community members consulted or engaged with from the beginning and throughout the design/planning and delivery/implementation processes?	Number of & attendance at community engagement events
	Who are the most vulnerable groups in the area who could stand to benefit the most from new active travel infrastructure? (e.g. Which communities experience transport poverty? Which communities experience higher levels of deprivation?)		Who participated in engagement processes (across all stages - design/planning, implementation, monitoring and evaluation)?	Attendance at community engagement events, with disaggregated data (e.g. by sex, sexual orientation, ethnicity, age, ability, socioeconomic status, post code) where possible
	How will vulnerable groups (along with other diverse communities and stakeholders) be engaged with from the beginning and throughout the design/planning process? How will information about/recruitment for engagement activities and events be disseminated to these groups?	Presence of community engagement plan that reflects an awareness of who the most vulnerable groups are who could benefit the most from infrastructure	Who was missing from engagement processes and how will they be engaged in the future? Do vulnerable or underrepresented groups feel like they have adequately participated in engagement processes?	Attendance at community engagement events, with disaggregated data (e.g. by sex, sexual orientation, ethnicity, age, ability, socioeconomic status, post code) where possible; presence of diverse groups in community engagement process; % of people from diverse groups (or self-reported individuals from diverse groups) who feel they have contributed/are contributing to active travel projects in the area
	Have resources been committed to meaningfully engage with key stakeholder groups, particularly from vulnerable and underrepresented communities? Have resources been committed to sustain long-term relationships with key stakeholder groups, particularly from vulnerable and underrepresented communities?	% of budget allocated to community engagement	In which ways have findings from community engagement been incorporated into the design / implementation / monitoring process? How will relationships with key stakeholder groups, particularly from vulnerable and underrepresented groups, be sustained in the future?	Self-reported % of local people who feel they have been listened to in this process; Number of future plans influenced by community engagement findings; Appointment of a dedicated community engagement manager/team
	To what extent can women's and/or equalities groups input in/influence decisions about funding allocation, including community engagement plans?	Number of women's and/or equalities organisations that the decision-making team is already in dialogue or working with; Self-reported representatives from women's and/or equalities organisations who feel like they can meaningfully input in the decision-making process	To what extent has working with women's and/or equalities groups enabled a wider, more inclusive engagement process?	Self-reported representatives from women's and/or equalities organisations who say their involvement has enabled engagement with more diverse communities
			How will the community be informed of progress toward achieving gender equity outcomes?	Appointment of a dedicated community engagement manager/team; % of budget allocated to (ongoing) community engagement
Infrastructure	What proportion of the budget has been allocated for active travel physical infrastructure (e.g. cycle lanes) vs. necessary social infrastructure (e.g. outreach and education) to get more diverse people cycling?	% of budget allocated to physical infrastructure and social infrastructure	What type of physical infrastructure has been built? (Evidence shows that all people, but especially women, prefer protected cycle lanes with separation from traffic.)	
	How will social infrastructure be designed and delivered to optimise benefits for local people and the local cycling economy (or local economy more widely)?	Number of local cycle shops and cycle education trainers who are engaged in project; number of local businesses who are engaged in project; number of partnerships that have been formed to support education and outreach to promote active travel	What is the balance between physical infrastructure that facilitates movement and that which facilitates stillness/rest?	Presence and number of cycle parking, benches, toilets, water fountains; km of cycle lanes; km of walking paths; km of shared walking/cycle paths
	Is there data on or an understanding of the distributional impacts of the project (e.g. % of population living in disadvantaged communities vs. % share of new active travel infrastructure, % of population in areas with poor access to public transport vs. % share of new active travel infrastructure)?	Presence of data and analysis on distributional impacts of projects	What type of social infrastructure will accompany new physical infrastructure? (e.g. targeted education and outreach programmes to underrepresented groups)	Presence and number of education and outreach programmes in support of active travel project; number of partnerships that have been formed to support education and outreach to promote active travel
			Who is using/benefitting from new infrastructure (both physical and social)?	Number of people using new infrastructure (e.g. cycle count data), disaggregated by sex and other characteristics (e.g. ethnicity, age, ability, socioeconomic status, post code) where possible
			What types of journeys does this infrastructure facilitate? (e.g. work commutes, care journeys, leisure trips)	Trip purposes: proportion of trips made for work, education, care, leisure, exercise, etc.
			Does new active travel infrastructure complement public transport?	Number of bus stops or train stations along or nearby route
			Does new active travel infrastructure complement other measures to promote walking, wheeling and cycling? (e.g. 20mph speed limits, School Streets, low-traffic neighbourhoods)	Number of supportive active travel measures along or nearby route
			What types of jobs will this active travel infrastructure investment generate? Are the new jobs created good jobs (e.g. pay at least a Living Wage, union recognition)? Who will benefit from this job creation? (e.g. Within which sectors have these jobs been created? Are they sectors that are dominated by women or men?)	Number of new jobs created for local people; direct hires related to project and hires induced by project; number of new jobs that pay at least the Living Wage; number of new jobs with a unionised workforce
			What anchor institutions exist locally and how can they support this and forthcoming active travel projects? Are there any local cooperatives that can also support active travel projects? (e.g. cycle mechanics co-op)	Presence of community wealth building initiatives in the local area; number of anchor institutions in the local area that have engaged with project

Category	Process/Input Question	Process/Input Measure	Outcome Question	Outcome Measure
Health and safety	Are adequate resources allocated towards ensuring women and girls' safety (e.g. through physical and design measures, like adequate lighting, as well as social measures, like conducting gender safety audits and delivering bystander intervention training)?	% of budget allocated to improving women's and girls' safety	Does new active travel infrastructure reduce pedestrian and cyclist road injuries and fatalities while increasing opportunities for physical activity for vulnerable populations?	% reduction in pedestrian road injuries; % reduction in pedestrian fatalities; % reduction in cyclist road injuries; % reduction in cyclist road fatalities amount of people who report being physically active because of new active travel infrastructure; self-reported feelings of safety
	Are adequate resources allocated towards ensuring safety for communities of colour?	% of budget allocated to improving safety for communities of colour	Does new active travel infrastructure reduce close passes, near misses and other abuse from drivers?	% reduction in close passes, near misses; % reduction of road abuse OR number of close passes, near misses, incidences of road abuse from drivers self-reported by users; self-reported feelings of safety from people cycling
	Are adequate resources allocated towards increased reporting of and action on near misses and close passes?	% of budget allocated to increased reporting of and action on near misses and close passes	What measures are in place to address gender-based violence in public space (e.g. street harassment)?	Presence of physical measures to improve safety from a gender perspective (e.g. lighting, clear sightlines); number of gender safety audits conducted; presence of community-based initiatives to improve safety from a gender perspective (e.g. gender safety audits, bystander intervention training); % women and girls self-reporting feelings of safety
	Are adequate resources allocated towards ensuring the safety of precarious workers (e.g. delivery cyclists), shift workers and informal workers who may use this infrastructure early in the morning or late at night?	% of budget allocated to improving safety for precarious, shift and informal workers	What measures are in place to address racial discrimination and/or police racial profiling?	Number of engagement events with communities of colour; number of community initiatives to improve safety from a race/ethnicity perspective
	Are adequate resources allocated towards ensuring the health and safety of those who cycle *as* work (e.g. delivery cyclists)?	% of budget allocated to engagement with delivery cyclists	What measures are in place to ensure safety for precarious workers (e.g. delivery cyclists), shift workers and informal workers who may use this infrastructure early in the morning or late at night?	Existence of the measures to ensure sfaety for precarious workers; an uptick in infrastructure usage by these workers
			What measures are in place to ensure that this infrastructure serves the needs of those who cycle *as* work?	Number of 'rest stops' (with public toilets, shade/weather protection, benches, water fountains, air pumps)
			Does new active travel infrastructure help reduce traffic-related air pollution within vulnerable populations?	% reduction in air pollution
Accessibility	Are adequate resources allocated towards ensuring accessibility (e.g. conducting accessibility audits with disabled people, older people)?	% budget allocated to improving accessibility	Does new active travel infrastructure serve disabled people's needs and journeys?	Presence and number/percentage of disabled people using route; self-reported disabled users saying that new infrastructure suits their needs
	Has there been consideration of and provision for cargo bikes, e-cycles and adapted cycles?	Width of cycle lanes adequate to enable cargo bikes and adapted cycles; presence and number of e-cycle charging points	Does new active travel infrastructure support a greater shift to e-cargo bike deliveries (especially locally)?	Presence and number/percentage of cargo bike couriers using route; number/percentage of local businesses that have switched to e-cargo bikes; business transportation costs
	Has there been analysis of which key services new infrastructure will enable access to?	Availability of data/analysis on key services within easy reach of new infrastructure	Does new active travel infrastructure facilitate care-related, encumbered journeys?	Proportion of trips made for care; distance of care-related trips
	Has there been consideration of how key services can be brought to people (e.g. mobile health centres) via new infrastructure?		Does new active travel infrastructure support children's journeys? (e.g. Does it join up with School Streets?)	Presence and number/percentage of children using route; number of School Streets along or within easy reach of new infrastructure
	Are adequate resources allocated towards signage and wayfinding?	% budget allocated to signage and wayfinding	Does new active travel infrastructure enable access to key services?	% of residents with access to key services within a 15-minute ride on route
			Does new active travel infrastructure reduce travel time for everyday journeys for women, disabled people, communities of colour, low income households?	% reduction in travel time for women, disabled people, communities of colour, low income households
Affordability			Does new active travel infrastructure reduce the burden of transport costs in the immediate future (e.g. by increasing vulnerable residents' access to low cost transport)?	Individual and household transportation costs; self-reported savings on transport from individuals
	Does this project contribute to inclusive local economic development?	Number of new jobs/apprenticeships created for local people	Will new active travel infrastructure reduce the burden of transport costs in the long term (e.g. by reducing the need for car ownership/access or for parking in new developments)?	Individual and household transportation costs; self-reported savings on transport from individuals
	Has this project been designed with guardrails to ensure there will be adequate affordable (social and rental) housing nearby?	Presence of clear and joined-up housing / transport / land use planning policies to ensure that new infrastructure does not lead to 'green gentrification'	Who will save money as a result of active travel infrastructure?	Individual and household transportation costs; self-reported savings on transport from individuals
			Who will save time as a result of active travel infrastructure?	Time use data disaggregated by sex and other sociodemographic characteristics where possible; self-reported time savings from diverse women and men
			How does new active travel infrastructure affect the balance of paid and unpaid work between women and men?	Self-reported time spent on paid/unpaid work from diverse women and men
			What impact has new active travel infrastructure had on local businesses?	Self-reported perceptions of impact of active travel from local business owners
			What impact has new active travel had on local economic development?	Number of new jobs created for local people; direct hires related to project and hires induced by project; funding allocation to local organisations to support project delivery; business transportation costs; proportion of commuting journeys made
	Is there a clear expectation to collect and analyse gender disaggregated data and data disaggregated by other sociodemographic characteristics (e.g. ethnicity, age, disability, sexual orientation, socioeconomic status) throughout the project?	% budget allocated to (disaggregated) data collection and analysis	Has new active travel infrastructure helped to reduce the gender gap and other inequalities in cycling?	Data on cycling diversity pre- and post (e.g. % men and % women cycling, % white people and people of colour cycling)
			Is gender disaggregated data on new active travel infrastructure being collected and analysed?	Presence of gender disaggregated data; % budget spend on data collection and analysis
	What are the measures determining whether/the extent to which underserved groups are better off as a result of this project?	Existence of an Equality Impact Assessment conducted during the design/planning process	Is data being disaggregated by other sociodemographic characteristics? (e.g. ethnicity, sexual orientation, age)	Presence of data disaggregated by other characteristics (e.g. ethnicity, sexual orientation, age)

	What mechanisms are in place to enable corrective action if/when resource allocations result in negative outcomes for women, girls and other marginalised groups?	Existence of an Equality Impact Assessment conducted during the design/planning process	Is there any learning from monitoring & evaluation of this project that can inform future design and delivery guidelines to better respond to the travel needs of vulnerable communities (e.g. households with low income, women, people of colour)? If so, how is this learning being integrated?	
	How will learning from the monitoring & evaluation of this project inform future funding allocation guidelines and decisions to better respond to the travel needs of vulnerable communities (e.g. households with low income, women, people of colour)?	% budget allocated to ongoing/future community engagement and/or monitoring & evaluation	Are there any mechanisms to assess gender and other differences in beneficiaries' satisfaction with new infrastructure? If so, are there any gender or other differences in satisfaction levels?	Presence of gender disaggregated data; % budget spend on data collection and analysis
Monitoring and Evaluation	To what extent can women's and/or equalities groups input in/influence the monitoring and evaluation process?	Number of women's and/or equalities organisations that the decision-making team is already in dialogue or working with; Self-reported representatives from women's and/or equalities organisations who feel like they can meaningfully input in the monitoring and evaluation process	What equality impact assessments were conducted in the project design/planning process? How have they been used as part of the monitoring and evaluation process?	Number of Equality Impact Assessments conducted during the design/planning process