Who is at the Table? Gender Differences in Willingness to Participate in Climate Citizen Assemblies

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Abstract

Low public support for climate policies has led to growing interest in public participation, such as citizen assemblies (CAs), to increase acceptance. While CAs aim to enhance legitimacy and inclusion, gender participation remains unequal, with women often being underrepresented. This study investigates psychological factors that may influence women's willingness to participate in CAs: self-efficacy, feeling heard, and the gender composition of deliberative groups. Using an online experiment ($N = 200$), participants read a hypothetical climate CA invitation and viewed an image of either a same- or mixed-gender group. Results showed that women were significantly more willing to participate than men. While self-efficacy and feeling heard predicted willingness to participate, they did not mediate the relationship between gender and willingness, and group composition had no moderating effect on the model. Among the four conditions (same-gender men, mixed-gender men, mixed-gender women, same-gender women), willingness to participate increased in that order, with a significant difference between same-gender men and same-gender women. These results highlight important implications to increase participation in CAs and reduce the gender gap. Organising bodies should foster self-efficacy and feeling heard, as well as emphasise gender diversity and the presence of facilitators during recruitment.

Keywords: Citizen Assembly, Climate Change, Diversity, Gender Gap, Public Participation

TABLE OF CONTENTS

Abstract……....3
Introduction……..……5
Women in Public Participation: a Historical and Structural Account……..…....…….…….6
Other Influencing Factors: a Gendered Psyche?.....…..…..……..…..…..…….…7
Current Study….…….……..…..10
Method……...……..……..13
Participants…….……..…….....13
Design and Procedure.…...……..…...14
Measures..……...17
Method of Analysis……..……...……....……18
Results……20
Hypothesis Testing..…...…..…….…….....22
Exploratory Analyses…….……..……..……..……....……29
Discussion……..……31
General Findings…….……..…….....31
Limitations and Future Research..……..……..……...36
Conclusion……..39
References……..……40
Appendix A..……..……..……..……...…….46
Appendix B..……...……..……..……..……...……..50
Appendix C..…….……....……..……...……53
Appendix D..……....……..……...……54

Who is at the Table? Gender Differences in Willingness to Participate in Climate Citizen Assemblies

Climate change is now one of the largest issues we must face, being dubbed a "wicked problem". That is, a problem which has multiple conflicting causes and outcomes, no right or wrong solutions, and which creates further problems for those aiming to resolve them (Sun & Yang, 2016). Although most people are aware of these environmental issues and report wanting more climate policies (Bouman et al., 2024; People's Climate Vote, 2024), many of these policies once implemented face public resistance and low acceptability (Drews & van den Bergh, 2015). A possible reason for this discrepancy is that people feel excluded from the decision-making process, lack trust in governing bodies, and in turn consider the policies as unfair (Perlaviciute, 2022; Liu et al., 2019). Citizen assemblies (CAs)—a form of public participation—are a possible solution to address these issues, and have been found to increase policy acceptance (Gerber et al., 2019; Liu et al., 2020).

However, specific criteria need to be met in order for these assemblies to be perceived as effective, such as participant diversity and representativeness (Perlaviciute et al., 2024). Diversity has been found to increase perceived legitimacy, fairness and effectiveness of the process (Ernst, 2019). On the other hand, lack of diversity can lead to feelings of exclusion and resistance (Paulis et al., 2024; Perlaviciute et al., 2024). Unfortunately, many participative settings are not currently fully inclusive, with participants often being men who are older and more educated than the average population (Jacquet, 2017). Although citizen panel organizers now try to address this gender gap by aiming for balanced samples, there still seems to be a majority of men participating in certain instances (e.g. energy panels; Ernst & Shamon, 2020), and organizations often have to oversample women (Emma & Moventem, personal

communication from internal report, 2025). While it might be intuitive to attribute this to women traditionally having a lack of time and resources, research still found a discrepancy after accounting for these factors (Preece, 2016).

Other psychological processes might then be at play. For example, women tend to report lower self-efficacy to contribute than men (Preece, 2016; Mendelberg et al., 2014). Preliminary research on CAs showed that women also felt less heard and reported having less influence in group discussions (Eichholtzer et al., 2025). When deciding whether to participate in a CA, people might anticipate these interactions. Specifically, if women expect that they will not be able to contribute or be heard, they might be less willing to participate. Group composition could also influence these expected group dynamics. When in the gender minority, women have been found to be more likely to be interrupted and dismissed (Mendelberg et al., 2014; Herring et al., 2023). Gender and group composition could thus influence expected levels of feeling heard and self-efficacy to contribute, thereby influencing willingness to participate in CAs.

However, current research on the gender gap in CAs is limited, and no studies have examined the aforementioned factors in relation to willingness to participate. This study thus aims to address this gap by investigating three key factors: self-efficacy, feeling heard, and table composition. The findings may inform targeted strategies to increase women's participation and help reduce the gender gap.

Women in Public Participation: a Historical and Structural Account

Public participation is defined as the extent to which the public is involved in decision-making processes, and their level of influence on policy making (Liu et al., 2020). The aim is to include lay people beyond conventional political involvement (e.g. voting and party involvement), rather than only governing bodies and representatives (Ernst & Shamon, 2020).

Public participation can take different forms, one of these being CAs, where citizens physically gather for deliberation and voting (Gerber et al., 2019). These include group discussions at different stages of the decision-making process, for example to identify priorities or draft potential policies on a specific topic (Ernst & Shamon, 2020; Perlaviciute & Squintani, 2020). Being political institutions historically shaped by men, some scholars hypothesized that women might be less willing to participate as they may feel alienated from politics (Gerber et al., 2019; Levac, 2013). The resource model posits that political participation depends on time, money and civic skills (Brady et al., 1995, as cited in Gerber et al., 2019). This is particularly relevant for citizen assemblies, which require participants to meet in person—often multiple times—for lengthy discussions. Given the persistence of traditional gender roles, women may face greater constraints on these resources due to household responsibilities and limited access to political role models (Preece, 2016). However, research demonstrates that even after accounting for these factors, the gap in willingness to participate in political settings and readiness to speak at CAs remains (Preece, 2016; Gerber et al., 2019). This demonstrates that there are factors at play other than structural ones, highlighting the need to look at psychological barriers instead.

Other Influencing Factors: a Gendered Psyche?

A common misconception is that women participate less in CAs as they are less interested in politics. However, research shows that there is no gender gap in sociopolitical interests (De Piccoli & Rollero, 2010). Women are interested and more vocal than men on welfare issues and issues which directly impact them, such as abortion and children's rights (De Piccoli & Rollero, 2010; Herring et al., 2023). Particularly relevant in the context of climate CAs is women's interest in environmental issues, which tends to be higher than men's (Brough et al., 2016). Research indeed shows not only that they are more likely to be impacted by climate

change (Kaur & Mizo, 2025), but also that they hold more pro-environmental attitudes and behaviors than men (Bloodhart & Swim, 2020). A lack of interest thus does not seem to be at the root of the gender gap in participation, with other psychological factors potentially creating a barrier to participation —despite initial interest.

Self-efficacy to Contribute

A particularity of CAs is that they may require participants to have higher self-efficacy levels to participate, compared to secret voting (Gerber et al., 2019). First coined by Bandura in 1977, self-efficacy is defined as an "individual's subjective perception of their capability to perform in a given setting or to attain desired results" (American Psychological Association, n.d.). In his qualitative analysis of people who refused to participate in mini-publics, Jacquet (2017) found that non-participants in mini-publics often felt politically inefficacious, attributing this to the demands of deliberation, such as public speaking and topic knowledge. Though he did not examine gender, other research suggests that men may feel efficacious with interest alone, while women's efficacy is more closely tied to perceived knowledge (De Piccoli & Rollero, 2010). This effect can be observed in women's increased likelihood of participating in deliberation when the task is perceived to be within their competence (e.g. abortion; Herring et al., 2023). Women also often underestimate their abilities (Harris et al., 2021), which may reduce their willingness to speak in assemblies. Studies have indeed shown that women report lower political self-confidence and internal efficacy than men (Gerber et al., 2019). As CAs involve public speaking and political decision-making, these differences in self-efficacy to contribute may help explain the gender gap in participation.

Feeling Heard

Another factor that may contribute to the gender gap in public participation is how heard individuals feel in group deliberations. CAs, due to their public and deliberative format, might discourage women more than men from participating when they perceive their voices as less valued (Herring et al., 2023; Mendelberg et al., 2014). Women are more likely to feel unable to speak freely and to experience insensitivity from others (Gerber et al., 2019; Herring et al., 2023). Indeed, members of politically marginalised groups (e.g. women) tend to be more critically evaluated and closely observed by others (Gerber et al., 2019). In addition, this research also shows that female diction in politics is considered less legitimate, being less assertive and aggressive than a more masculine style, and tends to be ignored. However, due to deeply rooted stereotypes, women adopting a more masculine diction does not play in their favor either, and might even be ridiculed (Gerber et al., 2019). Preliminary research on CAs indeed found that women report feeling less heard than men (Eichholtzer et al., 2025). This may discourage them from speaking during assemblies, contributing to the gender gap in readiness to speak (Gerber et al., 2019). Anticipating such dynamics may also deter women from participating in the first place.

Group Composition

The size and composition of a group can also influence how much women feel comfortable speaking in an assembly (Harris et al., 2021; Herring et al., 2023; Mendelberg et al., 2014). Women tend to be more disadvantaged in large groups—that is groups composed of over 6 members—where they are found to use more tentative language and to be more often interrupted (Herring et al., 2023). Women have also been found to be disadvantaged when they are in the gender minority of the group, similarly experiencing more interruptions and often being dismissed (Mendelberg et al., 2014). Specifically, Mendelberg and colleagues found that

when women represent twenty to forty percent of the group, they are half as likely as men to experience approval while speaking. On the other hand, their participation is enhanced when the group is smaller and composed of a larger portion of women than men (Herring et al., 2023; Mendelberg et al., 2014). Importantly, gender composition affects not only women's individual experiences, but also the overall quality of deliberation. Higher proportions of women in assemblies have been linked to increased levels of respect and participant satisfaction (Harris et al., 2014). These findings suggest that women may anticipate poorer social dynamics in assemblies where men are likely to dominate numerically or socially—for example, expecting to be interrupted or to lack influence. As such, group composition could shape both how efficacious and heard women expect to feel in a CA, ultimately affecting their willingness to participate.

Current Study

CAs aim to be democratic and representative, but their political and deliberative format can discourage certain groups from participating—particularly women. Women often report lower self-efficacy to contribute and may expect to be less heard than men in deliberative settings. This expectation of limited influence can reduce their willingness to participate. Additionally, the expected gender composition of an assembly and consequent group dynamics can shape how efficacious or heard individuals expect to feel, further affecting their willingness to join.

Currently, research on the gender gap in willingness to participate in CAs largely focuses on broad political contexts, with limited attention to climate assemblies. To our knowledge, no studies have examined self-efficacy and feeling heard as predictors of willingness to participate, specifically in relation to gender. Similarly, the impact of gender group composition on these variables remains unexplored. However, understanding the processes that contribute to the

gender gap in participation is essential to addressing it. This research can reveal barriers to involvement and suggest ways to present CAs that encourage broader engagement and ensure all voices are heard. This is all the more important as representativeness matters to both the public and officials. When assemblies are seen as representative, officials are more likely to act on citizens' input (Migchelbrink & Van de Walle, 2024) and the public is more likely to accept policy decisions and perceive them as legitimate (Arnesen & Peters, 2018). Moreover, women's participation is crucial, as they hold distinct views on key issues like climate change (Bloodhart & Swim, 2020; Harris et al., 2021), which can influence policy outcomes. Therefore, understanding and overcoming barriers to women's participation in CAs is highly relevant.

The current study thus aims to investigate three questions: (1) does gender influence willingness to participate in climate CAs; (2) do self-efficacy to contribute and feeling heard levels respectively mediate the previous relationship; and (3) does table composition moderate the indirect effects of gender on willingness to participate through self-efficacy and feeling heard? Based on the existing literature, four main hypotheses were developed (see *Figure 1*):

H1. Gender will have an effect on participant's willingness to participate, such that men will be more willing to participate than women.

H2. The relationship between gender and willingness to participate will be mediated by self-efficacy, such that men will have higher self-efficacy levels than women and will in turn be more willing to participate.

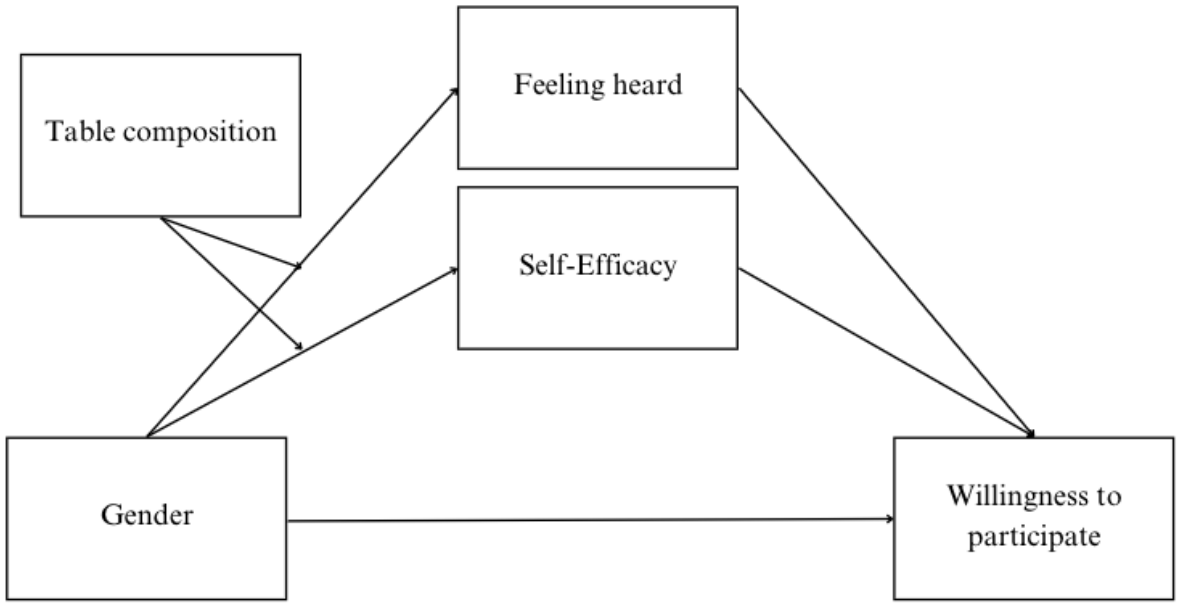
H3. The relationship between gender and willingness to participate will be mediated by feeling heard, such that men will have higher feeling heard levels than women and will be more willing to participate.

H4a. Table composition is expected to moderate the indirect effect of gender on willingness to participate through self-efficacy, such that women will have higher levels of self-efficacy and will be more willing to participate in the same gender table condition than in the mixed gender condition. Men's self-efficacy and willingness to participate are not expected to vary between conditions.

H4b. Table composition is expected to moderate the indirect effect of gender on willingness to participate through feeling heard, such that women will feel more heard and will be more willing to participate in the same gender table condition than in the mixed gender condition. Men's feeling heard levels and willingness to participate are not expected to vary between conditions.

Figure 1

Model of Hypotheses



Method

Participants

Using G*power, an a priori power analysis was conducted with a small to medium effect size ($f = 0.20$, $\alpha = .05$, power = .80), indicating that a sample size of 199 was required. Participants were recruited through the online platform Prolific, which led participants to the Qualtrics survey. In order to be able to complete the survey, participants needed to be Dutch speakers over 17 years of age. Exclusion criteria involved any participant who did not identify as woman or man, who failed the attention check, or who failed the second manipulation check (for the full questionnaire, see Appendix A). Every participant that met these requirements was paid about 1.28€ (10,97€/h) for fully completing the survey, which took on average seven minutes.

In total, 100 men (51 in the same gender condition, 49 mixed gender), and 100 women (48 in the same gender condition, 52 mixed gender) completed the survey. The largest proportion of participants were between 25 and 34 years old (M = 49%, W = 54%), and did not identify as an ethnic minority in the Netherlands (M = 87%, W = 75%). Gender groups were well balanced in the measured demographic variables (age, education, ethnic minority; see *Table 1*).

Table 1

Sociodemographic results by table composition

	Men (n = 100)		Women (n = 100)	
	Same gender (n = 51)	Mixed gender (n = 49)	Same gender (n = 48)	Mixed gender (n = 52)
Age (%)				
18 - 24	15.69	18.37	16.67	19.23
25 - 34	45.10	53.06	58.33	50.00
35 - 44	27.45	20.41	14.58	15.38
45 - 54	7.84	6.12	8.33	11.54
55 - 64	0.00	2.04	2.08	1.92
65 +	3.92	0.00	0.00	1.92
Education (%)				
low	7.84	2.04	2.08	0.00
middle	52.94	48.98	41.64	40.38
high	39.22	48.98	54.17	59.62
Ethnic Minority (%)				
yes	9.80	16.33	27.08	23.08
no	90.20	83.67	72.92	76.92

Design and Procedure

Participants first provided informed consent to participate in the study. They were then asked two demographics questions: age and gender. Participants who responded with “18 or younger” were sent directly to the end of the questionnaire and the debriefing. Similarly, participants who answered “other” or “prefer not to respond” for gender were sent to a specific debriefing, which specified why they were not able to complete the study. That is, as gender (men, women) was investigated as an independent variable, a response was needed in order for participants to be sent to the corresponding vignette. In addition, although genders exist outside the binary, these were beyond the scope of the current study.

The remaining participants were then asked to read a scenario, in which they were invited to join a climate CA in the Netherlands (for the full text, see Appendix A, *Figure 1*). This scenario was inspired by the Netherlands currently running CA, the Nationaal Burgerberaad Klimaat (Nationaal Burgerberaad Klimaat, 2025). The text mentioned childcare, coverage of transportation expenses and financial compensation in order to remove external barriers —our focus being on internal, psychological barriers. After reading the invitation letter, they were randomly allocated to two different conditions where they were shown an image of the table they would sit at if they were to participate (see *Figure 2* and *Figure 3*). The images were generated using Dream Lab, Canva's AI image generation tool. In both conditions, five people sat around a table and engaged in discussion, in order to form groups of six—including the participant who needed to project themselves in this scenario. Age and ethnicity were kept constant across conditions, while gender was manipulated. In one condition, the image showed people of the same gender as the participant around the table (e.g. only women for participants identifying as women). In the second condition, the image showed people of both genders. Since this condition was to have an equal distribution of genders, women were shown three men and two women, and men were shown three women and two men in the image (three of each genders in total). The groups were small to account for the fact that women have been found to be less vocal and comfortable in CAs when in a larger group (Herring et al., 2023).

Figure 2

Same-gender condition images

Note. Left image shown to men participants, right image to women participants

Figure 3

Mixed-gender condition images

Note. Left image shown to men participants, right image to women participants

Participants were then asked to imagine themselves sitting at the table, and to come up with a name for each person in the image, to ensure that proper attention was paid to the table composition (same vs mixed genders). In order for them to fully immerse themselves in the scenario, participants were also asked to imagine how the conversation might play out, how they might feel and contribute. They were then asked the first manipulation check scale questions — relating to how strongly they identified with the people in the image. Finally, the next few questions measured the following items: feeling heard, self-efficacy to contribute, and

willingness to participate. Other potential barriers to participation were also measured as exploratory variables.

The image was then removed from the screen for the second manipulation check, in which participants were asked about the gender of the people who were sitting at the table. Finally, the second set of demographic questions were asked (education, ethnic minority group, income). The survey ended on a debriefing about the goal of the study.

Measures

First Manipulation Check

Four self-developed items assessed whether participants identified with the people in the images, with greater identification expected in the same-gender condition. This and all following variables were measured with a 7-point Likert scale (from 1 = *completely disagree* to 7 = *completely agree*). Items included statements such as "I feel similar to my conversation partners" (for the full questionnaire, see Appendix A). The four items had a high Cronbach's alpha in our sample ($\alpha = 0.86$), as well as high inter-item correlations ($r = 0.61$).

Feeling Heard

An adapted version of Roos and colleagues' (2023) validated Feeling Heard scale was used to evaluate how "heard" respondents expect to be at their assigned table. Participants responded to seven items, which included statements such as "In this conversation, I would say what I really wanted to say" and "In this conversation, the others would try to put themselves in my shoes". The conjugation of the verbs was changed from the original past tense to conditional in order to fit the context of the study. This scale has been well-validated and demonstrated acceptable internal consistency ($\alpha = 0.73$) and moderate inter-item correlations in our sample ($r = 0.29$) (Roos et al., 2023).

Self-efficacy to Contribute

Self-efficacy to contribute was measured using three items, adapted from Hamann and colleagues (2023), and Koudenburg and colleagues (2015). Items included statements such as "I believe my perspective can provide valuable input", measured using a 7-point Likert scale. The three items had a high Cronbach's alpha in our sample ($\alpha = 0.88$), demonstrating good internal consistency, as well as high inter-item correlations ($r = 0.71$).

Willingness to Participate

Willingness to participate was measured using three items adapted from Jong and colleagues (2019), and Jans and colleagues (2024; based on Sloot et al., 2018; 2019). Participants answered statements such as "I would definitely consider participating in this citizen assembly", on a 7-point Likert scale. The three items demonstrated a high Cronbach's alpha in our sample ($\alpha = 0.97$), once again demonstrating strong internal consistency, and had high inter-item correlations ($r = 0.91$).

Barriers

One question was self-developed in order to assess potential barriers to participation. Participants were asked "What factors would most likely prevent you from participating in this assembly? Please indicate how much each of the following factors would discourage you personally from participating". They then rated five separate items on a 5-point Likert scale (from 1 = *not a barrier at all* to 5 = *very strong barrier*): lack of time, lack of knowledge, lack of interest in the topic of climate, lack of confidence in the usefulness of the initiative, and practical barriers (e.g. disability, transportation).

Method of Analysis

The model was tested using a 2 x 2 quasi-experimental design where men (vs women) were randomly allocated to one of two table composition conditions (mixed gender, same gender).

To answer H1, an independent samples t-test was run using R (version 4.3.3; R Core Team, 2021). The dependent variable being willingness to participate, and independent variable being gender (men, women).

H2 and H3 were tested using the package lavaan on R (version 4.3.3; R Core Team, 2021; Rosseel, 2012). This package uses structural equation modelling to test mediation models. In the models, gender was entered as the independent variable, self-efficacy or feeling heard as the mediator, and willingness to participate as the dependent variable.

Finally, Hayes' PROCESS-macro for R (Model 7, version 4.3.3; R Core Team, 2021) was used to test H4a and H4b (Hayes, 2022). In this model, gender was entered as the independent variable, self-efficacy or feeling heard as the mediator, and willingness to participate as the dependent variable. Table composition was included as the moderator of the path between gender and self-efficacy or feeling heard.

Some exploratory analyses were also conducted. First, a between-subjects ANOVA was run on R (Version 4.3.3; R Core Team, 2021), to determine if willingness to participate varied significantly across conditions. The independent variables entered were gender and table composition. The dependent variable entered was willingness to participate.

Another mixed-methods exploratory analysis was run to look into the barriers to participate in the assembly. Independent samples t-tests were run using R (Version 4.3.3; R Core Team, 2021) to investigate gender differences in the five barriers to participation. To gain additional insight into perceived barriers, an exploratory content analysis (qualitative) was

conducted. Specifically, participants' open-ended responses were reviewed and categorized. The aim was to explore whether specific barriers were more frequently mentioned by men or women.

Results

Prior to analysis, univariate outliers were examined for all continuous variables. No outliers were identified for the dependent variable (willingness to participate). A small number of moderate outliers were detected for the mediator variables (self-efficacy, feeling heard). Given the relatively large sample size (women $n = 100$, men $n = 100$; see *Table 1*) and the robustness of the mediation and moderated mediation models, no data points were removed or transformed.

Correlations between outcome and mediating variables were first conducted, revealing moderate correlations between all variables (see *Table 2*). Descriptive statistics also highlighted that the group which was the least willing to participate was that of men in the same-gender condition ($M = 3.33$), and the most willing was women in the same gender condition ($M = 4.58$; see *Table 3*). This same pattern is found for feeling heard, with men in the same-gender group scoring lowest ($M = 4.33$) and women in the same-gender group scoring highest ($M = 4.56$). Interestingly, in terms of self efficacy, the lowest rating group was still men in the same-gender condition ($M = 4.99$), but the highest rating group were the men in the mixed-gender condition ($M = 5.41$). These preliminary observations will be further investigated throughout the hypothesis testing and the exploratory results sections.

Table 2

Mean, standard deviations, and correlations across groups

	M	*SD*	1	2	3
1. Willingness	4.16	1.77	—		
2. Self-efficacy	5.19	1.09	0.41***	—	
3. Feeling heard	4.43	0.75	0.39***	0.56***	—

Note. M and *SD* are used to represent the means and standard deviation respectively.
*** = $p < .001$

Table 3

Mean and standard deviation of outcome and mediators by table composition and gender

	Men		Women	
	Same gender	Mixed gender	Same gender	Mixed gender
Willingness	3.33 (*1.80*)	4.06 (*1.88*)	4.58 (*1.65*)	4.36 (*1.66*)
Self-Efficacy	4.99 (*1.02*)	5.41 (*0.98*)	5.20 (*1.13*)	5.16 (*1.19*)
Feeling Heard	4.33 (*0.53*)	4.40 (*0.72*)	4.56 (*0.81*)	4.44 (*0.89*)

Note. M (*SD)* is used to represent the means and standard deviation respectively.

Visual inspection of Q-Q plots revealed deviations from normality in both gender groups, particularly in the tails of the distribution (see *Figure 1*, Appendix B). This was confirmed by significant Shapiro-Wilk tests for men ($W = 0.94$, $p < .001$) and women ($W = 0.94$, $p < .001$). Levene's Test revealed unequal variances between groups, $F(1,198) = 4.09$, $p = .044$. The large sample size ($n = 100$ per group) allows to ignore the violation of normality, however a Welch's t-test was conducted due to the violation of homogeneity. Q-Q plots were visually inspected for each model, and the residuals did not appear to follow a normal distribution for the outcome and

mediator variables, suggesting that the assumption of normality was violated (see *Figure 2*, *Figure 3*, and *Figure 4*, Appendix B). Considering the large sample size and robustness of bootstrapping, mediation and moderated mediation analyses were conducted as planned. No other assumptions were violated.

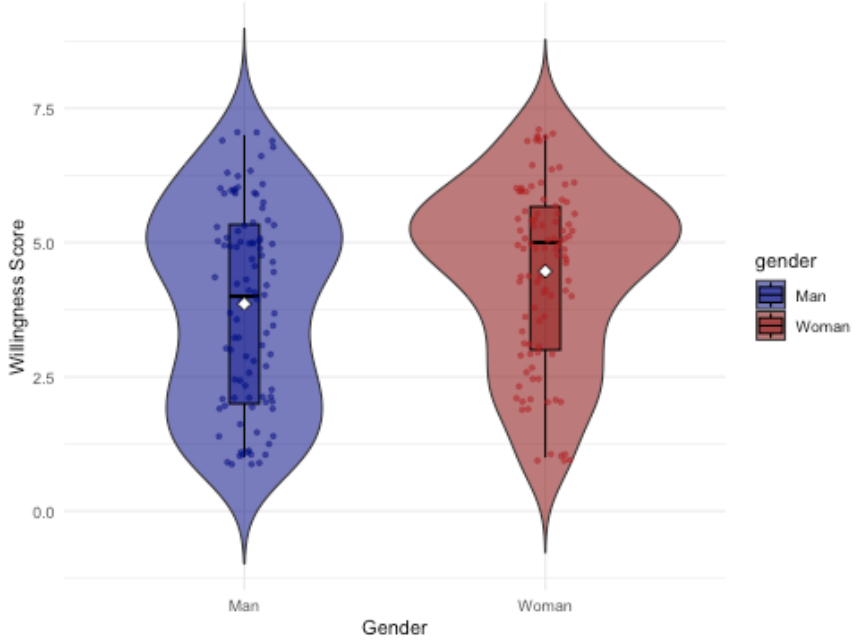
Four questions on similarity were asked as a manipulation check. A t-test was conducted, and results showed a statistically significant difference between conditions. Participants in same-gender groups ($M = 4.17$, $SD = 1.13$) identified and felt more similar to the people in the images than participants in mixed-gender groups ($M = 3.82$, $SD = 1.31$), $t(194.83) = 2.01$, $p = .046$, 95% CI [0.01, 0.69]. This indicates that the manipulation worked properly.

Hypothesis Testing

To test the first hypothesis, Welch's t-test was conducted to compare levels of willingness (dependent variable) between genders (male and female, independent variable). The results indicated a statistically significant difference in willingness between men ($M = 3.86$, $SD = 1.84$) and women ($M = 4.46$, $SD = 1.65$), $t(195.61) = -2.45$, $p = .015$, 95% CI [-1.09, -0.12]. On average, women reported higher willingness scores than men (see *Figure 4*). As these results counter what was hypothesised, hypothesis 1 was rejected.

Figure 4

Distribution of Willingness to Participate Score by Gender

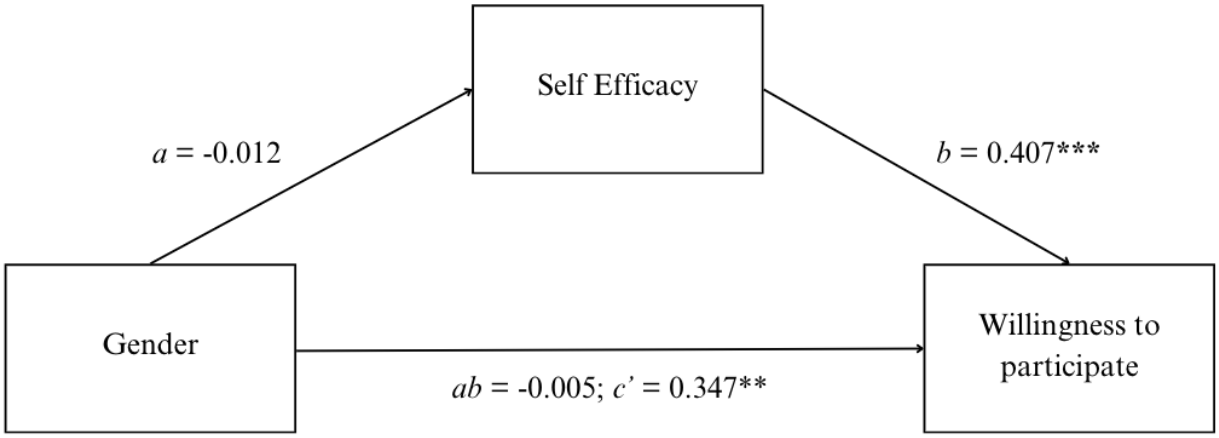


Mediation Analyses

A mediation analysis was conducted to examine whether the relationship between gender and willingness to participate is mediated by self-efficacy to contribute (H2). Gender did not significantly predict self-efficacy (β = -0.012, *SE* = 0.143, p = .932). Self-efficacy significantly predicted willingness (β = 0.407, *SE* = 0.065, $p < .001$), such that individuals who reported higher levels of self-efficacy also reported higher willingness. However, the indirect effect of gender on willingness through self-efficacy was not significant (β = -0.005, *SE* = 0.059, p = .933), suggesting no mediation. The total effect of gender on willingness was significant (β = 0.342, *SE* = 0.139, p = .014), driven by the direct effect of gender on willingness also found in H1. The self-efficacy mediation model explained 19.5% of the variance in willingness (R^2 = .195), but none of the variance in self-efficacy (R^2 = .000). Since the indirect mediation path was not statistically significant, hypothesis 2 was rejected (see *Figure 5*; see Appendix C, *Table 1*).

Figure 5

Mediation Model for Self Efficacy, Coefficients and Significance

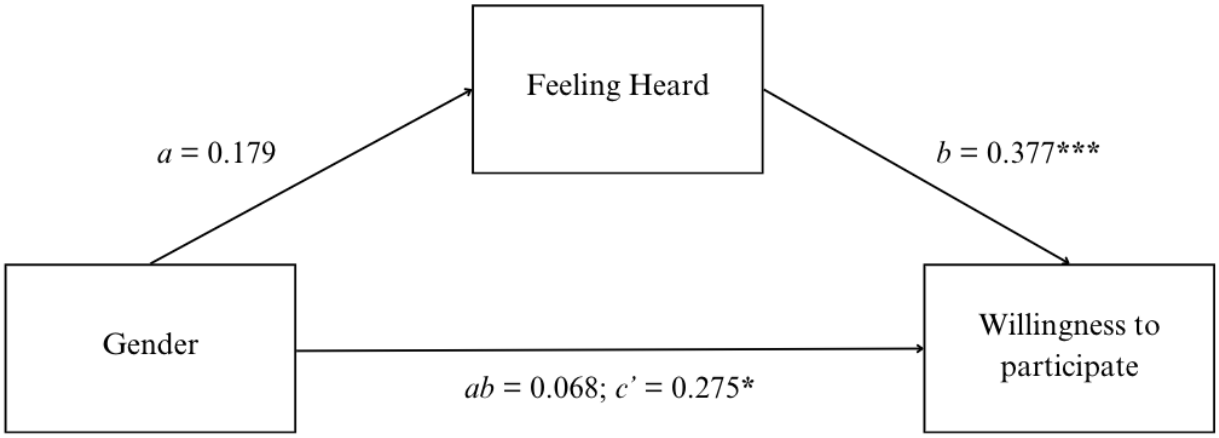


Note. ab represents the indirect effect, *c'* represents the direct effect.
** = $p < .01$, *** = $p < .001$

A mediation analysis was conducted to examine whether the relationship between gender and willingness to participate was mediated by feeling heard (H3). Gender did not significantly predict feeling heard ($\beta = 0.179$, $SE = 0.141$, $p = .204$). Feeling heard significantly predicted willingness ($\beta = 0.377$, $SE = 0.062$, $p < .001$), such that higher levels of feeling heard were associated with higher willingness. However, the indirect effect of gender on willingness through feeling heard was not statistically significant ($\beta = 0.068$, $SE = 0.054$, $p = .214$), suggesting no mediation in this model either. The total effect of gender on willingness was statistically significant ($\beta = 0.342$, $SE = 0.139$, $p = .014$), once again driven by the direct effect of gender on willingness. The feeling heard mediation model explained 17.1% of the variance in willingness ($R^2 = .171$) and only 0.8% of the variance in feeling heard ($R^2 = .008$). Since the indirect mediation path was not statistically significant, hypothesis 3 was rejected (see *Figure 6*; see Appendix C, *Table 2*).

Figure 6

Mediation Model for Feeling Heard, Coefficients and Significance



Note. ab represents the indirect effect, *c'* represents the direct effect.
* = $p < .05$, *** = $p < .001$

Moderated Mediation Analyses

A moderated mediation was run to test hypothesis 4a, with gender as the independent variable, willingness to participate as the dependent variable, self-efficacy to contribute as the mediator, and table composition as the moderator. There was no evidence that table composition moderated the effect of gender on self-efficacy. The interaction between gender and table composition was not significant ($\beta = –0.46$, $SE = 0.31$, $p = .133$, $\Delta R^2 = .01$). The conditional effect of gender on self-efficacy was nonsignificant at both levels of the moderator (same-gender groups, $\beta = 0.21$, $SE = 0.22$, $p = .326$; mixed-gender groups, $\beta = –0.25$, $SE = 0.22$, $p = .252$). Similarly, the conditional indirect effects of gender on willingness through self-efficacy were not significant at either level of table composition. In same-gender groups, the indirect effect was $\beta = 0.14$, $SE = 0.15$, 95% CI [–0.14, 0.45]. In mixed-gender groups, the indirect effect was $\beta = –0.16$, $SE = 0.15$, 95% CI [–0.49, 0.11]. The index of moderated mediation was also found to be nonsignificant. As the confidence interval includes zero, this indicates that table composition did

not significantly moderate the indirect effect of gender on willingness through self-efficacy to contribute, and hypothesis 4a was rejected (see *Table 4* and *Figure 7*).

Table 4.

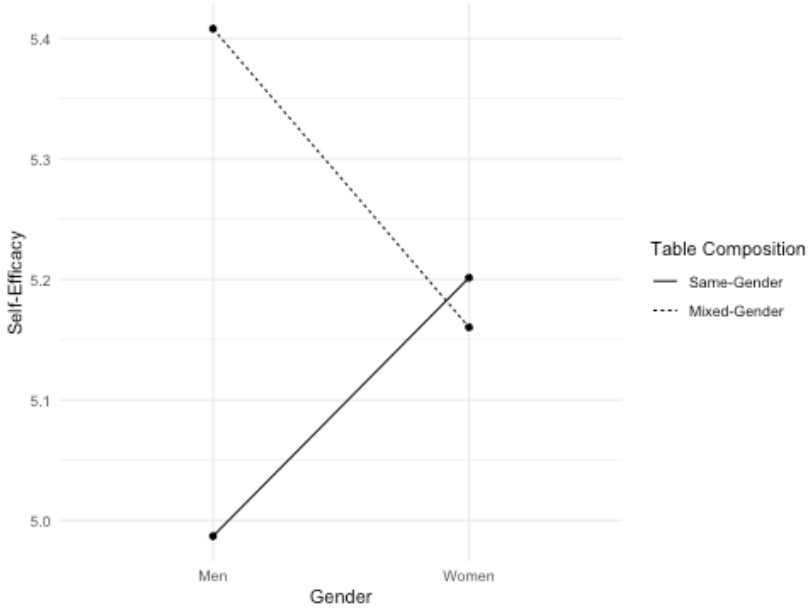
Results of the H4a Moderated Mediation Analysis

Effect	Path	β	*SE*	95% CI	
				Lower	Upper
a-path (same-gender)	Gender —> Self-Efficacy	0.215	0.218	-0.215	0.644
a-path (mixed-gender)	Gender —> Self-Efficacy	-0.248	0.216	-0.673	0.178
b-path	Self-Efficacy —> Willingness	0.664	0.104	**0.458**	**0.869**
Direct (c')	Gender —> Willingness	0.616	0.226	**0.170**	**1.061**
Indirect (same-gender)	Gender —> Self-Efficacy —> Willingness	0.142	0.146	-0.138	0.449
Indirect (mixed-gender)	Gender —> Self-Efficacy —> Willingness	-0.165	0.153	-0.493	0.107
Index of moderated mediation	Gender —> Self-Efficacy —> Willingness	-0.307	0.215	-0.765	0.085

Note. For gender, 0 = men, 1 = women.
Significant = bold

Figure 7

Effect of Gender and Table Composition on Self-Efficacy



A moderated mediation was run to test hypothesis 4b, with gender as the independent variable, willingness to participate as the dependent variable, feeling heard as the mediator, and table composition as the moderator. There was no evidence that table composition moderated the effect of gender on feeling heard. The interaction between gender and table composition was not significant (β = –0.18, *SE* = 0.21, *p* = .397, ΔR^2 = .004). The conditional effect of gender on feeling heard was nonsignificant at both levels of the moderator (same-gender groups, β = 0.23, *SE* = 0.15, *p* = .136; mixed-gender groups, β = 0.05, *SE* = 0.15, *p* = .759). The conditional indirect effects of gender on willingness through feeling heard were also found to be nonsignificant at either level of table composition. In same-gender groups, the indirect effect was β = 0.20, *SE* = 0.13, 95% CI [–0.04, 0.47]. In mixed-gender groups, the indirect effect was β = 0,04, *SE* = 0.14, 95% CI [–0.24, 0.32]. The index of moderated mediation was also nonsignificant. As the confidence interval includes zero, this indicates that table composition did

not significantly moderate the indirect effect of gender on willingness through feeling heard, and hypothesis 4b was rejected (see *Table 5* and *Figure 8*).

Table 5.

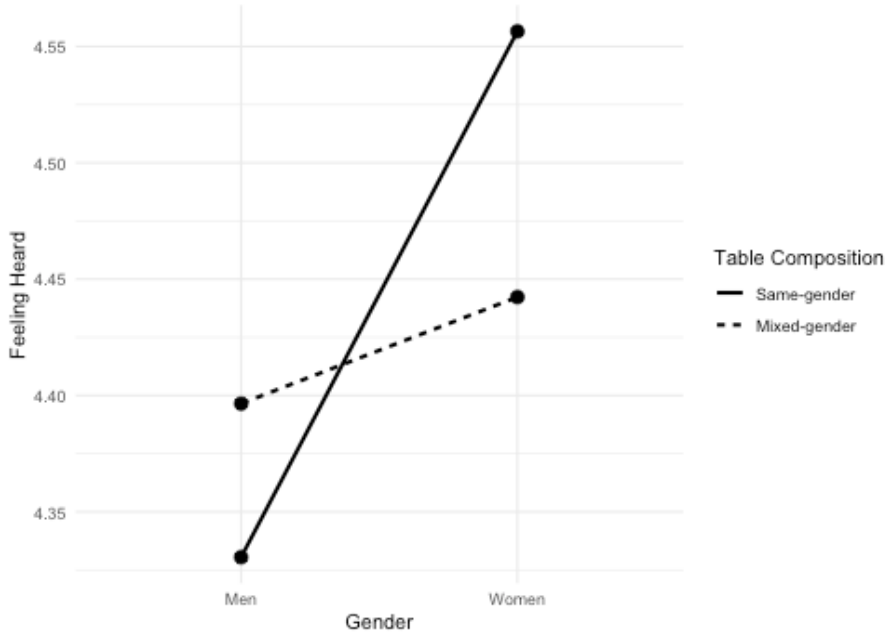
Results of the H4b Moderated Mediation Analysis

Effect	Path	β	*SE*	95% CI	
				Lower	Upper
a-path (same-gender)	Gender —> Feeling Heard	0.226	0.151	-0.071	0.524
a-path (mixed-gender)	Gender —> Feeling Heard	0.046	0.149	-0.249	0.340
b-path	Feeling Heard —> Willingness	0.893	0.154	**0.589**	**1.196**
Direct (c')	Gender —> Willingness	0.487	0.230	**0.033**	**0.941**
Indirect (same-gender)	Gender —> Feeling Heard —> Willingness	0.202	0.128	-0.038	0.471
Indirect (mixed-gender)	Gender —> Feeling Heard —> Willingness	0.041	0.144	-0.243	0.324
Index of moderated mediation	Gender —> Feeling Heard —> Willingness	-0.161	0.195	-0.571	0.207

Note. For gender, 0 = men, 1 = women.
Significant = bold

Figure 8

Effect of Gender and Table Composition on Feeling Heard



Exploratory Analyses

As expected, a main effect of gender on willingness to participate was found, with women (M = 4.28, SE = 0.13) reporting significantly greater willingness than men (M = 3.67, SE = 0.13), p = .015, η^2 = .030 (see Appendix D, *Table 1*). No main effect of table composition was found (p = .711), nor was there a significant interaction between gender and table composition (p = .213). Although the interaction term was not significant, post hoc Tukey tests indicated that women in same-gender tables (M = 4.70, SE = 0.17) reported significantly more willingness than men in same-gender tables (M = 3.78, SE = 0.17), p = .049 (see Appendix D, *Figure 1* and *Figure 2*). This gender difference disappeared within mixed-gender tables, with no significant effect observed.

Furthermore, t-tests were conducted to examine gender differences in perceived barriers to attending the assembly. Two of the t-tests were significant: usefulness of the initiative, and

practical issues (e.g. disability, transportation). Men (M = 3.23, SD = 1.29) reported significantly greater perceived lack of confidence in the initiative's usefulness than women (M = 2.61, SD = 1.15), $t(195.72) = 3.59$, $p < .001$, 95% CI [0.28, 0.96]. Conversely, women (M = 2.18, SD = 1.16) rated practical issues as being significantly more of a barrier than men (M = 1.73, SD = 1.03), $t(192.65) = -2.86$, $p = .005$, 95% CI [−0.76, −0.14].

To further explore participants' barriers to participating in the CA, an exploratory qualitative analysis of open-ended responses was conducted. Responses were reviewed and grouped by commonly expressed ideas or concerns, although no formal qualitative coding or interrater reliability procedures were applied. In total, 33 responses (16 men, 17 women) were reviewed, excluding participants which gave generic thanks or no comments. A few recurring themes were found within the responses. The most common theme was that of lack of confidence or trust in the usefulness of the initiative (5 men, 1 woman), which included concerns with political systems, lack of change, as well as lack of trust in other participant's capabilities. For example, one participant noted, "I don't think such a citizen assembly will result in more action from the government in the current political situation". The second theme involved concerns about group composition and diversity (2 men, 1 woman), including observations about imbalance in gender representation or age inclusivity. One participant wrote, "The group seems rather unbalanced", and another "I do think there should be limits on age, to avoid overrepresentation of a particular generation". Finally, two women mentioned practical barriers: "Childcare for my child" and "location". Other comments did not evoke specific barriers, but included mentions of methodological issues and limitations (e.g. AI, having to make a judgement based on a picture; 2 men, 5 women), were general appreciation for the research (5 men, 7

women), or comments with no cross-cutting theme (2 men were curious or wanted more context, 1 woman mentioned doubt about climate change).

Discussion

The present study investigated gender differences in willingness to participate in climate CAs. Specifically, we assessed 1) gender's effect on willingness to participate (H1), 2) self-efficacy and feeling heard as potential mediators to this relationship (H2 and H3), and finally 3) table composition (same-gender, mixed-gender) as a moderator for both mediated paths (H4a and H4b). To test this, an online experiment was conducted which presented participants with a climate CA invitation. The experiment randomly allocated participants to a hypothetical image of a discussion table, either one with people of their same gender, or one composed of both men and women. Participants had to project themselves in this hypothetical CA scenario, at this table. We found that: 1) women were overall more willing to participate than men, 2) self-efficacy and feeling heard both predicted willingness, however they did not mediate the path between gender and willingness, and 3) table composition did not moderate the relationship between gender and both mediators.

General Findings

Gender and Willingness

The first hypothesis was not found to be supported. More specifically, the men in our sample were less willing to participate in the CA than the women. This was contrary to what was expected — that men would be more willing. As outlined previously, experts from both research and practice report women's tendency to participate less, and the need to oversample in order to reach gender-balanced samples (Ernst & Shamon, 2020; Emma & Moventem, personal communication from internal report, 2025). I have identified three elements that might explain

our diverging findings: the intention-behaviour gap, the barrier of perceived usefulness, and education levels in our sample.

First of all, our finding that women were more willing to participate in a climate CA aligns with previous research showing that women generally hold stronger pro-environmental attitudes (Bloodhart & Swim, 2020). However, this contrasts with the persistent gender gap in actual participation observed in the literature (Ernst & Shamon, 2020; Gerber et al., 2019). This discrepancy may reflect the well-documented intention–behaviour gap (IBG; Kesternich et al., 2022), where attitudes and motivations inform people's intentions, but structural and normative barriers can prevent these intentions from translating into action (Osberghaus et al., 2025). In our sample, for example, two women still mentioned childcare and location as barriers—despite the invitation noting both would be covered. While these were rated as only small barriers, women rated them significantly higher than men, who largely did not consider them barriers at all. Overall, these findings point to the fact that, although women might have an interest in the topic of climate change and the motivation to participate, other constraining factors (e.g. structural and normative barriers) could still be at play and hinder their participation.

Another barrier that may help explain the reversed gender trends in our findings is participants' confidence in the usefulness of the initiative. Men rated their lack of confidence in the climate CA's usefulness as a significantly greater barrier than women. This is further supported by several male participants' comments (n = 5), such as: "Citizens don't make decisions, politicians do. They don't listen to the public." These statements align with the literature: broader trends of low trust in governing bodies (Citrin & Stoker, 2018), and the link between femininity and government trust (McDermott & Jones, 2022). Other comments, such as "There's no point sitting at a table with people who've formed their opinions from watching TV

and who basically don't have the capacity to form their own opinion", also suggest doubts about the value of the CA. This mirrors a common theme in the literature: skepticism about ordinary citizens' capacity to understand and deliberate on complex issues due to lack of expertise (Perlaviciute et al., 2024). In contrast, women's comments rarely mentioned these concerns (n = 1), and were generally more supportive of the initiative (e.g. "I think this is an interesting concept that would definitely attract participants!"). The greater prevalence of distrust among male participants—both in institutions and fellow citizens—may partly explain their lower willingness to participate, as trust has been linked to participation levels (Liu et al., 2019).

Finally, another element that could have influenced our findings is that our sample was overall highly educated. Indeed, more than half of the participants reported having a bachelor's degree or above, and this was particularly true for the women in our sample (see *Table 1*). Importantly, higher education levels have been linked to higher willingness to participate (de Jong et al., 2019). Although there was no statistically significant difference in education levels between genders in our study, the overall high education level might still be relevant to keep in mind.

Self-efficacy to Contribute and Feeling Heard

Both the second and third hypotheses were not supported by our results. Specifically, self-efficacy to contribute and feeling heard did not mediate the relationship between gender and willingness to participate. While both mediators predicted willingness, neither was significantly predicted by gender, contrary to expectations. It was hypothesised that women would report lower levels of self-efficacy and feeling heard than men, thus leading to lower willingness, but no significant gender differences were found. A potential explanation could be the scenario-based (vignette) method used. Being an online questionnaire, participants did not actually take

part in a CA but were asked to project themselves into such a setting and imagine the group dynamics. Although this method has been effectively used in research, such as the role of deviants in social change (Koudenburg & Jans, 2023), it also has limitations. For example, participants might bring in biases from their current state into the projection (e.g. if in a positive state, imagine positive dynamics; Bushong & Gagnon-Bartsch, 2024). Or, since hypothetical vignettes cannot fully capture real-life dynamics, participants might not be able to imagine the real-life dynamics of CAs (Erfanian et al., 2020). Research has shown that women who participated in CAs reported feeling less heard than men, being interrupted, and being dismissed (Eichholtzer et al., 2025; Mendelberg et al., 2014). Although this is an observed phenomenon, women might not be able to initially project these negative dynamics. This is reflected in some participants' comments, for example: "I can't judge how I would feel in a conversation or how others would behave based on a picture" and "I find it very hard to form an opinion based on a photo". Our findings support self-efficacy to contribute and feeling heard as predictors of willingness, but the projection method may have limited their role as mediators.

Table Composition

Neither hypothesis 4a or 4b were supported. Table composition did not moderate the path between gender and the mediators (self-efficacy and feeling heard), nor the moderated mediation models as a whole. That is, being in mixed- or same-gender groups did not influence participant's levels of self-efficacy or feeling heard. As with the mediation models, the scenario-based method may have influenced these findings, as they relied on participants' ability to project themselves into the images. However, it is important to note that the manipulation was not unsuccessful. Participants in the same-gender condition reported significantly higher perceived similarity to those in the images compared to those in the mixed-gender condition,

indicating that the manipulation was successful, and that participants were able to project themselves in the image sufficiently to identify with their similar-peers.

Finally, the impact of the manipulation is also evident in the varying levels of willingness to participate across the four groups—same-gender men, mixed-gender men, mixed-gender women, and same-gender women—with willingness increasing in that order (see Appendix D, *Figure 1*). While exploratory analyses showed only a trend toward significance across groups (see Appendix D, *Table 1*), post hoc tests revealed that women in same-gender groups were significantly more willing to participate than men in the same-gender condition (see Appendix D, *Figure 2*). Interestingly, men were more willing to participate in mixed-gender than same-gender groups, whereas women showed the opposite pattern. Although the overall model was marginal and explained little of the variance, these findings highlight an effect found in the literature: in deliberative settings, the larger the proportion of women in a group, the more positive and comfortable the conversational dynamics tend to be (Karpowitz et al., 2012; Mendelberg et al., 2014). Studies have shown that women's presence in these settings increases the number and diversity of speakers, decreases interruptions, and leads to more respectful conversations (Karpowitz et al., 2012; Mendelberg et al., 2014). Our findings suggest that participants may have anticipated this effect, with groups composed of more women reporting greater willing to participate. This is also reflected in participants' responses to the projection task: women's conversational tone tended to be more emotionally sensitive (calm, focused on safety and atmosphere), men's tone more often expressed skepticism and nervousness. For example, some women (n = 30) said: "Seems like a group of kind people; I think it will be a calm conversation" and "I would feel comfortable there, because we're all women". Men, by contrast, left comments such as: "He often has his opinion ready and prefers to counter rather than be open." and "I

would feel curious and slightly tense" (n = 19). It is important to keep in mind that these examples only reflect trends, that a majority of comments in both groups were neutral (e.g., "I would take a reserved stance"), and that no formal qualitative analysis was conducted. Still, these patterns align with previous literature and would merit further investigation through formal qualitative studies.

Limitations and Future Research

While this study provides interesting insights for understanding the gender gap in public participation, some limitations should be considered. The first two limitations have already been mentioned in the above section: our outcome variable measure and the IBG, as well as the scenario-based method used. As previously discussed, measuring willingness to participate as an intention rather than a behavior might have influenced the results, leading to higher willingness to participate in our sample than reported by professionals (Emma & Moventem, personal communication from internal report, 2025). Using a scenario-based method also comes with some limitations, as participants may come in with particular biases, project their current states, and it may not reflect real-life dynamics (Bushong & Gagnon-Bartsch, 2024; Erfanian et al., 2020). These elements could potentially reduce the ecological validity of our findings.

Additionally, some participant characteristics should be considered —mainly, their recruitment on a paid research platform (Prolific), and their high level of education. Because participants were recruited through Prolific, this sample might differ from the general population. Prolific users may have a particular interest in research or be motivated by compensation, while CA participants are typically recruited by mail. However, CA participants who respond to mail invitations may also represent a specific profile (e.g., those interested in the topic). Importantly, research indicates that data quality on Prolific is generally high, with participants providing

meaningful answers and following instructions (Douglas et al., 2023). In addition, our sample was highly educated, which may have influenced our results as higher education levels have been linked to greater willingness to participate (de Jong et al., 2019).

Finally, the choice of images could also present some limitations. Firstly, some participants pointed out the fact that the images were AI-generated, for example “Why use a horrible AI 'photo'? It negatively affected my ability to empathize”. Indeed, although effort was put into generating images where people had a welcoming but neutral expression, it is possible that their visibly artificial appearance created a distance and an extra barrier for participants to be able to project themselves. Additionally, attention was paid towards having people in the image look similar to real-life CA participants (e.g. casual attire), and towards having age diversity (two older adults, two middle-aged adults, one young adult). However, some participants still pointed these elements out as barriers. For example: “I found the setting of the conversation in the photo a bit impersonal. It doesn’t really invite conversation and feels very formal”. A few participants noted an age imbalance ($n = 6$) and reported that the older participants might take up more space in the conversation. This could be due to the overall young age of our sample (over half being 25 to 34 years old).

However, there are still strengths to this study. It is the first of its kind, to our knowledge, which investigated gender dynamics in CAs with same-gender table compositions. Mainly, we were able to directly investigate participant’s willingness to participate within four different groups: composed of only men, only women, or mixed from both men and women’s perspectives. Currently, studies cannot research these dynamics within assemblies as third-party organizers (e.g., Emma, Moventem) typically avoid varying conditions to ensure a consistent experience and prevent participants from feeling like test subjects (Eichholtzer, personal

communication, 2025). The current research is thus helpful in order to better understand the gender-gap, identify potential barriers to participation, and therefore look into solutions for designing CAs which feel more inviting. This in turn could increase diversity and ensure more voices will be heard. Indeed, although unexpected, our findings offer valuable insights into the conditions that may increase women's willingness to participate. First, it could be helpful to reassure them that others with similar backgrounds or identities will also be present. Representing this idea, a woman participant in the mixed-gender condition highlighted as a barrier her discomfort with who might be present at the event: “Not knowing who you'll end up with (for example, a group of men with 'high' positions in daily life)”. This context invokes people of the same gender, however other comments also highlighted the importance of age. The more diversity is present, the more likely participants overall will feel represented, the more comfortable they will be (Karpowitz et al., 2012). This can ensure more equal participation and influence within conversations (Karpowitz et al., 2012), helping both in bringing the gender gap but also boosting participation in general. Our findings also suggest that fostering self-efficacy and feeling heard could help increase participation. Organising bodies could therefore emphasize during recruitment that certain measures, such as facilitators during discussions and participant training, will be in place to ensure everyone feels comfortable.

In order to further investigate these potential effects, future research should conduct qualitative analyses of men and women’s reported experiences with conversational dynamics at CAs. Furthermore, conducting this study’s experimental approach with real assembly pictures and measuring enrollments would be a crucial step toward addressing two key limitations: the impersonal nature of the AI-generated vignette and the intention–behavior gap. This could produce different moderation and mediation effects and help disentangle genuine interest from

structural or normative barriers to participation. Since CAs mostly strive for representative samples by oversampling women, this study focused on mixed-gender groups of equal gender composition. However, studies would also benefit from researching these effects when participants are in the clear minority. Finally, although methodological limitations may have masked potential effects, the lack of significant results suggests that additional factors could be at play. Factors such as social norms, trust levels, and prior exposure to participatory processes may also influence willingness to participate and should be explored.

Conclusion

This study is one of the first to investigate the gender gap in willingness to participate in CAs on the topic of climate change, and the first, to our knowledge, to explore gender dynamics using same-gender table compositions. As women hold strong pro-environmental attitudes and climate change will disproportionately affect them, their inclusion in deliberative processes is essential. Our findings revealed that women expressed greater willingness to participate than men—contrary to expectations. While self-efficacy to contribute and feeling heard predicted willingness, they were not predicted by gender, and table composition showed no moderating effect. These results suggest that women may be motivated to participate but face structural or normative barriers that prevent them from doing so. Ensuring participants feel represented and supported (e.g. through diverse group compositions and trained facilitators) may help bridge this gap. Future research should also explore other factors that may influence willingness to participate (e.g. social norms, trust). Designing CAs that foster diversity, comfort, and equity will be key to building effective climate governance.

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Appendix A

Questionnaire Items

Figure 1

Invitation Text

Je gaat nu een korte tekst lezen waarin je wordt uitgenodigd om deel te nemen aan het klimaatburgerberaad van Nederland. Je krijgt ook een afbeelding te zien van de tafel waaraan je zou zitten als je zou deelnemen.

Beste deelnemer,

Je bent uitgenodigd om deel te nemen aan het Nederlandse Burgerberaad voor het Klimaat. Dit is een unieke kans voor Nederlandse burgers om direct invloed uit te oefenen op het klimaatbeleid in Nederland.

Als deelnemer bespreek je samen met 175 burgers met diverse achtergronden belangrijke uitdagingen rondom klimaat en doe jeaanbevelingen aan beleidsmakers. Dit burgerberaad heeft als doel de volgende vraag te beantwoorden: Hoe kunnen wij, als Nederlanders, onze levensstijl veranderen om het klimaat te verbeteren?

De bijeenkomsten vinden in totaal zes keer plaats, verspreid over drie maanden.

Er is geen voorkennis nodig om deel te nemen. De bijeenkomsten worden georganiseerd buiten werktijd of in het weekend, en indien nodig wordt kinderopvang geregeld. Je krijgt een financiële vergoeding voor je tijd, en je reiskosten worden vergoed.

Je ideeën kunnen bijdragen aan praktische en eerlijke oplossingen voor een groener Nederland.

Hopelijk zien we je daar!

Figure 2

Manipulation check 1: Similarity Items

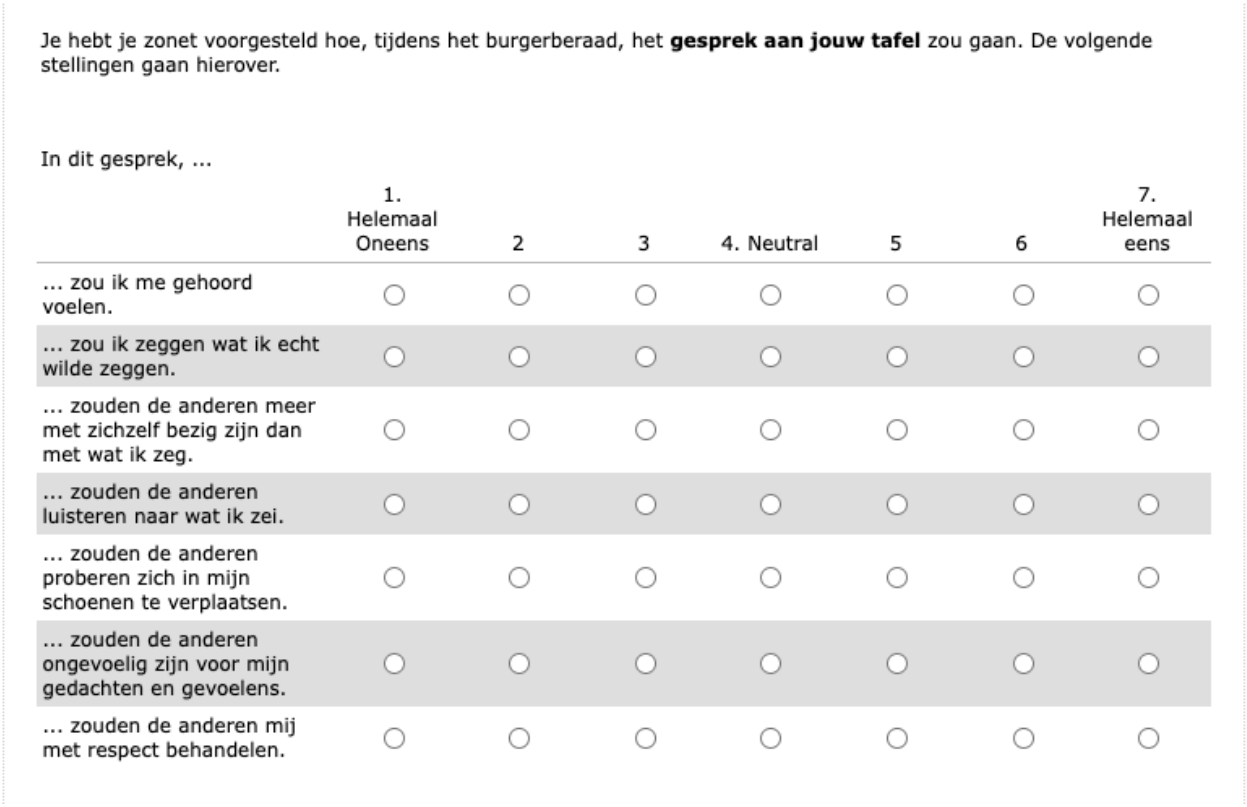
De volgende stellingen gaan over de groep mensen aan jouw tafel (je "tafelgroep").

Geef aan in welke mate je het eens bent met de volgende stellingen.

	1. Helemaal Oneens	2	3	4. Neutral	5	6	7. Helemaal eens
Ik identificeer mij met mijn tafelgroep	○	○	○	○	○	○	○
Ik voel me betrokken bij mijn tafelgroep	○	○	○	○	○	○	○
Ik ben blij dat ik onderdeel ben van mijn tafelgroep	○	○	○	○	○	○	○
Ik lijk op mijn gesprekspartners	○	○	○	○	○	○	○

Figure 3

Feeling Heard Items



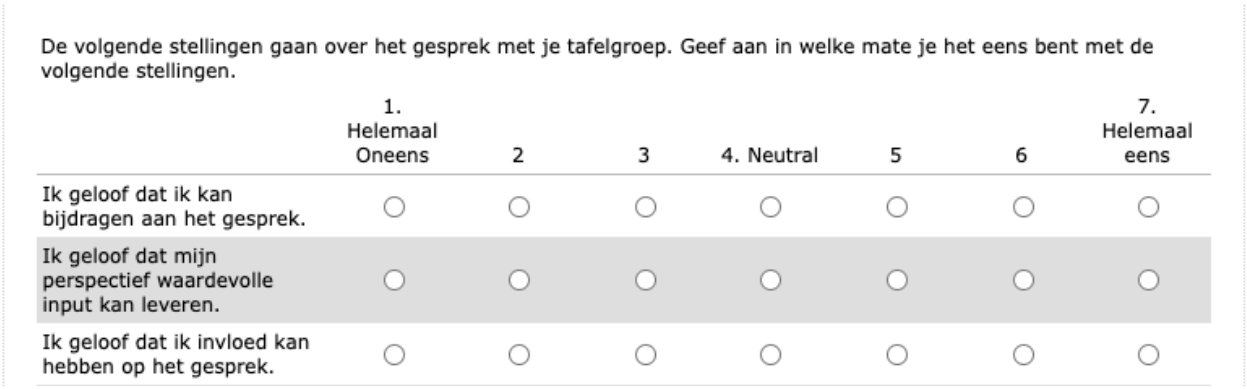
Je hebt je zonet voorgesteld hoe, tijdens het burgerberaad, het **gesprek aan jouw tafel** zou gaan. De volgende stellingen gaan hierover.

In dit gesprek, ...

	1. Helemaal Oneens	2	3	4. Neutral	5	6	7. Helemaal eens
... zou ik me gehoord voelen.	○	○	○	○	○	○	○
... zou ik zeggen wat ik echt wilde zeggen.	○	○	○	○	○	○	○
... zouden de anderen meer met zichzelf bezig zijn dan met wat ik zeg.	○	○	○	○	○	○	○
... zouden de anderen luisteren naar wat ik zei.	○	○	○	○	○	○	○
... zouden de anderen proberen zich in mijn schoenen te verplaatsen.	○	○	○	○	○	○	○
... zouden de anderen ongevoelig zijn voor mijn gedachten en gevoelens.	○	○	○	○	○	○	○
... zouden de anderen mij met respect behandelen.	○	○	○	○	○	○	○

Figure 4

Self-Efficacy Items

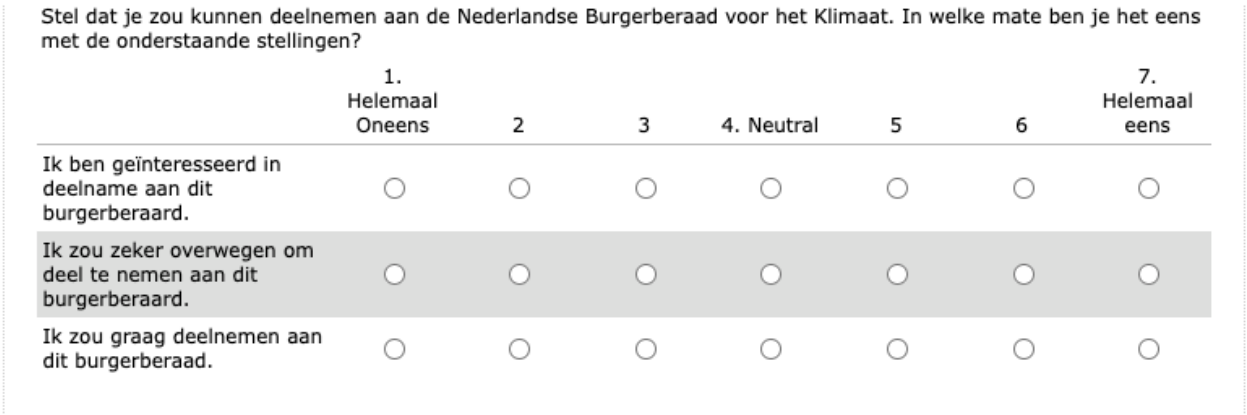


De volgende stellingen gaan over het gesprek met je tafelgroep. Geef aan in welke mate je het eens bent met de volgende stellingen.

	1. Helemaal Oneens	2	3	4. Neutral	5	6	7. Helemaal eens
Ik geloof dat ik kan bijdragen aan het gesprek.	○	○	○	○	○	○	○
Ik geloof dat mijn perspectief waardevolle input kan leveren.	○	○	○	○	○	○	○
Ik geloof dat ik invloed kan hebben op het gesprek.	○	○	○	○	○	○	○

Figure 5

Willingness to Participate Items

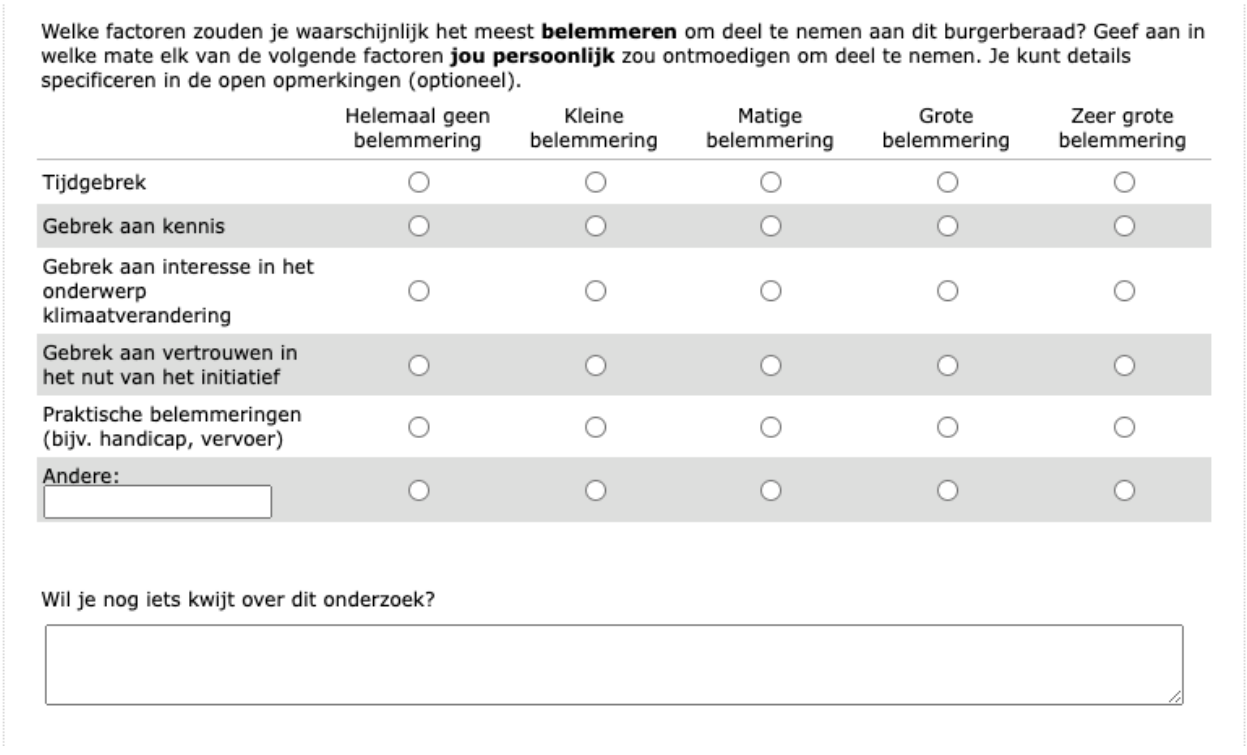


Stel dat je zou kunnen deelnemen aan de Nederlandse Burgerberaad voor het Klimaat. In welke mate ben je het eens met de onderstaande stellingen?

	1. Helemaal Oneens	2	3	4. Neutral	5	6	7. Helemaal eens
Ik ben geïnteresseerd in deelname aan dit burgerberaard.	○	○	○	○	○	○	○
Ik zou zeker overwegen om deel te nemen aan dit burgerberaard.	○	○	○	○	○	○	○
Ik zou graag deelnemen aan dit burgerberaad.	○	○	○	○	○	○	○

Figure 6

Barrier Questionnaire



Welke factoren zouden je waarschijnlijk het meest **belemmeren** om deel te nemen aan dit burgerberaad? Geef aan in welke mate elk van de volgende factoren **jou persoonlijk** zou ontmoedigen om deel te nemen. Je kunt details specificeren in de open opmerkingen (optioneel).

	Helemaal geen belemmering	Kleine belemmering	Matige belemmering	Grote belemmering	Zeer grote belemmering
Tijdgebrek	○	○	○	○	○
Gebrek aan kennis	○	○	○	○	○
Gebrek aan interesse in het onderwerp klimaatverandering	○	○	○	○	○
Gebrek aan vertrouwen in het nut van het initiatief	○	○	○	○	○
Praktische belemmeringen (bijv. handicap, vervoer)	○	○	○	○	○
Andere:	○	○	○	○	○

Wil je nog iets kwijt over dit onderzoek?

Figure 7

Manipulation Check 2

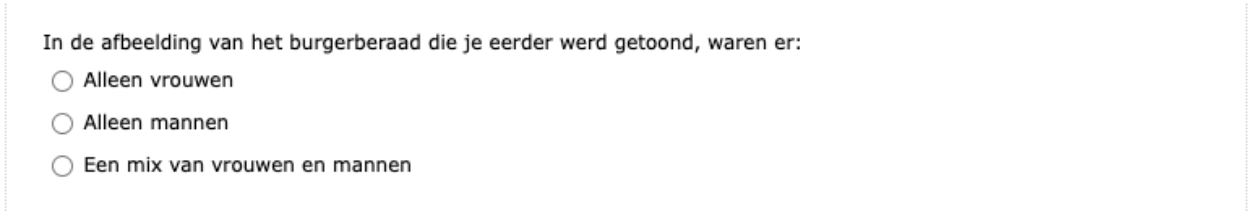
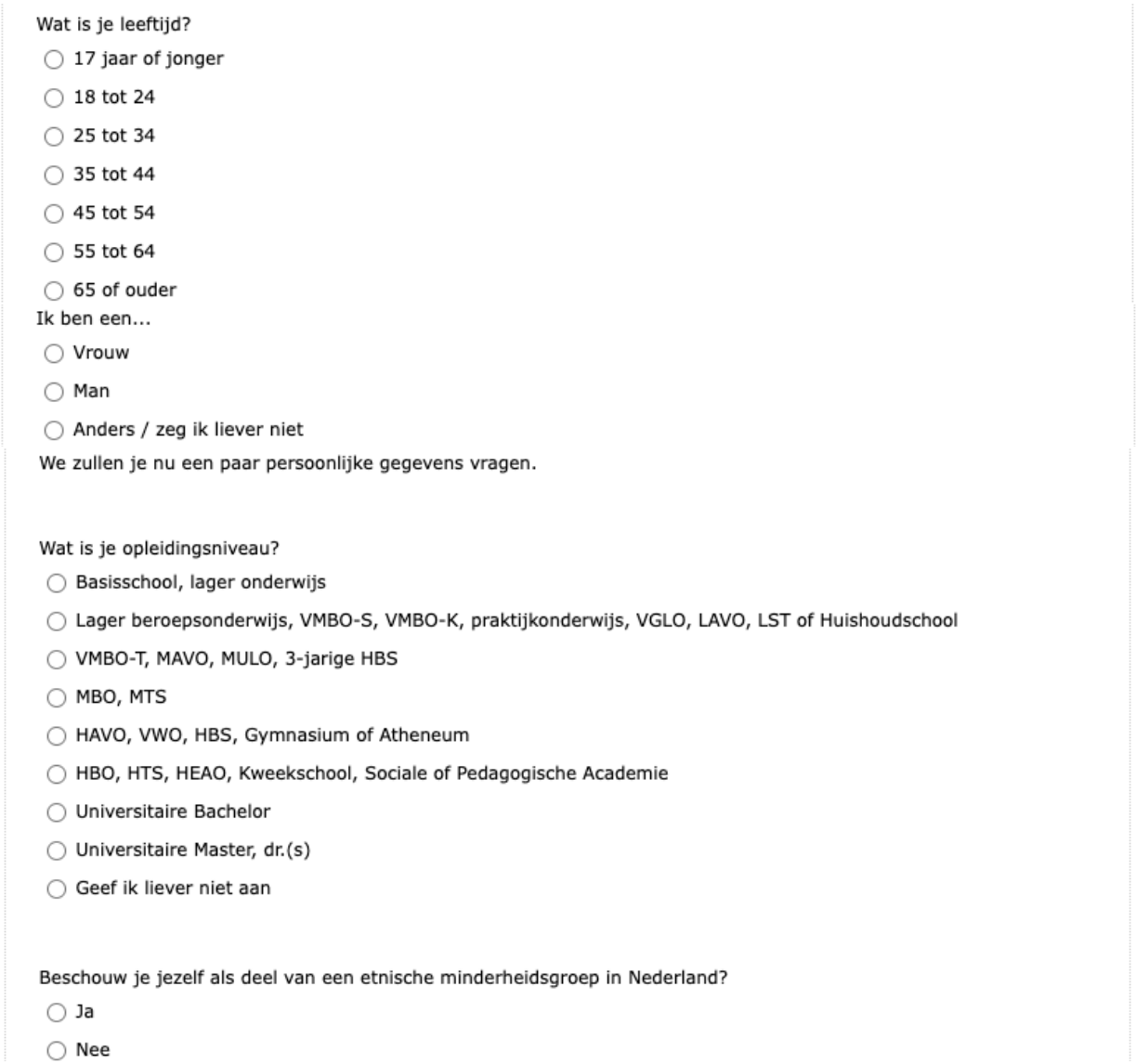


Figure 8

Demographic Questions



Appendix B

Assumptions

Figure 1

Q-Q Plots of Willingness by Gender

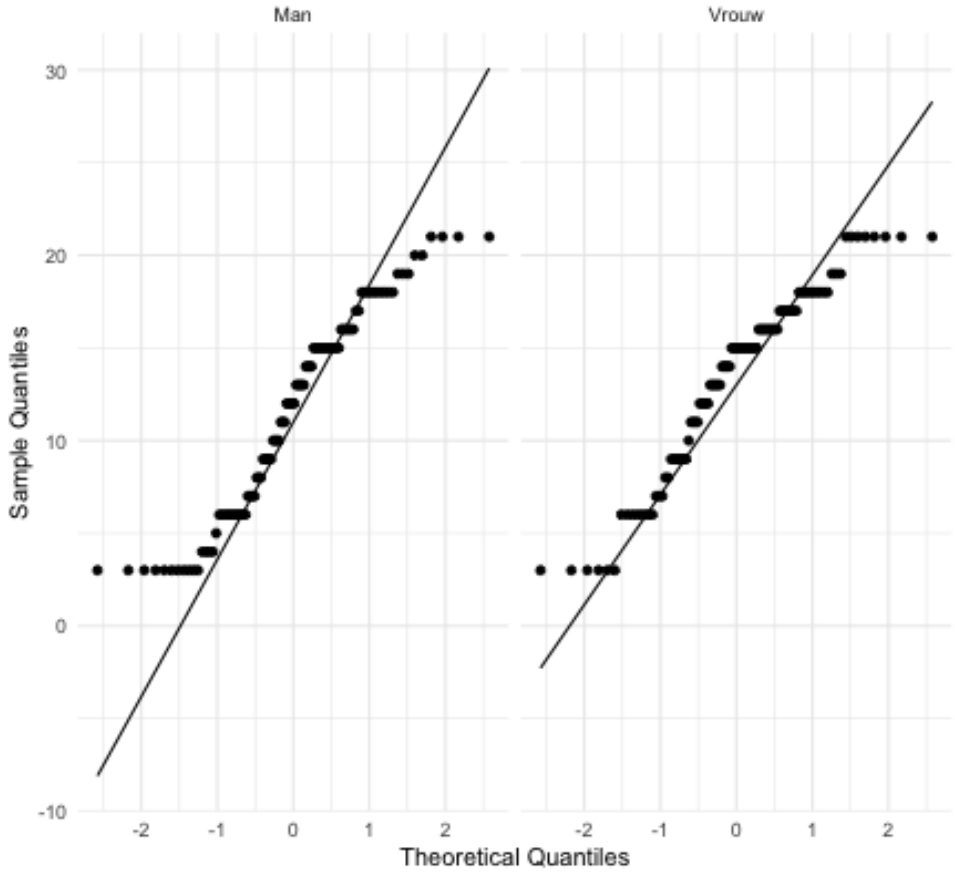


Figure 2

Q-Q Plot of Residuals: Willingness

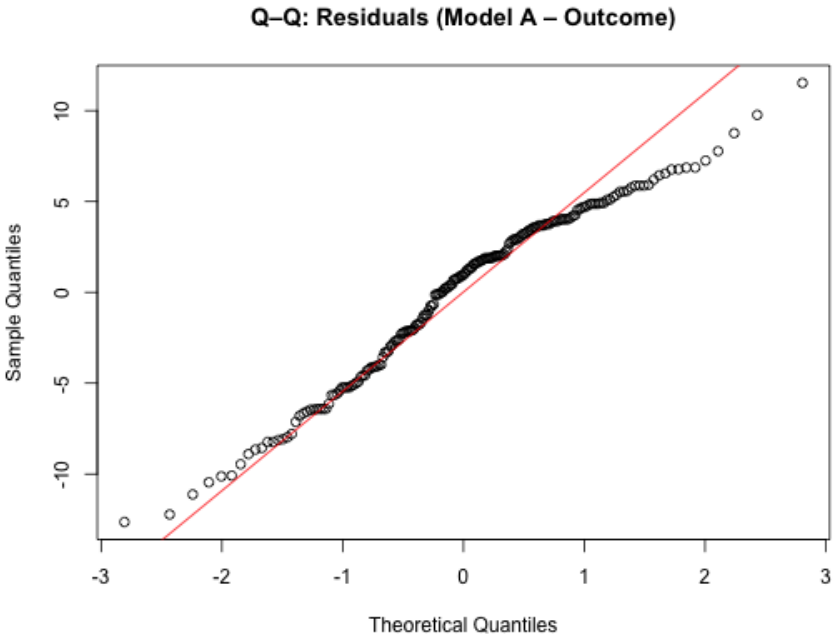


Figure 3

Q-Q Plot of Residuals: Self-Efficacy

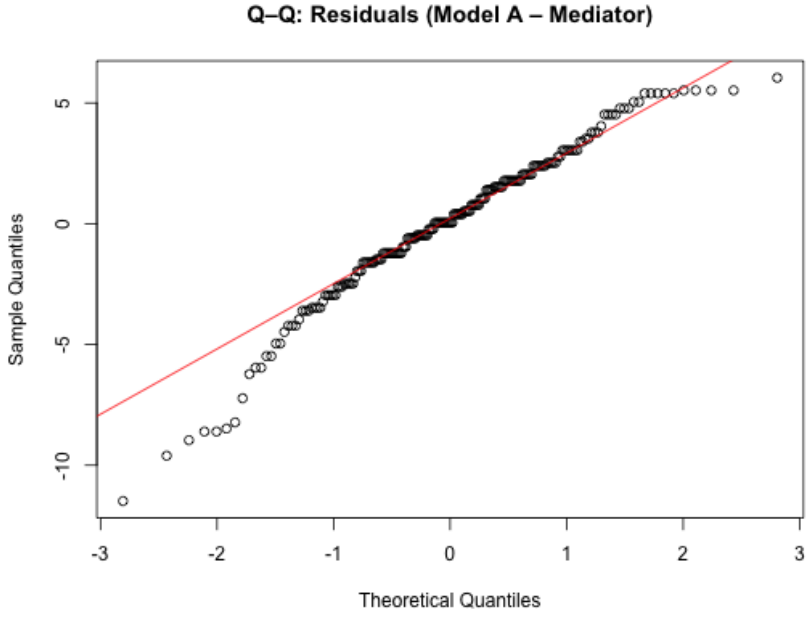
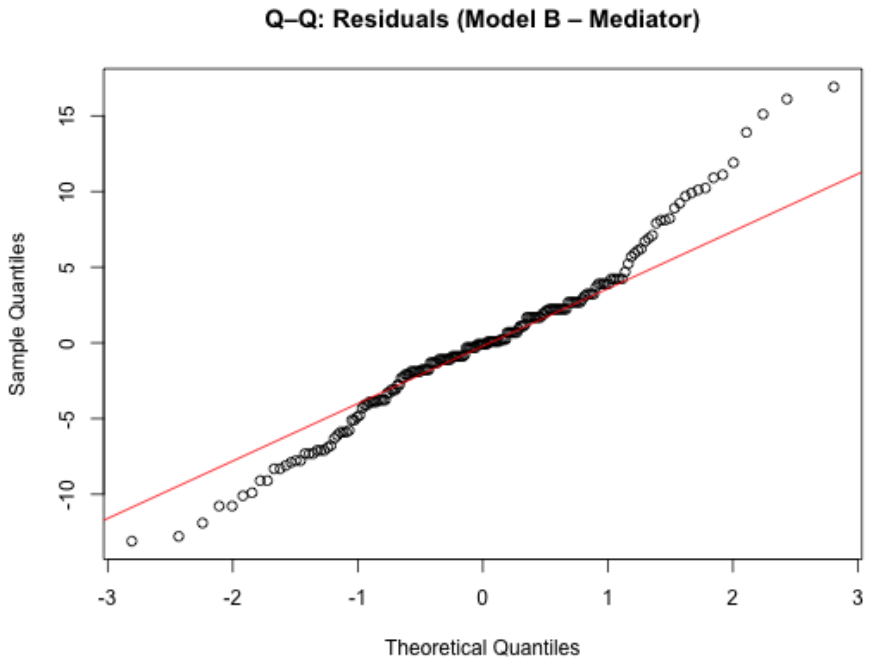


Figure 4

Q-Q Plot of Residuals: Feeling Heard



Appendix C

Results Tables

Table 1.

Results of the H2 Mediation Analysis

Effect	Path	*β*	*SE*	95% CI Lower	95% CI Upper	*z*	*p*
a-path	Gender —> Self-Efficacy	-0.012	0.143	-0.290	0.272	-0.086	0.932
b-path	Self-Efficacy —> Willingness	0.407	0.065	0.272	0.53	6.225	<.001***
Direct	Gender —> Willingness	0.347	0.127	0.099	0.59	2.745	0.006**
Indirect	Gender —> Self-Efficacy —> Willingness	-0.005	0.059	-0.125	0.108	-0.084	0.933
Total	Gender —> Willingness	0.342	0.139	0.069	0.616	2.46	0.014*

Note. For gender, 0 = men, 1 = women.
* p < .05. ** p < .01. *** p < .001

Table 2.

Results of the H3 Mediation Analysis

Effect	Path	*β*	*SE*	95% CI Lower	95% CI Upper	*z*	*p*
a-path	Gender —> Feeling Heard	0.179	0.141	-0.094	0.46	1.27	0.204
b-path	Feeling Heard —> Willingness	0.377	0.062	0.254	0.497	6.097	<.001***
Direct	Gender —> Willingness	0.275	0.13	0.018	0.536	2.107	0.035*
Indirect	Gender —> Feeling Heard —> Willingness	0.068	0.054	-0.035	0.179	1.242	0.214
Total	Gender —> Willingness	0.342	0.139	0.069	0.616	2.462	0.014*

Note. For gender, 0 = men, 1 = women.
* p < .05. ** p < .01. *** p < .001.

Appendix D

Exploratory Analyses

Table 1

Willingness ANOVA results

Cases	Sum of Squares	df	Mean Square	F	p	η^2
Gender	18.40	1	18.402	6.003	**0.015**	0.030
Table Composition	0.42	1	0.423	0.138	0.711	0.001
Gender*Table Composition	4.78	1	4.777	1.558	1.558	0.008
Residuals	600.80	196	3.065			

Note. Type III Sum of Squares

Figure 1

Distribution of Willingness to Participate Score by Gendered Table composition

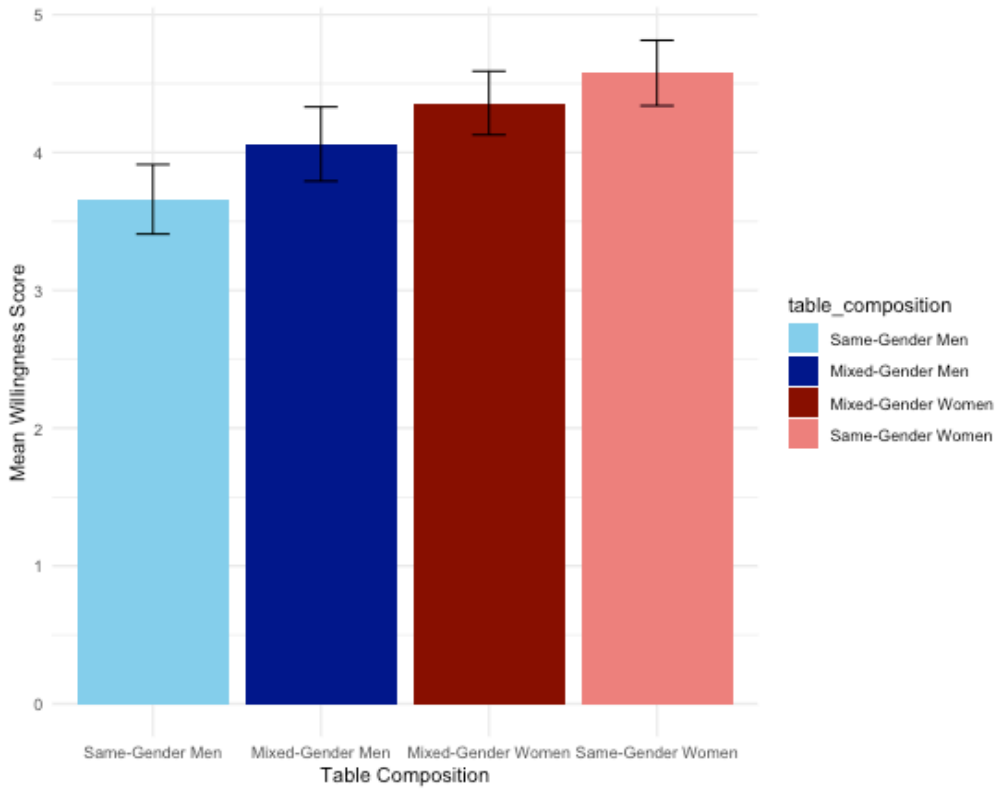
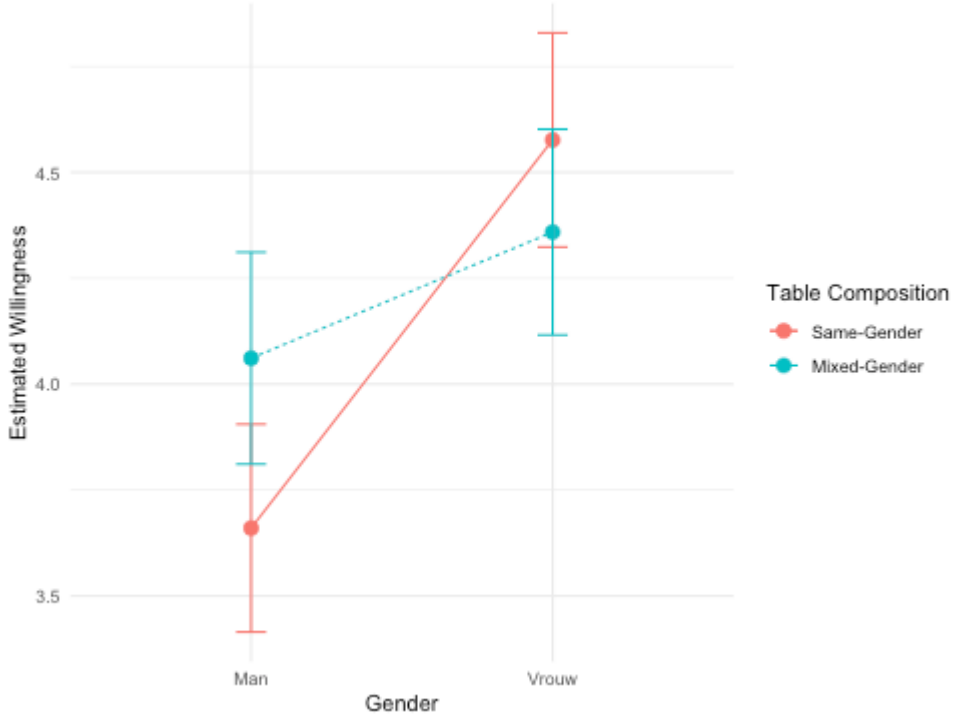


Figure 2

Estimated marginal means of willingness to participate by gender and table composition