

## **BACKGROUND:**

- Gender-based Analysis Plus (GBA Plus) is an analytical tool used to support the development of responsive and inclusive policies, programs and other initiatives. The Government of Canada first committed to the use of Gender-Based Analysis (GBA) in 1995, as part of the implementation of the Beijing Declaration and Platform for Action, which was adopted during the fourth United Nations World Conference on Women. In 2011, GBA was rebranded to “GBA Plus”, in order to better account for the multiple factors, beyond gender and sex, that contribute to shaping people’s experiences.
- GBA Plus is a process for understanding who is impacted by the issue or opportunity being addressed by the initiative and how identifying how the initiative could be tailored to meet diverse needs of the people most impacted, and anticipating and mitigating any barriers to accessing or benefitting from the initiative. GBA Plus is an intersectional analysis that goes beyond biological (sex) and socio-cultural (gender) differences to consider other factors, such as age, disability, education, ethnicity, economic status, geography, language, race, religion, and sexual orientation.
- As a centre of expertise , Women and Gender Equality Canada strives to:
  - Increase awareness, understanding of, and commitment to GBA Plus as a key lever for gender equality, diversity and inclusion;
  - Provide guidance, develop tools and training, and create and strengthen existing infrastructure to enhance capacity and improve expertise for GBA Plus across federal departments and agencies and in other gender and inclusion mainstreaming initiatives;
  - Strengthen an evidence-based approach by increasing capacity for GBA Plus and related tools/techniques, including gender budgeting, to assess differential impacts through the application of GBA Plus to identify issues and inform priorities;
  - Broker relationships and create channels and forums between a broad range of actors to capture new knowledge, including finding and disseminating good practices; and
  - Act as a hub for GBA Plus knowledge and expertise and create spaces and opportunities to harness new ideas to develop solutions and enable innovation.
- GBA Plus training is available in both official languages to government officials and to the general public through the Introduction to GBA Plus online course on the Department’s website. Additional training is available through the Canada School of Public Service.
- Federal departments and agencies are currently required to integrate GBA Plus into all Memoranda to Cabinet, Treasury Board submissions, federal budget proposals, and regulations. Further, GBA Plus is now included in key legislation, including, the *Impact Assessment Act*, the *Immigration and Refugee Protection Act* and the *Accessible Canada Act*. In addition, through annual Departmental Plans and Departmental Results Reports, all federal departments and agencies are required to apply GBA Plus to existing program expenditures.

- Various governance structures have been put in place to support departments and agencies and ensure they remain accountable for their GBA Plus requirements. This includes a GBA Plus Champions Network and an Interdepartmental Committee on GBA Plus. Further, capacity to undertake robust GBA Plus continues to grow with the availability of more intersectional and disaggregated data allowing for more robust analysis
  - Since 2016, GBA Plus is mandatory in all Treasury Board Submissions, Memoranda to Cabinet, Departmental Results Frameworks and Reports, and is reflected in the Cabinet Directive on Regulations;
  - TBS and WAGE developed guidance on integrating GBA Plus into evaluations, which was published in 2019;
  - The 2018 *Canadian Gender Budgeting Act* enshrined the application of GBA Plus in federal budgetary and financial processes;
  - WAGE introduced an annual GBA Plus Implementation Survey in 2016 to monitor progress on GBA Plus across federal departments;
  - In November 2018, WAGE hosted the first GBA Plus Forum, which had 1,000 participants online and in-person. The Forum generated important insights for advancing GBA Plus, including the need for: inclusive consultation and participation of impacted groups; greater cultural competency; more awareness of the various factors to consider when doing GBA Plus; improved accountability; increased capacity for rigorous and intersectional analysis; and the establishment of a central focal point (Centre for Excellence) to facilitate ongoing progress on GBA Plus implementation; and
  - In September 2018, the Government launched Statistics Canada's Centre for Gender, Diversity and Inclusion Statistics in response to the growing demand for better intersectional data. The Centre houses quick facts, statistics and recent analysis related to gender equality and diversity.
- Despite the progress Canada has made when it comes to embedding gender and equity considerations in our decision-making process, we are cognizant that gaps remain and efforts must be made to strengthen the use and application GBA Plus across government. This is why the mandate letter of Canada's Minister for Women and Gender Equality and Youth, the Honorable Marci Ien, includes a commitment to working collaboratively with other ministers in enhancing the framing and parameters of GBA Plus as an analytical tool.
- For many years now, Canada has been recognized as a world leader on the gender equality front; and commitment to the use of an intersectional feminist framework certainly contributed to this success. We remain committed to leading the way toward a more equitable world.