

## CONFIRMED PARTICIPANTS INCLUDE:



**Geoff Dubrow,**  
Senior Consultant,  
**CANADIAN LEADERS IN  
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**Charlotte Bastien,**  
Acting Assistant Deputy  
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**Kimberley McAvoy,**  
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Division,  
**CANADA REVENUE AGENCY**



**Kelly Buckley,**  
Director, GBA+, Gender Equality and  
Advancement,  
**ALBERTA**



**Marcie Hawranik,**  
**CANADIAN EQUALITY CONSULTING**



**Samantha Michaels,**  
Senior Policy Advisor,  
**PAUKTUUTIT INUIT WOMEN OF  
CANADA**



**Francyne Joe,**  
President,  
**NATIVE WOMEN'S ASSOCIATION**



**Robert Coleman,**  
Analyst,  
**ENVIRONMENT AND CLIMATE CHANGE**



**Heather Dryburgh, Ph.D.,**  
Acting Director General – Census  
Subject Matter, Social and Demographic  
Statistics Branch, Social, Health and  
Labour Statistics Field,  
**STATISTICS CANADA / GOVERNMENT  
OF CANADA**



**Pamela Best,**  
Assistant Director,  
**STATISTICS CANADA**



**Bonnie Brayton,**  
National Executive Director,  
**DISABLED WOMEN'S NETWORK OF  
CANADA**



**Bev Esslinger,**  
Councillor,  
**CITY OF EDMONTON COUNCIL**



**Amira Elghawaby,**  
**JOURNALIST & HUMAN RIGHTS  
ADVOCATE**

February 26 – 27, 2019 • Ottawa, Ontario

# GBA+

*Developing the Requisite Expertise for Gender-Based  
Analysis Plus*

*“The Plus” in GBA+, Case Studies, Learning- By- Doing  
Best Practices: How to Dig Deeper for Richer Insights*

## Don't miss a key opportunity to:

- Gain experience from the Hands-On, Learning- By-Doing Practice Sessions
  - Examine a Policy or Program through a Gender Based Analysis Plus Lens
  - Consult with Indigenous Women's and Disabled Women's Groups
  - Deep dive into “the plus”: Work with intersecting identities
  - See how consultation can dramatically change a policy
- Benefit from informative case studies at:
  - Veterans Affairs Canada,
  - Canada Revenue Agency
  - Government of Alberta
  - City of Edmonton
  - Environment and Climate Change and more
- Hear representatives of Indigenous Women's and Disabled Women's groups
- Share lessons learned and best practices!
- Understand how consultation with population groups can significantly impact a policy or program
- Use the on-line gender hub to best advantage
- Know how to proceed when GBA+ considerations are not readily apparent
- Learn to dig deeper for richer insights

8:00 – 9:00 Registration and Continental Breakfast

9:00 – 9:15

Welcome and Opening Remarks from the Chair

*Geoff Dubrow, Senior Consultant, Canadian Leaders in International Consulting*

9:15 – 10:00

Progress Applying the GBA+ Lens

*Geoff Dubrow, Senior Consultant, Canadian Leaders in International Consulting*

- GBA+ Guiding concepts and fundamental principles
- Key work steps for carrying out a GBA+ examination
- How is GBA+ integral to the development of Memoranda to Cabinet and Treasury Board Submissions?
- How does GBA+ fit into the budget process?
- Beyond GBA+: Strengthening Gender-responsive budgeting throughout the budget process

10:00 – 10:15

Networking Break



10:15 – 11:00

CASE STUDY

GBA+ Applications at Veterans Affairs Canada

*Charlotte Bastien, Acting Assistant Deputy Minister, Strategic Oversight and Communications, Veterans Affairs Canada*

- GBA+ research at Veterans Affairs Canada
- Profiles of male and female Veterans: Overview
- Recent applications for GBA+ at VAC

11:00 – 12:00

CASE STUDY

How GBA+ Contributes to Informed Decision-Making at Canada Revenue Agency

*Kimberley McAvoy, Senior Policy Analyst, Strategic Policy Division, Canada Revenue Agency*

- What challenges and barriers to GBA+ implementation have been identified
- Corrective measures and action plans
- Integration of GBA+ into departmental decision-making
- Collection of additional disaggregated data re tax and benefit administration
- GBA+ considerations in informed decision-making supporting equity and inclusion in business planning and prioritization

12:00 – 1:00

Luncheon Break

1:00 – 2:00

*Kelly Buckley, Director, GBA+, Gender Equality and Advancement, Alberta*

Kelly will share Alberta's experience in implementing the Framework to Advance Gender Equality and will provide highlights and examples of the successful integration of GBA+ and gender budgeting within the Government of Alberta.

2:00 – 2:15

Networking Break



2:15 – 2:30

INTRODUCTION TO INTERACTIVE SESSIONS

Case Study Scenario: Examining a Policy or Program through a Gender Based Analysis Plus Lens

*Geoff Dubrow, Senior Consultant, Canadian Leaders in International Consulting*

Forming small groups, participants will review a mock policy or program they received prior to the conference. The policy or program will form the basis for practical, hands-on work for the remainder of the afternoon. Objectives of the exercise will include:

- Identifying stakeholders
- Identifying affected population groups
- Identifying the data required and where to find it
- What to do if the data is inadequate
- Deciding with whom to consult
- Identifying impacts on the relevant population groups

2:30 – 3:30

INDIGENOUS WOMEN: PANEL PRESENTATION

Candid Views: Impact of Government Policies and Programs on Indigenous Women

*Moderator: Marcie Hawranik, Canadian Equality Consulting*

Panelists:

*Samantha Michaels, Senior Policy Advisor, Pauktuutit Inuit Women of Canada*

*Francyne Joe, President, Native Women's Association*

- Learn how Indigenous women have been impacted by government programs and policies: past, present and future
- Understand the role population groups play in the consultation process
- Learn from examples that demonstrate why consultation with population groups is so essential
- Groups will have 15 minutes to prepare their questions for the panel

3:30 – 4:15

Questions and Answers: Learning from the Panel

The panel will respond to the questions formulated by the groups. This is an opportunity to find out if you have asked the right questions and hear feedback that may surprise you.

INTERACTIVE SESSIONS FOR DAY 1 CONCLUDE

4:15 – 4:45

CASE STUDY

Environment and Climate Change Canada: Approaches to GBA+  
*Robert Coleman, Analyst, Environment and Climate Change*

- Challenges of GBA+ when dealing with environmental issues
- Gaps in the data – who is impacted by climate change and how?
- Initiatives and approaches to integrating GBA+ with environmental policy

4:30

End of Day One

## DAY TWO PROGRAM AGENDA: WEDNESDAY FEBRUARY 27, 2019

8:00 – 9:00 Registration and Continental Breakfast

9:00 – 9:15

### Welcome and Opening Remarks from the Chair

**Geoff Dubrow, Senior Consultant, Canadian Leaders in International Consulting**

### INTERACTIVE SESSIONS CONTINUED

9:15 – 10:30

#### Interaction Group Work

Based on Day 1 panel discussion groups will work to identify

- Stakeholders
- How population groups are impacted
- Data sources
- Where consultations need to be held

10:30 – 10:45

Networking Break



10:45 – 12:00

### LEARNING FROM ONE ANOTHER

#### Group preparation and presentations on the scenario:

Identification of:

- Key stakeholders
- Data sources
- Consultations that need to be held
- How population groups are impacted,
- Potential mitigation and monitoring strategies

### INTERACTIVE SESSIONS CONTINUED

12:00 – 1:00

Luncheon Break

1:00 – 2:10

#### Impacts of Intersectionality on GBA+ Analysis

**Amira Elghawaby, Journalist & Human Rights Advocate**

- How different communities are impacted in different ways
- Examples where local government, provincial or federal governments have developed policy without input from diverse communities
- Questions that policy makers should be asking

2:30 – 2:45

Networking Break



2:30 – 3:15

#### Important New Developments at StatsCan: The New Centre for Gender, Diversity and Inclusion Statistics & the Online Gender Hub (Includes Demonstration of the New Online Gender Hub)

**Heather Dryburgh, Ph.D., Acting Director General – Census Subject Matter, Social and Demographic Statistics Branch, Social, Health and Labour Statistics Field, Statistics Canada / Government of Canada**

**Pamela Best, Assistant Director, Statistics Canada**

- Strategic objectives of the Centre for Gender, Diversity and Inclusion Statistics
- The new data hub for gender, diversity and inclusion statistics
- Using the hub to best advantage
- Future developments in evergreening the hub and expanding the Centre
- Communicating with the centre

3:15 – 4:00

#### Implementing GBA+ in Edmonton

CASE STUDY

**Councillor Bev Esslinger, City of Edmonton Council**

- How GBA+ has developed in Edmonton over the last 10 years
- Important, practical information on the step-by-step GBA+ process applied in the development of Child Care Policy, Transit Safety and Procedure and Indigenous Awareness Training

4:00 – 4:30

#### Wrap Up and Q & A

Ask the questions that are uppermost in your mind and review the themes that have emerged over the two-day, jam-packed event you have completed. Determine what immediate and long-term actions and goals you will set for yourself as a result of this dynamic experience. Take a few moments to establish new contacts to expand your network in this important area. This is more than an opportunity to tie up loose ends. It is your opportunity to establish invigorating new beginnings.

4:30

End of Conference

## OTTAWA, ONTARIO

### EVENT LOCATION: OTTAWA, ONTARIO

GBA+ will be held at a convenient downtown location in Ottawa, Ontario. Detailed venue information will be forthcoming as it becomes available.

### SPONSORSHIP AND EXHIBITION OPPORTUNITIES

Increase your visibility with senior business strategy, technology, analytics, and business intelligence professionals at GBA+. A limited number of sponsorship options are available.

For more information or to check availability, contact our sponsorship department by telephone at 1.800.474.4829, ext. 224, or by email at [sponsorship@infonex.ca](mailto:sponsorship@infonex.ca).

### WHO SHOULD ATTEND THIS EVENT

- Directors General
- Deputy Ministers and Assistant Deputy Ministers
- Policy Advisors and Policy Analysts
- Policy Developers and Policy Writers
- Program Officers
- Memo to Cabinet Writers
- GBA+ Point of Contact
- Strategic Planning Officers
- Policy Researchers/Academics
- Regulatory Analysts
- GBA+ Champions and Units
- GBA+ Consultants

### REGISTER BY PHONE, ON-LINE, OR IN THESE 3 EASY STEPS!

#### 1 PRINT YOUR NAME AND CONTACT INFORMATION

Mr./Ms./Mrs. \_\_\_\_\_ Title \_\_\_\_\_

Organization \_\_\_\_\_

Telephone ( ) \_\_\_\_\_ Ext \_\_\_\_\_ Fax ( ) \_\_\_\_\_

Email address \_\_\_\_\_

Name of Approving Manager \_\_\_\_\_ Title \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ Province \_\_\_\_\_ Postal Code \_\_\_\_\_

Company's main line of business \_\_\_\_\_ Number of Employees: \_\_\_\_\_

#### 2 SELECT YOUR PREFERRED PAYMENT METHOD

Prices subject to HST.	FULL PRICE	Register by February 1
Course for Groups of 3 +	\$2,199 each	<b>\$1,999 each</b>
Course for Groups of 2	\$2,299 each	<b>\$2,099 each</b>
Course for 1 Registrant	\$2,399	<b>\$2,199</b>

\*Groups must register together at the same time to be eligible for group rates.



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#### LOCATION:

GBA+ will be held at a convenient location in Ottawa, Ontario. Detailed venue information will be forthcoming as it becomes available.

#### YOUR REGISTRATION INCLUDES:

Registration fees include all course materials, continental breakfast, lunch, and refreshments. **Parking and accommodation are not included.**

#### SPONSORSHIP, EXHIBITION, AND PROMOTIONAL OPPORTUNITIES:

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#### CANCELLATION POLICY:

Substitutions may be made at any time. If you are unable to attend, please make cancellations in writing and email to register@infonex.ca or fax to 1-800-558-6520 **no later than February 12, 2019.** A credit voucher will be issued to you for the full amount, redeemable against any other INFONEX course and which is valid for twelve months (one year) from the date of issue.

Registrants who cancel after **February 12, 2019**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel **by February 12, 2019** and fail to attend will be liable for the entire registration fee.

**DISCOUNT CODE: 1313-W**

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