

February 4 - 5, 2020 • Ottawa, Ontario

# Gender Based Analysis Plus

*Initiatives and Options for Enhanced & Sustainable GBA+ Capacity*

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## YOUR FACULTY CONFIRMED PARTICIPANTS INCLUDE:



**Nataliia Stepaniuk**  
**Citizenship,  
Refugees &  
Immigration**

**Colleen Goggin**  
**Atlantic Canada  
Opportunities Agency**



**Alex Legendre**  
**Canada Revenue  
Agency**



**Karla Cote**  
**City of Calgary**



**Adri Bravo**  
**Canadian Centre for  
Gender & Sexual  
Diversity**

... and more

- Learn to dig deeper for richer insights
- Take your analysis to the next level
- Learn what steps to take when GBA+ considerations are not immediately apparent
- Hear how GBA+ is being applied at the international, federal, provincial and municipal levels
- Understand new practices in collection and use of sex and gender information
- Hear how some departments are taken proactive measures to upgrade GBA+
- Learn to spot your own biases, challenge long-held assumptions and open your mind to new viewpoints
- Understand how sex and gender based analysis plus is being integrated in health research
- Apply GBA+ beyond where Memos to Cabinet are required as in government grants and contribution programs
- Hear about gender equity analysis for international programs
- Understand the international dimension of GBA plus including how Canada is applying internationally through the Feminist International Assistance Policy

*With ALL-NEW, INTENSIVE INTERSECTIONALITY PANELS  
Featuring candid views and perspectives from Immigrant,  
Indigenous, Disabled, Deaf, Black and LGBTQ Communities affected  
by government policies and programs*



Professional Development

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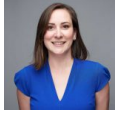
# Gender Based Analysis Plus

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## DAY ONE PROGRAM AGENDA: TUESDAY, FEBRUARY 4, 2020

08:00 - 09:00 Registration and Continental Breakfast

09:00 - 09:20



### Welcome and Opening Remarks from the Chairs

**Marcie Hawranik, Founder and President, Canadian Equality Consulting**

**Grégoire J.F. Laforce, Adult Learning Facilitator**



09:20 - 09:40



### Introduction to Panel on Intersectionality

**Grégoire J.F. Laforce, Adult Learning Facilitator**

- Intersectionality activity and plenary discussion
- What research is saying about our default focus
- What can we do about it?

09:40 - 10:40



### INTERSECTIONALITY PANEL

**Featuring Candid Views and Perspectives from Refugee, Immigrant, Disabled and other Minority Communities Affected By Government Policies and Programs**



**Moderator: Geoff Dubrow, Consultant**

**Serisha Iyar, Founder, Leading in Colour**

**Adri Bravo, Canadian Centre for Gender & Sexual Diversity**



**Odelia Bay, Doctorate Student, Osgoode Hall Law School**

**Melanie Omeniho, President, Women of the Metis Nation**



**Julie McGregor, Senior Legal Counsel, Assembly of First Nations**

- Insights from Indigenous communities, low income, immigrant, refugee, disabled, and minority communities affected by new policies, legislation, regulation, projects and other initiatives
- Empowering low income people to have a voice in improving policy and program delivery
- How different communities are impacted in different ways
- Examples where local, provincial or federal governments have developed policy without input from diverse communities
- Questions that policy makers should be asking

10:40 - 11:00 Break

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11:00 - 11:30

### INTERSECTIONALITY PANEL

#### INTERSECTIONALITY PANEL CONTINUES

11:30 - 12:15

#### **Integrating GBA+ in Evaluation Practice at the Atlantic Canada Opportunities Agency (ACOA)**

**Colleen Goggin, Director, Evaluation and Advisory Services, Atlantic Canada Opportunities Agency**

- How ACOA is addressing GBA+ - initial steps
- Drivers for GBA+ for the evaluation function
- Preliminary model for integrating GBA+
- Reflections on early efforts to improve GBA+: best practices, lessons learned

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12:15 - 13:15 Luncheon

13:15 - 14:00



#### **Modernizing Collection and Use of Sex and Gender Information Practices**

**Marni Parnas, Alberta Consultant**

- Issues arising where an individual's gender identity and lived experience doesn't align with sex at birth
- How government uses sex and gender information to administer programs, analyze demographics, set gender equity policy objectives and issue documents
- How is the current approach contributing to problems faced by transgender, non-binary, and two-spirit individuals
- Aligning federal and provincial information practices
- New data collection and accommodation practices
- New StatsCan standards
- Developing a framework for a government-wide policy direction
- Departmental review of existing information practices against the policy

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14:00 - 14:15 Break

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## DAY ONE PROGRAM AGENDA: TUESDAY, FEBRUARY 4, 2020

14:15 - 15:00

### **Building Gender Transformative Programs**

***Kathleen Lahey, Professor and Queen's National Scholar, Faculty of Law, Queen's University***

We use the GBA+ process to review government policies, programs, legislation and regulations. It is our way of ensuring that what we are doing actually benefits all members of society taking into account the diverse population that is Canada. This may be giant strides forward compared to not reviewing policies for gender differences at all, but is it the best we can do? Let's consider:

- How whole-of-government and departmental approaches can help guide long term and deeply substantive policy impact
- Analysis as to priorities, impacts on men as well as women, intersecting identities, plans, and budgets
- Programs intended to close all gender-related gaps more proactively and deliberately
- Achieve genuine equality for all over the course of a life-time.

15:00 - 16:00



### **Digging Deeper: Looking for GBA+ Considerations When They Are Not Readily Apparent**

***Alex Legendre, Policy Analyst, GBA+ Centre of Expertise, Strategic Policy Divisions, Service Innovation and Integration Branch, Canada Revenue Agency***

- The approach to implementation at the CRA
- Our achievements
- How GBA+ has shaped CRA services and programs
- Agency GBA+ priorities
- What makes for a good GBA+?
- Some lessons learned

16:00

**End of Day One**

### **SPONSORSHIP AND EXHIBITION OPPORTUNITIES**

Increase your visibility with senior business strategy, technology, analytics, and business intelligence professionals at *Gender Based Analysis Plus*. A limited number of sponsorship options are available.

For more information or to check availability, contact our sponsorship department by telephone at 416.507.4202, or by email at [sponsorship@infonex.com](mailto:sponsorship@infonex.com).

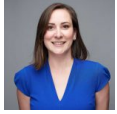
# Gender Based Analysis Plus

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## DAY TWO PROGRAM AGENDA: WEDNESDAY, FEBRUARY 5, 2020

08:00 - 09:00 Registration and Continental Breakfast

09:00 - 09:15



### Welcome and Opening Remarks from the Chairs

**Marcie Hawranik, Founder and President, Canadian Equality Consulting**

**Grégoire J.F. Laforce, Adult Learning Facilitator**



09:15 - 10:00



### Integrating Sex and Gender Based Analysis Plus (SGBA+) at Canadian Institutes of Health Research (CIHR)

**Sarah Viehbeck, Ph.D., Associate Vice President, Research Programs - Strategy, Canadian Institutes of Health Research (CIHR)**

Systematic examination of sex (biological) and gender (socio-cultural) differences between men, women, girls, boys and gender diverse people to expand our understanding of health determinants

- How sex and gender interact with other intersecting identities such as age, ethnicity etc., to contribute to exposure to various risk factors, disease courses and outcomes
- How CIHR supports the integration of sex and gender into health research
- Progress and impacts of integration of sex and gender into health research

10:00 - 10:45



### Proactive Identification of Needs

**Thierry Rousseau, Assistant Director, Entitlement Instruments Citizenship, Refugees & Immigration**



### Nataliia Stepaniuk, Senior Policy Analyst, Citizenship, Refugees & Immigration

Rather than waiting for complaints and inadequately responding with piecemeal initiatives under specific time constraints, this Ministry is applying GBA+ to improve services to ensure changes hit the mark for the diverse population requiring services. This session will provide information on:

- The Policy Plan
- Broad consultation
- Review of targeted GBA+ groups

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10:45 - 11:00 Break

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11:00 - 11:45



### **GBA+ at the Municipal Level**

***Karla Cote, Issue Strategist, City of Calgary***

This City of Calgary has been on a journey exploring how to best advance the delivery of equitable services. The focus of this session will include the steps The City of Calgary has taken to introduce GBA+ including:

- development of a mandate to complete this work through new policy and strategy;
- completion of a baseline assessment to determine need;
- completion of a GBA+ pilot;
- development of a citizen advisory committee to guide the process; and
- relationship building with other orders of government and municipalities to learn from their experience and expertise.

The session will also include an assessment of strengths and barriers identified in our approach and results of City of Calgary initiatives to date.

11:45 - 12:30



### **Identifying Your Own Biases and Understanding Different Points of View**

***Marcie Hawranik, Founder and President, Canadian Equality Consulting***

- Where does bias come from?
- How do we find our own biases?
- How can we mitigate our own and our organization's biases?
- Advance work needed: please complete the Harvard Implicit Association Test for at least 'Gender': <https://implicit.harvard.edu/implicit/langchoice/canada.html>

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12:30 - 13:30    Luncheon

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13:30 - 14:15



### Case Studies

#### **Case Studies: A Feminist Approach to Gender Equality Analysis and Monitoring, Evaluation and Learning (MEL) of International Programs**

***Deborah Simpson, Manager of Program Impact, International Programs, Oxfam Canada***

At the heart of feminist GE analysis and feminist MEL is the commitment towards feminist values and the desire to understand how change happens, what works, and how gender relations can be shifted. The feminist GE analysis and MEL process begins with an action – the choice to undertake a feminist process and the realization that the participation in this approach is a form of power. It is about the inclusion of voices not often heard. To that end, this presentation will explore:

- Oxfam’s experience and approach in feminist GE analysis and feminist MEL – key principles
- Lessons learned and best practices stemming from programs
- How to best ensure the approach is intersectional and inclusive of most marginalized groups
- Ethical and safety considerations
- Data and evidence

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14:15 - 14:30 Break

14:30 - 15:15



#### **International Dimension of GBA Plus: How Canada is Applying Internationally Through the Feminist International Assistance Policy**

***Geoff Dubrow, Consultant***

- How do beneficiary countries react to GBA+?
- Examples from the Caribbean
- Strategies for communicating what you are doing and why

15:15 - 16:00



### Interactive Session

#### **Wrap-up Exercise**

***Grégoire J.F. Laforce, Adult Learning Facilitator***

An interactive session that will help you consolidate everything covered during the two days of the conference.

16:00

**End of Day Two**



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

### 1 PRINT YOUR NAME AND CONTACT INFORMATION

Full Name \_\_\_\_\_ Title \_\_\_\_\_

Organization \_\_\_\_\_

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

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

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### 2 SELECT YOUR PREFERRED PAYMENT METHOD

Prices subject to GST / HST	Full Price	
Course fee per delegate	\$ 2,399	<b>\$ 0</b>



**Method of Payment:**  VISA  MasterCard  Cheque enclosed, payable to INFONEX Inc.

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1500  
Toronto, ON M5H 2S8

#### LOCATION:

*Gender Based Analysis Plus* 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:

Increase your visibility with senior business strategy, technology, analytics, and business intelligence professionals at *Gender Based Analysis Plus*. A limited number of sponsorship options are available.

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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.com](mailto:register@infonex.com) or fax to 1.800.558.6520 **no later than January 21, 2020**. 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 **January 21, 2020**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel by **January 21, 2020** and fail to attend will be liable for the entire registration fee.

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