

February 16 - 17, 2021 • Virtual Conference

Gender Based Analysis Plus

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Geoff Dubrow



Erin Grant
Government of
British Columbia,
Office of the Chief
Information Officer



Isabelle Marchand
Statistics Canada



Kai Scott
TransFocus
Consulting Inc.



Zohra Khan
UN Women

... and more

Expert insights and answers on leading issues including:

- How Covid has magnified pre-existing social divisions and the desperate need for mitigation
- How GBA+ can be used to demonstrate the impact of Covid
- GBA+ considerations in determining the impact of policies and programs on the Trans Community
- Environmental Impact Assessment - Impact of climate change and environmental degradation on marginalized populations from resource development and extraction projects
- Changes in collection and use of sex and gender information practices
- Intersecting identities including women, disability, indigenous and immigrant populations
- Finding the existing data you need
- Running an effective consultation process
- How GBA+ issues become part of contribution agreements

New Featured Session!

Pay Equity: Impact on GBA+
Karen Jensen, Federal Pay Equity Commissioner,
Canadian Human Rights Commission



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Gender Based Analysis Plus

February 16 - 17, 2021 • Virtual Conference

DAY ONE PROGRAM AGENDA: TUESDAY, FEBRUARY 16, 2021

10:00 - 10:15 EST



Welcome and Opening Remarks from the Chair

Geoff Dubrow, Consultant, Public Financial Management, Gender Equality and Governance

10:15 - 11:00 EST



Gender Dimensions of Covid 19 - A Feminist Economic Recovery Plan

Zohra Khan, Global Policy Advisor, Governance & National Planning, UN Women

- How Covid magnifies pre-existing social divisions
- The relationship between identity and health
- The way identity categories such as gender, race and ability interconnect to create discriminatory systems that impact individuals in different ways
- Assessing how various groups experience policies, programs and initiatives
- Need for data collection beyond age and sex
- Covid economic response plan
- Investment to assist women facing violence or abuse in the home, eg. bolster women's shelter
- Impact of over representation of women in charitable and non-profit, front line and social service occupations
- Challenges of self isolation

11:00 - 11:45 EST



GBA+ Considerations for Transgender People

Kai Scott, President, TransFocus Consulting Inc.

Transgender people face substantial challenges and barriers navigating workplaces, public spaces, and government services and programs. Their unique and often invisible issues are beginning to be considered as part of GBA+ analyses, but organizations are frequently hesitant or fearful of making mistakes. This session seeks to address these concerns by exploring:

- Five key areas where trans people consistently experience challenges
- How to identify and address data gaps?
- Nuances of consultation - what methods work better than others for trans people?
- Stats and stories of what happens when trans people are not considered
- Broad benefits of trans inclusion in policy and program development

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11:45 - 12:30 EST



What's New in Collection and Use of Sex and Gender Information Practices?

Marni Panas, 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

12:30 - 13:15 EST Break

13:15 - 14:00 EST



How Front End Work On Contribution Agreements Can Generate GBA+ Considerations at ACOA

Richard Cormier, Director, Communities and Inclusive Growth, Atlantic Canada Opportunities Agency

ACOA works closely with clients applying for funding. Greater understanding of the client's unique circumstances, environment and needs, including regional issues and the unique community dynamics surrounding a project will affect how the project can achieve success.

This discussion will touch upon the following:

- How this up-front work generates and incorporates GBA+ considerations that contribute to successful outcomes
- Who will the project impact, who might it leave out? Can negative differential impacts be mitigated? and
- Dealing with rural communities, rural women business owners, indigenous women entrepreneurs and any number of intersecting identities

14:00 - 14:15 EST Break

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Gathering the Data You Need

Isabelle Marchand, Assistant Director — Diversity and Sociocultural Statistics, Social, Health and Labour Statistics Field, Statistics Canada

The Centre for Gender, Diversity and Inclusion Statistics at Statistics Canada aims to address statistical information gaps in the areas of gender, sex and their intersecting identity characteristics. This presentation will discuss

- The role of the Centre
- How it supports users with quality data and analytic results on issues related to gender and diversity and the services that the Centre offers
- Standardized measures of diverse population groups, that allows for comparability of data
- Some of the new methods that Statistics Canada has adopted to respond to data needs related to COVID-19 especially initiatives to develop disaggregated data to support policy and program
- Analytical products that have been released through the Gender, Diversity and Inclusion Statistics Hub, focusing on the economic, health and social situation of diverse population groups

15:15 - 16:00 EST



Integrating GBA+ in the Evaluation Process

Azra Dizdarevic, Evaluation Analyst, Transport Canada

- How does the evaluation function provide an opportunity to rigorously examine considerations related to gender and intersecting identity factors?
- How can an evaluation offer ways to further improve design and implementation of the policy or program?
- What is the role of evaluation in the project management cycle and GBA+?
 - Integrating GBA+ into the approach and methodology
 - Considering diverse target population groups
 - Addressing gender and other intersecting factors
 - Identifying any limitations related to GBA+, the impact of those limitations, and how they could have been mitigated to ensure the validity and reliability of findings
 - Identifying areas for action and impact on diverse target population groups
- From the evaluator's perspective: Developing capacity in the evaluation function for GBA+
- From the evaluator's perspective: Challenges and ways forward

16:00 EST

End of Day One

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DAY TWO PROGRAM AGENDA: WEDNESDAY, FEBRUARY 17, 2021

10:00 - 10:15 EST



Welcome and Opening Remarks from the Chair

Geoff Dubrow, Consultant, Public Financial Management, Gender Equality and Governance

10:15 - 11:00 EST

Environmental and Community Health Impacts of Intensive Resource Extraction on Rural, Remote, Northern and Indigenous Communities In Canada

Dr. Maya Gislason, Faculty of Health Sciences, Simon Fraser University

- Impacts of climate change on diverse populations
- The intersections between public health and intensive resource extraction
- Interconnection between human, animal and ecosystem health
- Developing Equity, Diversity and Inclusion (EDI) informed evidence generating tools
- Intersectionality research and Gender-Based Analysis Plus approaches to policy formation and evidence building

11:00 - 11:45 EST



Acquiring the Required Information Through the Consultation Process

Geoff Dubrow, Consultant, Public Financial Management, Gender Equality and Governance

- Value of the consultation process
- When is it appropriate to consult?
- Types of consultation
 - Surveys, roundtable, key person interviews etc.
- Designing the public consultation process
- Involving the relevant participants
- Ensuring all participants/views in the community are heard
- What are the risks you may face in the consultation process
- How to mitigate against risk in the consultation process
- Making best use of the resulting data

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Gender Sensitive Legislation: What Is It and Why is it Worth Pursuing?

Maria Mousmouti, Lecturer, Institute of Advanced Legal Studies, University of London (UK), Executive Director, Centre for European Constitutional Law (Greece)

- Legislation and regulations are key to policy implementation
- The gendered effects of legislation and regulations need to be scrutinised throughout the policy/legislation cycle to avoid unwanted impact
- Gender sensitive scrutiny of legislation can make legislation effective and promote gender equality goals

12:30 - 13:15 EST Break

13:15 - 14:00 EST



Equity Responsive Budgeting at the City of Toronto: Making it matter

Sarah Blackstock, Manager, Social Policy, City of Toronto

- What is Equity Responsive Budgeting in a municipal context?
- City of Toronto's approach to embedding Equity Responsive Budgeting into the budget process
- Working with equity experts and community to advance equity

14:00 - 14:45 EST



Digital, Data and GBA+

Erin Grant, Senior Legislative and Policy Analyst, Government of British Columbia, Office of the Chief Information Officer

- GBA+ in British Columbia
- Power structures and assumptions
- How to incorporate GBA+ into digital government
- How bad data can impact lives
- Solving pre-existing data gaps for gender, ethnicity, geography, education, sexual orientation etc.

14:45 - 15:00 EST Break

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Pay Equity: Impact on GBA+

Karen Jensen, Federal Pay Equity Commissioner, Canadian Human Rights Commission

- Pay equity as a tool for economic recovery
- Pay equity issues for women with intersectional backgrounds, with a focus on gender identity issues.

15:45 - 16:15 EST



Take-Aways, Wrap Up and Q & A

Geoff Dubrow, Consultant, Public Financial Management, Gender Equality and Governance

16:15 EST

End of Day Two

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Registrants who cancel after **February 2, 2021**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel by **February 2, 2021** and fail to attend will be liable for the entire registration fee.

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