

February 8 - 9, 2022 • Virtual Conference

# Gender Based Analysis Plus

*GBA+ User Challenges and Solutions in Understanding Intersectionality*

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- Understanding “intersectionality”
- Benefiting from important insights on the impact of policies and programs on members of the **Black, Immigrant, Indigenous, Disabled and 2SLGBTQIA+ Communities**
- How to’s of consulting with equity seeking groups – questions to ask and how to ask them
- Impact of GBA+ on Canadian Institutes of Health Research including initial focus on sex and gender-based analysis (SGBA), funded research and workplace issues
- Examples of successful GBA+ applications at City of Edmonton



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# Gender Based Analysis Plus

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## DAY ONE PROGRAM AGENDA: TUESDAY, FEBRUARY 8, 2022

10:00 - 10:15 EST



### Welcome and Opening Remarks from the Chair

**Geoff Dubrow, Principal Consultant, Nexus PFM Consulting**

10:15 - 11:00 EST



### Unpacking Intersectionality

**Karen Craggs-Milne, Head of Anti-Racism, Diversity, Equity & Inclusion, ThoughtExchange**

The Government of Canada has mandated for all agencies to apply Gender Based Analysis plus to programs and policies. Intersectionality is a term we are hearing and using more and more and yet there is still confusion around what it means and more importantly, how we go about putting it into practice.

In this session Karen, who is a globally recognized GBA+ expert and has applied GBA+ in a wide range of sectors and contexts, will provide an overview of the origins and meaning of intersectionality, why it is important to programming and policy and what good practice looks like.

11:00 - 11:45 EST



### Panel Discussion

### Intersecting identities Panel Discussion

**Moderator: Karen Craggs-Milne, Head of Anti-Racism, Diversity, Equity & Inclusion, ThoughtExchange**



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



**Richard Sharpe, Director, Equity, Anti-racism, Diversity and Inclusion, Department of Justice Canada**

- Insights from plus communities impacted by policies, legislation, regulation, projects and other initiatives
- 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 of those with intersecting identities and how those questions should be asked

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## DAY ONE PROGRAM AGENDA: TUESDAY, FEBRUARY 8, 2022

11:45 - 12:30 EST

12:30 - 13:30 EST Break

13:30 - 14:15 EST



### **GBA Plus as a Tool to Advance Equity, Diversity, Inclusion (EDI) Across Federal Granting Agencies**

***Karine Morin, Director, Policy and Interagency Affairs, Natural Sciences and Engineering Research Council of Canada***

In this presentation, Karine Morin will highlight the Tri-Agency EDI Action Plan, and the agencies' efforts to provide fair access to research support and promote equitable participation in the research system. She will highlight the use of GBA Plus to advance these efforts, including self-identification data collection.

14:15 - 15:00 EST



### **GBA+ Considerations for 2SLGBTQIA+ Communities**

***Colin Druhan, Executive Director, Pride at Work Canada / Fierté au travail Canada***

- Areas where individuals consistently experience challenges
- How to identify and address data gaps
- Nuances of consultation - what methods work better than others for the 2SLGBTQIA+ Community?
- What happens when 2SLGBTQIA+ individuals are not considered in developing policy?
- Broad benefits of inclusion in policy and program development

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## DAY ONE PROGRAM AGENDA: TUESDAY, FEBRUARY 8, 2022

15:00 - 15:15 EST      Break

15:15 - 16:00 EST



### **The Role of Parliament in Gender Responsive Budgeting**

**Geoff Dubrow, Principal Consultant, Nexus PFM Consulting**

GBA+ is part of a wider set of measures known as gender-responsive budgeting. While the executive branch has a role to play in implementing GRB throughout the four stages of the budget process, so does parliament. This presentation will focus on how governments and parliaments can be involved in GRB across the budget cycle, focusing on international best practices.

16:00 EST

**End of Day One**

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# Gender Based Analysis Plus

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## DAY TWO PROGRAM AGENDA: WEDNESDAY, FEBRUARY 9, 2022

10:00 - 10:15 EST



### **Welcome and Opening Remarks from the Chair**

**Geoff Dubrow, Principal Consultant, Nexus PFM Consulting**

10:15 - 11:00 EST



### **Evaluating GBA+**

**Jane Whynot, PhD, Partner, Goss Gilroy Inc.**

- The articulation of GBA Plus (GBA+) as a federal government priority in the Policy on Results (TBS, 2016) and accompanying guidance materials;
- The importance of integration of GBA+ by the evaluation and performance measurement functions and contextualization of doctoral research which included a survey of the Heads of Evaluation (HoE), key informant interviews, targeted review of government authored resources linking GBA+ and evaluation, and case studies;
- The necessary conditions that extend across awareness of programs/organizations of the requirement to integrate GBA+, the reach of stakeholders promoting this message and the consideration of equity-seeking groups, resulting capacity changes and the benefits accrued;
- The complex configurations present within federal government organizations as they integrate GBA+ within their unique contexts; and
- Some of the shortcomings of GBA+ as an approach given world events emphasizing the importance of equity, diversity and inclusion.

11:00 - 11:45 EST



### **GBA+ at City of Edmonton**

**Jill Chesley, Diversity and Inclusion Lead, Respect in the Workplace, Employee Services, City of Edmonton**

- Edmonton's approach to GBA+
- The tool used
- How support is structured across the City to embed GBA+ throughout the organization
- Examples of successful GBA+ application

11:45 - 12:30 EST



### **Insights on the Impact of Racism on First Nations Women**

**Stephanie Moses Feletto, Consultant**

**Cindy Woodhouse, Regional Chief of Manitoba, Assembly of First Nations**

- Areas where individuals experience challenges
- Problematic policies and programs - questions that were not asked
- Assumptions that should not be made
- How to identify and address data gaps
- Nuances of consultation - what methods work better than others for First Nations Women
- Broad benefits of inclusion in policy and program development

# Gender Based Analysis Plus

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## DAY TWO PROGRAM AGENDA: WEDNESDAY, FEBRUARY 9, 2022

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12:30 - 13:30 EST      Break

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13:30 - 14:15 EST



### **Climate Change, Intersectionality and GBA+ in B.C.**

**Angel Kennedy, Research Manager, Research for Eco-Social and Equitable Transformation (RESET) Team, Simon Fraser University**

- Applying the GBA+ lens to see how considerations of sex, gender, race, ethnicity, age and mental and physical ability intersect to influence how different populations in B.C are affected by climate change
- Addressing people's diverse social identities and complex living realities
- Role of structural forces in reproducing discriminatory policies, practices etc. that lead to marginalization
- Asset based capacity building
- Impact of housing, mental and physical health, wildfire smoke, extreme heat
- Gender based violence and safety
- Economic livelihoods
- Food security

14:15 - 15:00 EST



### **Pay Equity: Impact on GBA+**

**Cynthia MacFarlane, Principal, Mercer**

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

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15:00 - 15:15 EST      Break

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15:15 - 16:00 EST



### **Wrap Up, Take-aways and Q & A**

**Geoff Dubrow, Principal Consultant, Nexus PFM Consulting**

16:00 EST

**End of Day Two**

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### VIRTUAL CONFERENCE:

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