

February 21 - 22, 2024 • Virtual Course

7th Annual

Gender-Based Analysis Plus (GBA Plus)

Improve positive impacts! Reduce unintended consequences!



YOUR FACULTY CONFIRMED PARTICIPANTS INCLUDE:



Crystal Bowen
Delta Learning
Solutions Inc.



Dave Coderre
CAATS



Barb Ward-Burkitt
Minister's Advisory
Council on Indigenous
Women (MACIW)



Michelle Parkouda
Standards Council of
Canada



Wendy Cukier
Toronto Metropolitan
University (Formerly
Ryerson University)

... and more

- Learn from instructive WAGE case studies and examples on how issues and problems implementing GBA Plus play out?
- Understand how the Indigenous GBA+ Tool Kit can help you weave critical knowledge into your own work and workplace
- Ensure the broad spectrum of persons with ADHD and autism benefit from programs and policies
- Understand the impact GBA Plus process has had in reducing barriers and what work still needs to be done
- Learn how City of Montreal is spearheading the institutionalization of GBA+ experimental knowledge through targeted initiatives
- How to gather the 2SLGBTQ+ data you need for GBA Plus



Professional Development

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Gender-Based Analysis Plus (GBA Plus)

February 21 - 22, 2024 • Virtual Course

DAY ONE PROGRAM AGENDA: WEDNESDAY, FEBRUARY 21, 2024

10:00 - 10:15 EST



Welcome and Opening Remarks from the Chair

Geoff Dubrow, Principal Consultant, Nexus PFM Consulting

10:15 - 11:15 EST



How Do Issues and Problems Implementing GBA Plus Play Out? Instructive Case Studies and Examples from WAGE

Denise Gareau, Director Gender-based Analysis Plus Unit, Research, Data, and Intersectionality Branch, Women and Gender Equality Canada

- The WAGE journey – some of the milestones
- Embedding GBA Plus in government decision-making so legislation, policies, programs, and initiatives advance equality and close gaps between populations
- Increasing intersectionality in GBA Plus design and application so that structural factors and systemic discrimination are considered alongside identity and other factors
- Examples of implementation challenges and solutions

11:15 - 12:00 EST



GBA Plus in the Not For Profit Sector: Transferable Lessons Learned

Geoff Dubrow, Principal Consultant, Nexus PFM Consulting

- How does GBA plus application differ in the non-profit sector?
- What are the unique challenges
- Measuring impact
- Lessons learned that are applicable in any context

12:00 - 13:00 EST Break

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DAY ONE PROGRAM AGENDA: WEDNESDAY, FEBRUARY 21, 2024

13:00 - 13:45 EST



Neurodiversity, Intersectionality and Neuro-inclusion

Crystal Bowen, CEO and Founder, Delta Learning Solutions Inc.

Neurodiversity is a concept that describes the natural diversity in how all our minds and brains operate. Some people function in ways that aren't normative. Neurodivergence intersects with every marginalized community in Canada's Wheel of Privilege and Power. This session will challenge you to explore and consider interesting new questions while you learn to incorporate neuro-inclusion into your practice.

- What factors contribute to missing some of the population who should have benefitted from a policy or program? What didn't you consider?
- What strategies and approaches should you use to ensure all voices are included when making policy or program decisions?
- If you discover that an implemented policy or program has excluded some people, how should you approach and correct the situation?

13:45 - 14:45 EST



Implementation Challenges and Solutions at City of Montreal

Karine-Myrgiane Jean-François, Gender-based Analysis Plus (GBA+) Planning Advisor, Ville De Montréal

- What we have learned in our journey
- Advocating for inclusion of GBA+ across city services and boroughs
- Strengthen knowledge of GBA Plus issues among municipal departments using strategic capacity building initiatives, learning circles and resource and toolkit development
- Spearheading the institutionalization of GBA+ experimental knowledge through targeted initiatives

14:45 - 15:00 EST Break

15:00 - 15:45 EST



Gathering the 2SLGBTQ+ Data You Need for GBA Plus

Pauline Tuitok, Assistant Director, Statistics Canada

- How does Statistics Canada collect and report data on gender diversity, sexual orientation, and the 2SLGBTQ+ population?
- Challenges and opportunities in collecting data on the 2SLGBTQ+ population
- What does the data tell us when disaggregating 2SLGBTQ+ subpopulations?
- Looking Ahead: Statistics Canada's ongoing efforts to address data gaps
- Resources for gathering 2SLGBTQ+ data for GBA+

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15:45 - 16:30 EST



The MARCH 2023 Report of the Standing Senate Committee on “The Role of Gender Based Analysis Plus in the Policy Process: Reducing Barriers to an Inclusive intersectional Policy Analysis”

Wendy Cukier, Founder & Academic Director of the Diversity Institute, Academic Director of the Women Entrepreneurship Hub, and Research Lead of the Future Skills Centre, Toronto Metropolitan University (Formerly Ryerson University)

The intent of GBA Plus is to ensure that various intersecting identity factors are considered throughout the policy design process, from initial problem identification through to implementation and evaluation. Its purpose is ensuring that none of the diverse people encountering Canadian federal policies and programs are unintentionally harmed by or excluded from government policy and programs. This session will provide thoughtful and thought-provoking comments on Committee findings and observations including:

- Strengths of GBA Plus and success stories
- Significant barriers that continue to limit implementation in the federal government
- 15 recommendations to support a more fulsome intersectional analysis
- Questions about Data Gaps
- Measuring outcomes and evaluating progress
- Perceptions and resistance

16:30 EST

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 (GBA 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.

Gender-Based Analysis Plus (GBA Plus)

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DAY TWO PROGRAM AGENDA: THURSDAY, FEBRUARY 22, 2024

10:00 - 10:15 EST **Welcome and Opening Remarks from the Chair**

10:15 - 11:00 EST



The Indigenous GBA+ Tool Kit: Weaving Knowledge Into Your Own Work and Workplace

Barb Ward-Burkitt, Minister's Advisory Council on Indigenous Women (MACIW)

- What is Indigenous GBA+
- What's in the tool kit and how it can help you
- Tools for measuring and monitoring indigenous inclusion

11:00 - 12:00 EST



Getting It Right! Obtaining Data and Assessing Data Quality

Dave Coderre, President, CAATS, Senior Data Analyst, River Analytics and Automation

- Defining your data requirements
- Accessing the data
- Assessing and identifying data quality issues
- Presenting your analytic results to management

12:00 - 13:00 EST Break

13:00 - 13:50 EST



When One Size Does Not Protect All: Understanding Why Gender Matters for Standardization and What to Do About It

Michelle Parkouda, Manager, Research, Strategy and Stakeholder Engagement, Standards Council of Canada

- What are standards and how are they used?
- Why does gender matter in standards development?
- How can we increase the participation of women in standards development?
- How can we ensure standards are gender-responsive?

13:50 - 14:40 EST



Intersectionality: Applying the GBA Plus Lens to the Immigrant Community

Samina Sami, Chief Executive Officer, COSTI

- Impact of government programs on immigrant communities in Canada
- Who should be consulted with respect to the impact of programs on immigrant communities?
- Various needs and important differences in different communities
- How can GBA+ improve positive impacts and reduce unintended consequences?

14:40 - 15:00 EST Break

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15:00 - 16:00 EST



Tools for Mainstreaming Equity, Diversity Inclusion: GBA Plus and Beyond

Wendy Cukier, Founder & Academic Director of the Diversity Institute, Academic Director of the Women Entrepreneurship Hub, and Research Lead of the Future Skills Centre, Toronto Metropolitan University (Formerly Ryerson University)

Gender-based Analysis Plus (GBA Plus) is an analytical tool derived from efforts by the Government of Canada to support gender mainstreaming in the development and delivery of policies and programs almost twenty years ago. It has been refined to address more than gender and to consider intersectional analysis such as Indigeneity, race, disability, gender identity and sexual orientation and has become embedded in planning, budgeting and reporting processes. While a powerful analytic framework, reviews of GBA+ have suggested ways in which it needs to be adapted or complemented to ensure that other dimensions of identity are considered as more than an add on. New tools have been proposed, for example, specifically to address anti-racism or Indigenous reconciliation. Finally, the implementation of GBA+ has been uneven and there have been suggestions for tools tailored more to, for example, diversity assessment in economic and innovation programs.

This session will review

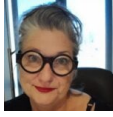
- Origins, application and successes of GBA+
- Complementary tools and approaches
- Strategies for effective implementation and evaluation of action oriented gender and diversity analysis to drive change.

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16:00 - 16:45 EST



Using an intersectionality Lens to Address Gender and Disability

Dr. Suzette Mitchell, Gender, Disability and Intersectionality

This session is framed within the context of the United Nations Convention on the Rights of Persons with Disabilities (CRPD), specifically regarding international commitments to address issues facing women and girls with disabilities. It draws from international research and development programming positioned at the intersection of gender inequality and disability inclusion.

The session will examine:

- How diverse groups of women and girls, and their different types of disabilities, both present differently and require different strategies to ensure their human rights are met.
- Strategies and practical examples for programming and empowerment initiatives.

16:45 EST

End of Day Two

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Nous offrons un service de traduction simultanée pour toutes les sessions de nos événements. Ce service vous permet de lire une traduction écrite de la présentation orale de chaque conférencier directement en Zoom. Alternativement, vous pouvez avoir accès à une traduction orale par un site internet lié à l'événement.

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Prices subject to GST / HST	Full Price	Register by February 16
Course for Groups of 3 +	CAD \$ 2,299 each	CAD \$ 2,199 each
Course for Groups of 2	CAD \$ 2,399 each	CAD \$ 2,299 each
Course for 1 Registrant	CAD \$ 2,499	CAD \$ 2,399

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



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VIRTUAL COURSE:

Gender-Based Analysis Plus (GBA Plus) will be held as a virtual on-line event. Details on how to access and participate in the event will be sent to all confirmed delegates prior to run date.

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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 or fax to 1.800.558.6520 **no later than February 7, 2024**. 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 7, 2024**, will not be eligible to receive any credits and are liable for the entire registration fee.

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