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## **An Overview of Gender Based Analysis Plus (GBA+)**

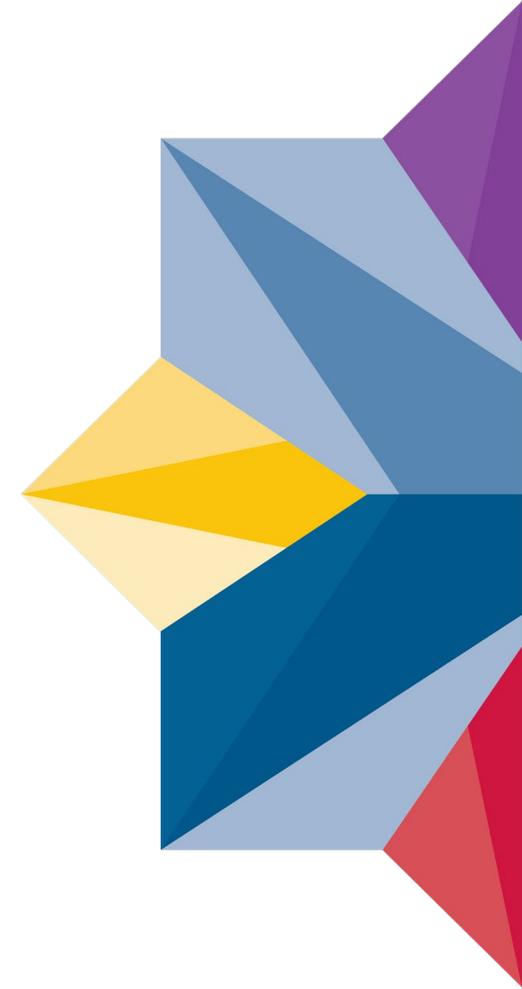
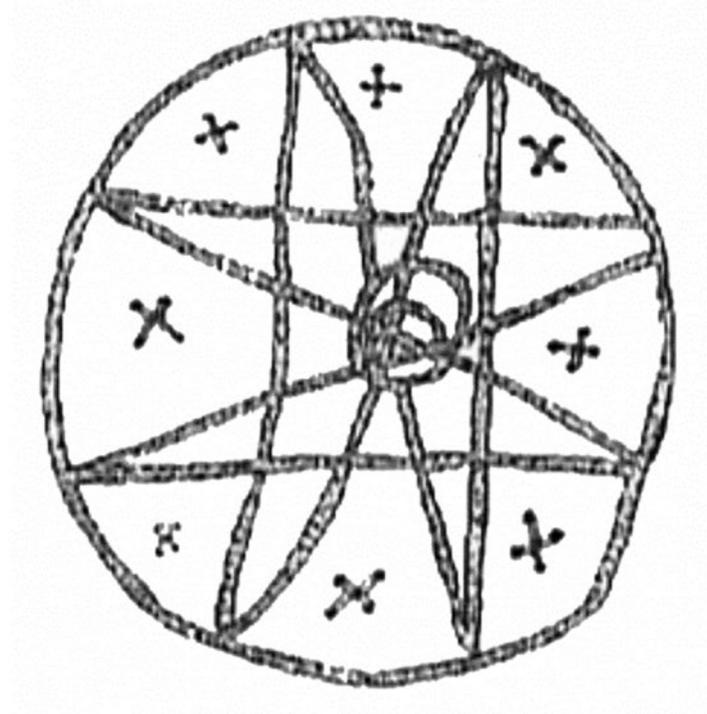
**Presentation to the Women's Advisory Council of Halifax**

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# Land Acknowledgement



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# Overview of Presentation

- Background and history of GBA+
  - The need for an intersectional approach
- What is GBA+?
  - What it examines
  - When and where to apply it
  - Building blocks
  - 6 step process
  - How it was used during the Diverse Voices for Change (DV4C) Program
- Examples of GBA+ in action at the municipal level
- Questions and conversation

# Background

- The Government of Canada started developing Gender Based Analysis (GBA) around 1995 as part of the “Federal Plan for Gender Equality.”
- In 2011, the Federal Status of Women rebranded to Gender Based Analysis Plus (**GBA+**) in recognition of the need to include identities/ social locations beyond sex and gender in the process.
- In 2016, the Federal Government began implementing GBA+ across all departments.
- The evolution of Employment Insurance Maternity and Parental Benefits is often cited as an example of the GBA+ in policy development.

# What is GBA+?

**Gender Based Analysis Plus (GBA+)** is an **intersectional analytical process**, used by multiple levels of government, to assess how diverse groups of women, men and non-binary people may experience policies, programs and initiatives.

GBA+ encourages us to ask crucial questions like: **Which women are sitting at the table?** and **Whose voices are missing?**

While it is often used with the intention of advancing gender equality, it can also be helpful in supporting municipal governments to understand and respond to the needs of residents with diverse identities beyond gender.



Image Source – Government of Canada, Women and Gender Equity (formerly Status of Women)

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# Intersectionality

- Term coined in 1989 by scholar Kimberlé Williams Crenshaw.
- It's a framework that helps us understand human beings as being shaped by the interactions of different social locations (e.g., 'race'/ethnicity, Indigeneity, gender, class, sexuality, geography, age, disability/ability, migration status, religion, etc.).
- These interactions occur within a context of connected systems and structures of power (e.g., laws, policies, state governments and other political and economic unions, religious institutions, media).
- Through such processes, interdependent forms of privilege and oppression shaped by colonialism, imperialism, racism, homophobia, ableism and patriarchy are created.



Image Source - Mohamed Badarne, CC-BY-SA-4.0



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# What GBA+ Examines

- The unequal distribution of power and privilege in our society and its impacts on diverse people particularly along gender lines and intersecting identity factors such as age, class, income, language, race, geography, sexual orientation, religion, ability and ethnicity.
- How complex and interconnected barriers can discourage women and people from marginalized communities from participating in municipal life.
- Relationships between women, men, and non-binary people pertaining to their access to, and control over resources, benefits and decision-making processes.



# GBA+ on a City Street



Video Source - City of Edmonton



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# When and Where to Apply GBA+

- Any stage of policy, project, program or initiative but it works best when built in from the very beginning!
- GBA+ practices are adaptable and can support all diversity, inclusion and equity considerations not only gender.
- GBA+ can be used by municipal employees and Councillors to analyze and adapt programs, policies, and services.
  - During the policy development processes
  - When designing services such as transportation, 311, municipal art projects and placemaking
  - While communicating with HRM residents
  - When updating municipal properties/infrastructure



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# GBA+ Building Blocks

- Questions and inquiry are the foundation of the GBA+ process.
  - What assumptions are you making?**
  - Who could be left behind?**
  - Who did you connect with?**
  - What data sources/evidence did you look at?**
  - How are you ensuring outcomes are equitable?**
- These questions can encourage critical thinking skills and foster self-awareness to reduce assumptions and bias in decision making.

# 6 Step GBA+ Process



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# Applying GBA+ Process in Halifax Regional Municipality

## Diverse Voices for Change

- Participants include recently elected Councillors



Participants in *Diverse Voices for Change*.

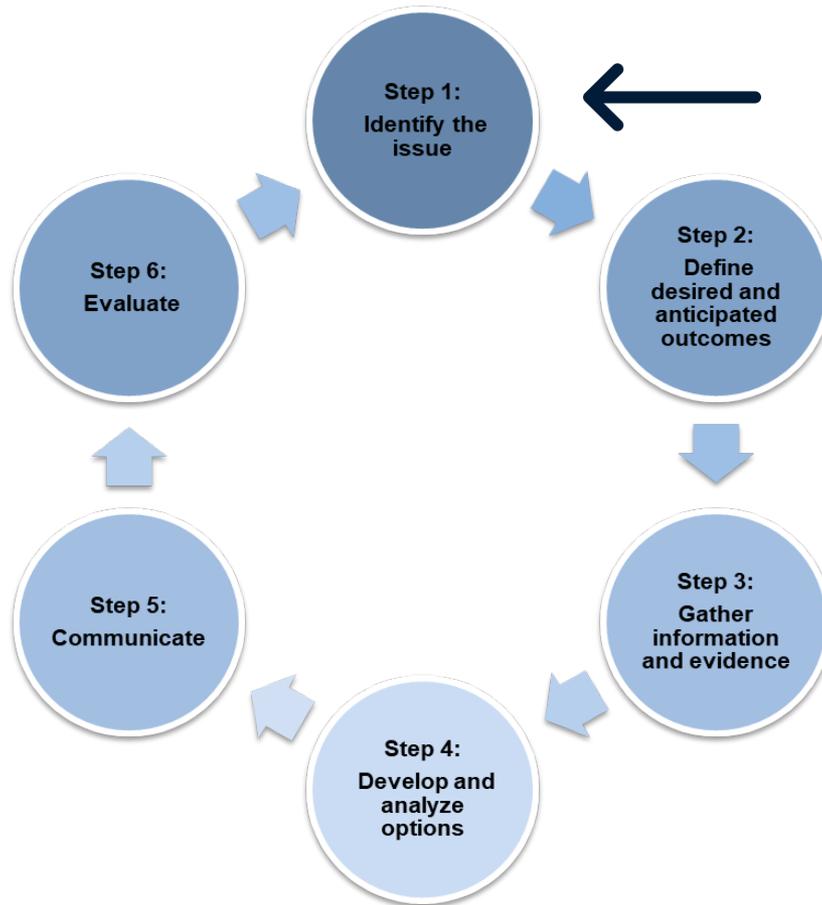
Image Source - HRM, The Office of Diversity and Inclusion/ANSAIO



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# Step 1: Identify the Issue



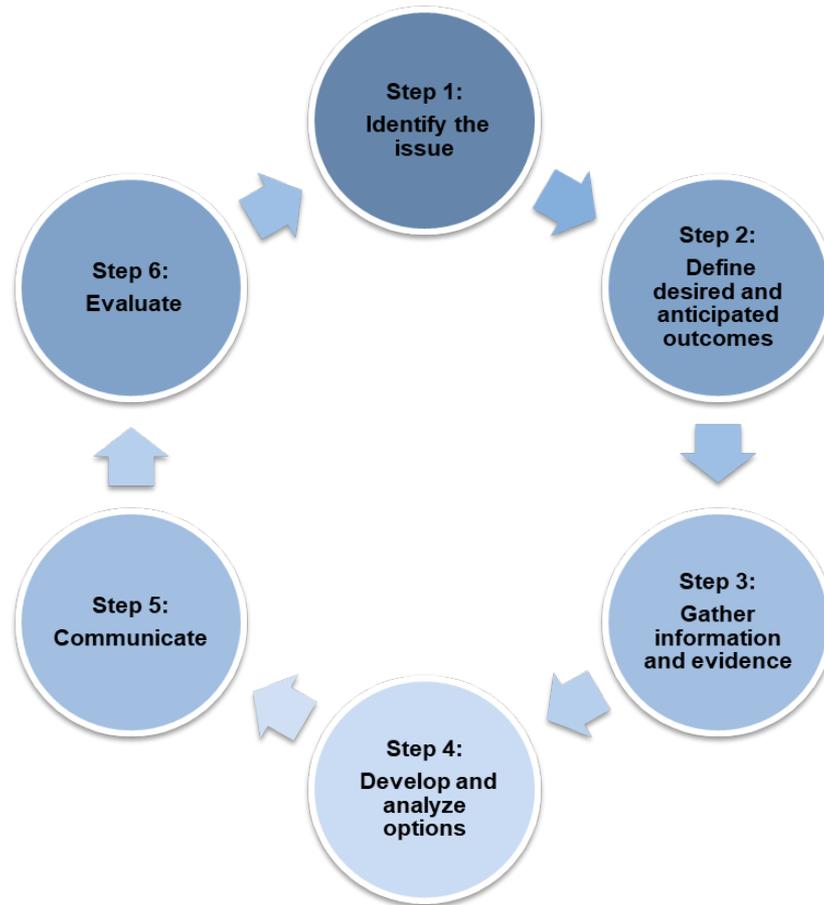
Goal: To identify gender and/or diversity, inclusion or equity **dimensions** of a project, policy, program or initiative.



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# Step 2: Define Outcomes



Goal: To develop gender, diversity, inclusion and equity sensitive **outcomes** for a project/policy/initiative.

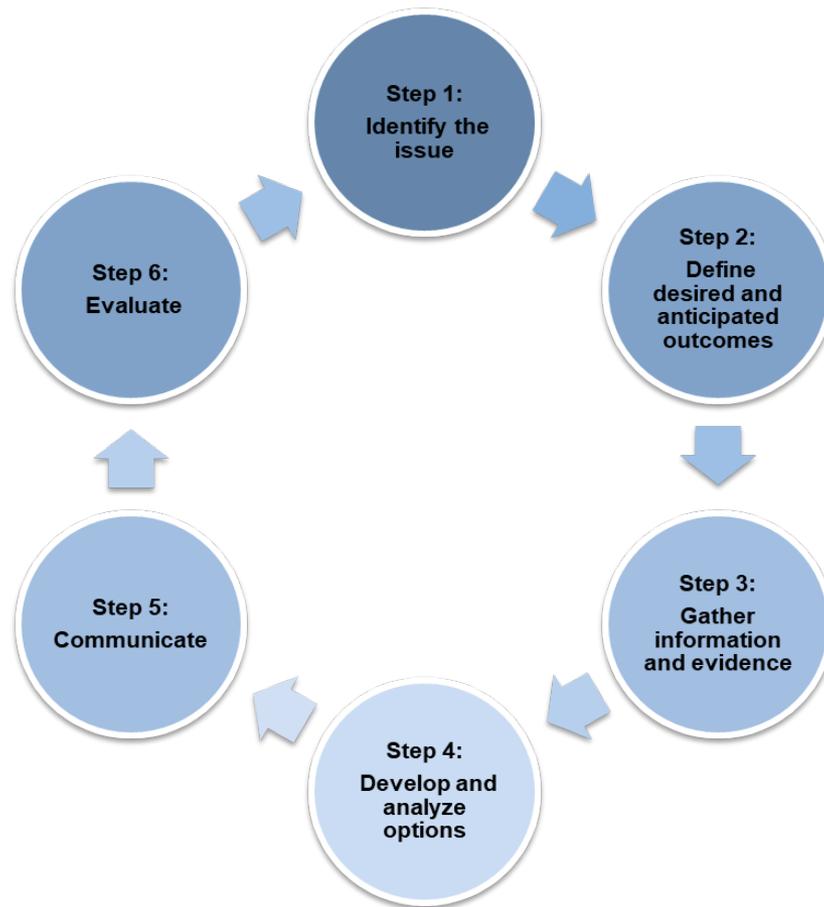
**Gender equity outcomes** are measurable changes that directly aim to reduce gender inequality, or advance gender equity for women, girls, non-binary and gender diverse people.



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# Step 3: Gather Information and Evidence



## Goal(s):

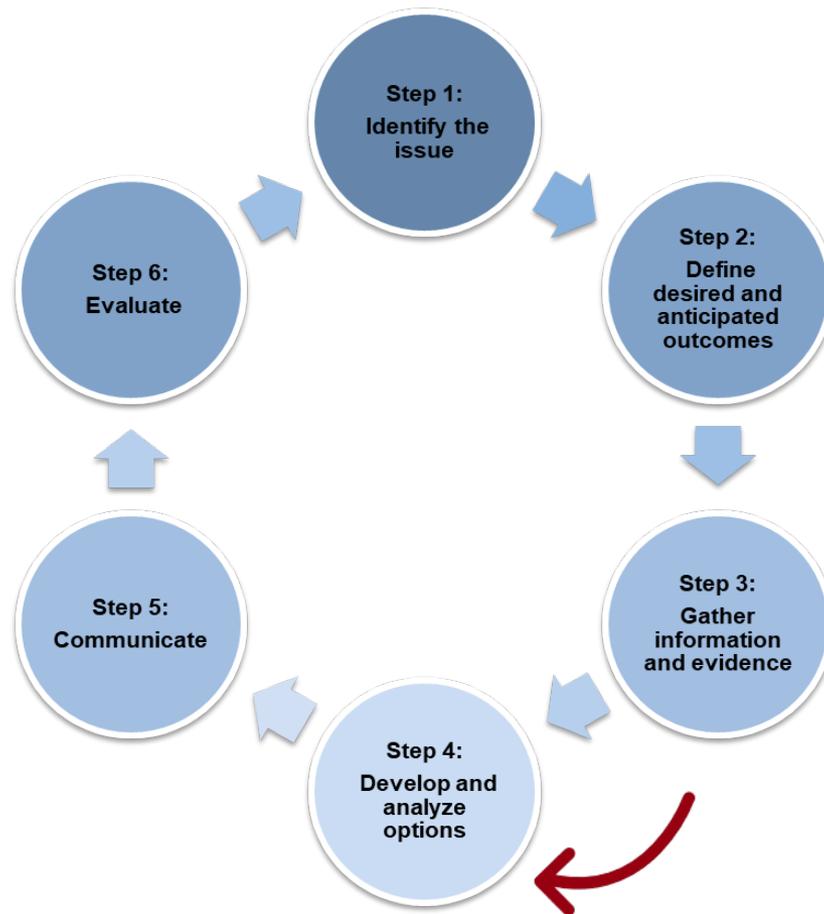
- To identify data collection questions to enhance the project/policy/initiatives success.
- To identify sources of data through research and engagement.



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# Step 4: Develop and analyze options



Goal: To identify options for project/policy/initiative implementation that are mindful of the following considerations:

- The similarities and differences outlined in Step 1,
- Support the outcomes identified in Step 2, and
- Build on the evidence gathered in Step 3.

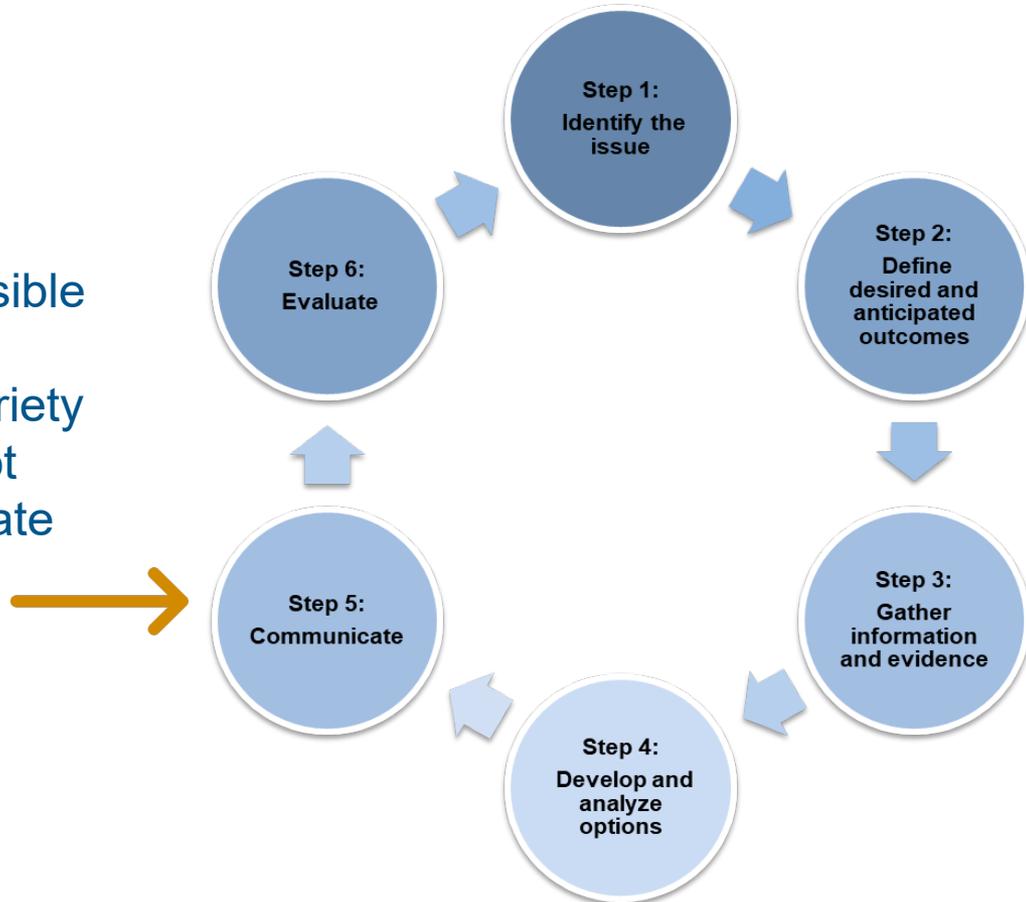


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# Step 5: Communicate

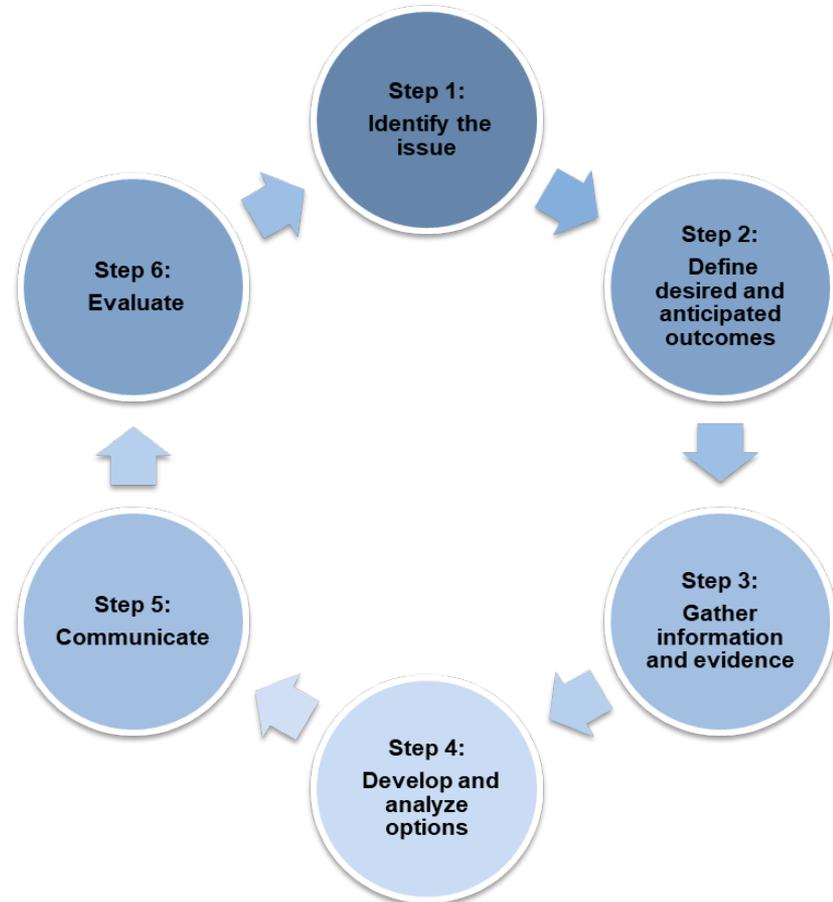
Goal: To identify accessible and inclusive ways to communicate with a variety of audiences that do not cause harm or perpetuate stereotypes.



# Step 6: Evaluate

## Goal(s):

- To identify gender, diversity, inclusion and equity sensitive indicators.
- To identify indicators of the project/policy/initiative's success.
- To identify appropriate evaluation methods for each indicator that are accessible, respectful and acceptable to the groups identified in Step 1.



# GBA+ In Action- City of Montreal

- Adopted a gender equality policy in 2008 then developed an action plan called *Pour une participation égalitaire des femmes et des hommes à la vie de Montréal*.
- In 2017, Montreal achieved gender parity on Council and elected its first Mayor who is a woman, Valérie Plante.
- Elected first Indigenous Councillor and appointed the first racialized woman speaker of the Council in the same year.



Image Source - "Montreal Skyline" by PX Fuel, CC0 1.0 Universal Public Domain Dedication



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# GBA+ In Action- City of Ottawa



Image Source - "Ottawa City Hall, Ottawa, Ontario" by Ken Lund, CC BY-SA 2.0

- In 2019, Council created a position for a City Council Liaison on Women and Gender Equity which is a full-time staff person dedicated to advancing gender equity along with a commitment to seek gender parity on Advisory Committees, Commissions and Boards.



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# GBA+ In Action- City of Calgary

- Conducted a Gender Inclusion Audit and developed a Gender Equity, Diversity and Inclusion Strategy.
- Hosted a GBA+ Learning Initiative (2018-19) which included projects such as a Calgary Transit campaign to improve the safety of women using their services.
- Calgary Transit GBA+ to survey development and analysis of users. The results enabled them to tailor initiatives to those who are most impacted which were women with disabilities, 2SLGBTQ+ people and racialized women.



Image Source - "The Calgary Tower, DSC\_1605-4"  
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# GBA+ In Action- City of Edmonton and Kings County

- City of Edmonton
  - City Council passed a motion (CR4189) to implement mandatory GBA+ e-learning training for senior leaders and for City Councillors by end of 2018.
- Kings County, Nova Scotia
  - In 2018 two Councillors advocated for maternity leave which resulted in a provincial bill allowing municipal councillors to take parental leave without asking their Council for permission first.



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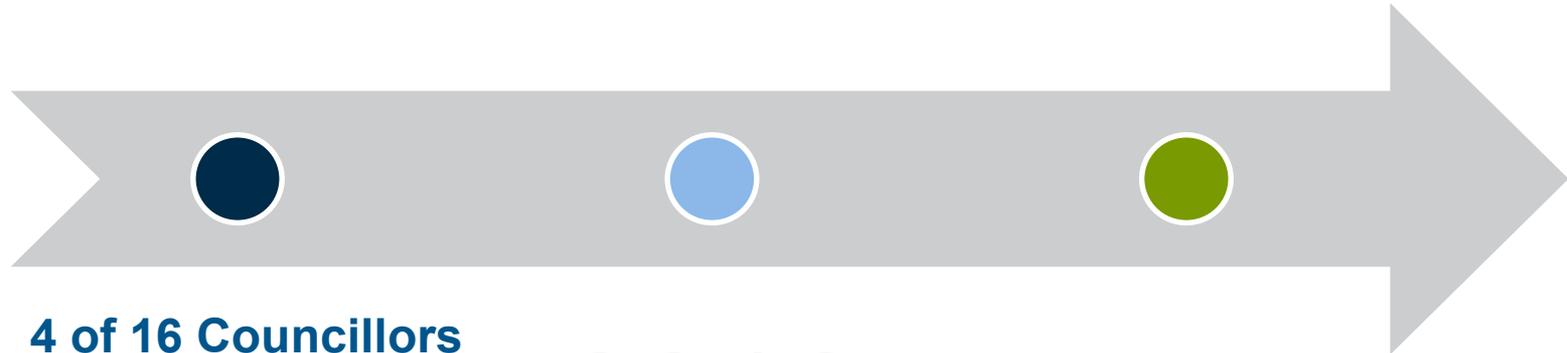
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# Gender Parity in Halifax Regional Council

2012

2 of 16 Councillors  
are women

2020



4 of 16 Councillors  
are women

2016

HRM achieves gender parity on  
Council

8 of 16 Councillors are women



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**Questions? Comments?**



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