

MEMORANDUM

TO: Mayor Kogon and Members of Council
FROM: Deputy Mayor Christie
DATE: October 15, 2018
SUBJECT: Gender-Based Analysis Plus (GBA+) Tool

While attending this years' FCM Conference in Halifax I heard about a tool that some municipalities are also using when making decisions. It's called Gender-Based Analysis Plus. (GBA+)

GBA+ is an analytical tool used to assess how diverse groups of women, men and gender-diverse people may experience policies, programs and initiatives. The "plus" in GBA+ acknowledges that GBA goes beyond biological (sex) and socio-cultural (gender) differences. We all have multiple identity factors that intersect to make us who we are; GBA+ also considers many other identity factors, like race, ethnicity, religion, age, and mental or physical disability.

As I understand it, when in use, not only would Council hear what the environmental and financial impacts of a decision are - but also gender, age, diversity impacts are possibly as well.

I would like to have staff prepare a discussion paper on the possible use of this tool and including it on all recommendations to Council, I so move.