MEMO

To: Mayor Kogon and Members of Council

From: Kimberlee Jones, Municipal Clerk

Date: November 19, 2018

Re: Gender Based Analysis Plus

At the October 15, 2018 meeting of the Committee of the Whole, staff were directed to prepare a discussion paper on the possible use of Gender Based Analysis Plus and its inclusion in all recommendations to Council.

BACKGROUND

Gender Based Analysis Plus 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.

PROCESS

GBA+ is a multi-faceted research and analysis process. In order to be effective and meaningful it must be evidence based and involve each of the following steps:

- **Identify the key issue**
    - The first step is to identify the context and the gender and diversity issues.
    - Nothing happens in a vacuum. Your initiative may have a narrow objective, but it will always be linked to broader government priorities. The social, cultural, and economic environments are also important. Start by making these connections.
- **Challenge Assumptions**
    - Who says it is an issue? / What has triggered the issue?
    - Whose point of view is reflected in defining the problem?
    - What assumptions informed the identification of the topic as an issue?
    - Who is affected by the proposal?
    - How do you know?
    - How are they affected?
    - Who benefits, and why?
    - Could certain groups be affected differently?
    - Are you making assumptions about the uniformity of population groups?
    - If you consider an issue "neutral", can you support this with evidence?
    - Is it possible that your assumptions prevent you from asking questions and hearing answers?

- **Gather the facts – Research and Consult**
  - o Remember that you don't have all the answers…but you can get a better picture of the issue through research and consultation.
  - o You need data to assess whether your initiative will have a more significant impact on a particular group of people, or whether barriers exist.
  - o Conduct research
  - o The data you use should be gender-disaggregated and should include other intersecting identity factors, such as Indigenous status, age or disability. If information is not available, don't abandon your analysis. Identify gaps in existing data and consider making data collection part of your initiative's objectives and evaluation measures.
  - o Consult stakeholders
  - o Make sure to use GBA+ when you design your consultation process. It is not enough to consult the general public and then apply your findings to all groups. Seek out multiple viewpoints. Engage Canadians of various identities, and consult broad and inclusive sources to deepen your analysis.
  - o Don't forget: accessibility issues, social conditions and economic considerations can all affect someone's ability to participate in your consultation process
- **Develop Options and Make Recommendations**
  - o The results of your consultation and research should inform your options and recommendations at all stages of initiative development and implementation.
  - o Using the data you have gathered, indicate how the options you propose respond to the specific issues you identified. Present your GBA+ findings to decision-makers clearly.
  - o If you have found that your initiative could have differential impacts or unintended barriers, suggest strategies to strengthen the proposal. And be sure to highlight your plan to fill any data gaps that your GBA+ identified.
- **Monitor and Evaluate**
  - o GBA+ also applies to the evaluation and monitoring of your initiative. The design of your evaluation framework and approach to monitoring can help address inequality and build capacity.
  - o Make sure your evaluation identifies groups who are positively or negatively affected by the initiative.
  - o Highlight data gaps and address unintended outcomes for diverse groups. Incorporate them into strategy renewals or management responses
- **Communicate**
  - o •Does the communications strategy use messaging that will reach diverse groups of people?
  - o •Do the identified target audiences reflect the diversity of people affected?
  - o •Are the examples, language and symbols used in the communication products gender and diversity appropriate?
  - o •How would a communications strategy need to be designed to respond to the needs of different groups of people?
- **Document**
  - o It is essential to document your analysis and findings throughout the cycle of the initiative. Why?
  - o • The data and analysis that guided your recommendations provide meaningful background information.
  - o •You may be asked to provide evidence that a GBA+ was conducted and to explain the process that guided your recommendations.
  - o •This information could inform a future proposal.

EXAMPLE
Cyberbullying

Issue:

Cyberbullying and the non-consensual distribution of intimate images is a growing concern in Canada, particularly among youth.

GBA+ approach would examine these broad questions with an in depth analysis using the steps identified above :

- Are there gender differences in cyberbullying behaviour and victimization?
- Are there other identity factors that affect cyberbullying behaviour and/or victimization (e.g. geography, socio-economic status)?
- Are the long-term impacts of cyberbullying the same for boys, girls and gender-diverse youth?
- In consulting with youth, have you considered boys and girls with varied backgrounds?

CONCLUSION

Staff resources are currently not adequate to apply GBA+ to our decision-making process at the level that would be meaningful. To follow the steps and guidelines set out by the Federal Government for this initiative, this application would increase the timelines for bringing recommendations to Council for decisions by weeks or even months.

Organizations who have implement GBA+ have extensive research staff and committed resources to support the application of the program across departments.

Footnote: The basis of this memo was obtained through the Status of Women webpage

https://swc-cfc.gc.ca/