



WHAT IS GBA PLUS?

Information for Saskatchewan Sector

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Association des agences
d'établissement et d'intégration
des immigrants de la Saskatchewan

Land Acknowledgment

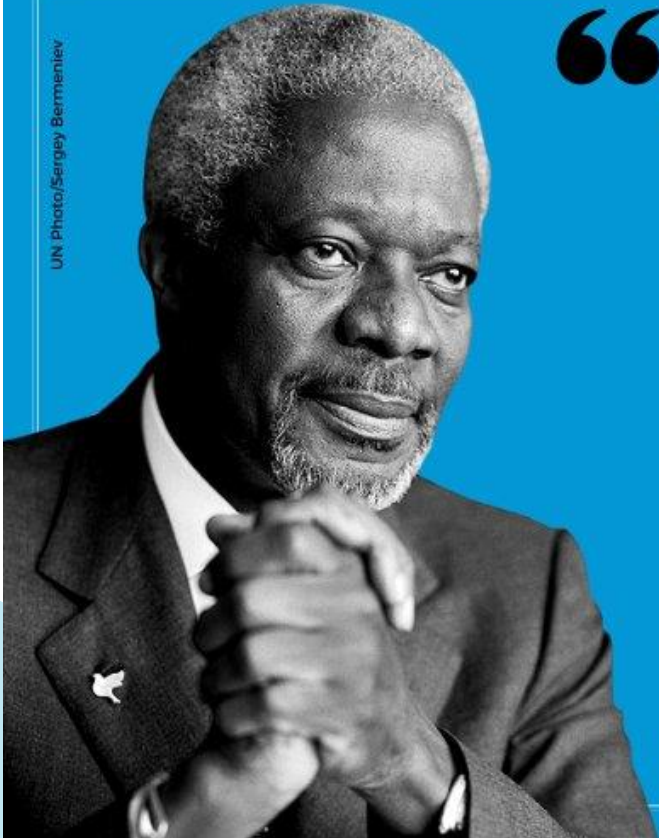
SAISIA works on on Treaty 2, Treaty 4, Treaty 5, Treaty 6, Treaty 8 and Treaty 10 territory, the traditional gathering land of 74 Indigenous Peoples and homeland of the Métis nation.

Land Acknowledgment

- ❖ Treaty 4 medal issued in 1874.
- ❖ Repatriated to Pasqua First Nation for the first time in 140 years in 2014.




What is GBA Plus?



UN Photo/Sergey Bermeiev

“Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance.”

—
Kofi Annan



1. [UN Women: \(6\) Post | LinkedIn](#)

What is GBA Plus?

There is no such thing as a single-issue struggle because we do not live single-issue lives.

Audre Lorde



What is GBA Plus?

“

**IF YOU SEE INEQUALITY AS
A “THEM” PROBLEM OR
“UNFORTUNATE OTHER”
PROBLEM, THAT IS A PROBLEM.**

Kimberlé Crenshaw,

Lawyer, civil rights advocate and intersectional feminist

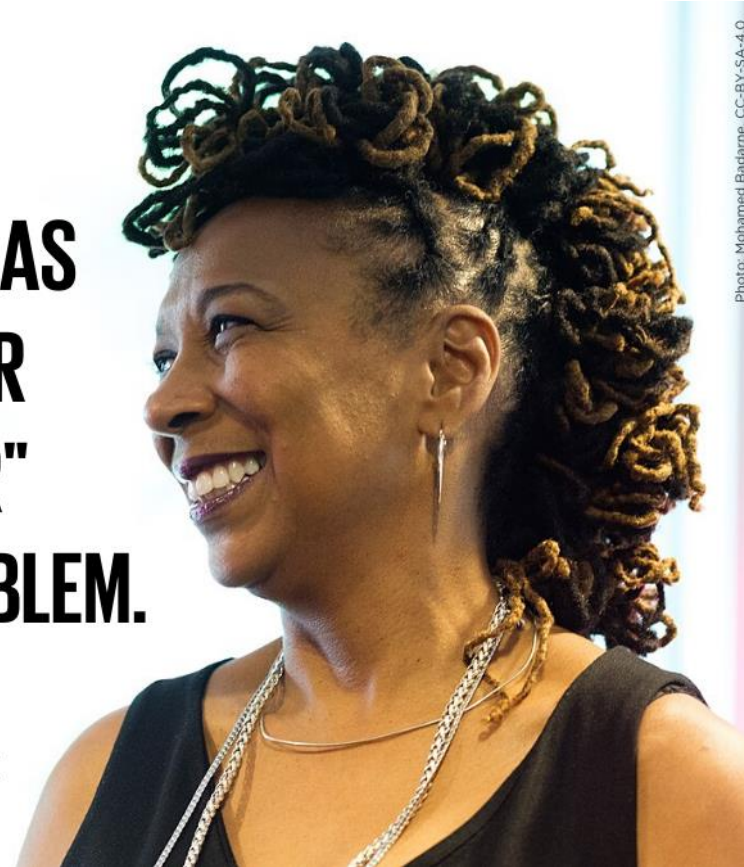
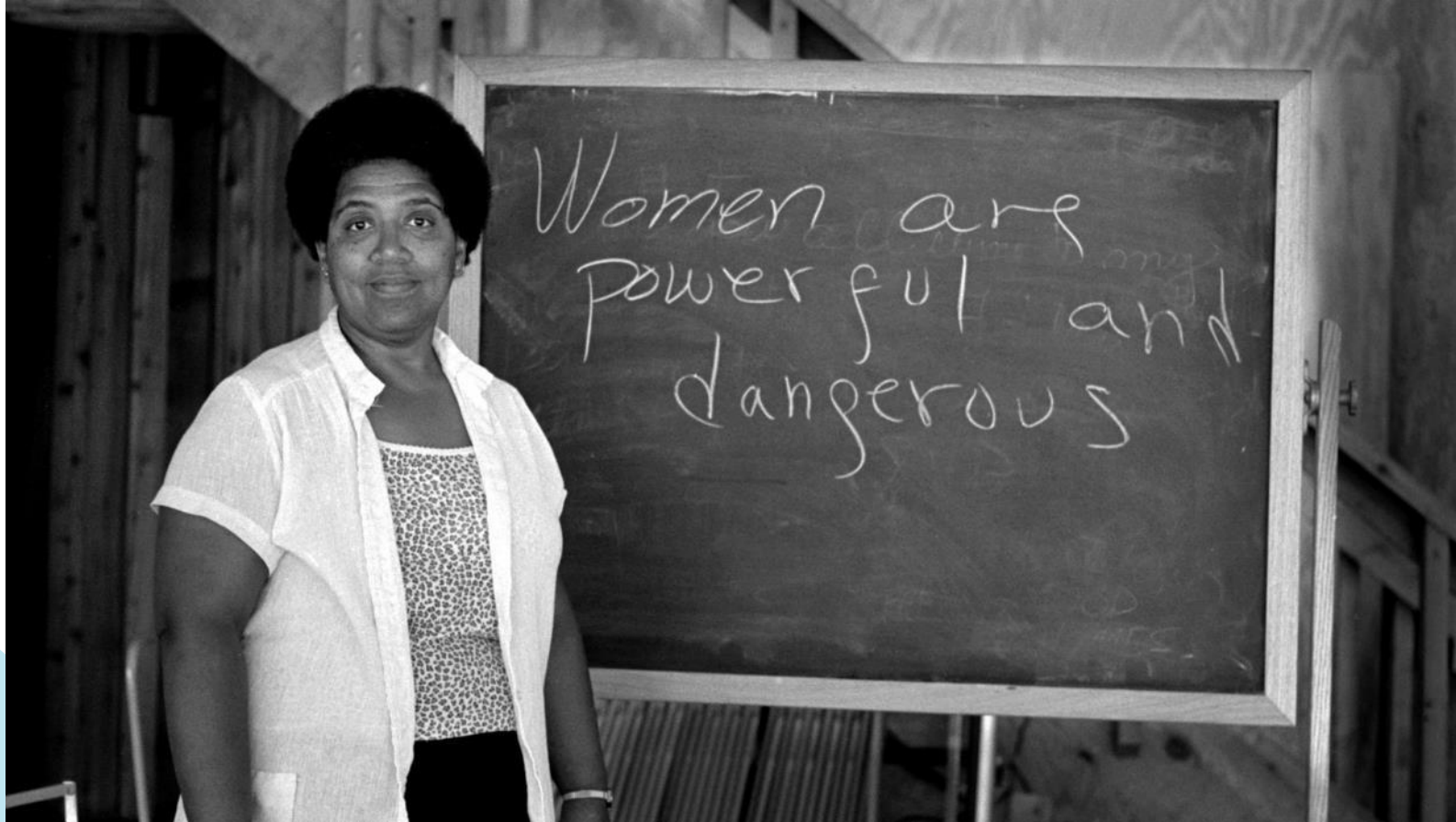


Photo: Mohamed Badarne, CC-BY-SA-4.0

1. [UN Women: Intersectional feminism: what it means and why it matters right now | UN Women – Headquarters](#)

What is GBA Plus?



1. Robert Alexander for Landmark Press, 1983.

GBA Plus 101

- ❖ ***GBA Plus stands for Gender-Based Analysis Plus.***
- ❖ ***En français: l'ACSPlus.***
- ❖ GBA Plus has its roots in GBA, an analytical framework first used by the Government of Canada in 1995.
- ❖ Canada implemented GBA after attending the fourth **United Nations World Conference on Women** in China¹.
- ❖ At the Conference, Canada was among countries that adopted the **Beijing Platform for Action**, which seeks to advance equality and “gender mainstreaming”.
- ❖ Canada’s commitment to the Platform outlined in ***Setting the Stage for the Next Century: Federal Plan for Gender Equality, 1995-2000.***

¹. [Introduction to GBA Plus - Women and Gender Equality Canada](#)

GBA Plus 101



1. Image credit: Sharon Farmer/White House Photograph Office.

GBA Plus 101

- ❖ The role of GBA was to assess the impacts of government processes and services on women while addressing areas that could benefit from an increased focus on gender equality. GBA also increased government accountability in advancing gender equality at the federal level.
- ❖ Since **2001**, IRCC has had a legislative requirement under the *Immigration and Refugee Protection Act* to report on GBA in the Annual Report to Parliament on Immigration¹.
- ❖ In **2002**, Canada acceded to **CEDAW**, the **United Nations Convention on the Elimination of All Forms of Discrimination Against Women**.

1. [Gender based analysis Plus - Canada.ca](https://www.canada.ca/en/government/department/government/gba/gba-plus/gba-plus.html)

GBA Plus 101

- ❖ In **2004**, the first **House of Commons Standing Committee on the Status of Women** was convened.
- ❖ In **2007**, the federal government introduces a **GBA Treasury Board submission requirement**.
- ❖ In **2011**, **GBA became GBA+**. In part, the “+” acknowledges men as well as women, as well as the spectrum of gender identities outside of the man/woman binary.
- ❖ The “+” also acknowledges all of the lived realities and experiences other than sex and gender that can influence a person’s needs and how they react to the world.

GBA Plus 101

- ❖ **In 2018, Status of Women Canada becomes WAGE** – federal department of Women and Gender Equality.
- ❖ **Marci Ien** – **Federal Minister, Women, Gender Equality and Youth since 2021**



GBA Plus 101

- ❖ **En français: Ministère des Femmes et Égalité des genres Canada.**
- ❖ IRCC GBA Plus major initiatives, 2020-2021 (addressing GBV and providing more supports for racialized women and 2SLGBTQQIA+ newcomers and home child care providers).
- ❖ As of **2023**, the plus sign is no longer used; the **official terminology is “GBA Plus”**.
- ❖ For more information on WAGE’s 2023-24 departmental plan, visit: [2023-24 Departmental Plan - Women and Gender Equality Canada](#).

GBA Plus 101

- ❖ Today, GBA Plus is a framework used by the Government of Canada to analyze how women, men, and people of diverse gender identities across the country experience government initiatives.
- ❖ GBA Plus also considers the full range of lived experience of people in Canada and uses these considerations to change and adapt its policies, service offerings, and reporting.
- ❖ **The goal of GBA Plus is to advance inclusivity and equity for all in Canada across federal government activities.**
- ❖ Since 2012, **GBA Plus Awareness Week** has been held annually each May.

GBA Plus 101

- ❖ **In 2023, IRCC launched a National Sector Engagement project – *Enhancing National Sector GBA Plus Capacity.***
- ❖ This project brings together all settlement umbrella organizations across Canada to create resources and tools for the national sector to advance the integration of GBA Plus.
- ❖ Amber Parker is the Saskatchewan Project Lead at SAISIA on this national initiative.
- ❖ “Resources and tools” includes (but is not limited to) training and PD, interactive activities, research/data, and recommendations for creating GBA Plus aligned policy and procedural documents.

Defining Intersectionality

- ❖ Key to understanding GBA Plus is the theory of *intersectionality*.
- ❖ Term and theory first coined by American academic and civil rights advocate, Dr. Kimberlé Crenshaw in 1989.



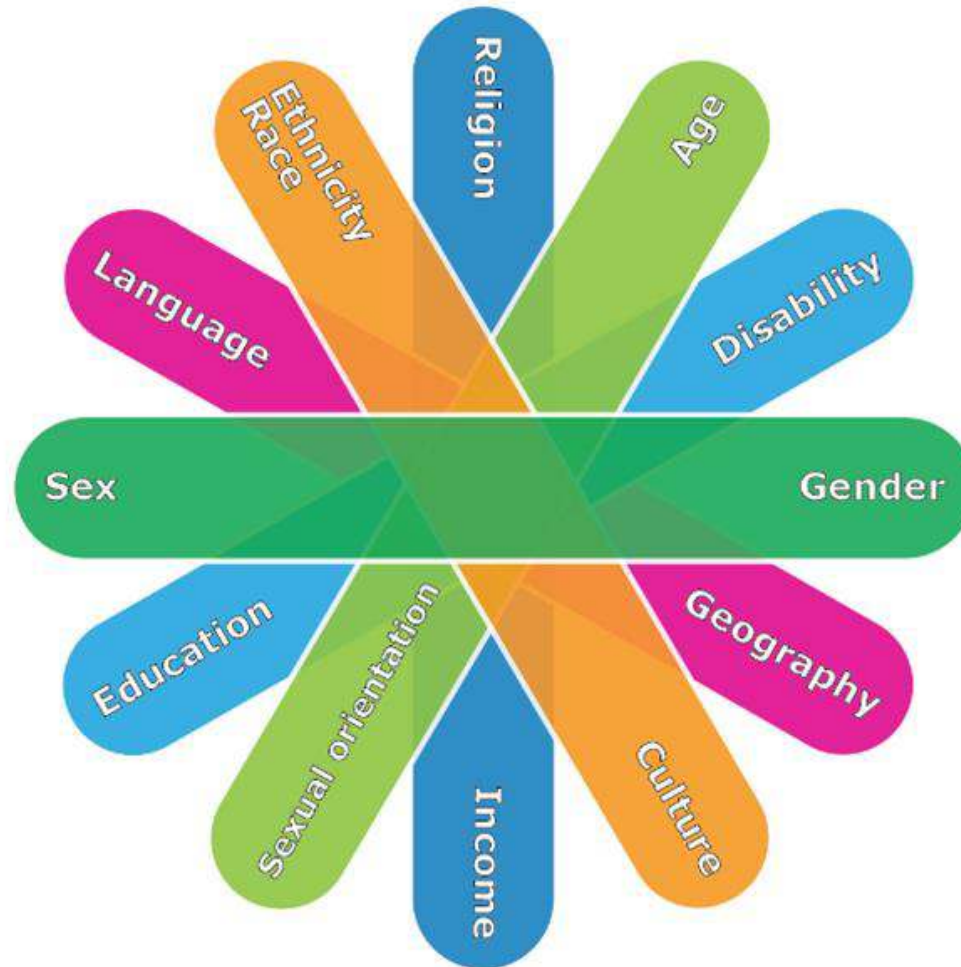
Defining Intersectionality

- ❖ Dr. Crenshaw first saw intersectionality as a way of explaining the dual levels of discrimination she experiences as a woman who is Black. To be a Black woman is to look at the world from a unique perspective where gender and race interface.
- ❖ Since then, the scope of intersectionality has expanded. It is now a tool used to analyze the world from the perspectives of diverse identity factors, called **intersections**.
- ❖ **Can anyone think of any intersections, apart from sex and gender?**
If so, please submit them in the Chat.

Defining Intersectionality

- ❖ Intersections include sex and gender, but also sexual orientation, physical and mental ability, income, geography, race, language, religion, education level, and age, among others.
- ❖ The ways that these identity factors come together and overlap for any one individual impacts their experiences of and reactions to the world and society.
- ❖ **Despite its name, GBA Plus is not a “gender first” framework or assessment tool.** GBA Plus seeks instead to examine *all* of the different experiences and reference points a person may have.

Defining Intersectionality



Why do we need GBA Plus?

POLL QUESTIONS

Question 1

In what year were women legally declared to be persons in Canada?

Question 2

In what year were all Indigenous peoples in Canada eligible to vote in federal elections?

Question 3

In what year could women in Canada open a bank account without needing their husband's signature?

Question 4

The Chinese head tax peaked at \$500 per person in 1923. How much is that amount in 2023 dollars?

Why do we need GBA Plus?

- ❖ Throughout Canadian history, almost every group other than white, property owning men have been the victims of legal and social discrimination.
- ❖ Women were not legally considered persons until 1929.
- ❖ Japanese Canadians were forcibly rounded up, their homes and businesses sold, and sent to internment camps in 1942.
- ❖ Indigenous peoples could not all vote in federal elections until 1960.
- ❖ Women could not open a bank account without needing their husband's signature until 1964.
- ❖ As one way of combatting inequity, the federal government has increasingly focused on gender equality.
- ❖ In 1971, the first Minister responsible for the Status of Women was appointed.

Why do we need GBA Plus?

- ❖ An analysis informed by GBA Plus is not useful only for considering diverse identity factors and how they relate to each other.
- ❖ **GBA Plus also encourages us to reflect on power imbalances.**
- ❖ GBA Plus looks not only at who has power and who doesn't (the dominator versus the marginalized), but how systems of power are replicated through our institutions and social supports.
- ❖ **Example:** Some people see the police as helpful and necessary to maintaining social cohesion, while others view them as oppressive and unable to overcome the biases and stereotypes their work has relied on in the past.

Why do we need GBA Plus?

- ❖ **Multiple federal departments already use GBA Plus to assess and address service gaps.**
- ❖ This might look like modifying services to include new audiences, changing the way programs are delivered to increase their accessibility, re-evaluating budgets to ensure diverse groups can benefit, and re-considering how government contracts are granted (ex: changing the company awarded a contract for certain military uniforms so that the equipment accommodated women's bodies).
- ❖ **IRCC will increasingly rely on GBA Plus in coming years.** IRCC maintains an Equity Policy and GBA Plus Unit, part of the Strategic Policy and Planning Branch¹.

Terminology

- ❖ Proper terminology use is essential to a GBA Plus analysis.
- ❖ Early movements for women’s rights often conflated “sex” and “gender”.
- ❖ Even today, the terms are still sometimes used interchangeably – but the terms do not have the same meaning.
- ❖ **Sex** is “primarily associated with physical and physiological features including chromosomes, gene expression, hormone levels and function, and reproductive/sexual anatomy”¹.
- ❖ **Gender** is “socially constructed roles, behaviours, expressions and identities of girls, women, boys, men and gender-diverse people”².

Terminology

- ❖ Similarly, there is an important distinction between “equity” and “equality”.
- ❖ **Equality** means that “each person or group of people is given the same resources and opportunities”¹.
- ❖ **Equity** “recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome”².



1. [Equity vs. Equality: What's the Difference? | Online Public Health \(gwu.edu\)](#)

2. [Ibid.](#)

Other Important Terminology

- ❖ **Non-Binary**
- ❖ **Two Spirit** (used by Indigenous peoples across Turtle Island)
- ❖ **Cisgender**
- ❖ **Transgender**
- ❖ **Intersex**
- ❖ **2SLGBTQQIA+** (You may see LGBTQ2+ on federal government materials issued in and prior to 2022)
- ❖ **AFAB** (Assigned Female at Birth)
- ❖ **AMAB** (Assigned Male at Birth)
- ❖ **ARAO** (Anti-Racism, Anti-Oppression)
- ❖ **EDI** (Equity, Diversity, and Inclusion)

What does GBA Plus look like in the real world?

- ❖ Let's go beyond the theory.
- ❖ **Important questions to ask when conducting a GBA Plus-informed analysis:**
- ❖ “What has led me to this perception?”
- ❖ “How do I know that?”
- ❖ “How and why have I come to this conclusion?”
- ❖ “How can I look at this information or situation from a different angle?”
- ❖ “Is my opinion informed by stereotypes and assumptions of other people and their experiences?”

What does GBA Plus look like in the real world?

When conducting a GBA Plus-informed analysis, consider the following...

- ❖ “Is it possible that my assumptions have prevented me from engaging with people, asking questions, and understanding answers outside of my own experience and beyond my understanding?¹”
- ❖ **GBA Plus should be considered at all stages of a service or activity, not only at the beginning.**
- ❖ **It’s important to think of all people as innately empowered and strong, but marginalized by systems and institutions that were not originally built to meet diverse needs.**

GBA Plus In Practice

- ❖ **Working to advance GBA Plus in your organization *might* look like...**
- ❖ **Creating or amending policies and procedures**
- ❖ Anti-Harassment Policy (incl. Gender-Based Violence and sexual violence) – as of June, policy now mandatory under Saskatchewan Employment Act
- ❖ Anti-Racism and/or Anti-Oppression Policies (developed in consultation with IBPOC board members, staff and potentially clients and community)
- ❖ Respectful Workplace Policy
- ❖ Inclusive Workplace Policy
- ❖ Indigenous Engagement and Outreach Strategy
- ❖ Formalizing your approach to Reconciliation work with clear goals and objectives

GBA Plus In Practice

- ❖ **Working to advance GBA Plus in your organization *might* look like...**
- ❖ **Forming committees within your organization to advance equity**
- ❖ EDI Committee
- ❖ Truth and Reconciliation Committee
- ❖ Indigenous and Newcomer Action Committee
- ❖ Accessibility Advisory Committee

GBA Plus In Practice

- ❖ **Working to advance GBA Plus in your organization *might* look like...**
- ❖ **Looking at the language your organization uses**
- ❖ Do internal policy and procedural documents reflect gender equality and diversity?
- ❖ Does your hiring process for management and leadership positions take into account diversity and equity considerations?
- ❖ Do job postings and descriptions reflect a safe and inclusive workplace that diverse candidates feel comfortable applying to?
- ❖ How is your board elected? Does that process ensure inclusion of nominees who are living with disabilities, POC, women, French speaking, from small centers or rural areas, from diverse linguistic and religious backgrounds, 2SLGBTQQIA+?

GBA Plus in Practice

- ❖ **Working to advance GBA Plus in your organization *might* look like...**
- ❖ **Not siloing your work on EDI**
- ❖ How can you work with Indigenous peoples to incorporate traditional teachings and a decolonized perspective throughout your services and programs?
- ❖ This might look like: making time to meet and share in person, adopting an approach based on relationship-building rather than hard deadlines
- ❖ How can you create opportunities across your organization's different functions for newcomers to learn about the ongoing reality of colonialism in Canada? How can you connect newcomers with the stories of Elders, Knowledge Keepers, Residential School Survivors and Sixties Scoop Survivors?

GBA Plus In Practice

- ❖ **Working to advance GBA Plus in your organization *might* look like...**
- ❖ **Not siloing your work on EDI**
- ❖ While it is important to offer specific programs for women *and* men so they have a safe space to share and make new connections in their communities, gender equality should be considered at every level of your organization's administration
- ❖ Many 2SLGBTQQIA+ newcomers may not participate in targeted services because they are not ready to out themselves to their families or cultural communities – how else can you reach these groups?
- ❖ How does your organization consider the needs of families, children and youth?

DO YOU HAVE QUESTIONS?

If you have questions on how to apply GBA Plus in the newcomer serving sector or are looking for resources, please contact

Amber Parker, amber.parker@saisia.ca

