

Gender Based Analysis Plus (GBA+) is an internationally used policy and research tool that helps to identify who benefits and who is excluded from an organisation's decisions. This tool would let the City predict how the adoption of a policy, program, or service will affect diverse groups of women, men, and non-binary people. Beyond gender, GBA+ identifies differential impacts to people based on characteristics such as income level, disability, citizenship status, race, and more.

This evidence-based approach is currently in use by over 160 governments around the world, including the Government of Canada, and the provinces of British Columbia, Alberta, and Newfoundland and Labrador. At the municipal level, GBA+ is being used by several city governments including Montreal, Calgary, Halifax, and parts of Metro Vancouver. The City of Edmonton is a municipal leader in this work, including this analysis in all reports to Council. I recommend this brief (4 minute) video from Edmonton that describes the value of GBA+: <https://youtu.be/p6w-d1mmjFU>

In my former role as Vice-Chair of UR Pride, I recommended to Mayor Masters that this tool be used in development of our city's policy and programs, as it is an opportunity to advance equity for a wide range of diverse people in our city.

Aspen Huggins



WHAT IS GBA+?

Policy, legislation, programs and services have different impacts on different segments of B.C.'s population. To ensure government policies, programs and services are working for all British Columbians, we must understand the different ways that different people experience the world. GBA+ is an analytical tool used to assess how diverse groups of people may experience policies, programs and initiatives. The "plus" indicates that the analysis goes beyond sex and gender and includes the examination of a range of other identity factors (e.g. Indigeneity, age, education, language, race, ability, class, etc.) The goal of GBA+ is to continue to advance evidence-based policy-making, monitor the spending of public money and attain better results for all British Columbians.

WHO IS USING GBA+?

160+ governments and international/regional institutions have made using a tool like GBA+ a key component of their policy-making process. The Government of Canada has been committed to using gender based analysis across all federal departments since signing the UN — *Beijing Declaration and Platform to Action* in 1995. In 2018, B.C. committed to advancing gender equality by ensuring that gender equity is reflected in all budgets, policies and programs. GBA+ is one mechanism to achieve this.

HOW IS GBA+ USED IN THE B.C. GOVERNMENT?

GBA+ informs all stages of the development, implementation and evaluation processes, including issue identification, research and analysis, consultation, options development and decision-making.

JUST A FEW OF THE REASONS WHY GENDER MATTERS

- » In Canada in 2014, rates of self-reported sexual assault in Canada have remained virtually unchanged since 2004 with women seven times more likely to report sexual assault than men.¹
- » LGBTQ2S+ individuals are more than two times more likely to be subjected to violence than their heterosexual counterparts.²
- » The Gender Wage Gap in British Columbia is 22.6% — B.C. has the 3rd largest gender pay gap in Canada. Canada has the 6th largest gender pay gap in the world.³
- » Women represent 62% of the minimum wage workforce in British Columbia.⁴
- » Indigenous women and visible minority women earn 23% less per year.⁵
- » In British Columbia, only 22% of private board members are women and only 2 of 267 seats are held by Indigenous women.⁶

DID YOU KNOW: GENDER AND MUNICIPALITIES

- » In Canada, at the municipal level, only 26% of women are elected officials and 18% are mayors.⁷
- » The underrepresentation of women from diverse backgrounds including Indigenous, immigrant, LGBTQ2S+, disabled and low-income, at all levels of elected offices remains a significant challenge.⁸

¹ Statistics Canada. 2014. *Self-reported Sexual Assault, by Sex of Victim, Canada*. <https://bit.ly/2kwwzKr>

² Statistics Canada. <https://bit.ly/2HqDDxj>

³ Conference Board of Canada, 2016.

⁴ Statistics Canada, *Market Basket Measure*, 2016.

⁵ Aboriginal Affairs and Northern Development Canada. 2006. *Aboriginal Women in Canada*. Ottawa.

⁶ The Minerva Foundation. 2018. *The B.C. Scorecard*. <https://bit.ly/2IQLNKc> (31MB)

⁷ Public Sector Digest. *Transforming Local Government: An Update on Women's Status*. <https://bit.ly/2mczkkt>

⁸ Federation of Canadian Municipalities. *Diverse Voices: Tools and Practices to Support all women*. <https://bit.ly/2IK9fZM>

THE ABCS OF GBA+

A: What Assumptions are you making?

- » Are you making assumptions as to who your audience/clients are? Are you assuming what is best for your audience?
- » What social factors, norms, or stereotypes are informing your assumptions?

B: Who could be left Behind?

- » Are generalizations being made that could lead you to various groups or genders falling through the cracks of the policy/program/legislation?
- » How is this detrimental?

C: Who did you Consult?

- » Did you consult those who will be directly affected by your decision/policy?
- » What informed your decision of who to consult?
- » Were consultations made with those who had been identified as at risk of being left behind?
- » Was voice given to those who are often mis- or underrepresented?

D: What Data did you look at?

- » Is your data disaggregated by various intersections such as sex, gender, age, ethnicity, indigeneity?
- » Does your analysis and presentation of data reflect social factors, norms and roles?

E: How are you ensuring Equality of outcomes?

- » Are equity measures being used?
- » Are those measures taking intersectional factors into consideration?

GBA+ RESOURCES

Status of Women Canada: What is GBA+?

<https://cfc-swc.gc.ca/gba-acs/index-en.html>

GBA+ Online Tutorial:

<https://cfc-swc.gc.ca/gba-acs/course-cours-en.html>

City of Edmonton video: <https://bit.ly/2M30gyH>

Federation of Canadian Municipalities. *Diverse Voices: Tools and Practices to Support all Women*. <https://bit.ly/2IK9fZM> (4.2MB)

Federation of Canadian Municipalities. 2004. *A City Tailored to Women*. Available at: <https://bit.ly/2kho8T6> (1.5MB)

- » Gender has a direct relationship to many municipal services:
 - In 2016 for example, women were more likely than men to use public transit to get to work.⁹
 - Creation of safe and affordable housing is a key lever for addressing women's poverty.¹⁰
 - Women's safety in public spaces can be addressed through planning processes that take account of issues such as lighting and physical barriers.¹¹
- » Some municipalities in Canada are at the forefront of using a diversity and gender lens. In 2018, the City of Vancouver released the *Women's Equity Strategy, 2018-2028*, setting out a series of priorities for action.¹² Other municipalities in Canada have also led the way with innovative approaches including Edmonton, where all city workers receive GBA+ training.¹³
- » Municipal governments are well placed to apply a gender and diversity lens to city planning and decision-making. This can be accomplished by:
 - Bringing diverse voices to the table;
 - Training staff to use GBA+; and
 - Using data to inform decision-making and track progress.¹⁴

An intersectional gender analysis can help local governments better meet the needs of its residents and reflect the diversity of its population. GBA+ encourages local leaders to ask important questions such as the ones described below.

⁹ Statistics Canada. 2017. *Journey to Work: Key Results from the 2016 Census*. Available at: <https://bit.ly/2SWwWJL>

¹⁰ City of Vancouver. 2018. *Women's Equity Strategy, 2018-2028*. Vancouver. <https://bit.ly/2kEKQ7J> (5.6MB)

¹¹ Ibid.

¹² Ibid.

¹³ Federation of Canadian Municipalities, *Diverse Voices*.

¹⁴ Brooks, M. 2018. *The Role of Municipalities in Advancing Women's Equity in Canada*. Ottawa: Canadian Commission for UNESCO.



GENDER-BASED ANALYSIS PLUS (GBA+)

2017

Gender-Based Analysis Plus (GBA+)

OVERVIEW

In March, 2017 City Council passed a motion (CR4189) to implement mandatory Gender-based Analysis Plus (GBA+) e-learning training for senior leaders in the Administration and for City Councillors by end of 2018. This training utilizes the federal government's e-learning tool. Council also directed that staff in role-specific positions, predominantly in the areas of research, policy and program development, human resource and communication, receive in-depth, City of Edmonton-customized GBA+ training.

Gender-based Analysis Plus (GBA+) is an analytical tool often used with the intention of advancing gender equality. The "plus" in the name highlights that Gender-based Analysis goes beyond gender, and includes the examination of a range of factors such as age, education, race, language, geography, culture, and income. GBA+ is used to assess the potential impacts of policies, programs or initiatives on diverse groups of citizens, taking into account gender and other factors. GBA+ helps recognize and respond to the different situations and needs of citizens.

The goal of GBA+ ensures that gender and other diversity characteristics are properly considered in all government programs and policies that affect citizens. That could include everything from how the City conducts consultations, to neighbourhood design, to the way it delivers services.

For example, the GBA+ process will strengthen the development of an Indigenous and poverty lens on City programs and services related to the EndPovertyEdmonton roadmap. The GBA+ process and training increase both awareness and empathy for people experiencing gender violence. The process provides new insights into the EndPovertyEdmonton Game Changer goal of eliminating racism.

GBA+ can also be used to effectively analyze data segments in order to better understand root causes. Understanding root causes for specific audiences allows more efficient use of limited resources to achieve a more impactful result. As well, its assessment of program and service design through a GBA+ process lens will influence future budget planning decisions.

For individuals, GBA+ builds a person's capacity to challenge their assumptions about an opportunity, issue or group. While it is difficult to truly understand all of our unique backgrounds and experiences, we can all become more aware of each other's perspectives and approach our differences with empathy. This is often the first step in preventing the unintentional perpetuation of inequality and assumptions about gender and other identity factors.

INTRODUCTION

GBA+ was developed by the Government of Canada for federal employees and departments and includes an e-learning training program, advanced collaborative training for clusters of departments and regular opportunities to share best practices through networking activities and the government's GBA+ website.

Recently, GBA+ was adopted by the Alberta Government. The province has trained a number of employees and has developed tools for staff to guide the GBA+ process. The tools include the ABCs of GBA+, a six-step worksheet, a decision-making checklist and the GBA+ policy development cycle.

Both the federal and provincial governments continue to develop and implement measures that track the impact and progress of GBA+ process and training. The most recent audit of the federal government program, conducted in 2015, highlighted the need for improved measures.

The federal government will be introducing a gender-based analysis on their budget process this year. The focus for the federal and provincial governments and the approach the City is following, is to create awareness, understanding and skill development before attempting to integrate GBA+ into the budget process.

As understanding and skill development improves, GBA+ will provide a systematic and comprehensive process for developing policies, programs and services with a diversity and inclusion lens. GBA+ is the opportunity for the City to really understand, acknowledge and respond to the multifaceted needs of its

residents. It takes policy and decision makers beyond their assumptions, to seek lived experience input from those most impacted.

The GBA+ specific steps for Administration include challenging assumptions, gathering relevant and current information, engaging stakeholders to gain multiple perspectives, (re)defining issues, developing options and making balanced recommendations. It is important to note that City staff currently utilize some or all of the basic steps underlying the GBA+ process. For example, over the past few years, diversity and gender lenses were used in the development of the Child Care Policy, Transit Safety Procedures and Indigenous Awareness training.

Administration has an established Diversity and Inclusion Framework that defines broad goals for the City's workforce and reviews services through an inclusion lens. The Framework is currently being updated to incorporate the GBA+ process and tools. It is expected that the refreshed Framework will support staff training, make program evaluation tools available and anchor GBA+ as a systematic process.

Administration has committed to four metrics based on training completion. In the future, it is anticipated that targets will include effectiveness and alignment measures.

METRICS	TARGETS	OUTCOMES
% of management staff that have completed the training	100% of management by end of 2018	All management staff are trained and practice GBA+
% of required staff that have completed training	100% of required staff by end of 2019	Enhanced decision making, greater citizen input and involvement in civic life City work
Effectiveness Measures are to be developed		A city that uplifts all Edmontonians, by taking into account different perspectives and responding to the needs of our most vulnerable in a way that ultimately benefits us all
Aligns with the City's Women's Quality of Life Scorecard		

PROGRAM/ISSUE FUTURE CONSIDERATIONS

As part of the GBA+ rollout, the Diversity and Inclusion Framework will be updated to incorporate the GBA+ process, tools and measurement by the end of 2017. Meanwhile, mandatory GBA+ e-learning training using the federal government's eLearning tool for has commenced for senior and middle managers with completion expected by the end of 2018. In-depth City of Edmonton-customized GBA+ training for staff in role-specific positions is also under development. Training will consist of the federal government eLearning module, as well as, classroom discussions and assigned case studies.

Going forward, GBA+ will be incorporated as a mandatory step in the development of all new programs and for program and service evaluations. It is anticipated that a pilot will take place in 2018 followed by a full rollout in 2019 that aligns with the development of the multi-year operating and capital budget process, starting with the 2019-2022 Operating Budget Process. Additionally, Administration will develop and refine measures to assess the effectiveness of its GBA+ process.

ATTACHMENTS

The Council report can be accessed by clicking on the following link: [CR 4189](#)

Please contact Margaret Blair by email at margaret.blair@edmonton.ca or by phone at 780-496-1588 if you have any questions.

Implementation and Impacts of Gender-based Analysis Plus - Update

Recommendation

That the January 18, 2021, Employee Services report CR_7352, be received for information.

Previous Council/Committee Action

At the June 24, 2019, Executive Committee meeting, the following motion was passed:

That Administration provide an update to Committee on the implementation and impacts of Gender-based Analysis Plus within the City of Edmonton, including examples.

Executive Summary

Guided by The City Plan, Edmonton's blueprint for building a city that is healthy, urban and climate-resilient city at two million people that supports a prosperous region, the City has embraced Gender Based Analysis Plus (GBA+) as a way to meet the evolving needs of diverse Edmontonians. The Big City Move of Inclusive and Compassionate is outlined in the City's strategic vision because it is essential to realizing the vision of equitable cities and workplaces. GBA+ is a critical component of The Art of Inclusion: Our Diversity and Inclusion Framework, which outlines three key pathways to building and sustaining an inclusive and equitable City: developing the heartset, mindset and skillset for inclusion.

Mindset refers to what we know about inclusion and what we need to learn.

Heartset refers to what we feel about inclusion - our attitudes and intentions.

Skillset refers to what we do to work and grow together - in celebration of our differences.

To date, Administration has prioritized all three pathways and made considerable progress in each, such as delivering training for leaders and decision makers, establishing internal centres of excellence, standardizing GBA+ in processes, and developing feedback and measurement mechanisms.

Report

Background

The Art of Inclusion: Our Diversity and Inclusion Framework, launched in 2019, identifies GBA+ as the process of inclusion. GBA+ examines and addresses how policies, programs and services impact diverse individuals and groups. The “plus” is a prompt to consider multiple identity factors, including age, race, ability, education, ethnicity, geography, health, language, class, sex and gender.

To date, Administration has taken the following actions:

- facilitated a GBA+ workshop with City Council (2018)
- hired a full-time Equity Specialist to lead and support GBA+ implementation (2019)
- created a GBA+ Implementation Project Charter (2019)
- completed a GBA+ environmental scan (2019)
- created and supported Centres of Excellence (2019 and ongoing),
- created a corporate-wide GBA+ Advisory Committee (2019)
- launched The Art of Inclusion: Our Diversity and Inclusion Framework, which identified GBA+ as the process of inclusion (2019)
- created a City-specific GBA+ tool (2019)
- identified pilot projects in each department, supported and trained teams (2019 and ongoing)
- launched new, mandatory Elearning course on Respectful workplace and in-person, instructor-led course “Contributing to our Respectful and Inclusive Workplace” in 2019, with a large section on implicit bias. It was paused during COVID-19, then relaunched as a virtual instructor-led course.
- launched GBA+ instructor-led training (2020), paused due to the COVID-19 pandemic
- developed online training materials, including videos on onecity, and online training to be launched in Jan 2021
- developed a GBA+ maturity model (2020)
- embedded GBA+ in current City of Edmonton internal course offerings, including Hiring Manager Certification (2020)
- integrated GBA+ in analysis to support relaunching programs and services and reimagining actions to recover from the pandemic (2020)

Update on GBA+ Implementation

This section contains information regarding GBA+ training, recruitment, data collection, GBA+ survey feedback, reporting, measurement, evaluation and next steps.

Employee Training

To date, the following GBA+ training activities have been completed:

- Online Government of Canada Training: 94 percent of City employees at the Director, Branch Manager, Deputy City Manager and City Manager levels have completed the training. In total, 804 employees have credit for completing the course.
- In-person training (pre-COVID):
 - Full-day, GBA+ instructor-led training was launched in 2020, pre-COVID-19, but paused.
 - Targeted GBA+ training sessions for employees (including pilot project teams, Centres of Excellence Leads, etc.): 127 employees completed training
- Nearly 200 employees registered for a webinar overview of GBA+ (available on the City's internal website)
- Five GBA+ instructional videos are now available for all employees on the City's internal website.
- Hiring Manager Certification (with GBA+ components): As of December 2020, 90 employees have completed this course. The course was paused between March and October due to the COVID-19 pandemic.
- Respectful Workplace courses:
 - As of December 2020, 37.93 percent of employees have taken the instructor-led course "Contributing to our Respectful and Inclusive Workplace".
 - As of December 2020, 94.35 percent of employees have completed the mandatory ELearning Course "Our Respectful Workplace".

Recruitment

There has been consistent work throughout 2020 to eliminate bias and discrimination throughout each stage of the recruitment process, including but not limited to: applying a GBA+ lens to all documentation, including job postings and interview templates; intentionally creating more inclusive and open job postings at the leadership level; ensuring representation of certified hiring managers at each interview; talent acquisition consultants trained on diversity and inclusion, respectful workplace and GBA+; consultants advise on diverse panels for interviews; and the interview guide includes specific diversity and inclusion questions.

Improved Data Collection

The following are examples of how data collection at the City has changed and improved as a result of GBA+.

Standard Self-Identification Questions: The City has identified standard self-identification questions recommended for use with any opportunities for data collection. These include specifically worded questions regarding year of birth, gender, sexual orientation, indigeneity, racialized, disabilities and Armed Forces membership.

Municipal Census: In 2019, the City of Edmonton became the first municipality in Canada to include expanded gender identification options in the municipal census. In the 2016 census, the gender options were female, male, or other. In 2019, the gender options were expanded to man/boy, woman/girl, trans man (FtM), trans woman (MtF), two-spirit, non-binary, identified as another gender, and prefer not to answer.

Candidate Application and New Employee Onboarding: In Q4 of 2019, for the first time, the City began offering job candidates the voluntary opportunity to self identify as a member of a marginalized or equity-seeking group as part of the application process. Candidates could identify their year of birth, gender (with expanded gender options as above), LGBTQ2S+ (lesbian, gay, bisexual, transgender, queer, two spirit, and/or another referred to in the “+”), Indigenous, racialized, a person with a disability (mental or physical) and current or past member of the Canadian Armed Forces. Talent Acquisition consultants and hiring managers do not have access to this information, and it cannot be used in the recruitment decision-making process.

At the point of onboarding, new employees have the opportunity to self-identify. In this way, Administration can track data at an aggregate level (not individual-level) to determine how applicants from diverse backgrounds appear in the hiring process. In the future, this data will be used to determine any unintentional systemic barriers that may prevent fair recruitment for particular groups of people and identify programs, initiatives or policy/procedure changes to ensure equity.

Employee Survey: The City ensured that the employee survey included opportunities to self-identify as a member of an equity-seeking or marginalized group, as well as to indicate their experiences of engagement, respectful workplace behaviours, discrimination and inclusion, among other factors. This information can be disaggregated (at levels that ensure anonymity) to determine the perceptions of diverse groups of employees.

Public Engagement: Questionnaires in which the City of Edmonton is seeking gender identification are now provided for Edmontonians and stakeholders to self-identify using the expanded gender options as described above.

Communications

GBA+ is one of the guiding principles of the Corporate Brand Guidelines and has been woven throughout the guidelines, from approach to photography, inclusive language, and colour blind testing. As of 2020, Administration's internal and external communications plan templates include a mandatory GBA+ section. Additionally, the corporate email signature template now has an optional field for gender pronouns (e.g., she/her, they/them, he/his).

Employee Feedback

In November 2020, Administration surveyed employees who have used GBA+ in their work to gather feedback on their experiences. Using the pathways to inclusion as identified in The Art of Inclusion: Our Diversity & Inclusion Framework, the survey asked about the heartset (what we feel about inclusion), mindset (what we know about inclusion) and skillset (what we do to work and grow together) of using GBA+. It also solicited information about the impacts and stories of applying GBA+.

GBA+ is a process that ensures evidenced-based decision-making, creates equality of outcomes, increases effectiveness and creates more inclusive practices. The What We Heard report, Attachment 1, outlines some of the progress achieved towards these outcomes, as evidenced in the stories and impact shared by employees.

GBA+ Pilot Projects

Administration has been working with key projects teams across the corporation to help build the maturity of the GBA+ process. Each department identified a minimum of two projects who worked closely with their GBA+ Centre of Excellence and a Corporate Equity Specialist. A benefit of being a pilot project included accessing team-specific training and consultation as well as the responsibility to provide feedback on the training, tools and processes developed to support GBA+. Focusing on these pilot projects provides information on what measures and evaluation criteria are needed in order to ensure the effectiveness and sustainability of GBA+.

The What We Heard report, Attachment 1, provides more information regarding examples, employee stories impact of using GBA+, including a case study on the Safe Mobility Strategy and its use of GBA+.

Connection to Reimagine

The COVID-19 pandemic is disproportionately impacting members of marginalized groups and vulnerable populations. As Administration reimagines how best to relaunch and recover from the ongoing pandemic and economic recession, careful consideration is being given to the use of GBA+ in order to minimize inequalities and barriers for Edmontonians and employees.

GBA+ is one lens through which the City is reimagining its work, and is a recommendation in the Reimagine report. By applying the GBA+ process, Administration will consider the impacts of changes to programs and services to racialized people, Indigenous people, women and girls, those with disabilities, those experiencing homelessness and/or poverty, parents/caregivers, employees working in the field and in offices, and in/out of scope employees:

- A broader range of perspectives will be identified;
- Research will be undertaken to determine needs/impacts on diverse individuals and groups; and
- Individuals and/or groups who represent the perspectives identified as missing will be consulted.

More details are available in the What We Heard report, Attachment 1.

GBA+ in Council Reports

In February 2020, City Council directed that GBA+ considerations be included in Council Reports to Council and Standing Committees. In response to this direction, Administration has begun incorporating GBA+ into Council and Committee reports to describe how GBA+ is currently being applied or will be applied to City programs, services and initiatives. Administration has also begun developing guidance for City employees on GBA+ in reports, but the implementation of updates to internal processes and tools has been impacted by resourcing constraints due to the COVID-19 pandemic. This work will continue throughout 2021 and GBA+ guidance and tools for Council reports are anticipated to be implemented in Q3 2021.

Measurement and Evaluation

Consultation with external partners reveals that many jurisdictions (Government of Canada, Government of Alberta, various municipalities) that use GBA+ continue to be challenged by identifying which quantitative measurements are appropriate to determine whether initiatives are achieving equitable outcomes.

The development of GBA+ impact and evaluation was delayed by the COVID-19 pandemic. Administration is currently working to determine which measures are the most relevant as well as to identify a common measurement structure.

Currently, the City relies on surveys, focus groups and impact assessments to determine the impact of the process. Some measurements include perceptions of:

- Risk mitigation
- Budget implications
- Significant impacts to work including value add of GBA+
- Inequality identification
- Equity measures

Please see the What We Heard Report, Attachment 1, for more details on measurement.

Impact of COVID-19 on GBA+ Implementation

The COVID-19 pandemic has had a significant impact on GBA+ implementation across the corporation, with many projects being paused, postponed or cancelled. Impacts on GBA+ implementation include:

- pause of all in-person training;
- delayed recruitment of employees to support GBA+ implementation;
- changed priorities;
- paused implementation of GBA+ support materials and structures, and
- paused progress on identifying appropriate measures, data collection methodology, and identification of outcomes of GBA+ application.

As the City relaunches services and reimagines how best to recover from the pandemic and the resulting economic recession, ensuring equity remains a key focus. GBA+ continues to be broadly applied to identify how the City's actions will be experienced by all employees and Edmontonians and to implement equity measures as possible. Some examples are below in the next steps section. Although COVID-19 created some short-term delays in 2020, this work is a significant priority and is being actioned accordingly.

Next Steps

GBA+ Data Collection: To support GBA+ data-driven, informed decision making, the City must collect personal information from residents, businesses and other stakeholders who use City services and are impacted by Council's decisions, as enabled by the *Freedom of Information and Privacy Act*. To ensure that GBA+ data is collected and treated in a manner that supports both data driven decision-making and the City's duty to protect personal information, Administration is outlining new GBA+ data collection standard requirements and reviewing various mechanisms to action these requirements. Focusing first on digital forms and formats, these efforts enhance the City's ability to collect, organize, analyze and distribute this information while upholding legal and ethical obligations such as privacy.

Data Analysis and Action Planning: Once data collection and information processes are identified and implemented, Administration will determine how to analyze and make data available to inform broader public engagement, better understand the needs of Edmontonians, inform decision making, tailor engagement activities, and explore the impact of programs and services as we relaunch and reimagine our work.

In addition to GBA+ integration in all City processes, the following will continue over the next two years:

- Developing a GBA+ Guide and other resources to support implementation
- Collaboration with The Learning Centre to transition instructor-led GBA+ training to virtual offerings (to be launched in 2021).
- Creating a repository of case studies on how to apply the process
- Developing of a GBA+ evaluation plan
- Tracking and report on GBA+ progress and outcomes
- Developing an Administrative Policy that includes collection of data and the use of GBA+
- Revising the Diversity and Inclusion Policy
- Improving data collection methodology to ensure we are measuring outcomes for application of GBA+ within policy/process/decision-making
- Ensuring GBA+ is embedded in project charter/plan templates

Finally, beginning in 2021 Administration will report back on an annual basis to Executive Committee with information on the ongoing implementation and impact of GBA+.

Corporate Outcomes and Performance Management

Corporate Outcome(s): Edmontonians are connected to the city in which they live, work and play			
Outcome(s)	Measure(s)	Result(s)	Target(s)
City of Edmonton employees continuously develop knowledge required to identify and meet the evolving needs of diverse Edmontonians	Percentage of senior staff (Director and above) taken online GBA+ training	151/160 (94%) (Q1 2019)	100 percent ongoing
	Number of attendees to in-person training	127 attended	Paused due to COVID 19
	Number of attendees take virtual training	To be launched in Jan 2021	To be determined
Utilize GBA+ in at least two pilot projects per Department	Number of Projects	18 pilot projects have been identified	14 GBA+ pilot projects (2020)

Attachment

1. What We Heard Report

Others Reviewing this Report

- M. Persson, Chief Financial Officer and Deputy City Manager, Financial and Corporate Services
- C. Owen, Deputy City Manager, Communications and Engagement
- G. Cebryk, Deputy City Manager, City Operations
- J. Meliefste, Acting Deputy City Manager, Integrated Infrastructure Services
- R. Smyth, Deputy City Manager, Citizen Services
- S. McCabe, Deputy City Manager, Urban Form and Corporate Strategic Development
- B. Andriachuk, City Solicitor

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An Overview of Gender Based Analysis Plus (GBA+)

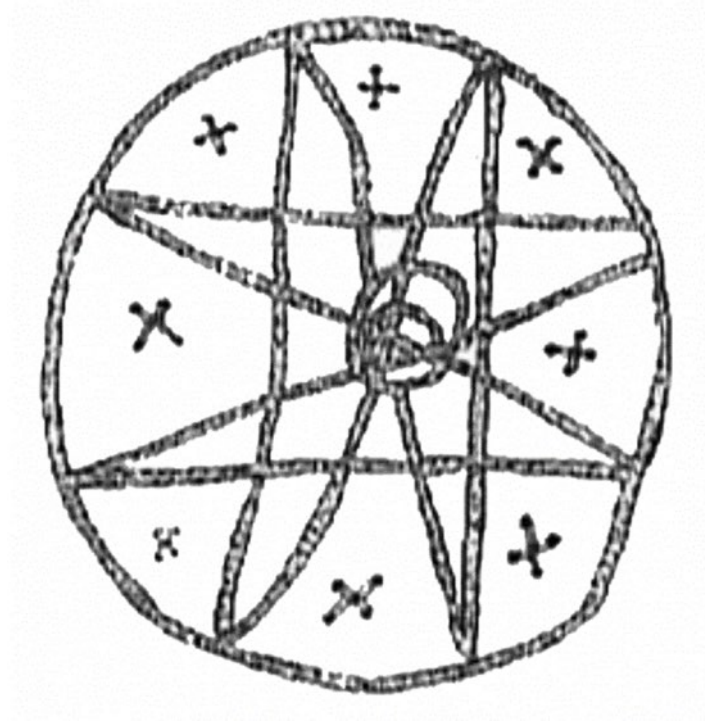
Presentation to the Women's Advisory Council of Halifax

November 5th, 2020

Presented by:

Huwaida Medani, Senior Advisor & Caroline Hemstock,
Diversity and Inclusion Advisor in The Office of Diversity and
Inclusion/ANSAIO

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.



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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

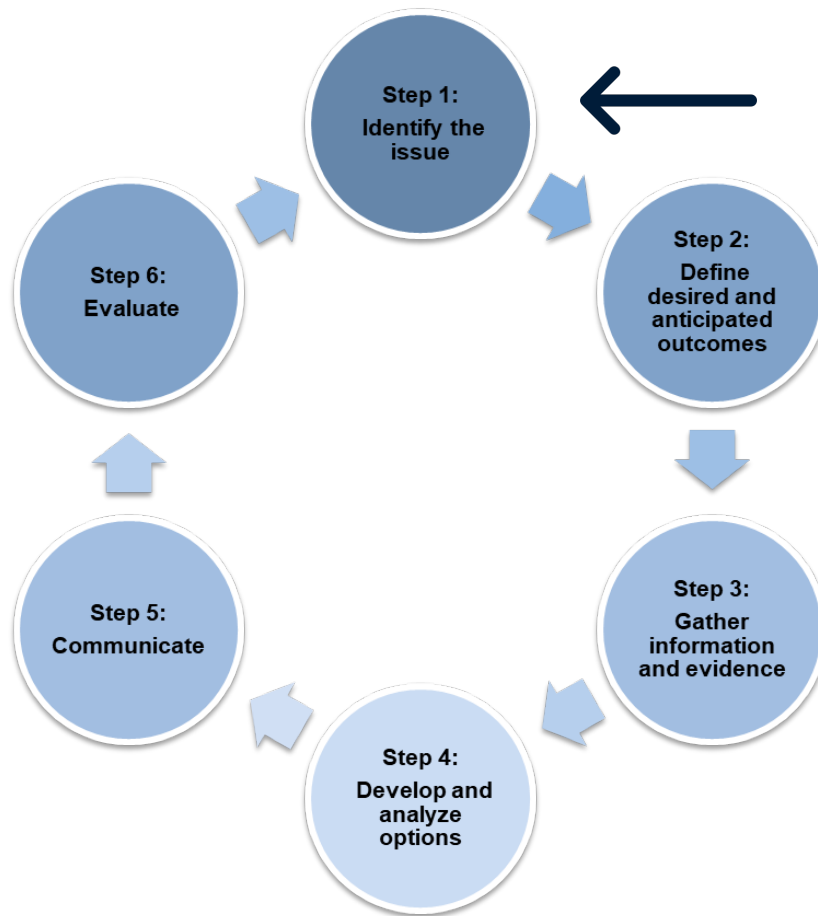
- Participants include recently elected Councillors



Participants in *Diverse Voices for Change*.

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

Step 1: Identify the Issue



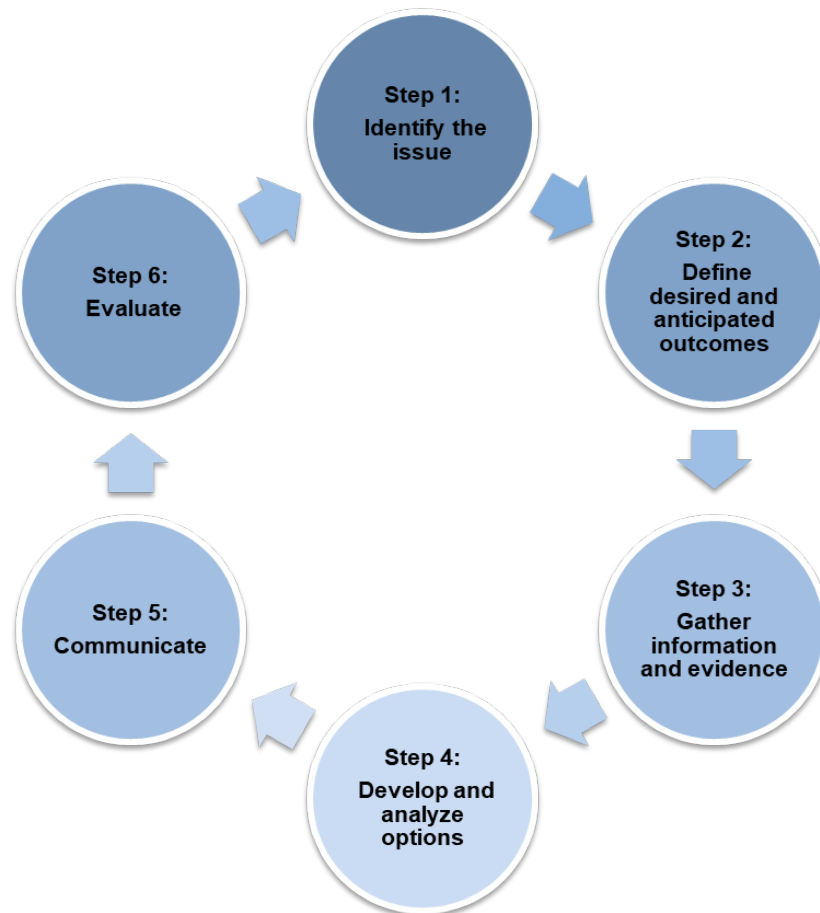
Goal: To identify gender and/or diversity, inclusion or equity **dimensions** of a project, policy, program or initiative.



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Step 2: Define Outcomes



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

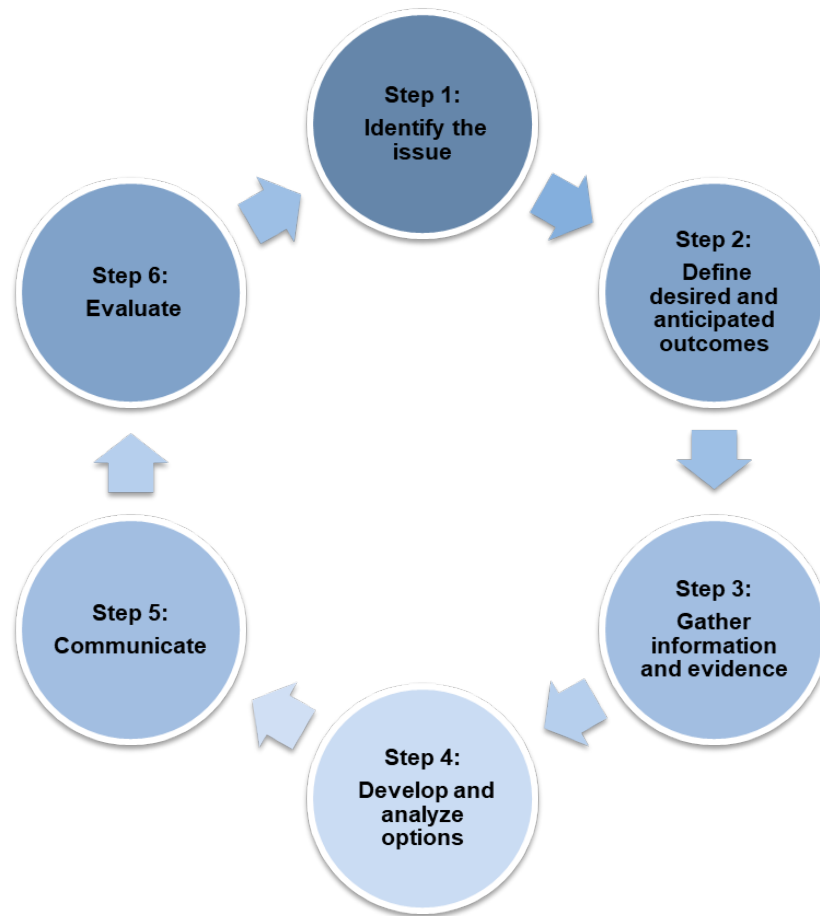
Gender equity outcomes are measurable changes that directly aim to reduce gender inequality, or advance gender equity for women, girls, non-binary and gender diverse people.



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Step 3: Gather Information and Evidence



Goal(s):

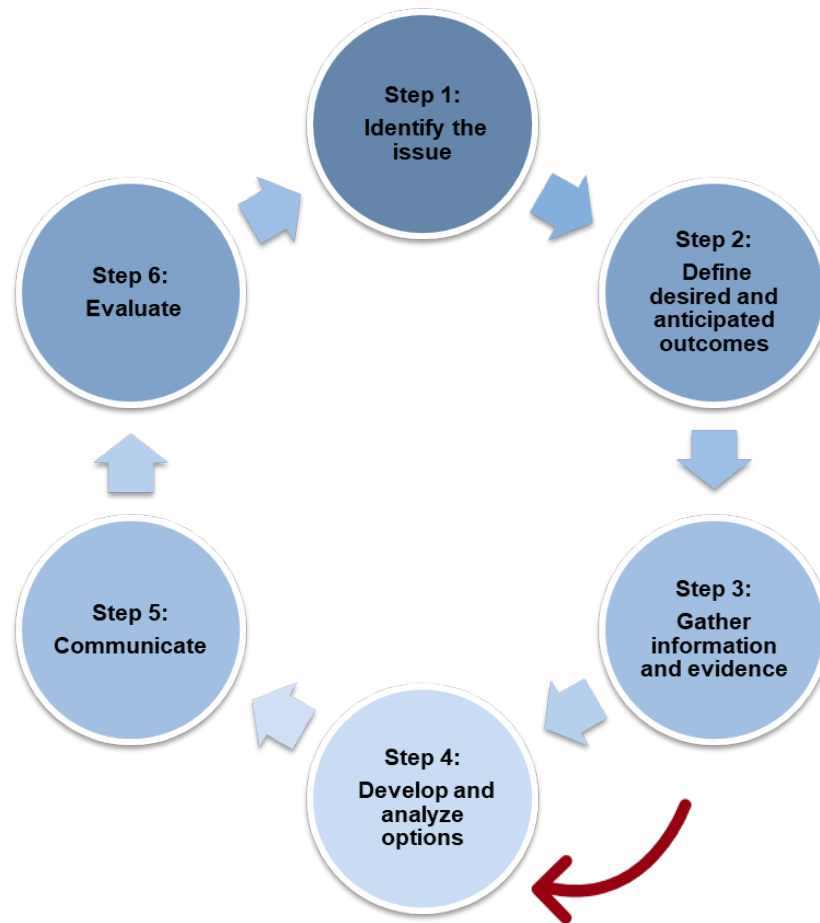
- To identify data collection questions to enhance the project/policy/initiatives success.
- To identify sources of data through research and engagement.



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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.

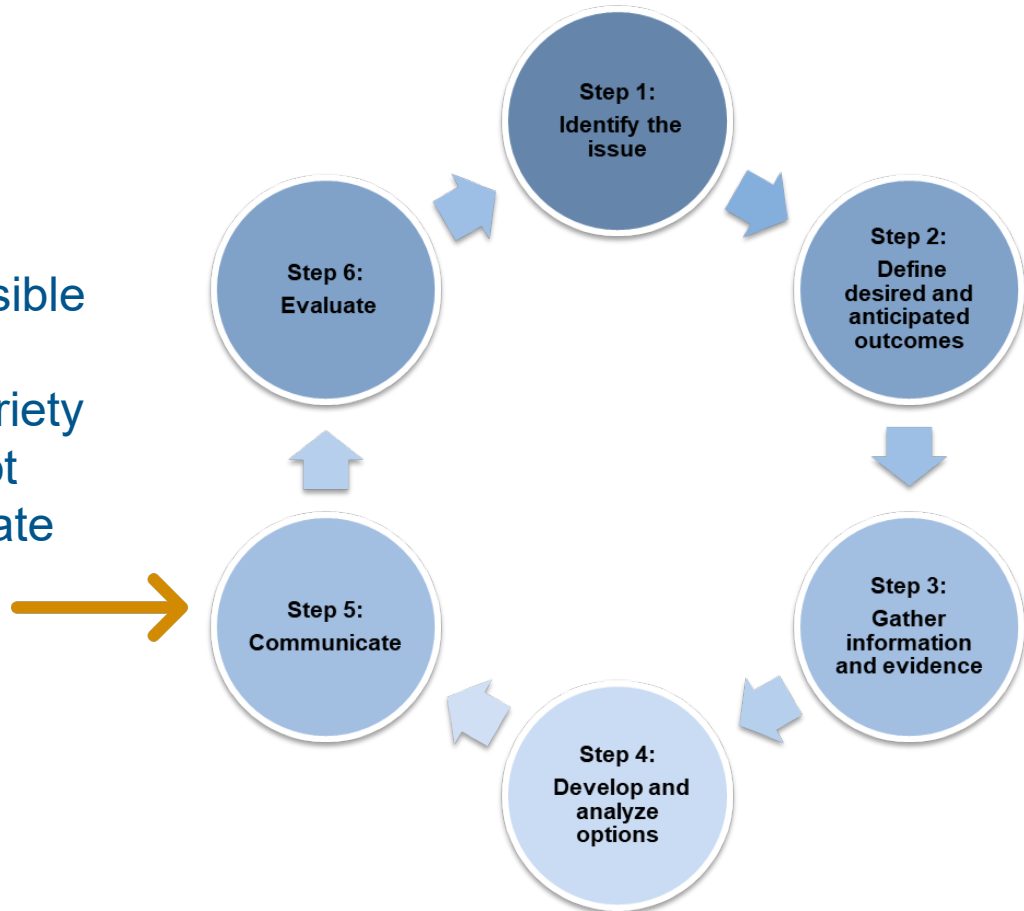


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Step 5: Communicate

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



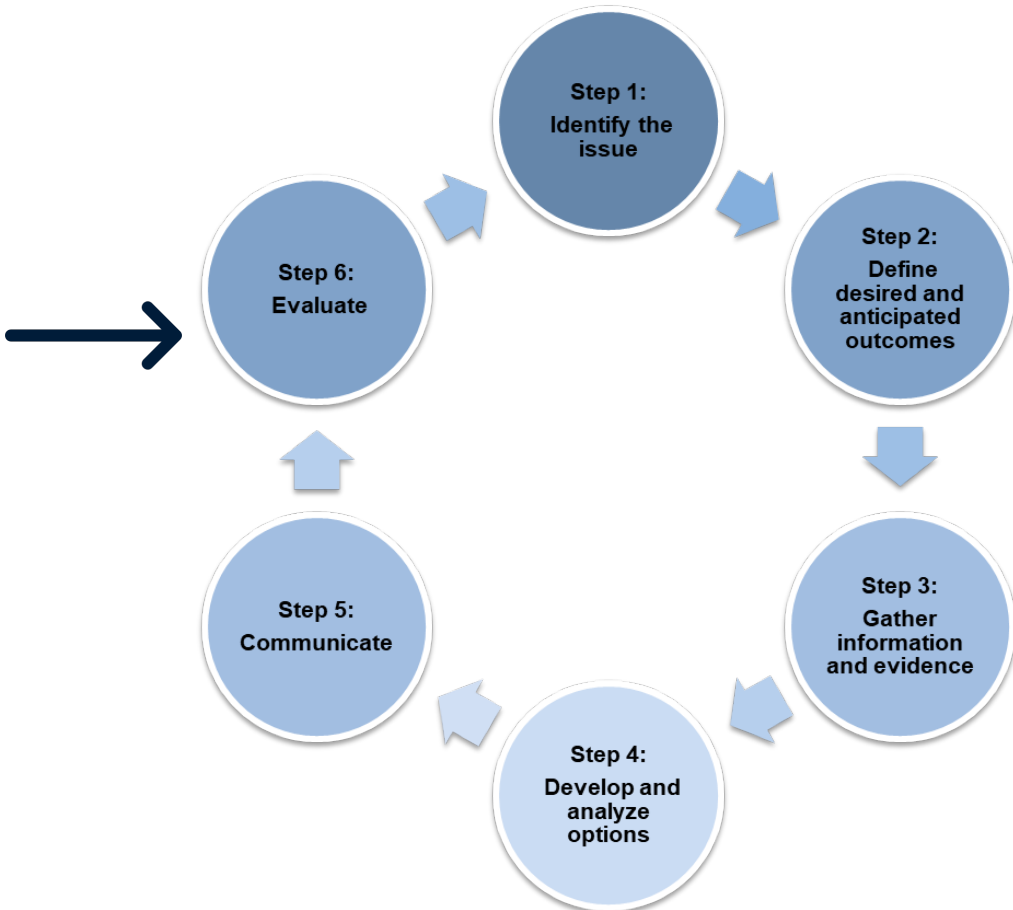
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Step 6: Evaluate

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.



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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

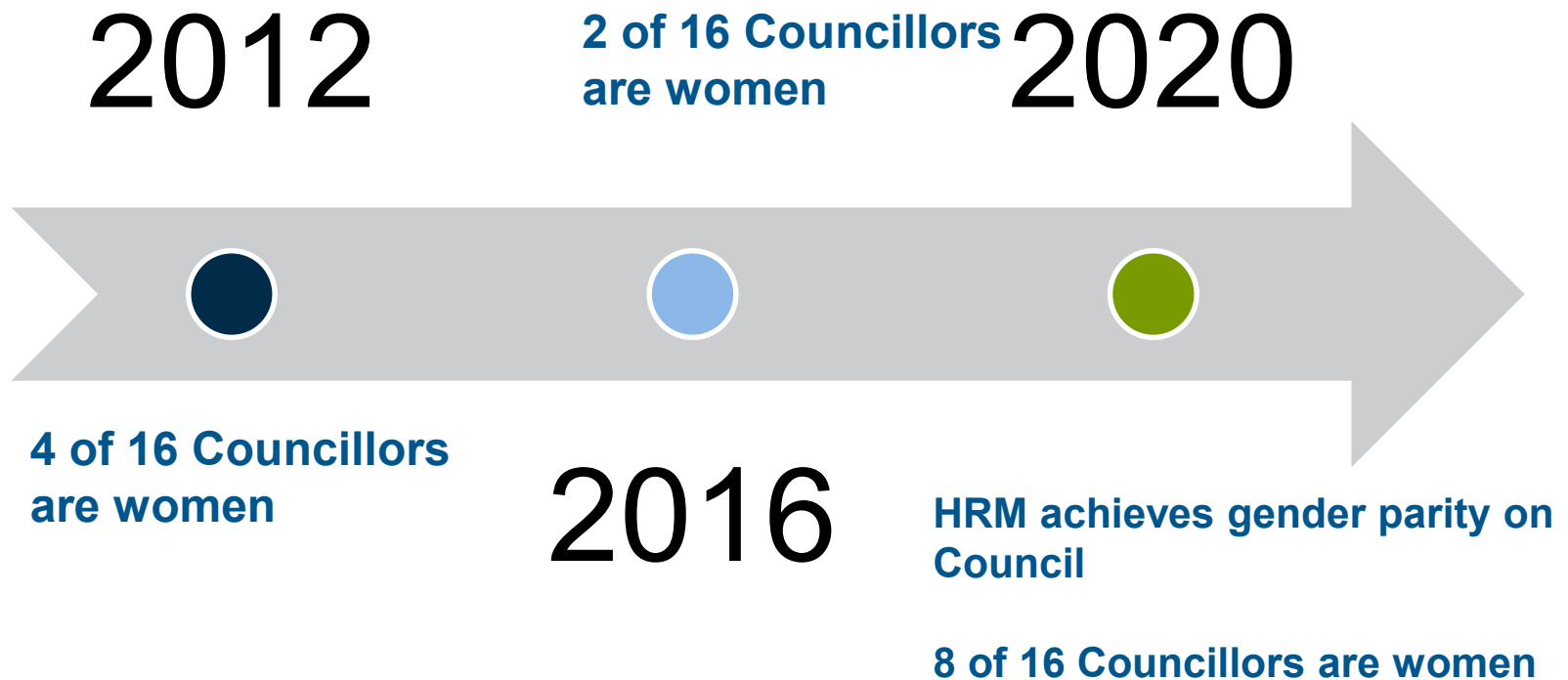
- City of Edmonton
 - City Council passed a motion (CR4189) to implement mandatory GBA+ e-learning training for senior leaders and for City Councillors by end of 2018.
- Kings County, Nova Scotia
 - In 2018 two Councillors advocated for maternity leave which resulted in a provincial bill allowing municipal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



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Gender Parity in Halifax Regional Council



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Questions? Comments?



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