

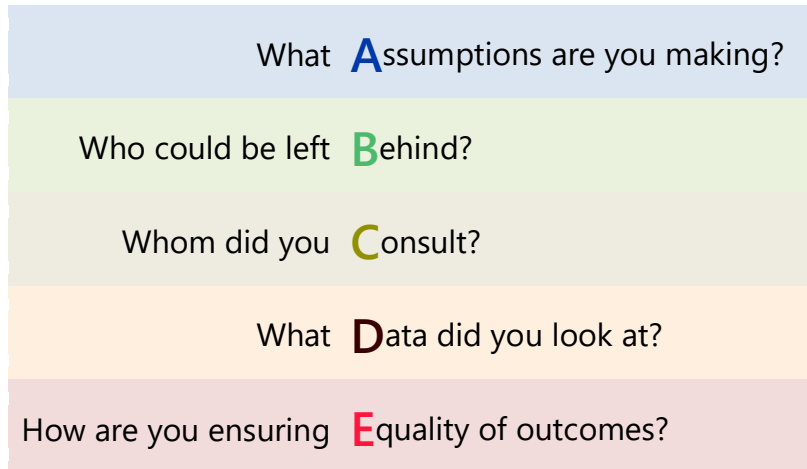


Analyzing the full impacts of an initiative is a competency. Gender-based Analysis Plus – or GBA+ – is a tool developed by Status of Women Canada to guide this analytical process. GBA+ helps to assess the potential impacts – positive or negative – of initiatives on diverse groups of women, men and gender-diverse people. There is no single GBA+ template, however there are some key considerations and questions to ask at each step of the process. In short, GBA+ is about effective analysis – to identify risks, create mitigation strategies, and improve the effectiveness of policies, programs and services.

Many resources and examples are available through the federal government’s Women and Gender Equality Canada (WAGE). <https://women-gender-equality.canada.ca/en/gender-based-analysis-plus.html>

Other support is available through various organizations and initiatives, including the current *Enhancing National Sector Gender-Based Analysis Plus (Gba Plus) Capacity Project*, being led by the Alberta Association of Immigrant Serving Agencies (AAISA) in partnership with other umbrella organizations in the newcomer settlement and integration sector. https://aaisa.ca/gba_plus/

The ABCs



GBA+ step	Key questions to ask
<p>Identify key issue Consider the depth and breadth – the wider context, and gender and diversity issues.</p>	<ul style="list-style-type: none"> ✚ Are you taking a long-term and holistic perspective? ✚ Are there historical disparities related to the broader issue?
<p>Challenge assumptions Consider how the culture, activities, processes of your organization, its partners, and stakeholders can reflect assumptions and norms that frame the issue and the potential decisions, program or service.</p>	<ul style="list-style-type: none"> ✚ 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?
<p>Gather the facts - research & consult Choose research methods that are sensitive to the different experiences of men, women boys and girls and ensure that all data is sex and gender disaggregated and sensitive to factors such as Indigenous status, age, culture, education level, disability, etc. If information is not available, identify gaps in existing data and consider making data collection part of your initiative’s objectives and evaluation measures. Design a gender-sensitive, accessible process by offering people a variety of ways to respond.</p>	<ul style="list-style-type: none"> ✚ What type of gender and diversity disaggregated data are already available regarding this issue or policy? Are there examples of policies and programs that are similar? ✚ What groups of people might experience this issue differently? ✚ Do current policies and measures for this issue offer strong gender and diversity analysis? ✚ What other types of disaggregated data are needed to understand the gender (and other) dimensions of the issue? ✚ How will your research methods ensure that the collection of gender and diversity disaggregated data is facilitated? ✚ Do you have information on your clients, partners, or target groups? Have you consulted diverse sources? ✚ Does the information suggest that the issue or initiative potentially affects diverse groups of people in different ways? If so, how? ✚ Does the initiative improve the situation for all? Or does it have unintended differential impacts or create barriers for some groups of people? ✚ Have the views of affected people been included in the design of the proposed initiative? ✚ What types of measures are needed to ensure equitable representation during consultation processes? ✚ Are certain types of infrastructure in place to ensure that specific population groups can participate (e.g. caregivers)?

<p>Develop options & make recommendations</p> <p>Frame outcomes and goals using gender- and diversity-sensitive indicators. If you have found that your initiative could have differential impacts or unintended barriers, suggest strategies. Highlight your plan to fill any data gaps that your GBA+ identified.</p>	<ul style="list-style-type: none"> ✚ What would decision-makers expect to know in order to make an informed decision? ✚ What are the desired end-results being sought for this initiative? ✚ What are the outcomes that stakeholders would expect from this initiative? ✚ What outcomes will improve current inequitable situations between women and men, and between different groups of people? ✚ What indicators are you using to gauge the results of this initiative? ✚ How do proposed options reflect the information gathered and the consultation carried out in relation to gender and diversity? ✚ Are the issues identified in the GBA+ incorporated into options as risks, or addressed through mitigation strategies?
<p>Monitor & evaluate</p> <p>Use a GBA+ lens throughout the initiative to identify groups who are positively or negatively affected.</p> <p>Consider how the design of your evaluation framework and approach to monitoring can help address inequality and build capacity.</p>	<ul style="list-style-type: none"> ✚ Is the program operating in a manner that is effective and appropriate for different groups of people? Is it being adapted to account for unanticipated specific differences? ✚ Are targeted interventions being used to ensure that programs and services are accessible to diverse groups of people? Is information equally accessible to different demographic groups? ✚ How are diverse groups of people involved in the implementation and monitoring of the initiative? ✚ Are gender and cultural stereotypes being reinforced, or are they being challenged, in the delivery of the program? Do the activities build long-term capacity for equity? ✚ How will the differential impacts of targeted interventions on different groups of people be monitored/evaluated? Are there gaps in the quantitative or qualitative data needed to effectively measure progress and outcomes for diverse groups of people? How could these gaps be filled? ✚ What additional information is needed to better understand the different impacts?
<p>Communicate</p> <p>Use a GBA+ lens when communicating. Explain the process and results, to demonstrate due diligence, foster buy-in with stakeholders, build capacity, and identify areas for further action.</p>	<ul style="list-style-type: none"> ✚ Does the communications strategy use messaging that will reach diverse groups of people? ✚ Do the identified target audiences reflect the diversity of people affected? ✚ Are the examples, language and symbols used in the communication products gender and diversity appropriate? Do they also challenge harmful stereotypes? ✚ How would a communications strategy need to be designed to respond to the needs of different groups of people? ✚ How can your communication efforts also build capacity?
<p>Document</p> <p>Integrate the GBA+ lens into all reporting, to embed this perspective more strongly into your planning and operation.</p>	<ul style="list-style-type: none"> ✚ What meaningful background information is provided by the data and analysis that guided your decisions? How can we use this in other ways? ✚ How can we provide evidence that a GBA+ was conducted and was used to inform our work? ✚ How might this information inform a future proposal?