



Applying GBA+ to Settlement Programming

This tool provides an overview of how to think about Gender Based Analysis Plus (GBA+) when designing, implementing, evaluating and reporting on settlement programming. It also addresses some possible implications for operations and partnerships related to programming.

Recommended citation: McMurtry, L. (April, 2024). *Applying GBA+ to Settlement Programming*. Prepared for the Toronto InterLIP Network. Centre for Community Based Research.



GBA+ & IRCC

Definition & context

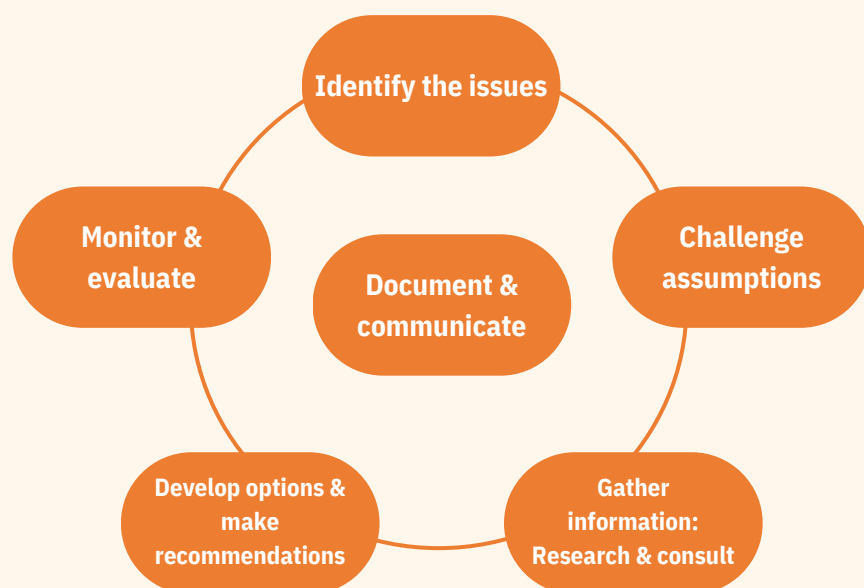
“GBA Plus assesses how diverse people may experience policies, programming and initiatives. It is an intersectional approach, informed by data and evidence.

Funding applicants are encouraged to incorporate GBA Plus in the design, implementation and evaluation of the proposed project(s), as much as possible to create effective programming for newcomers.

This includes programming for diverse populations that experience greater barriers to services (e.g. women; youth; 2SLGBTQI+ populations; racialized newcomers, seniors; people with disabilities) and to address specific issues (e.g. sexual and gender-based violence; mental health needs).” (Source: IRCC’s 2024 Call for Proposals)

To see IRCC’s application of GBA+: <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/departmental-plan-2022-2023/gender-based-analysis-plus.html>

GBA+ process



The GBA+ process is essentially six steps that we can bring into any organizational activity. It starts with thinking critically about how and by whom the issues we are addressing have been identified and defined, and what assumptions or biases we might have about those issues. Then, we can do community-based research to fill our knowledge gaps and test our assumptions. So informed, we are able to develop programming options and recommendations that better meet community needs, and evaluate the success of our interventions with an intersectional lens. The GBA+ process as-a-whole is a framework for ongoing evaluation—or planning, action, and reflection. Documenting and communicating what we do and learn along the way is at the centre of this image because it is an ongoing activity, that supports accountability and systems change.

GBA+ in programming

1. Identify the issues: Question how we're defining issues, and whose perspectives we're considering.
2. Challenge assumptions: Investigate what assumptions we bring to our understanding of the issues and the impact of specific programming interventions.
3. Gather more information: Expand our knowledge base to better understand the issues and our impact.
4. Develop options: Propose changes to programming that responds to our evolving understanding.
5. Monitor & evaluate: Study the program's impact cyclically, and redesign as needed.

Specific program activities

For example: Job search workshop (Direct service); Employer campaign (Indirect service)

1. Identify the issue: How are we defining the issue? Who has framed it?
2. Challenge the assumptions: What assumptions are we making in choosing this intervention?
3. Gather information: How might different community members experience this intervention?
4. Develop options: How can we be targeted and/or flexible in the design of this intervention? What alternative or additional interventions might be called for?
5. Monitor & evaluate: How will we know this intervention is impactful and for whom?

Operational questions

For example: Staffing

1. Identify the issue: If an issue such as hours and location of work is in question, who has brought this issue forward and how have they defined the issue?
2. Challenge assumptions: Are we bringing any unspoken expectations into the workplace that we should examine?
3. Gather information: Who do we need to consult to learn more about how to approach this staffing issue?
4. Develop options: What alternative arrangements could be made around these working conditions?
5. Monitor & evaluate: Is the new arrangement having the desired effect, or any unintended effects on different members of staff?

Applying GBA+ to policies

Policies that can easily capture a GBA+ approach might include:

- Anti-oppression and anti-racism
- Digital equity
- Statements of values, mission, vision
- Codes of conduct



Other relevant policies:

- Data management
- Human resources
- Social media
- Event planning
- Procurement

Considerations:

- Who owns the data and decides how it's used?
- Which holidays do we recognize and celebrate?
- Whose posts do we react to and reshare?
- When and where do we hold events?
- From where do we procure goods and services?

Applying GBA+ to program partnerships

1. Identify the issue: Who are the best partners to ensure informed, inclusive reach and engagement with an identified population?
2. Challenge assumptions: What do we know about this partner, what do we expect of this partnership, and what are we assuming?
3. Gather information: What do we need to learn about our partner, our partnership, or in relation to our assumptions?
4. Develop options: How could we be working together? Should we consider alternative partners?
5. Monitor & evaluate: How is this partnership impacting all parties? How can it be improved or sustained?

Evaluating GBA+ incorporation

Table 1: General Expectations for Incorporation of GBA+

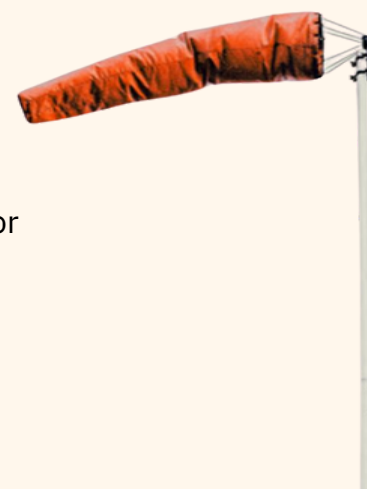
	Meets Expectations*	Insufficient Analysis
Integration of GBA+	GBA+ is clearly and fully part of the overall analysis. Findings are described throughout the Impact Statement where relevant.	GBA+ has been conducted but is found in the annex, is clearly an add-on to the overall analysis or an aside. GBA+ not linked to the overall Impact Statement.
Diverse subgroups considered	Multiple, community-relevant, diverse subgroups have been clearly considered in assessing potential effects of the project.	Sex and/or gender has/have been considered in assessing potential effects of the project, but no other diverse subgroups have been assessed.
Data	The data presented is thorough and clearly supports conclusions. Follow-through from baseline to effects analysis is clear. Data gaps or limitations are clearly described.	Data is sparse and/or does not support the conclusions of the GBA+. Data gaps or limitations are not described.
Mitigation	The proposed mitigation (where relevant) clearly addresses the issues identified in the GBA+.	The proposed mitigation (where relevant) addresses a few or none of the issues identified in the GBA+.
Follow-up	Proposed indicators for follow-up clearly link to GBA+ analysis and propose relevant indicators and data collection for diverse subgroups.	No means of follow-up have been proposed. Indicators do not reflect that a GBA+ has (or should have) been conducted.

* Note that not all expectations will necessarily be required for each project. The depth and extent of analysis will vary according to project-specific circumstances, including the potential issues associated with each project.

Source: <https://www.canada.ca/en/impact-assessment-agency/services/policy-guidance/practitioners-guide-impact-assessment-act/gender-based-analysis-plus.html>

10 GBA+ evaluation questions

1. Who has participated and who hasn't?
2. What has it cost participants to be involved?
3. Who has faced what barriers?
4. Have the needs of various participants been met equitably?
5. Are there disparities in outcomes for different people?
6. Have there been any unexpected impacts and if so, for whom?
7. How can positive impacts be sustained?
8. How can negative impacts be mitigated?
9. How have we documented and communicated about our initiative?
10. Do we have enough information or do we need to adjust our success indicators and data collection methods?



GBA+ as a form of ongoing program evaluation: The benefits

- Refines our understanding of the problems we are addressing, so we can be more effective.
- Investigates differential impacts of our programming on a range of different people, so we can tailor our approaches.
- Helps us to remove biases and barriers, to create inclusive, accessible and safe programming.
- Makes program design more reflective of community strengths and needs.
- Reminds us to be more relational—not more theoretical or technical.

Contact us for further support

The Centre for Community Based Research (CCBR) is committed to *social justice* and to building communities that are *responsive* and *supportive*, especially for people with limited access to power and opportunity.

We conduct and promote research that is *community-driven*, *participatory*, and *action-oriented* and that combines *research* with *education* and *community involvement*.

Our work builds on community strengths to create *awareness*, *policies*, and *practices* that advance equitable participation and inclusion of all community members.