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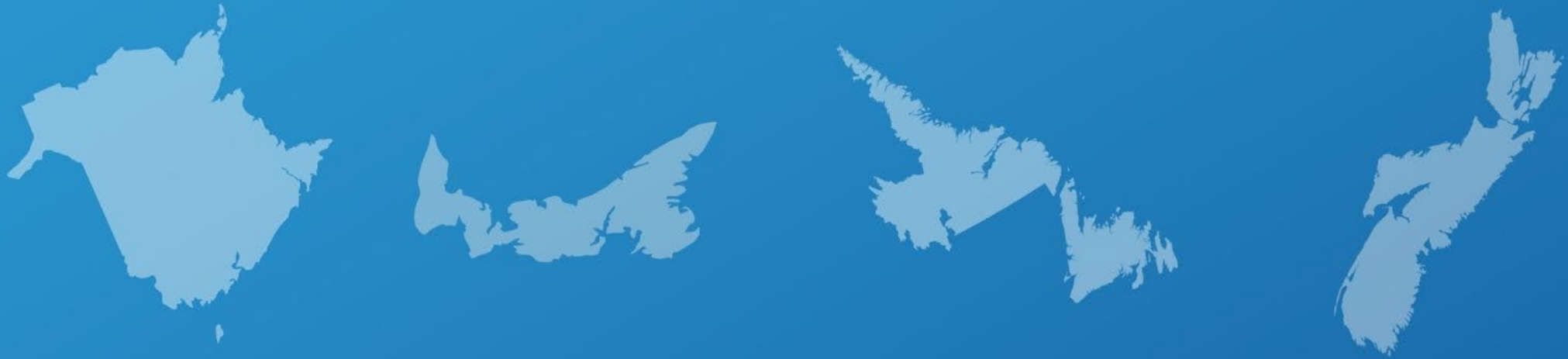
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GBA Plus: Practical Tools for SPOs

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Enhancing National Sector GBA Plus Capacity Project



**LAND
ACKNOWLEDGEMENT**

**RECONNAISSANCE
DES TERRES**



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• Webinar Overview

- Brief overview of GBA Plus.
- Brief overview of the *Enhancing National Sector GBA Plus Capacity* Project.
- Outline the resources developed by the national project team.
 - Focus on the two tools that ARAISA contributed to the NBRG.
- Discussion with both of ARAISA's GBA Plus Pilot partners on how they have integrated GBA Plus into their operations through this program.
- Questions.



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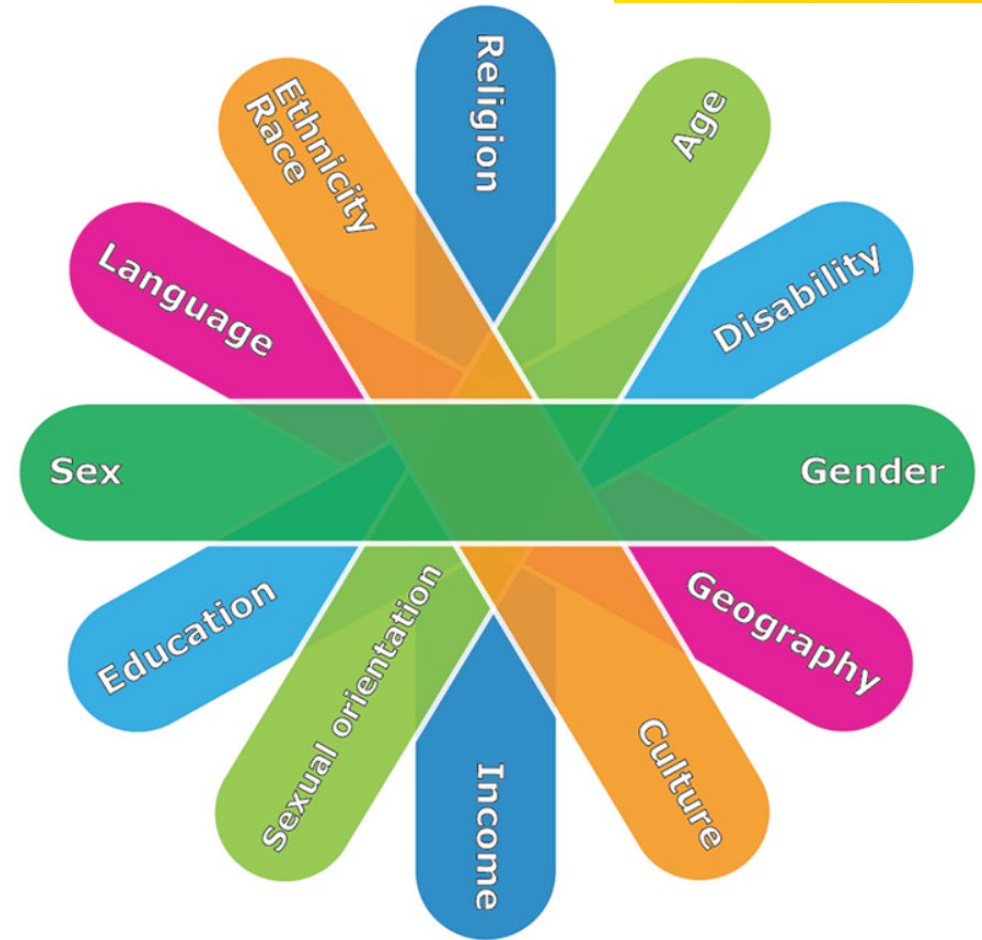
- **What is Gender-based Analysis Plus (GBA Plus)?**

GBA Plus "is [an analytical] process for understanding who is impacted by the issue or opportunity being addressed by [an]initiative; identifying how the initiative could be tailored to meet diverse needs of the people most impacted; and anticipating and mitigating any barriers to accessing or benefitting from the initiative"

About Gender-based Analysis Plus (GBA Plus). Women and Gender Equality (WAGE) Canada: <https://women-gender-equality.canada.ca/en/gender-based-analysis-plus/what-gender-based-analysis-plus.html>

Evolution from GBA to GBA Plus

- As part of the 1995 *Federal Plan for Gender Equality*, “the Government of Canada committed to conducting GBA on all future legislation, policies, and programs.”
- In 2011, GBA was rebranded to GBA Plus.
- “The ‘Plus’ was added to encourage consideration of the **multiple factors that shape experiences and outcomes, beyond sex and gender**. With this rebranding, the GBA Plus wheel was introduced.”



Text & Graphic
Source: Women
and Gender
Equality Canada
(emphasis added).

Intersectionality

- The term was coined by American civil rights advocate and legal scholar, Kimberlé Crenshaw, in 1989.
- Intersectionality is defined as “the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage” (Oxford Dictionary).



Image: Columbia Law School



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- GBA Plus plays a key role across all aspects of the Canadian government.
- A GBA Plus annex is included with all Memoranda to Cabinet (Privy Council Office, 2023), Treasury Board submissions (Treasury Board of Canada Secretariat, 2023), and federal budget and off-cycle proposals (Department of Finance Canada, 2023).



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- It is a critical part of IRCC's work.
- IRCC "is the only federal department that is required to conduct and report to Parliament on GBA+. The Immigration and Refugee Protection Act, which came into force in 2002, includes a legislative requirement to provide gender-based analysis of the impact of the Act in an annual report to Parliament."
- OECD (2018), "Delivering gender equality through government policy", in Gender Equality in Canada Mainstreaming, Governance and Budgeting, OECD, 31 May, pp. 69 – 88, available at: <https://www.oecd-ilibrary.org/sites/9789264301108-7-en/index.html?itemId=/content/component/9789264301108-7-en>



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- GBA offers a way to enhance and expand the equity-focused work that is already underway in the settlement sector.
- IRCC's most recent CFP included a GBA Plus component for the first time.
- Given this, the usage of this framework within the sector will undoubtedly increase over time.



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

• Enhancing National Sector GBA Plus Capacity Project

It is a 17-month project funded by Immigration, Refugees and Citizenship Canada (IRCC).

ARISA, in partnership with six other settlement sector umbrella organizations nationwide, has committed to “collaborate on a project aimed at providing the newcomer services sector with skills, tools, and resources to adopt gender equality approaches” using a Collective Impact framework.

Enhancing National Sector GBA Plus Capacity Project Team



Ebony Rosa (AMSSA)
National Project Manager

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National Sector Engagement (AMSSA)

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- **Two phases of the project:**
- **i) Internal Organizational Readiness Assessment**
 - All participating umbrella organizations committed to undertaking an internal review of their operations to determine what gaps and opportunities existed to implement and integrate GBA Plus into their daily operations



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- **ii. GBA Plus Pilot Program**
 - Each umbrella chose two SPOs in their province or region to work with to both pilot/test tools developed by the national team and to support them with their own GBA Plus initiatives
 - ARAISA partnered with the Association for New Canadians (NL) and the Saint John Newcomers Centre (NB)



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• National GBA Plus Resources

- Two **settlement sector-focused GBA Plus courses** (available in EN & FR) have been developed through the national project.
 - i. An Introduction to Gender-Based Analysis Plus.
 - ii. Organizational Capacity Building Through a GBA Plus Lens.
- These courses are available through AAISA's LMS, but may also be hosted/offered by other participating umbrella organizations in the future.
- Additional course developed and offered through FCFA that is specific to francophone context.



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- **National GBA Plus Resources**
- National Bilingual GBA Plus Resource Guide
 - Contains 20+ tools and resources developed by the national team—and tested by SPOs across the country—to help organizations enhance their capacity to integrate GBA Plus.
- National Research Report
 - Based on interviews with SPOs across the country
- **→ These resources will be available through each umbrella's website.**
 - We will be posting them to ARAISA's GBA Plus webpage as soon as possible.



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- **Tools Developed by ARAISA for NBRG**
- **1) Board Diversity Survey & Matrix Tools**
 - The survey is used to gather data on board members' skills, experience, and social identities.
 - This data is then used to fill out the Board Diversity Matrix.
 - This process can be started at any time and be used to identify representation gaps, allowing the Board to strategize ways to address these gaps when seeking new members.



Foundational GBA Plus Knowledge



Organizational Strategies for Implementing GBA Plus

i. INTERNAL GBA PLUS READINESS



Organizational Strategies for Implementing GBA Plus

ii. EQUITABLE DATA COLLECTION
AND MANAGEMENT



Settlement Sector Board Member Survey



Part I:

Instructions for completing the board member survey

1. Have the Board Chair tailor the board member survey to your organizational context. You can choose to omit some of the included skills and competencies, and/or add others. This template is meant to serve as a starting point for you to adapt to your needs. If a particular experience, skill, etc. listed is not relevant to your board now, you can select the "not relevant at this time" option so board members know that they do not need to indicate anything for that item.
2. Have the Board Chair designate someone within the organization to administer the survey, collect the responses, and aggregate the data in the board diversity matrix (Part II). This person should ideally not be a board member.
3. To best ensure the anonymity of board members, have the person designated to administer the survey print hard copies of the survey and provide them to board members to complete. If this is not possible, discuss as a team what other options exist to keep the responses anonymous.
4. Have all board members complete the survey anonymously, including the Board Chair. For each item listed, board members should indicate if they have that skill, competency, or experience, or self-identify with the diversity factor listed. If they do not possess a particular skill, competency, or experience, or self-identify with the diversity factor listed, then no selection is necessary.
5. Have the person who has been assigned to administer the survey collect the anonymous survey responses, aggregate the data, and enter this information into the board diversity matrix (see instructions in Part II), recording how many board members selected each option.
6. Once the data has been aggregated, the survey responses should be shredded to protect board members' privacy.

Note: Depending on the size of your organization's board, it may not be possible to ensure that survey responses will be entirely anonymous.

Settlement Sector Board Member Survey

LEVEL OF CURRENT REPRESENTATION ON THE BOARD

| COMPETENCY / EXPERIENCE | CHECK IF APPLICABLE | not relevant at this time |
|--|--------------------------|---------------------------|
| Governance (e.g. chaired a board or committee) | <input type="checkbox"/> | <input type="checkbox"/> |
| Entrepreneurship or business development | <input type="checkbox"/> | <input type="checkbox"/> |
| Management | <input type="checkbox"/> | <input type="checkbox"/> |
| Strategic planning | <input type="checkbox"/> | <input type="checkbox"/> |
| Healthcare | <input type="checkbox"/> | <input type="checkbox"/> |
| Poverty reduction | <input type="checkbox"/> | <input type="checkbox"/> |
| Housing | <input type="checkbox"/> | <input type="checkbox"/> |
| Immigration | <input type="checkbox"/> | <input type="checkbox"/> |
| Frontline settlement sector | <input type="checkbox"/> | <input type="checkbox"/> |
| Research and higher education | <input type="checkbox"/> | <input type="checkbox"/> |
| Information technology | <input type="checkbox"/> | <input type="checkbox"/> |
| Human resources | <input type="checkbox"/> | <input type="checkbox"/> |
| Financial management | <input type="checkbox"/> | <input type="checkbox"/> |
| Fundraising | <input type="checkbox"/> | <input type="checkbox"/> |
| Marketing | <input type="checkbox"/> | <input type="checkbox"/> |
| Experience working with marginalized communities | <input type="checkbox"/> | <input type="checkbox"/> |
| Legal | <input type="checkbox"/> | <input type="checkbox"/> |
| Risk management | <input type="checkbox"/> | <input type="checkbox"/> |
| Public relations or communications | <input type="checkbox"/> | <input type="checkbox"/> |
| Program and event evaluation | <input type="checkbox"/> | <input type="checkbox"/> |
| Non-profit | <input type="checkbox"/> | <input type="checkbox"/> |
| Industry | <input type="checkbox"/> | <input type="checkbox"/> |
| Large-scale funding proposal submissions | <input type="checkbox"/> | <input type="checkbox"/> |
| Knowledge of IDEA, ARAO, or GBA Plus | <input type="checkbox"/> | <input type="checkbox"/> |



Settlement Sector Board Diversity Matrix



Part II:

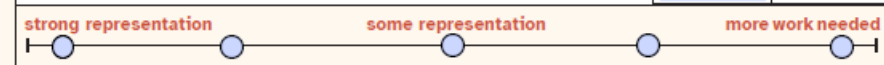
Instructions for aggregating the board member survey in the board diversity matrix

1. The person designated in Part I to administer the survey and aggregate the data—ideally not a board member—should begin by indicating in the matrix what items, if any, the board decided to select as “not relevant at this time” and omit the same items in the board diversity matrix.
2. Then they should fill out each category of the matrix using the data from the board member surveys, tallying how many board members, if any, selected each option.
3. Once complete, provide the completed board diversity matrix to the Board Chair.
4. At the bottom of each section there is a scale (from left to right) that reads: strong representation, some representation, more work needed, or diverse, somewhat diverse and increased representation needed. As Board Chair, determine the place that your board best fits on this continuum within each category. If you feel that your organization fits somewhere between the three provided options, you can select from the points between these options. You can also expand on this in the notes section included at the end of each session if needed.
5. At the bottom of each section, below the scale, there is also a space to provide some reflection on the aggregated data provided through the surveys. Use this space to reflect on how well you feel your organization is doing regarding board representation in each category. Do you have adequate representation? Is there more work to be done to increase representation and diversity in these areas?
6. Share back the completed board diversity matrix with board members. Use this as an opportunity to engage them in this reflection exercise.
7. Determine how will you go about addressing any representation gaps—if any—identified through the matrix moving forward.
8. Determine when/how frequently you will administer the survey and update the board diversity matrix.

Settlement Sector Board Member Survey

LEVEL OF CURRENT REPRESENTATION ON THE BOARD

| COMPETENCY / EXPERIENCE | # CURRENTLY ON BOARD | not relevant at this time |
|--|----------------------|---------------------------|
| Governance (e.g. chaired a board or committee) | | <input type="checkbox"/> |
| Entrepreneurship or business development | | <input type="checkbox"/> |
| Management | | <input type="checkbox"/> |
| Strategic planning | | <input type="checkbox"/> |
| Healthcare | | <input type="checkbox"/> |
| Poverty reduction | | <input type="checkbox"/> |
| Housing | | <input type="checkbox"/> |
| Immigration | | <input type="checkbox"/> |
| Frontline settlement sector | | <input type="checkbox"/> |
| Research and higher education | | <input type="checkbox"/> |
| Information technology | | <input type="checkbox"/> |
| Human resources | | <input type="checkbox"/> |
| Financial management | | <input type="checkbox"/> |
| Fundraising | | <input type="checkbox"/> |
| Marketing | | <input type="checkbox"/> |
| Experience working with marginalized communities | | <input type="checkbox"/> |
| Legal | | <input type="checkbox"/> |
| Risk management | | <input type="checkbox"/> |
| Public relations or communications | | <input type="checkbox"/> |
| Program and event evaluation | | <input type="checkbox"/> |
| Non-profit | | <input type="checkbox"/> |
| Industry | | <input type="checkbox"/> |
| Large-scale funding proposal submissions | | <input type="checkbox"/> |
| Knowledge of IDEA, ARAO, or GBA Plus | | <input type="checkbox"/> |



Notes:



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- **Tools Developed by ARAISA for NBRG**

2) Staff Readiness Assessment Survey

- Initially developed as a tool for assessing ARAISA's internal GBA Plus readiness and capacity
- Adapted into a template that organizations could use as a starting point for obtaining their own baseline reading of staff readiness to integrate, or enhance, the use of GBA Plus within their work

GBA Plus Readiness and Capacity Survey Template



Survey Questions

*Required



General Knowledge of GBA Plus and Associated Concepts and Terminology

1. How long have you been employed at [organization name]? *

Please note that if you are a smaller organization, you may want to consider omitting this question as it may limit or compromise anonymity.

- 0 - 6 months
- 6 months - 1 year
- 1 year - 2 years
- Over 2 years

2. How familiar are you with the concept of Gender-based Analysis Plus (GBA Plus)? *

- Very familiar
- Familiar
- Somewhat familiar
- Somewhat unfamiliar
- Not familiar at all

3. How familiar are you with the following terms and concepts?

| | Very Familiar | Familiar | Somewhat Familiar | Somewhat Unfamiliar | Not Familiar |
|-------------------|---------------|----------|-------------------|---------------------|--------------|
| Equity | | | | | |
| Intersectionality | | | | | |
| Anti-Racism | | | | | |
| Anti-Oppression | | | | | |



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- **Tools Developed by ARAISA for the National Bilingual Resource Guide**
 - Both tools were piloted by one of SAISIA's pilot partners: the Humbolt Regional Newcomer Centre and the feedback provided was used to refine them.
 - Feedback from ARAISA colleagues was also integrated into the final versions.

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GBA Plus Pilot Partner Discussion



Asta Rowe, Manager, Settlement Projects

Association for New Canadians

Mohamed Bagha, Managing Director

Saint John Newcomers Centre

Lina Gharbiya, Anglophone Settlement Team Manager

Saint John Newcomers Centre



SJNC | The Saint John
Newcomers Centre
CNASJ | Le Centre des nouveaux
arrivants de Saint-Jean

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Questions?

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Thank you!