

# GBA Plus Best Practices

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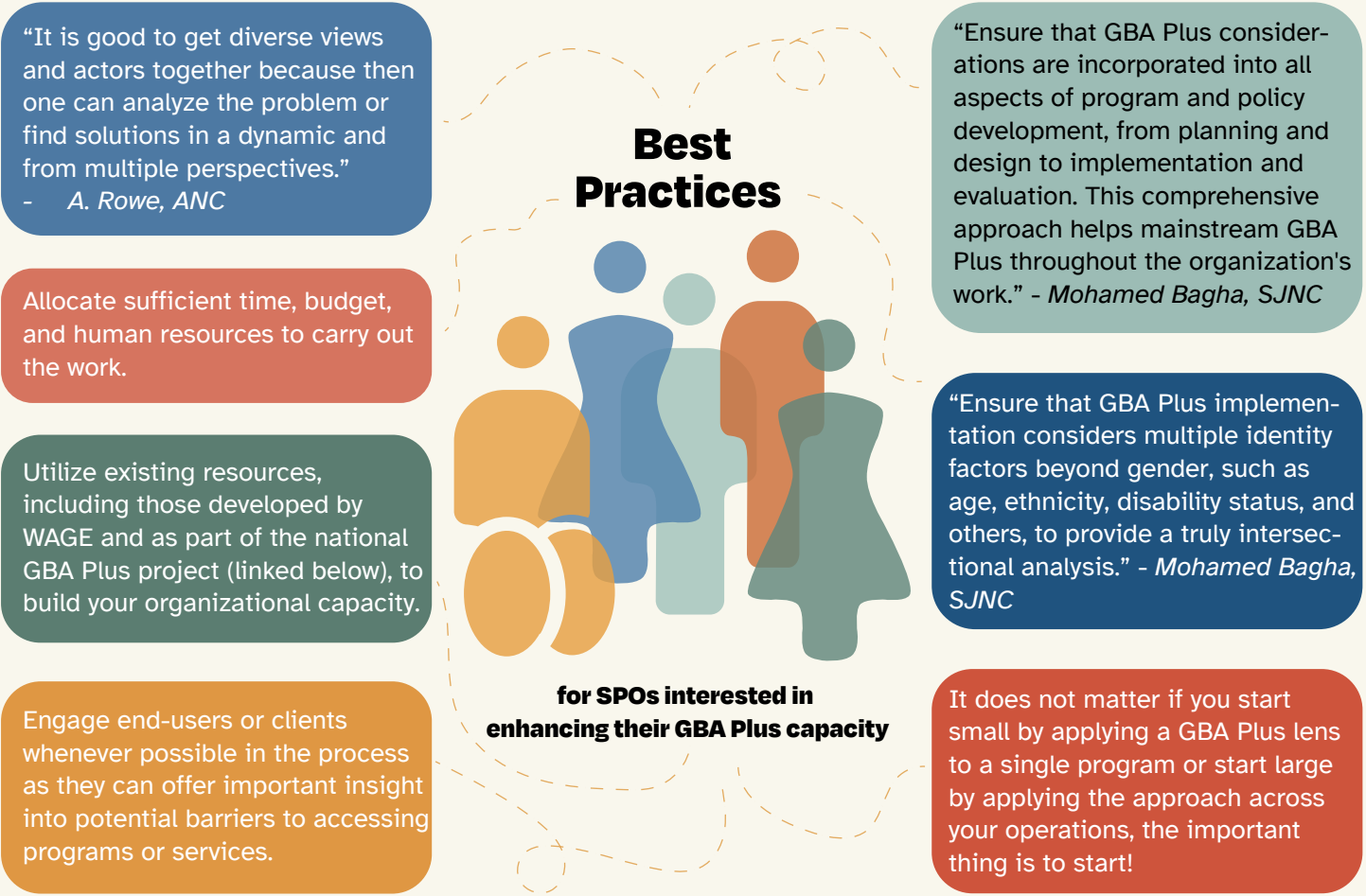
The IRCC-funded Enhancing National Sector Gender-Based Analysis (GBA) Plus Capacity project assembled a staff team from seven umbrella organizations nationwide to work to enhance the settlement and integration sector's GBA Plus capacity.



As part of the national project, ARAISA partnered with the Association for New Canadians (ANC) and the Saint John Newcomers Centre (SJNC) to pilot tools and resources developed by the national project team and to support them with their own GBA Plus initiatives.



The pilot program ran from March 2024 – September 2024.  
Below are some of the best practices and recommendations that came out of the pilot program.



## Recommendations for SPOs interested in enhancing their GBA Plus capacity:

“ GBA Plus is a very experimental, open-ended methodology and as such, anyone involved in a GBA Plus project needs to understand that they cannot forecast the and outcomes ahead of time” (A. Rowe, ANC).

“ Forming a network of GBA Plus representatives across different branches or departments can help share information, resources, and best practices throughout an organization” (Mohamed Bagha, SJNC).

“ I would recommend that any SPO starting out on their GBA Plus journey hire a GBA Plus consultant to provide project oversight” (A. Rowe, ANC).

“ Work on developing more comprehensive methods to collect both quantitative and qualitative data to support the design, implementation, and review of policies and programs using a GBA Plus lens” (Mohamed Bagha, SJNC).

+ Cross-sector collaboration can serve as an important way to share GBA Plus knowledge, resources, and best practices, ensuring increased capacity for all.

+ Provide settlement-sector-specific GBA Plus professional development opportunities for staff to equip them with the knowledge and skills needed to apply this approach.

## Check out more resources and information on GBA Plus in the settlement sector:

- National Bilingual GBA Plus Resource Guide
- National Settlement Sector Research Report
- Settlement-Sector-Specific GBA Plus Courses Developed Through This Project

<https://araisa.ca/programs/gba-plus/>