



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/2mzczkt>

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

- » 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.



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)