GBA Plus Data Journeys:

Building Equity-Driven Data Frameworks

**Pathways to Prosperity
2024 National Conference**

November 26, 2024

Land Acknowledgement

As a provincial umbrella association, AMSSA acknowledges that B.C. is on the unceded homelands of First Nations who have stewarded this land since time immemorial. We recognize the privilege that we have as settlers on this land and acknowledge that AMSSA's operations are on the unceded traditional territories of the xʷməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Səl̓ílwətaʔ/Selilwitulh(Tsleil-Waututh) Nations.

Speakers

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Where's Your Magnifying Glass?
The importance of data in GBA Plus and equity frameworks

KIERAN DAVIS
AMSSA

November 26, 2024

Enhancing National Sector Gender-Based Analysis Plus (GBA Plus) Capacity Project

The objectives of the Enhancing National Sector Gender-Based Analysis Plus (GBA Plus) Capacity Project are to test an approach to enhance the capacity of the project partners to mainstream gender equality and Gender-based Analysis Plus (GBA Plus) within their own organizations, and to develop settlement sector guidance drawing on that experience.

Funded by:

Project Partners
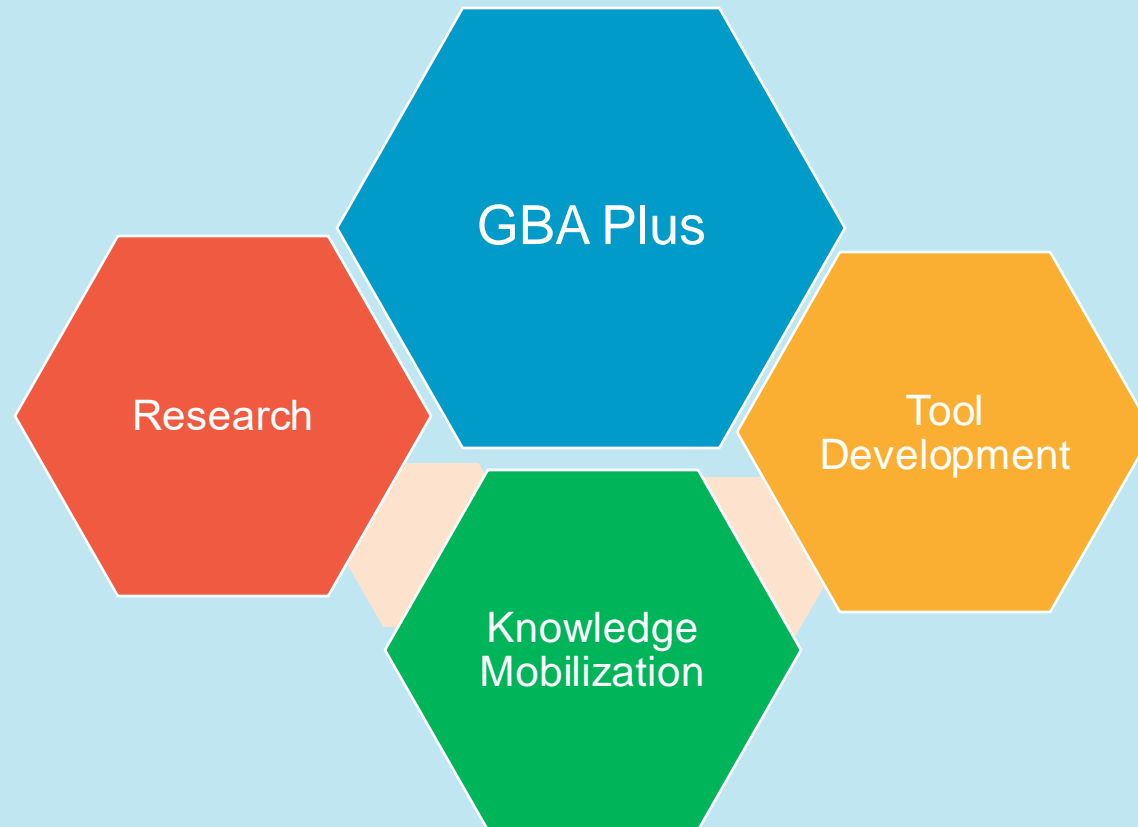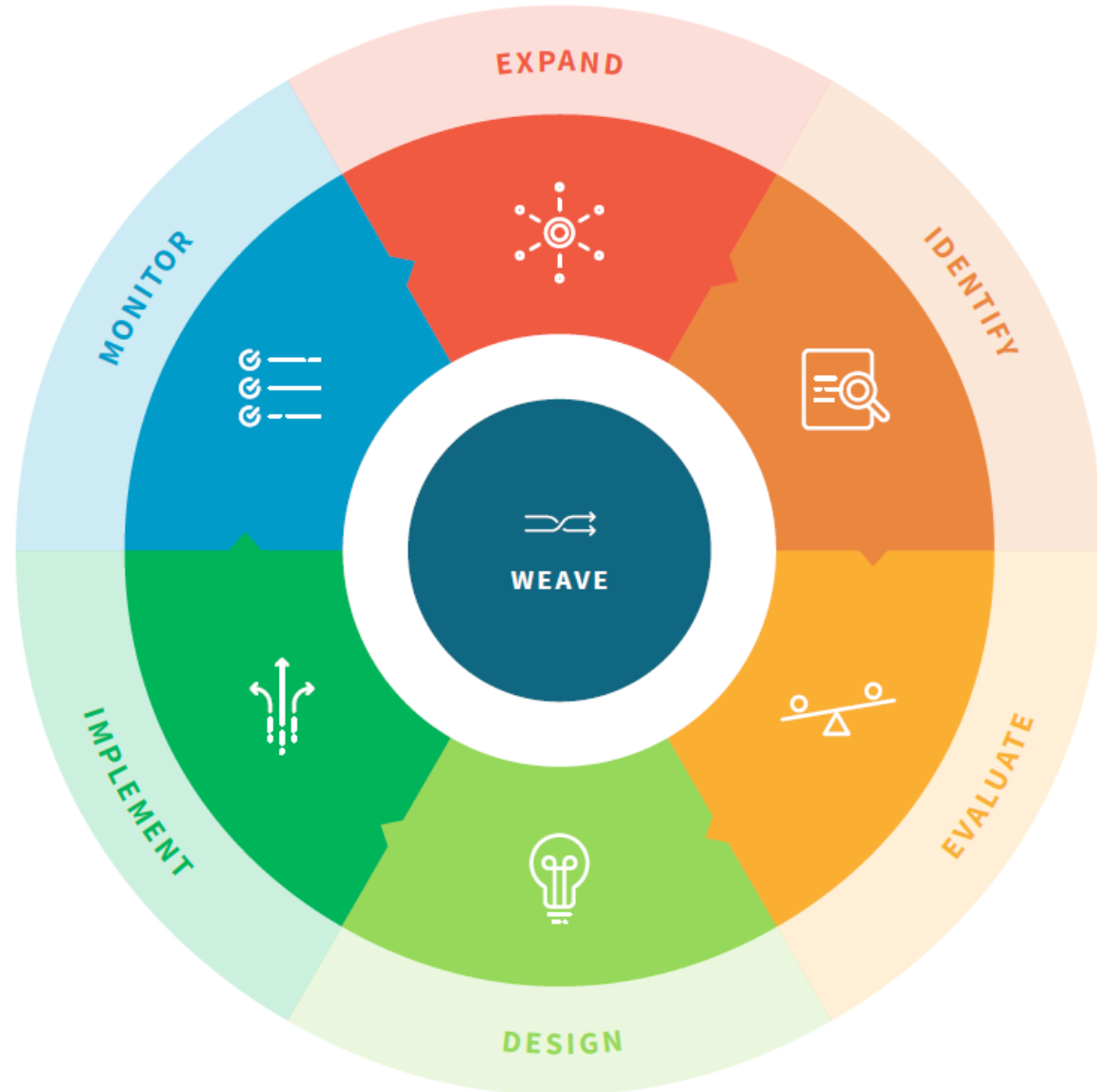
Data Management

Guide to Equity-Driven Data Management

- Integrated GBA Plus framework

- Foundations of data management and data equity

- Guide to phases of data management

- Worksheets to guide strategy development

- Illustrative case studies

- Data management strategy template

- Guide to key data practices and their evaluation

How thoroughly has your organization integrated GBA Plus into your work?
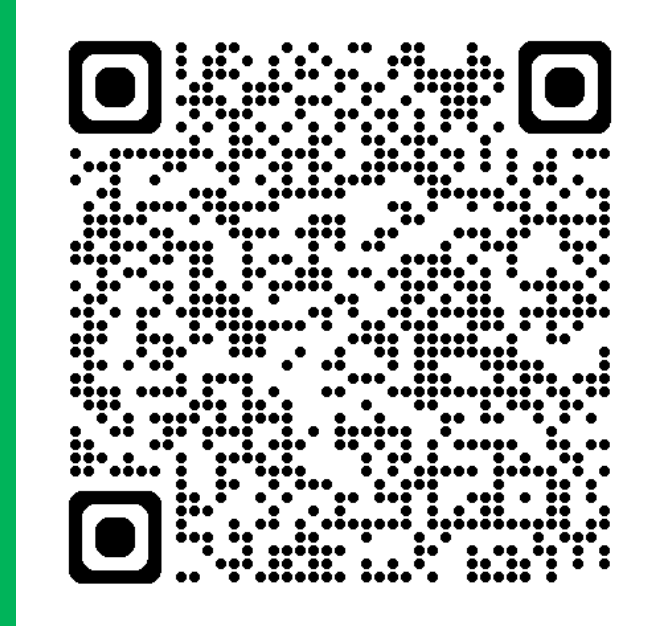
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How thoroughly has your organization integrated GBA Plus into your work?

ⓘ Start presenting to display the poll results on this slide.

GBA Plus is about *identifying* and *understanding.*

- An analytical tool to support the development of **responsive** and **inclusive** policies and programs

- A process to understand **who** is impacted and **how**

- An intersectional analysis that goes **beyond** biological (sex) and socio-cultural (gender) differences to consider many factors

Analysis can only be as good as its data
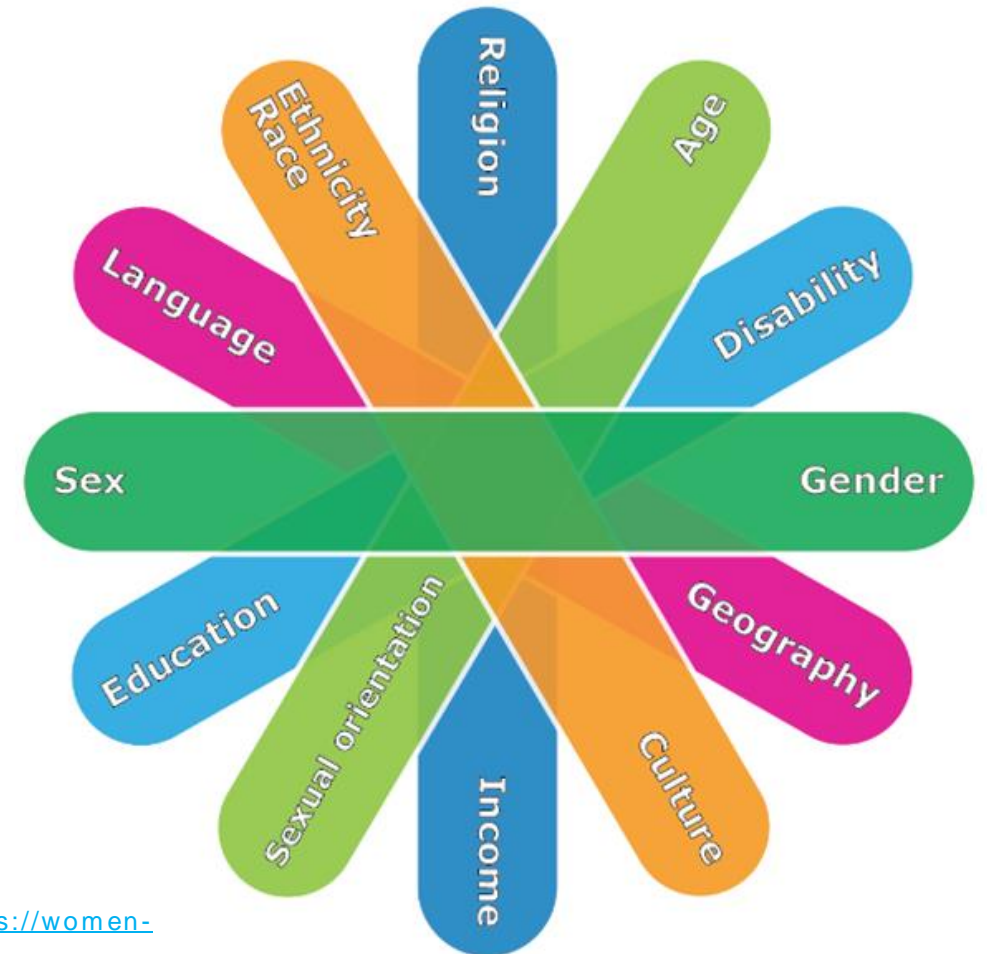
GBA Plus in Practice: LINC withdrawals

IDENTIFY ISSUE

CHALLENGE ASSUMPTIONS

GATHER THE FACTS-RESEARCH AND CONSULT

DEVELOP OPTIONS & MAKE RECOMMENDATIONS

MONITOR & EVALUATE

COMMUNICATE

DOCUMENT

EXCELLENT RESULTS FOR DIVERSE CANADIANS

Graphic from Women and Gender Equality Canada's Introduction to GBA Plus online course:
https://women-gender-equality.canada.ca/gbaplus-course-cours-acsplus/eng/mod03/mod03_03_02.html

Identify the issue: Withdrawal rates from LINC classes

Challenge assumptions: Look at your data to see *who* is withdrawing, for example:
- Trans women
- Caretaking parents in the summer

Gather the facts: Is there research on trans women and/or parents in language classes? How do these clients describe their experiences?

Develop options & make recommendations: What interventions can address these barriers?

Monitor & evaluate: Check the numbers for changes to determine success

Data-Driven

Data matters

Data is used to:

- Describe the work being done
  - Report to funders and communities
- Evaluate programs
  - Meeting need vs. gaps
- Support evidence for anecdotal data

Data can also:

- Validate our knowledge
- Challenge our assumptions
- Empower communities
- Silence or strengthen voices

Where do you use data?

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Locating data in equity

Equity is a process, not an achievement

Data informs equity when many kinds of data work together to build a picture that enables strategic and intentional decision-making

Data equity considers how data is collected, analyzed, interpreted, and distributed via questions about power, bias, and discrimination

EQUITY

Implementation
INTERVENTION
Design

Narratives   *Statistics*
ANALYSIS
GBA Plus & Intersectionality

Observations
Qualitative   *Quantitative*
DATA
Experiential   *Demographics*
Usage

Introducing ICA

Largest Settlement Agency on Vancouver Island

Support refugee and immigrant integration through settlement services in the Capital Regional District

Operating for 53 Years

2750 Clients supported in 2023/24

125 Staff – 43 Languages Spoken

ica Inter-Cultural
Association
of Greater Victoria

Gender-Based Analysis Plus Goals

01

Ask intentional identity questions to understand who is working at ICA

02

Identify how well the diversity of identities of our staff are being supported or not at ICA

03

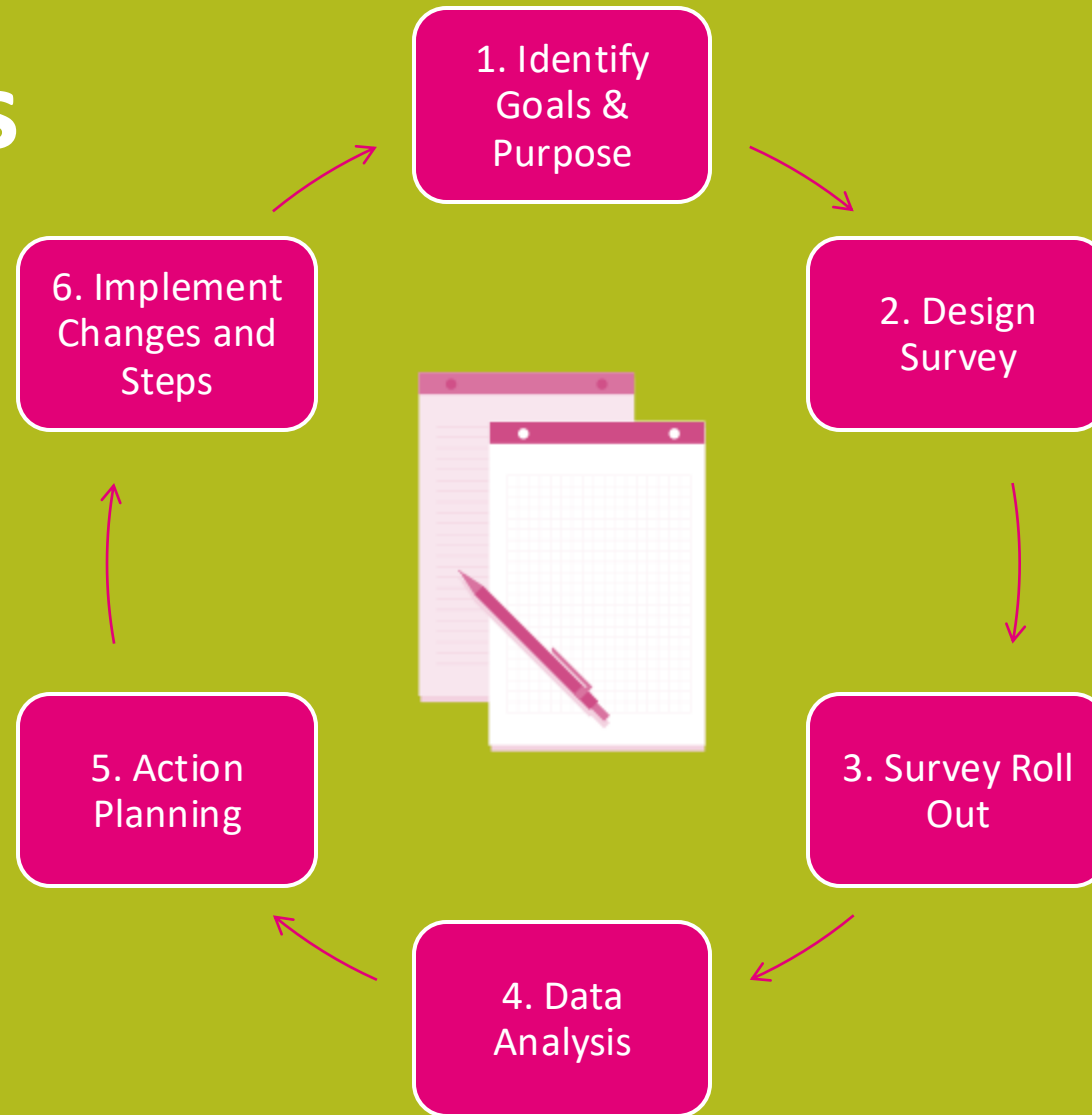Ensure future planning at ICA is informed by the diverse needs and experience of our staff

04

Improve staff understanding and application of GBA+ process in their own program development

Important Conversations

What are our data needs and goals?	What story do we want to tell?	What concerns do staff have about data/privacy?
What data do we need?	How do staff self-identify?	What can we actually do?

ICa Inter-Cultural Association of Greater Victoria

Our Challenges

Relevance to Diverse Teams

Time and Effort

Identifying Champions

Sustainability

Our Successes

- Leadership Buy-In & Consistent Messaging
- Formal & Informal Training
- Overall Systems Change
- External Support from AMSSA

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Recommendations

- Take your time
- Involve staff in the process
- Be consistent
- Use external supports

Thank You
Merci
Huy tseep q'u

rmcgeough@icavictoria.org

Inter-Cultural Association of Greater Victoria

GBA+ DATA MANAGEMENT IN A SMALL CENTRE

→

Date: Nov 26, 2024

Presenters: Jen Gamble and Aileen Wittig

LAND ACKNOWLEDGMENT

We respectfully acknowledge that the Shuswap Immigrant Services Society (SISS) is situated on the ancestral, traditional, and unceded territory of Secwepemcul'ecw (Secwepemc). We are committed to working with our local Indigenous partners to actively advance truth and reconciliation efforts.

OVERVIEW

1 Small Centre Composition

2 Shuswap Immigrant Services Society

3 Project Synergy

4 Process

SMALL CENTRE COMPOSITION

Salmon Arm, British Columbia

- The Shuswap is a region in the interior of BC.
- Within the region, Salmon Arm is the largest city, acting as the hub for multiple smaller towns.
- The area is in a growth pattern. In 2016, the population was 17.706 and by 2021 it rose to 19.432, a 9.7% increase.*

Our Organization

- SISS is a small organization with 12 staff, both full and part time.
- SISS serves a region with an approximate land area of 28,800 km.
- In 2023-24, SISS served 618 clients.

- The staff make up is diverse so celebrating diversity and always working to be more inclusive is a organizational focus.
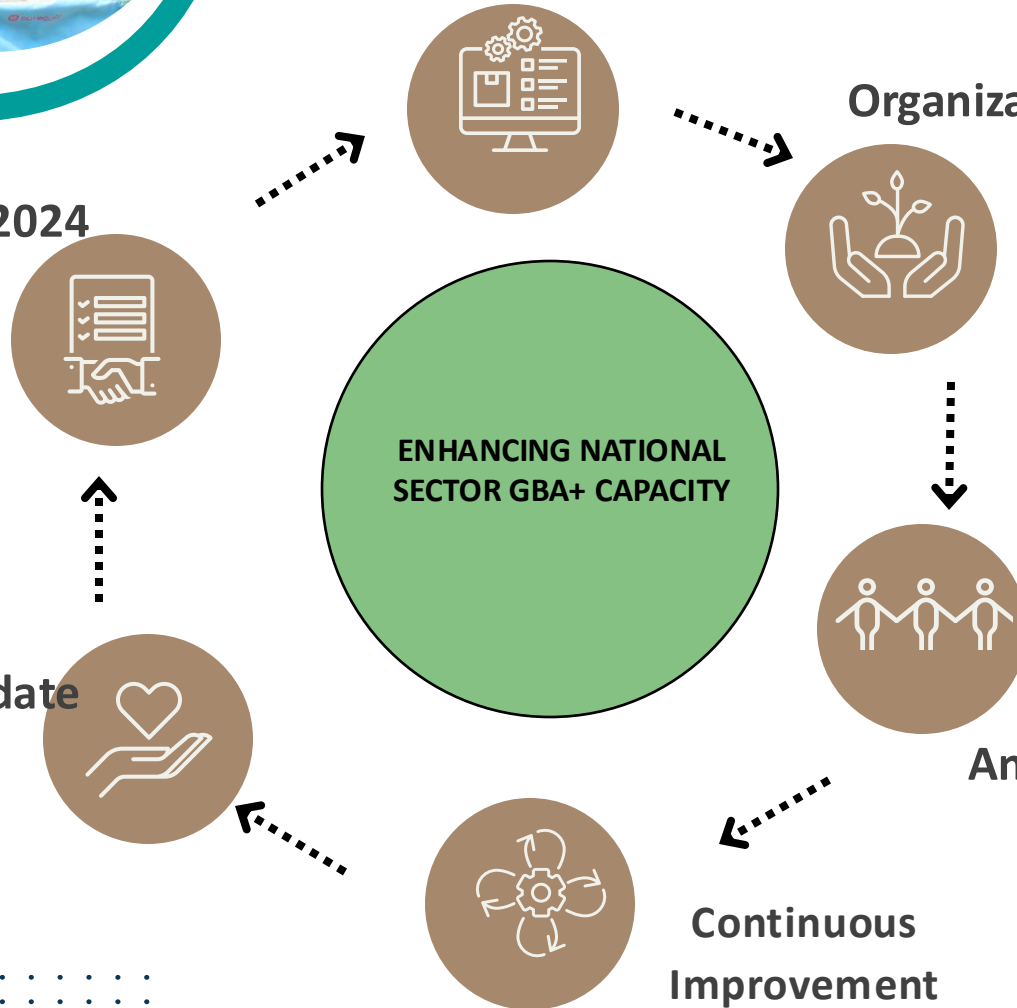
PROCESS

Discussion

Identify Data Gaps

Strategy Draft

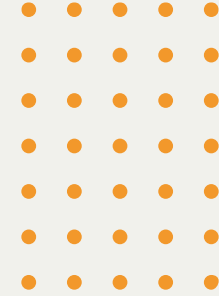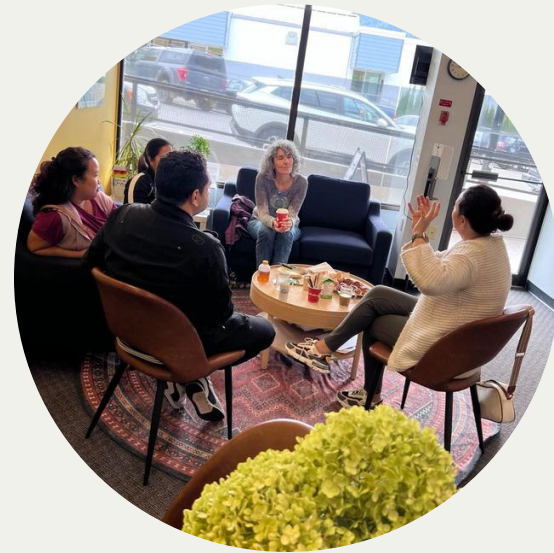**Ongoing Work**

DISCUSSION

- Initial Meeting to begin the conversation
- Developed a deeper understanding of GBA+
- Considered how SISS already incorporates GBA+ and how we could enhance it
- Current data practices

IDENTIFY DATA GAPS

- Set data goals
- Identified 4 data gaps to address
- The four we chose to start with were:
  - Disaggregated Data
  - Service preferences of clients
  - Annual report numbers
  - Service Trends

Need #1 Disaggregated Data

To accurately identify gaps, opportunities, and the impact of intersectionality for SISS clients, the CMS must collect data on characteristics beyond those required by funders. With a broader range of identity characteristics, SISS will be better able to conduct intersectional analysis of services.

Data Gap identified:

- The CMS does not collect the following characteristics needed for effective intersectional analysis:
  - gender identity as well as legal identity
  - visible minority
  - sexual orientation
  - religion

Data Collection Method:

- Through the CMS at the time of intake.

Action Steps:

- Identify additional qualifiers required by considering the existing clientele. For example, use the current client list as starting point to identify the most used identifiers for visible minority.
- Initiate the changes through the contracted CMS team.
- Conduct staff training to provide understanding of changes and ensure informed consent of participants.

STRATEGY DRAFT

- The purpose is to help guide SISS manage data in the midst of substantial organizational growth and increased sector focus on equity and GBA+ practices.
- Included sections such as SISS Values, Data Goals, Current Practices, Data Needs, Implementation and Monitoring
- Identified short, medium, and long-term data management goals along with future action steps.

ONGOING WORK

- Staff collaboration and input to strategy
- Implementation of recommendations
- Monitor and Evaluate
- Annual review

Continuous Improvement

RESOURCES

- https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&DGUIDlist=2021A00055939032&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0

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CHECK OUT OUR WEBSITE

Q&A

Reflection: Identifying Data Goals

November 26, 2024

Identifying data goals

DATA SERVES A PURPOSE

Understanding what you want your data to do helps you to:

- Identify the data you need

- Organize the data you have

- Strategize ways to fill data gaps

- Limit data collection to information you will actually use

- Establish processes and structures for intersectional analysis/GBA Plus

Consider:

- How do you measure or demonstrate the effectiveness of your work?

- What do you want to know?

- What do you want to know?

- Who do you want to reach?

- Who may be missing?

Always ask **why**

Identifying data needs

DATA FILLS A NEED

ICA

Goal
Support the diverse needs of staff at the organization.

Need
Data describing staff diversity, satisfaction, and needs.

Process
Design a survey to collect the desired data. Intentionally build in thorough review and consultation throughout process.

SISS

Goal
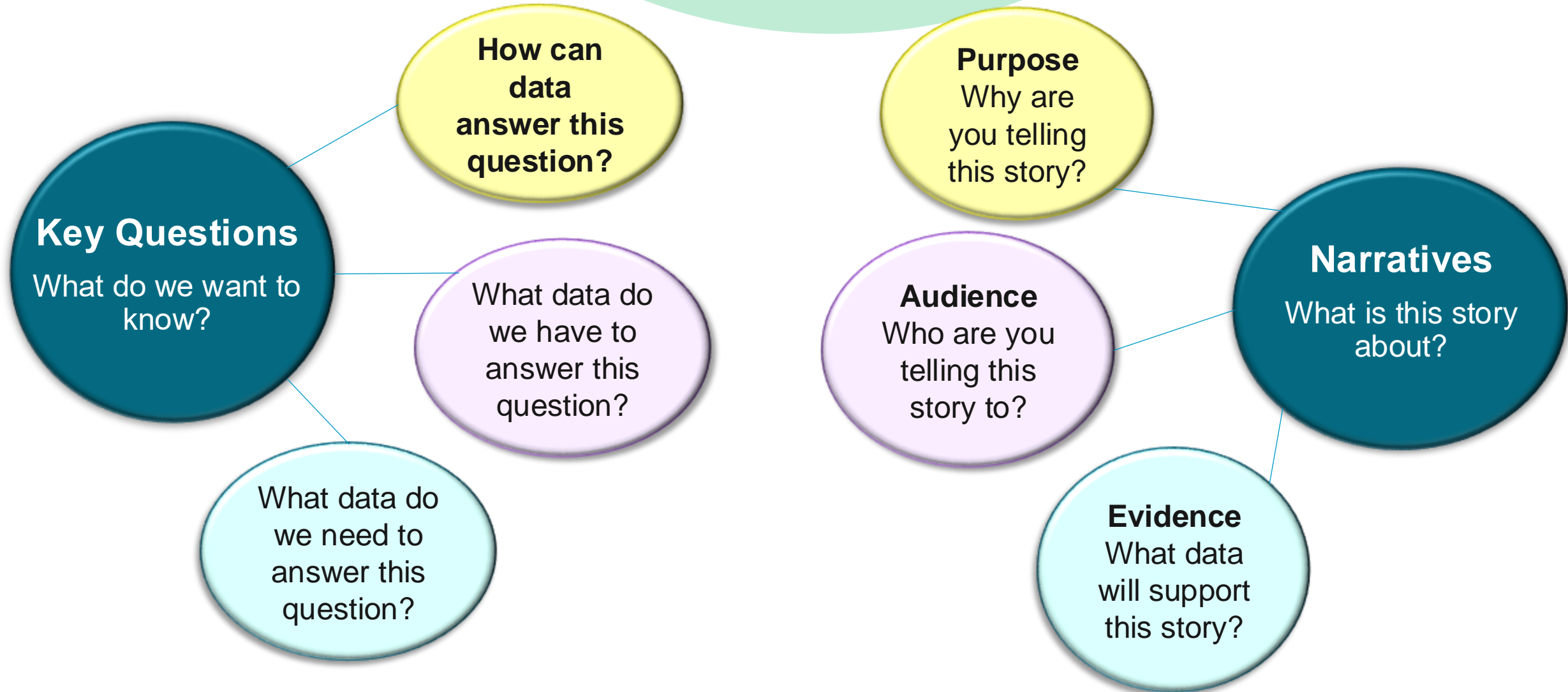Accurately identify gaps, opportunities, and the impacts of intersectionality on clients.

Need
Disaggregated data to describe the intersectional experiences and diversity of clients.

Process
Collect identified data during intake. Ensure intentionality around the data being collected and the way it is gathered.

Identifying data needs: Questions & narratives

How can data answer this question?

Key Questions
What do we want to know?

What data do we have to answer this question?

What data do we need to answer this question?

Purpose
Why are you telling this story?

Audience
Who are you telling this story to?

Narratives
What is this story about?

Evidence
What data will support this story?

Questions? Want to learn more about this project?

Please feel free to reach out to Kieran Davis, AMSSA: kdavis@amssa.org

Or visit the Enhancing National Sector Gender-Based Analysis Plus (GBA Plus) Capacity Project page on the AMSSA website: