



# Sharing Research and Resources from the Enhancing National Sector Gender-Based Analysis Plus Capacity Project

**P2P VANCOUVER 2024**

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**November 25, 2024**



# Territorial Acknowledgement

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We acknowledge that we are on on the unceded traditional territories of the x<sup>w</sup>məθkwəy'əm (Musqueam), Skwxwú7mesh (Squamish), and Səl'ílwətaʔ/Selilwitulh (Tseil-Waututh) Nations. We pay our respect to the First Nation and Métis ancestors of this place and honour Elders and Survivors as we bring awareness to Indian Residential and Day Schools, the Sixties Scoop, Missing and Murdered Indigenous Women, Girls, and Two-Spirit People. To acknowledge this territory and its keepers on their traditional terms is to act in reciprocity so that truth may be understood, and reconciliation made possible.

# Funded by

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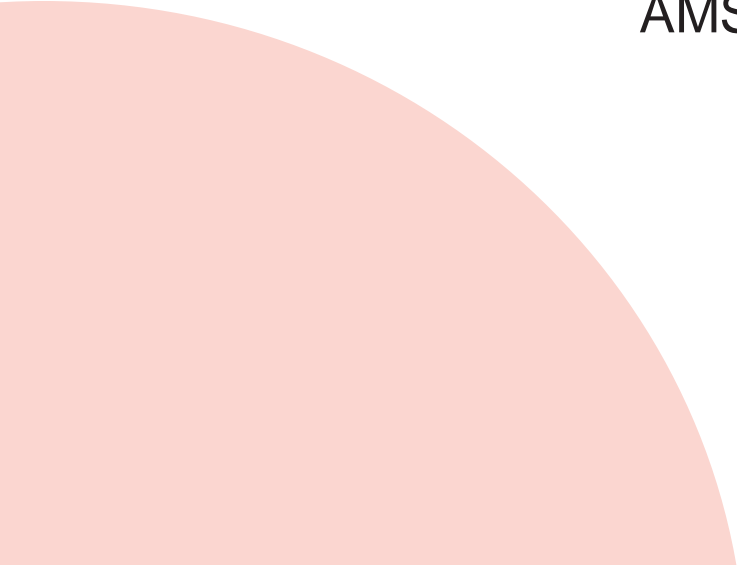


Immigration, Refugees  
and Citizenship Canada

Immigration, Réfugiés  
et Citoyenneté Canada




# Presenters



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ARAISA



# Agenda

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- Project Overview & Intended Outcomes
- Research Component
  - Overview of findings
- Capacity Building
  - Insights from the pilot phase
- Knowledge mobilization
- Questions



# Umbrella Organizations

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# Project Team: Roles & Responsibilities

## GBA Plus Partners – 12 Team Members

### Executive Leader and/or a Representative

**AMSSA:** 2

**AAISA:** 2

**SAISIA:** 1

**MANSO:** 2

**OCASI:** 2

**ARAI SA:** 1

**FCFA:** 2

## GBA Plus Core Team

### National Team: 4

Executive Director

Director

National Manager

Logistics Coordinator

**Project Leads:** 7 [one from each partner organizations]

**Research Leads:** 3 [AAISA, MANSO, OCASI]

**Translator:** 1

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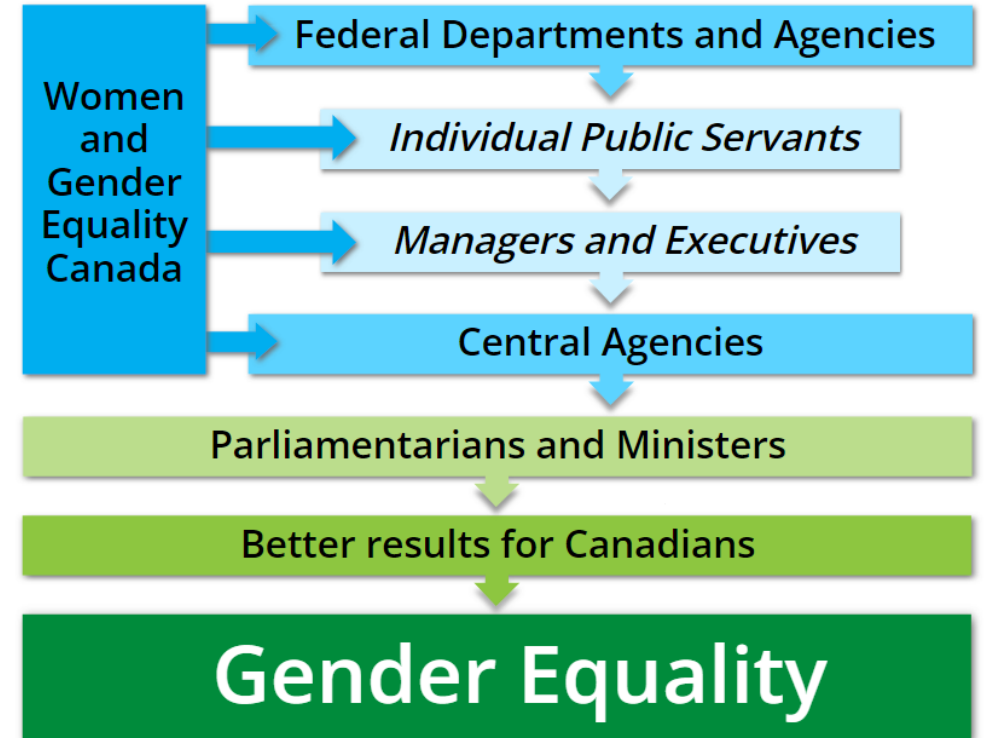
# How familiar are you with GBA Plus?

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# Gender-based Analysis Plus (GBA Plus)

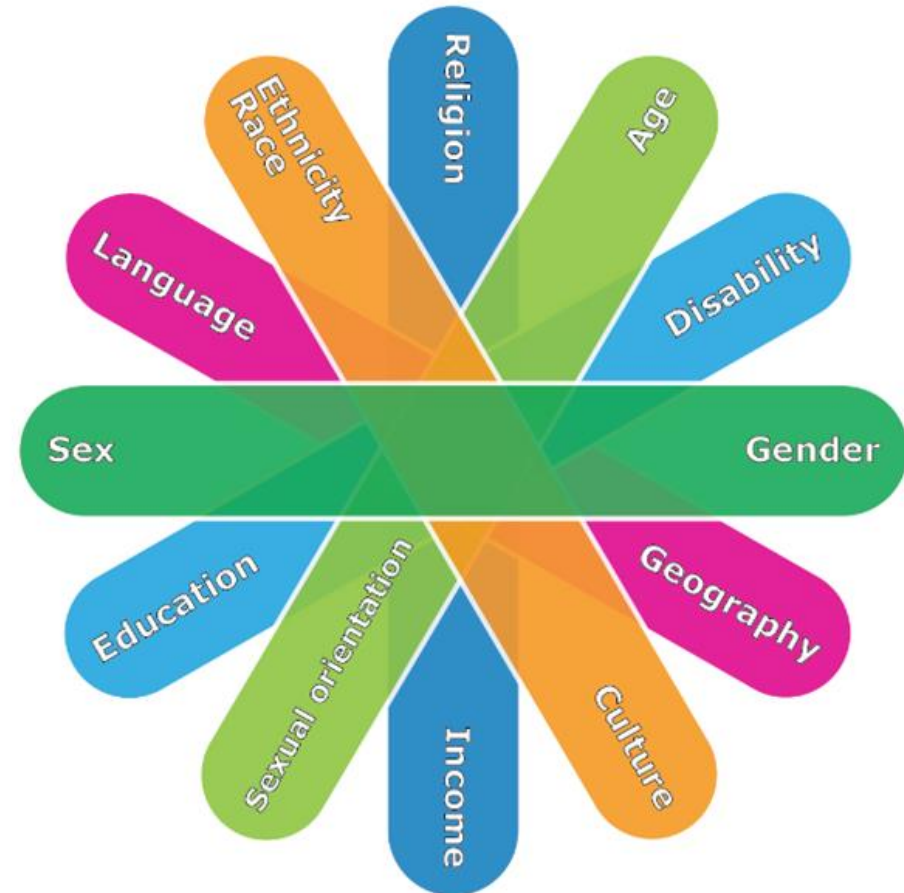
- Gender-based Analysis was first introduced by the Government of Canada in 1995
  - Mechanism to address impacts of government services and processes on women
- Recognition of the role federal officials and organizations play in mainstreaming gender equality
- In 2011, GBA became GBA Plus



# Gender-based Analysis Plus

## IMPORTANCE OF THE 'PLUS'

GBA Plus is an intersectional analysis that goes beyond biological (sex) and socio-cultural (gender) differences to consider other factors, such as age, disability, education, ethnicity, economic status, geography (including rurality), language, race, religion, and sexual orientation.



# Key GBA Plus Principles

*Intersectionality:* GBA Plus extends beyond the traditional focus on gender and sex to encompass a wide array of intersecting identity factors.

*Evidence-based Approach:* The GBA Plus framework places a strong emphasis on utilizing robust, empirical evidence to inform decision-making processes.

*Systematic and Integrated Implementation:* For GBA Plus to be truly effective, it must be systematically applied throughout all stages of initiative development, from initial planning through to final evaluation.

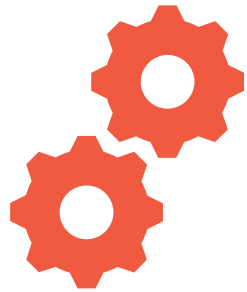
*Addressing Systemic Barriers:* A core principle of GBA Plus is its focus on analyzing the broader context within which people live, including structural and systemic conditions that may create barriers for some groups while providing opportunities for others.

*Challenging Assumptions and Biases:* GBA Plus requires a critical examination of assumptions and a recognition that societal norms are in a constant state of evolution.

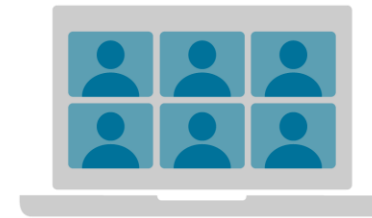
# Gender-based Analysis Plus

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



A process to understand who is impacted by the opportunity or issue being addressed by the initiative



# Gender-based Analysis Plus

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## GBA PLUS DESCRIBES THE “HOW”

### GBA PLUS

Involves and analysis of the context within which people live, including structural or systemic conditions that might create barriers for some, as well as opportunities for others.

*Tool by which we can learn and understand how to address systemic oppression*

### DIVERSITY, EQUITY & INCLUSION

**Diversity:** Differences in lived experience, background, identity, culture, and more.

**Equity:** Fairness; removal of systemic barriers & biases

**Inclusion:** Actively fostering environment in which everyone can fully participate

***DEI describes the why***

# GBA Plus in the Settlement & Integration Sector

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***THE OBJECTIVES OF THE ENHANCING NATIONAL SECTOR GBA PLUS CAPACITY PROJECT IS 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.***

THIS PROJECT BRINGS TOGETHER A STAFF TEAM FROM SEVEN UMBRELLA ORGANIZATIONS ACROSS CANADA TO ENHANCE THE GBA PLUS CAPACITY OF THE NATIONAL SETTLEMENT AND INTEGRATION SECTOR THROUGH:

- RESEARCH
- TOOL DEVELOPMENT

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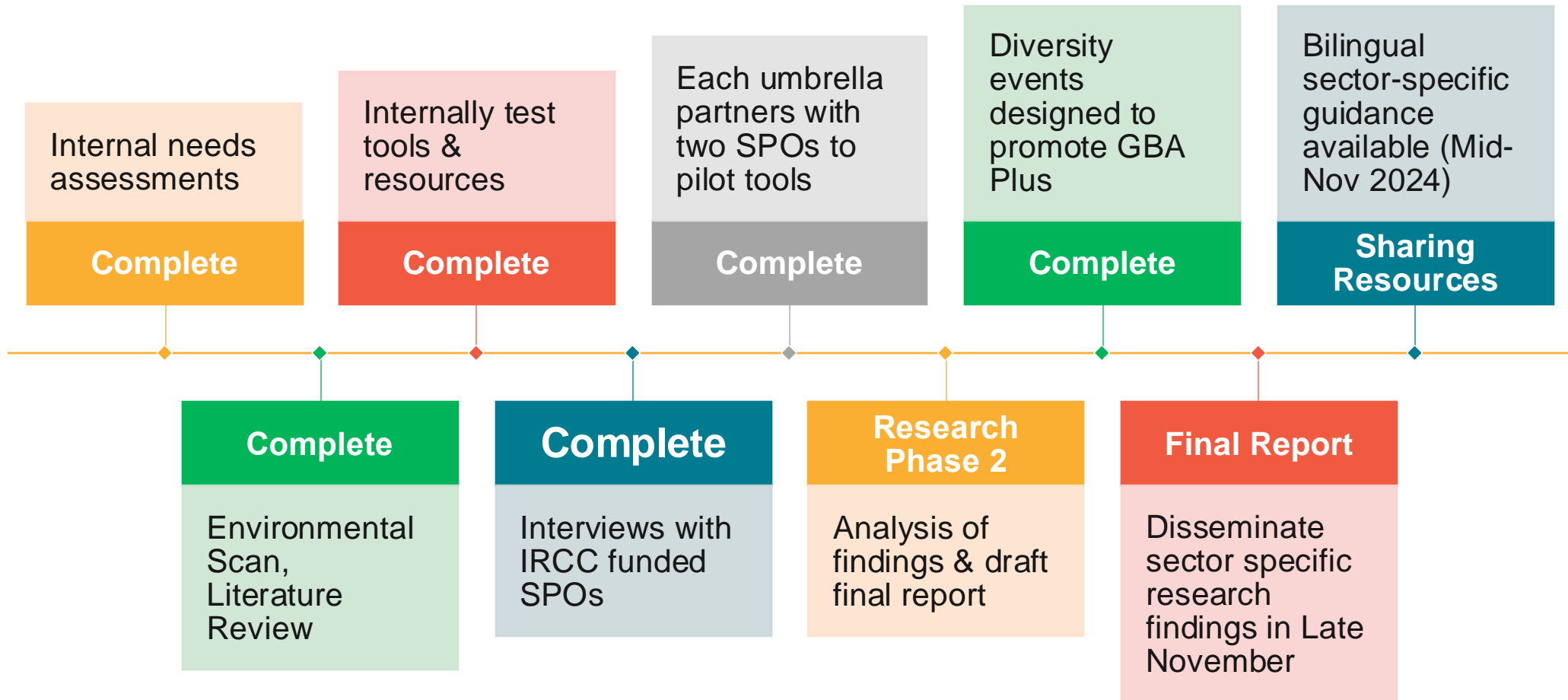
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**Does your organization have a GBA Plus policy or incorporate GBA plus approaches?**

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# Project Timeline







# Research Phase

# Research Objectives

- Establish foundational information on the current status and capacity of the immigrant and refugee serving sector regarding the implementation of GBA Plus principles.
- Identify key gaps, assets, and opportunities to embed and enhance GBA Plus principles.
- Support the formulation of targeted recommendations for the sector to address systemic gaps, build collective capacity, and entrench GBA Plus programming and principles.



# Research Questions

1. What is the current baseline of Canada's immigrant and refugee serving sector's capacity to mainstream GBA Plus practices, principles, and policies?
2. What gaps, strengths, and opportunities exist across the national immigrant and refugee serving sector in mainstreaming GBA Plus practices, principles, and policies?

# Methodology

- Theoretical Framework: Intersectionality
- Environmental scan, literature review, and semi-structured interviews
- Participants
  - 18 semi-structured interviews of staff from SPOs:
    - Atlantic, Ontario, Alberta, Manitoba, Saskatchewan, British Columbia
    - Frontline/client-facing staff; Middle management; Senior management
- Data Analysis Plan
  - Otter.ai, Atlas.ti, thematic analysis
  - Open coding, peer-debriefing and co-coding
  - Gaps, assets, and opportunities for GBA Plus
  - Situated within broader literature
- Limitations
  - Limited generalizability due to small sample size and exploratory nature of study

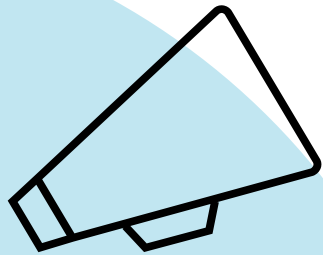




# FINDINGS

# Key Findings and Discussion

- Disaggregation of Data and Community-Centered Programming
- Formal Policies
- Lack of Funding Flexibility
- Diverse Workforce
- Training & Tools



## **KEY TAKEAWAY:**

**Although interviewed organizations did not have standalone policy documents and/or policies on GBA Plus, they are incorporating aspects of GBA Plus**

# Disaggregated Data and Community-centered programming

*"We are collecting data on gender, age, country of origin, and language. We use this information to tailor our programs and services to meet the specific needs of different groups." (SPO interviewee)*

- Disaggregated data collected on clients but not on staff
- Targeted, community-centered programming
- Challenges in data collection and analysis



# Formal Policies

*"While we don't have a specific GBA Plus policy, we do consider diversity and inclusion in all our decision-making processes. It's part of our organizational culture." (SPO interviewee)*

- Varying levels of formal equity-enhancing approaches across organizations
- Some organizations incorporate aspects of GBA Plus without explicit policies
- Need for more systematic implementation of GBA Plus principles





# Lack of Funding Flexibility

*"Our biggest challenge is funding. We want to do more with GBA Plus, but without stable core funding, it's difficult to implement long-term strategies or invest in comprehensive training" (SPO Interviewee)"*



- Inflexible funding impacts GBA Plus implementation
- Project based funding creates challenges for long term planning
- Need for dedicated resources to support GBA Plus initiatives and staffing

# Diverse Workforce

*"Our staff reflects the diversity of the communities we serve. This helps us better understand and address the unique needs of different groups of newcomers." (SPO interviewee)*

- Diversity among staff referred as a strength
- Need for self-reflection
- Representation at all levels of organizations is crucial
- Challenges with staff promotion and retention



# Training and Tools

*"We've had some basic GBA Plus training, but we need more in-depth, ongoing training to really apply it effectively in our day-to-day work. Practical tools and resources would be incredibly helpful." (SPO interviewee)*

- Lack of formal GBA Plus training across organizations
- Need for comprehensive and ongoing sector-specific training
- Easy-to-understand practical tools for applying GBA Plus in daily work



# Recommendations

- Address core funding challenges
- Expand sector-specific training and tools
- Enhance Data Collection and Analysis
- Enhance Workforce Diversity and Inclusion
- Strengthen the “plus” in GBA Plus





# Capacity Building Through Tool and Resource Development & Piloting

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**What type of GBA Plus tools or guidance would be useful to your organization?**

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# GBA Plus Tool Piloting Process

**14 Direct Service Provider Organizations representing 8 Provinces**

**7 Project Leads/Umbrella Organizations**

**21 tools and resources tested**

**1 National Bilingual Resource Guide**

# Piloting Process

## Project Leads

- Internal needs assessments
  - Build tools/resources
  - Partner with two SPOs
- National Resource Guide



**MAKING CHANGES**  
Advancing futures for women. **TOGETHER.**



TOWN OF  
**Banff**



# Pilot SPOs

- **Piloted five resources:**

- 1. Two GBA Plus PD Courses**

- An Introduction to Gender-Based Analysis (GBA) Plus
- Organizational Capacity Building Through a GBA Plus Lens

- 2. GBA Plus Capacity Starter kit → Case Studies & Reflections/  
Self-Learning Activity**

- 3. Staff Diversity And Inclusion Survey Guidelines**

- 4. Case Studies In Action: Strengthening Programs And  
Policies With GBA Plus And Intersectionality**

- 5. GBA Plus Interactive Activity**

# Sample

- Feedback from both SPOs in AB, and two SPOs in Manitoba
- 7 case studies
- Build your own Case Study



## **CASE STUDIES IN ACTION: STRENGTHENING PROGRAMS AND POLICIES WITH GBA PLUS AND INTERSECTIONALITY**

**Building a GBA Plus Case Study Template**



# Insight from SPOs

1. Were you able to apply concepts or practices from the resources you piloted?
  - *Intersectionality in program-planning*
  - *All staff members have enrolled in both PD courses – GBA Plus is an ongoing journey*
2. How do you envision other organizations in the sector benefitting from these resources?
  - *Expanding knowledge, challenging biases, examining existing practices → improving services provision*
  - *Critically think about their own practices*
3. What advice would you offer to other SPOs seeking to integrate GBA Plus into their programs, policies, and principles?
  - *Just start! Doesn't need to be perfect, this is a process. Keep track of progress*
  - *GBA Plus can be daunting → you will find you are already familiar with many concepts, tools, and resources. Start with foundation → staff survey*

# ARAISA: Staff Readiness Assessment Survey Template

- **Establishing a baseline understanding of staff readiness and capacity to integrate GBA Plus is essential.**
- It allows you to gauge what topics, concepts, and terminology associated with GBA Plus staff are familiar with and comfortable applying in their work and to identify gaps in staff knowledge around GBA Plus.
- There are many approaches you can take to gather this information, including conducting informal focus groups, speaking to employees one-on-one, and surveys (or a combination of these methods).
  - Staff surveys are an efficient and anonymous method to gather data. This is why I developed this survey as part of our internal readiness assessment at ARAISA and then adapted it for broader use (as a template).
  - You should plan to gather similar feedback from employees over time to gauge increases in knowledge and capacity and to identify areas that may still need to be addressed at an organizational level.

# ARAISA: Board Diversity Survey & Matrix Templates

Both the Staff Readiness Assessment Survey and these tools were piloted by the Humbolt Regional Newcomer Centre (one of SAISIA's pilot partners) in August 2024.

- Both were revised to incorporate valuable feedback from the HRNC and my ARAISA colleagues. The **board diversity matrix** became **two separate tools** (to be used together).

Diversity within your organization's leadership, including among your board members, is a key consideration in assessing your organization's readiness and capacity to incorporate GBA Plus.

- "Tone from the top" (Wendy Cukier and Nancy Mitchell, 2022)
- Critical link between diversity within nonprofit leadership and the equity work done by organizations (Lasby 2023)
- "Diversity will be meaningless unless we pay equal attention to all the aspects of inclusion at the board table" (Cardozo and Fullbrook, 2021)

# Nationalizing Pilot Partner Resource

- As part of the pilot program, ARAISA partnered with two IRCC-funded SPOs in the Atlantic region: Saint John Newcomers Centre (NB) & the Association for New Canadians (NL)
- SJNC did an in-depth GBA Plus review of key HR policies and ANC did an in-depth GBA Plus of its volunteer Community Connections program.
- One of the resources that the ANC developed out of their work was an amazing GBA Plus video tutorial aimed at helping clients (and staff) understand the importance of intersectionality & the role data plays in addressing barriers to services.
- The ANC is currently working to tailor their tutorial content to be more national in scope and it will be included in our National Bilingual GBA Plus Resource Guide.



# GBA+ TUTORIAL



# How to Locate the National Resource Guide and Final Report

Once completed, The National Resource Guide and Final Research Report will be available on each Umbrella website on their "GBA Plus" webpage.

The Guide will be split into sections to improve searchability and accessibility

- Foundational GBA Plus Knowledge
- Organizational Strategies for Implementing GBA Plus
  - Internal GBA Plus Readiness
  - Equitable Data Collection and Management



# Knowledge Mobilization

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## ONGOING AND FUTURE ACTIVITIES

Presentations at **conferences** and through **webinars** in October and November.

Coordinated plan to share tools across **social media** platforms

Development of **bilingual guidance** on mainstreaming gender equity and GBA Plus specifically for the settlement and integration sector.

**Final report** incorporating learnings from literature review, environmental scan and settlement sector interviews.

# Summative Evaluation

**THROUGH A COMBINATION OF INTERVIEWS AND SURVEYS THE SUMMATIVE EVALUATION HAS TWO MAIN OBJECTIVES:**

Understand and evaluate **the model of collaboration** between the organizations involved in the *Addressing Inequities and Advancing Gender Equality* Project.

Evaluate the **impact** of the collaborative model by understanding to what extent GBA Plus capacity was enhanced across partner and pilot organizations.



Thank you!

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