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# Canadian Gender-Based Analysis +



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# Key concepts

Sex versus gender

Meaning of +

Responsibility

Dissemination system

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# Sex versus gender

- Definitions of sex and gender are often – incorrectly – used interchangeably.
- Both need to be understood and carefully considered if we are to determine the impact and effectiveness of government initiatives.
- You might think that only one or the other is a factor, but sometimes it can turn out to be the opposite of what you thought.

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# Sex and gender meaning of +

- Not all individuals identify with a binary concept of sex or gender categories of male and female, masculine and feminine. Important dialogue on gender identity is ongoing in Canada and around the world. Our understanding of sex and gender and how and when to use these designations continues to grow and shift.

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# General meaning of +

- Gender-based Analysis Plus isn't only about gender, and groups of people are not homogenous;
- We all have multiple identity factors that intersect to make us who we are;
- The “plus” highlights the fact that GBA has always gone beyond sex and gender. It examines how sex and gender intersect with other identities such as: race, ethnicity, religion, age and mental or physical disability.

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# Responsibility

- All federal officials should incorporate GBA+ into their work by asking some basic questions and challenging personal assumptions about diverse groups of women, men and non-binary people. Through the systematic use of GBA+, federal officials can improve their work, ensuring it is inclusive of diverse perspectives.

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# Dissemination system

- An online course;
- Coaching;
- Policy;
- Obligation to account about effort and results.

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# Application

- Public servants often assume that their work or policies apply to everyone equally and there are no gender or diversity issues to consider.
- GBA+ helps them recognize and move beyond their assumptions, uncover the realities of people's lives, and find ways to address their needs



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# Questions for application

- Do I believe that the issues I work on are gender neutral? Or culturally neutral? Ability neutral? Is this based solely on my own experience?
- Is it possible that my assumptions prevent me from asking questions and hearing or understanding answers that are outside my own experience?
- How might attitudes and norms – my own, those of my organization, and those of the institutions and society that surround me – limit the range of policy options I consider and propose?

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# Implementation

- A policy statement, or statement of intent, to articulate the commitment to GBA+ and provide a mandate for implementation.
- GBA+ training and tools, to facilitate buy-in, build capacity and inform different parts of the organization about GBA+.
- A GBA+ “pilot” initiative, to provide a concrete example of GBA+ application.
- Ongoing monitoring of progress, to highlight successes, best practices, and to identify gaps and new priorities.



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**Thank You.**

