MERIT
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Canadian Gender-based analysis +

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Key ideas

- Sex versus gender;
- Meaning of +;
- Responsibility;
- Dissemination system.

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.

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.

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.

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 are able to improve their work, ensuring it is inclusive of diverse perspectives.

Dissemination system

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

Merci.