

Minister of Status of Women



Ministre de la Condition féminine

Ottawa, Canada K1A 0M5

MAR 28 2018

The Honourable Kevin Sorenson, M.P.
Chair, Standing Committee on Public Accounts
House of Commons
Ottawa Ontario
K1A 0A6

Dear Mr. Sorenson:

Pursuant to the Government Response provided to your Committee on October 7, 2016, and the interim report provided on March 31, 2017, I am pleased to provide you this final progress report on the implementation of Gender-based Analysis Plus (GBA+), on behalf of Status of Women Canada (SWC), the Privy Council Office (PCO), and the Treasury Board of Canada Secretariat (TBS). This report reflects consultations with other partners in the implementation of GBA+, including Finance Canada, Statistics Canada, and the Canada School of Public Service. The update also includes results from the *GBA+ Implementation Survey*, which gathered information on the state of GBA+ in 2016- 2017 in 49 federal departments and agencies.

The March 2017 interim report provided to the Standing Committee on Public Accounts (PACP) and the Standing Committee on the Status of Women (FEWO) highlighted the progress made to date. Since that report, we have continued our work to ensure that systemic application of GBA+ to government activities is taking place within central agencies and broadly across federal government departments and agencies. More recently, on February 27, 2018, the Government tabled Budget 2018, which includes measures to strengthen the application of GBA+ to the decision-making process.

Gender-based Budgets

This Government has taken unprecedented steps to integrate GBA+ in the budget process. In the 2016 Fall Economic Statement, the Government committed to “submit Budget 2017, and all future budgets, to more rigorous analysis by completing and publishing a gender-based analysis of budgetary measures”. The Budget 2017 Gender Statement was a first for Canada and an important step in publicly describing how the Government’s new measures differentially affect individuals on the basis of gender and other identify factors.

Canada

Since Budget 2017, the Government has made significant efforts to improve the quality and scope of GBA+ in future budgets. The Minister of Finance's communication to his Cabinet colleagues that funding proposals would no longer be considered without a clear and rigorous GBA+ provided a strong signal of the importance attached to GBA+. Along with Budget 2018 call letters, departments were informed of the core elements that needed to be covered within GBA+ analysis. Meaningful improvements in quality and consistency of information from departments have already been noted for Budget 2018.

The Government has consulted stakeholders and partners to more fully integrate GBA+ in the budget process. For example, Finance Canada and SWC organized an Expert Meeting on Gender Budgeting in June 2017 with a number of academics and women's organizations to take stock of Budget 2017. In addition, the OECD Gender Governance Review of Canada — a 12-month review of the federal government's institutional processes and practices related to GBA+ and gender budgeting — was launched in July 2017. In October 2017, Finance Canada hosted the OECD, engaging with central agencies, select government departments, Parliamentary oversight bodies and external stakeholders. A final report by the OECD, to be released in summer 2018, will provide analysis and recommendations tailored to the Canadian context.

With Budget 2018, Canada sets a new standard of gender budgeting as a core pillar of budget-making — legislating higher standards and making meaningful investments toward greater gender equality underpinned by clear objectives and strong evidence. Moreover, the Government will ask the Standing Committee on Procedure and House Affairs to examine making it a requirement that when any Minister of Finance tables a Budget in the House of Commons, a GBA+ analysis of the budget documents must be tabled concurrently.

Budget 2018 also announced that the Government will introduce new GBA+ legislation to enshrine gender budgeting in the federal government's budgetary and financial management processes, extending the reach of GBA+ to examine tax expenditures, federal transfers and the existing spending base, including the Estimates.

Mandatory GBA+ Requirements

The fall 2015 Auditor General report¹ and the June 2016 reports from FEWO² and PACP³ each emphasized the need for mandatory requirements for GBA+. In response, the Government's 2016-2020 GBA+ Action Plan includes several measures to make GBA+ mandatory before proposals are sent to Cabinet or the Treasury Board. The Prime Minister has made it clear in my mandate letter that GBA+ is to be integrated in Cabinet proposals from all government

¹ Auditor General of Canada, February 2, 2016. *Fall 2015 Report: Implementing Gender-Based Analysis*.

² Standing Committee on the Status of Women, June 15, 2016. *Implementing Gender-based Analysis Plus in the Government of Canada*.

³ Standing Committee on Public Accounts, June 13, 2016. *Report 1, Implementing Gender-Based Analysis, of the fall 2015 Reports of the Auditor General of Canada*.

departments. In summer 2016, PCO and TBS introduced changes to ensure GBA+ was included as part of development of Memoranda to Cabinet (MCs) and Treasury Board (TB) submissions:

- PCO introduced a new MC template that requires that all MCs outlining new policy or program proposals include a mandatory annex that presents the findings of GBA+ and other mandatory assessments. PCO has updated its guidance on MCs to stress the importance of GBA+, and has also developed the “Due Diligence and Evidence-based Analysis” tool, which includes a GBA+ section and is also a mandatory component of MC development. The Tool is used by departments ensure assessments, such as GBA+, have been completed, and to raise awareness of various demographic considerations.
- TBS released updated guidance and templates which make it mandatory that evidence be provided to demonstrate that GBA+ was considered in a submission to TBS.

The mandatory inclusion of GBA+ in MCs and TB submissions has had an impact on the application of GBA+ in these cabinet documents. Results from the 2017 *GBA+ Implementation Survey* (SWC’s annual survey of federal deputy ministers on the state of GBA+ Implementation, herein the “Survey”) show that 97% of respondents indicated that GBA+ was “often or always” applied to MCs, and 91% indicated that GBA+ as “often or always” applied to TB submissions.⁴

While significant progress has been made to integrate GBA+ in cabinet documents, work is also underway to make GBA+ a mandatory part of the analysis and development of regulations. Later in 2018, a new Cabinet Directive on Regulations will be introduced that requires departments and agencies to undertake GBA+ as part of regulatory impact analysis, for which TBS, in consultation with SWC, is currently developing guidance.

In addition to including GBA+ in proposals sent to cabinet, the June 2016 FEWO report recommended that GBA+ be applied to the Departmental Performance Reports and Departmental Plans and Priorities. To ensure that GBA+ is applied to these accountability mechanisms, the Government provided guidance to departments and agencies as to where and how GBA+ should be incorporated into their Departmental Results Framework, Departmental Plans and Departmental Results Reports, as well as to evaluations.

Work is also currently underway to integrate GBA+ in the way the Government consults with Canadians and stakeholders on the potential impacts of its policies. Guidelines have been developed for departments and agencies to ensure that consultations capture the experiences of diverse groups of women, men and gender-diverse individuals, in order that outcomes of policies, programs and initiatives meet the needs of all Canadians.

⁴ As part of the 2016-2020 GBA+ Action Plan, SWC annually surveys federal deputy ministers, whose departments and agencies represented on the Public Service Management Advisory Committee, on the state of GBA+ implementation. The first survey looked at GBA+ implementation in 30 federal departments and agencies, and the second survey, conducted in spring and summer 2017, examined the state of GBA+ implementation in 49 departments and agencies.

Additional Options to Strengthen GBA+

In its June 2016 Report, FEWO included recommendations aimed at strengthening the work of Status of Women Canada on gender equality, and introducing mandatory requirements for GBA+. Specifically, the Committee recommended that, by June 2017, legislation be introduced that would:

- create an Office of the Commissioner for Gender Equality;
- set out obligations of federal departments and agencies with regard to the implementation of GBA+;
- ensure GBA+ is applied to all proposals before they arrive at Cabinet for decision making;
- make GBA+ mandatory in PCO, TBS and Finance Canada submissions; and,
- mandate PCO and TBS to return policies and programs that do not demonstrate the application of GBA+.

I responded to questions concerning these recommendations, and why they have not yet been implemented, in my appearance before FEWO on November 30, 2017. In respect of the proposed Office of the Commissioner for Gender Equality, I noted that one of the first steps the Government took was to appoint a minister devoted specifically to status of women, to ensure that around the cabinet table and behind the scenes there would be someone advocating for all issues relating to gender equality.

To strengthen Canada's ongoing capacity to apply GBA+, the Government will make Status of Women Canada an official Department of the Government of Canada by introducing departmental legislation that solidifies and formalizes the important roles of Status of Women and its Minister. This, combined with the Government's commitment to gender budgeting, constitutes significant progress in addressing these recommendations.

GBA+ Training and Tools

Strengthening GBA+ involves more than making sure that it is completed, but as importantly, that it reflects high quality, thorough analysis. That means ensuring analysts have the training and tools they need to properly conduct GBA+, and fostering a culture across Government that instinctively applies GBA+ to all that we do.

More and more public servants, parliamentarians and their staff take GBA+ training. In fact, the online introductory course on GBA+ offered by SWC marked a milestone — as of January 2018 over 100,000 individuals have completed the online training. SWC has teamed with the Global Affairs Canada's Centre for Intercultural Learning (CIL) and the Canada School of Public

Service (CSPS) to provide GBA+ training and awareness sessions. Several initiatives have been undertaken by this partnership.

- Under a memorandum of understanding with SWC, since June 2017, CIL has delivered specialized GBA+ training to a variety of federal departments and agencies as well as to Parliamentarians and their staff. CIL also deliver in-depth GBA+ training to departmental gender focal points, or GBA+ specialists.
- CIL and SWC have developed GBA+ training for departments involved in upcoming work in respect of Canada's current role as chair of the G7.
- SWC is collaborating with CSPS on needs assessments and specialized training targeting functional communities, through learning activities (e.g., policy development, leadership workshop) and events (e.g., armchair discussion using real-life examples and case studies).

Given that GBA+ is mandatory in MCs, TB submissions and budget submissions, it is essential that central agency analysts reviewing the proposals are equipped to apply GBA+. The following actions have been taken to ensure that central agency challenge function analysts are provided GBA+ training:

- GBA+ training is mandatory for all PCO analysts responsible for providing advice on policy, program and legislative proposals, as well as for executives.
- GBA+ training is strongly supported within TBS. Two internal training sessions for analysts in policy, program and regulatory roles was provided in fall 2017, and four additional training sessions are planned for February to June 2018.
- Finance Canada has made SWC's Introduction to GBA+ online course mandatory for analysts responsible for conducting GBA+ or playing a challenge function, and executives. Finance Canada also collaborated with SWC and the Canadian School of Public Service on GBA+ training and events, and additional tools and a GBA+ Learning Plan were developed, in consultation with SWC.

To ensure analysts also have what they need to effectively conduct GBA+, SWC's suite of GBA+ tools and resources continue to be updated and expanded.

- SWC is developing a series of "microlearning videos" designed to demystify GBA+. The videos are being integrated into the online course, and are also available on the SWC YouTube channel and the GBA+ GCpedia "wiki" as stand-alone learning tools. The first three microlearning videos focused on foundational aspects of GBA+, such as intersectionality and "GBA+ step by step". The next three videos focus on impact, showing where and how GBA+ has been applied to a variety of federal government initiatives. The first three videos of this new series are complete, and more are planned. All will be integrated

eventually into the online course. Summaries of the three current case studies are provided in Annex A.

- The GCTools platform is being used to facilitate information sharing among functional communities of public servants. For example, the GBA+ site on GCpedia, which provides information and guidance to public servants across the Government of Canada, has been updated to include a more user-friendly interface and a page of resources to assist with Budget 2018 preparation.

Access to Gender-disaggregated Data

To conduct robust GBA+, access to gender-disaggregated data and intersecting factors is essential. This means not only data on men and women, but also data on gender-diverse people. However, limited access to quality data can present a challenge. Budget 2018 noted that in the development of budget proposals, the quality and application of GBA+ varied, and that in some cases a lack of data impeded the analysis. Access to gender-disaggregated data has also been cited as a barrier by respondents to the Survey.

The Government recognizes this is a key challenge, and efforts are underway to improve access and to make more data available. Budget 2018 proposes to invest \$6.7 million over five years, starting in 2018–19, for Statistics Canada to create a new Centre for Gender, Diversity and Inclusion Statistics, a Centre that will act as GBA+ data hub to support future, evidence-based policy development and decision-making, and will work to address gaps in the availability of disaggregated data on gender, race and other intersecting identities. As part of the Government's commitment to address gaps in gender and diversity data, Budget 2018 also proposes to provide \$1.5 million over five years, starting in 2018–19, and \$0.2 million per year ongoing, to the Department of Finance to work with Statistics Canada and SWC to develop a broader set of indicators and statistics to measure and track Canada's progress on achieving shared growth and gender equality objectives.

Statistics Canada has made efforts to ensure their data is more accessible to analysts conducting GBA+ by streamlining their website in 2018-19. Work is also underway at Statistics Canada on the development of a "gender portal" for its website, allowing faster and easier access to relevant data and publications for GBA+. In addition, Statistics Canada is working with other departments to explore how its data could be made more widely available for GBA+ purposes through GC Tools.

The Government is working to enhance access to gender-disaggregated data by supporting research that will create data in priority areas. Initiatives related to this work include:

- The creation of the first comprehensive survey on gender-based violence in Canada. This follows other countries that have developed similar stand-alone national surveys, such as Australia, the United States and the European Union.

- A new survey, developed by SWC and Statistics Canada, that is designed to capture information on sexual victimization among students enrolled at post-secondary institutions in Canada. The new survey will focus on experiences of sexual misconduct and harassment; sexual assault; witnessing sexual misconduct, harassment and sexual assault; impressions of the campus climate; and feelings on personal safety on campus. The new survey is anticipated to be in the field in 2019, with results released in 2020.
- The publication of the final chapters of the 7th edition of *Women in Canada: A Gender-based Statistical Report* in 2018-19: “The economic well-being of women” and “Time use: Total work burden, unpaid work, and leisure.”
- New research, commissioned by SWC and conducted by Statistics Canada, to support each of the SWC policy pillars.⁵ Among the topics being examined from an intersectional gender perspective are labour force participation and earnings, work-life balance, low income and government transfers, cyberstalking, violent victimization, and intentional injuries. A feasibility study is also being conducted to take stock of available data on women’s representation in leadership positions, in order to identify gaps in our knowledge and to suggest ways of addressing them. Research across pillars will culminate in a series of articles and infographics that will be publicly available.
- In addition, SWC is working closely with Statistics Canada to review and improve the availability and visibility of gender statistics across a broad range of policy-relevant areas. This work involves identifying, in collaboration with other government departments and provincial and territorial stakeholders, key indicators of gender equality in Canada that are fundamental to understanding the situations of diverse groups of people in Canada. An important component of this work is assessing the coverage of subpopulations (i.e., age, region, disability status, immigrant status, visible minority status, LGBTQ2, income, Indigenous group, and others) to allow for better GBA+ analysis.

Networks and Support

SWC, as the centre of expertise on GBA+, plays a pivotal role ensuring that departments and agencies are supported in their efforts to fully implement GBA+.

The Agency continues to work with GBA+ Interdepartmental Committees — representing 50 federal departments and agencies organized into three sectoral groups — in quarterly meetings to share expertise and best practices across departments, and provide an opportunity to raise concerns about particular barriers to implementing GBA+. Recent meetings have focused on developing learning assessment needs, and tools to assess the quality of GBA+.

⁵ The four policy pillars are: gender-based violence; women’s leadership and women’s democratic participation; women’s economic security and prosperity; and GBA+.

At PCO-led Cabinet Affairs Community meetings, SWC has engaged the community by providing a presentation on the effective application of GBA+, making active offers of assistance to departments looking for specific direction on challenges in completing their GBA+, and working with PCO to fine-tune the guidance documents provided to this community on how to complete a GBA+.

In addition to its work with the Interdepartmental Committees and Cabinet Affairs Community, SWC provides direct support to departments and agencies. This support can range from requests for information on tools for GBA+ training, developing a GBA+ action plan, or advice on applying GBA+. In some cases, the Agency has provided input on potential policy initiatives relating to criminal justice reform, international trade, innovation and skills, environmental assessments and housing. Since April 2016, the Agency has responded to about 150 such requests, especially with respect to questions concerning the application of GBA+ to planning and reporting.

To help raise awareness of GBA+, SWC supports events across the Government of Canada for the annual GBA+ Awareness Week. The proposed theme for the 2018 GBA+ Awareness Week will focus on demonstrating the impacts of GBA+ in the lives of Canadians through a wide-range of events and activities planned across the federal government. The week will be an opportunity to enhance the understanding of GBA+ by providing concrete examples of GBA+ on policies, program and legislation, including areas such as human resources, communications and procurement.

SWC also works with the university community to raise awareness with students registered in public policy and public administration programs who are potentially considering working in governments' organizations.

Definitions and Intersectionality

The June 2016 FEWO report recommended that the Government develop and present a clear and consistent definition of "gender" and "sex" for use by federal departments and agencies in the application of GBA+. As well, the report recommended that the Government promotes the implementation of a GBA+ framework focused on "intersectionality", whereby individuals are understood as being shaped by an interaction of different identity factors.

SWC continues to promote a gender and diversity lens through the concept of "intersectionality". "Intersectionality" investigates and attempts to account for differences in the outcomes of federal initiatives on diverse groups of women, men and gender-diverse people based on gender, sex, age, ethnicity, disability, immigration status, and other factors that, based on data, are deemed likely to influence an individual's access to, and ability to benefit from, federal policies, programs, and legislation. GBA+ is, by its nature, an intersectional analysis: it ensures that all aspects of diversity are considered when an initiative is analyzed and aligns initiatives with the Government's commitment to inclusivity.

Recent years have witnessed greater awareness of issues that challenge traditional definitions of gender, and this will impact the Government's approach to GBA+, including the collection of data disaggregated by gender. For example, with the introduction of Bill C-16, which integrates gender identity and gender expression into the *Canadian Human Rights Act*, members of transgender, non-binary and two-spirit communities are calling on Government to improve federal data collection to better reflect their gender identities and improve available data on gender-diverse people in Canada, while also balancing individual privacy. SWC, as well as the LGBTQ2 Secretariat, continue to work with TBS and the Department of Justice to ensure that consistent and clear approaches are developed to data collection and use across government.

Gender identifiers are integral to measuring progress toward gender equality and demonstrating the impact of policies, programs, and other initiatives. For this reason, Statistics Canada is working to promote the continued collection of sex or gender markers as part of administrative data. Statistics Canada, in consultation with provincial and territorial governments and service providers, is also testing different approaches to collecting information on gender.

Improving Monitoring and Accountability for GBA+

SWC, PCO and TBS continue to monitor and assess the implementation of GBA+ Action Plan and Deputy Ministers meet periodically to ensure progress.

As part of an effort to monitor the quality of analysis, PCO and TBS have implemented review processes for MCs and Treasury Board (TB) submissions. While an initial review of the GBA+ content in "Due Diligence" tools identified areas for improvement, the review found that in general, the GBA+ content included identity factors beyond gender and indicated the sources consulted for the analysis.

The FEWO report included recommendations to ensure that senior government officials are engaged with the implementation of GBA+. Results from the Survey suggest that senior management are actively engaged in supporting GBA+ in the vast majority of departments and agencies surveyed. Moreover, support for the implementation of GBA+ is from the highest levels of the public service: in March 2017, SWC led the Public Service Management Advisory Committee (PSMAC) discussion on the status of government-wide implementation of GBA+ and its impacts on legislative, policy, and program initiatives, and will return to PSMAC on a regular basis to update on the 2016-2020 GBA+ Action Plan.

Since 2016, SWC has surveyed federal deputy ministers to assess the state of GBA+ implementation in their departments and agencies. In 2017, 49 departments and agencies were surveyed, and the results from the survey show that progress has been made in several aspects of GBA+ implementation:

- GBA+ capacity, in terms of key elements like GBA+ Champions, tools and resources, as well as staff dedicated to support GBA+ have increased.

- More than 80% of respondents indicated that GBA+ training is required or recommended for policy analysts, and almost $\frac{3}{4}$ of respondents report that the SWC Introduction to GBA+ course is used.
- GBA+ is well integrated in MCs and TB submissions, as well as most phases of the policy development cycle.

To ensure the public is informed about the Government's progress on implementing GBA+, results from the Survey have been made available through the SWC website. Moreover, the gender statements in Budgets 2017 and 2018 provide summaries of how GBA+ has been applied to the measures included in both federal budgets. Moving forward, the Government commits to publish the GBA+ of all budget items starting in Budget 2019.

With respect to long term outcomes of applying GBA+, SWC has worked with Finance and Global Affairs Canada to develop a Gender Results Framework, which presents Canada's gender equality goals, domestically and internationally. Budget 2018 introduced the Framework, with six pillars, including:

- Education and skills development;
- Economic participation and prosperity;
- Leadership and democratic participation;
- Gender-based violence and access to justice;
- Poverty reduction, health and well-being; and
- Gender equality around the world.

The Government announced that Budget 2018 and future budgets under this Government will be guided by the Framework, which will outline meaningful indicators under each pillar to track progress. Budget 2018 proposes to provide \$5 million per year to SWC to undertake research and data collection in support of the Framework.

Broader Engagement and Collaboration

Since 2016, resources have been allocated to building SWC's capacity to deliver on its GBA+ mandate. With these resources in place, SWC has improved delivery of GBA+ tools and training, enhanced its engagement with and support of other departments and agencies, and gathering information and reporting on government-wide GBA+ implementation.

As part of the Government's ongoing engagement with provinces and territories to share best practices on GBA+ implementation, SWC has initiated discussions on sharing SWC's GBA+ resources and tools with provincial and territorial status of women officials.

This year, SWC will host a national roundtable on GBA+, engaging Canadians on the benefits of gender equality and leading a national conversation on gender equality with young Canadians. Budget 2018 proposes to provide \$1.3 million in 2018-19 to support the roundtable, and additional funding of up to \$7.2 million over five years to lead a national conversation on gender equality with young Canadians. These national conversations will provide an opportunity to consult with Canadians on options to strengthen GBA+, and will inform work on enhancing the 2016-2020 GBA+ Implementation Action Plan. In addition to the investments in these engagement initiatives, Budget 2018 also announced a strategy focused on men and boys, for which the Government will provide \$1.8 million over two years to SWC to develop an engagement strategy that promotes equality and pilots innovative, targeted approaches to addressing inequality.

At the international level, major events are being planned for 2018 that will provide opportunities to engage with international partners on gender mainstreaming and GBA+ with the goal to improve the Government's implementation practices:

- At the 62nd Session of the United Nations Commission on the Status of Women, Canada will seek to deliver on its priorities with respect to promoting gender equality and women's empowerment. The sessions will include a GBA+ side event on the potential for GBA+ to advance gender equality.
- Canada is hosting the G7 Presidency this year. Gender equality and the empowerment of women and girls is a key thematic priority and at the heart of Canada's G7 Presidency. Canada has committed to mainstream gender equality and apply GBA+ across all the areas of work of the G7 to ensure that Canada's Presidency delivers strong and concrete outcomes that improve the lives of diverse groups of women and girls in G7 countries and internationally.
- On June 13, 2017, Prime Minister Trudeau announced that Canada will host the fifth triennial Women Deliver Conference in Vancouver, British Columbia, from June 3-6, 2019. The Women Deliver 2019 Conference and related activities will be an opportunity to highlight Canada's commitment to apply of GBA+ and advance gender equality across the country as well as to raise awareness and engage Canadians.

Conclusion

GBA+ is having a positive impact on government programs and policies, and federal departments and agencies have highlighted some case studies to showcase where GBA+ has been applied to their work (Annex A). The initial case studies are by no means an exhaustive list

of initiatives that GBA+ has impacted, but they demonstrate the different areas where GBA+ is being applied, and how it is having a positive and concrete impact.

With the actions outlined in this final report to the Committee, the Government continues to demonstrate its strong commitment to continuing to promote GBA+ as an essential tool in policy development and decision-making. I look forward to continuing to engage the Committee on the promotion of GBA+ in the coming year, and to provide continued updates on the impact of GBA+ and its implementation.

The reports from your Committee, and from the Standing Committee on the Status of Women, have been instrumental in informing the actions the Government needed to take. We will continue to assess the impact of these new measures in order to determine the best approaches for improving GBA+ implementation and report periodically, and this will inform our planned five-year assessment, to be released in 2020.

Sincerely,

A handwritten signature in black ink, appearing to be 'Maryam Monsef', with a long horizontal line extending to the right.

The Honourable Maryam Monsef, P.C., M.P.

Annex A

The following summaries describe case studies that showcase “GBA+ in action”, where GBA+ has been applied to federal initiatives and is having an impact. Each of the following case studies is featured in a microlearning video, which can be accessed through SWC website.

- The Canada Border Services Agency (CBSA) applied GBA+ to the Primary Inspection Kiosks, which were created to improve border services for international travellers at Canada’s busiest airports. Throughout the planning phase, GBA+ was used to inform the design and operation of the kiosk, to ensure that no group would be unfairly disadvantaged by the technology. While GBA+ showed that most of the kiosk’s elements had minimal impacts on different groups, it found that facial authentication has the potential to impact people differently depending on their gender, age, mobility and ethnicity. For example, facial recognition technology does not work well on children, but its performance rapidly improves as a person ages. GBA+ was used to develop a mitigation strategy, where travellers with match scores below a requirement are subject to visual inspection.
- Research has found that gender and age are key variables in explaining the incidence, symptoms and recovery from traumatic brain injury. For example, after a concussion, females report experiencing more symptoms, greater cognitive decline and poorer reaction time. The highest incidence of concussion is found among children and adolescents, and adolescent females experience more concussions, different and more severe symptoms, and slower recovery. The Canadian Institutes of Health Research asks researchers who apply for funding – including that related to concussion research – to indicate if and how sex and gender are integrated into their research design.
- GBA+ has been applied to key initiatives in Canada’s approach to climate change, as research shows that climate change impacts people differently depending on multiple intersecting factors. For example, as part of Canada’s Oceans Protection Plan, the Government is partnering with Indigenous and coastal communities to develop a world-leading marine safety system that meets Canada’s unique needs. GBA+ is helping to ensure that under-represented groups in Canada’s Arctic, including diverse groups of Indigenous Peoples and women, play an active role in the design and delivery of emergency response and waterways management. In addition, GBA+ has been applied to Canada’s Feminist International Assistance Policy, in recognition that women living in poverty disproportionately experience the impacts of climate change.