

Gender-Based Analysis Plus - TOOL

GBA+ STEP	DESCRIPTION	KEY QUESTIONS TO ASK
1. Establish Basic Information	Outline what you are proposing and the purpose of your proposal.	<ul style="list-style-type: none">• Are you proposing a policy, program, initiative, or other?• What is the objective you are seeking to achieve?
2. Identify Key Issue(s)	Establish the target group or population(s) that will be most impacted or involved in relation to your proposal. Identify potential user experiences of people who could be influenced by what you're proposing.	<ul style="list-style-type: none">• Who are the target groups that might be impacted or involved?• How might what you are doing or proposing affect different groups of people in unique ways?
3. Gather the Facts	<p>Conduct a preliminary assessment of the issue by collecting ongoing research and engaging in consultation. This may change as your proposal unfolds.</p> <p><u>Conduct research:</u> The data you track should be disaggregated to consider the potential impact for the target group you've identified above. For example, if you have determined women or gender minorities will be most impacted, the data you track should disaggregate by gender. Deepen your analysis by collecting any available data that disaggregates further by additional intersecting identity factors, such as Indigeneity status, race, age, language, geography, socioeconomic status or ability. If information is not available, don't abandon your analysis. At this stage, identify gaps in existing data and consider making relevant data collection part of your proposal's objectives and evaluation measures.</p> <p>Some resources you can refer to are:</p> <ul style="list-style-type: none">• Statistics Canada: Canada's national statistical agency (statcan.gc.ca)• Gender, diversity and inclusion statistics (statcan.gc.ca)• Welcome Occupational Profiles (nbjobs.ca)• Open Data Portal New Brunswick (socrata.com) <p><u>Consult and Collaborate:</u> Identify outstanding questions you have about the data you have collected or wish to collect.</p>	<ul style="list-style-type: none">• What type of gender and diversity disaggregated data is already available regarding this issue?• Does the information collected so far suggest that what you're proposing will affect diverse groups of people in different ways? If so, how?• What are some unintended differential impacts or barriers that the program, policy, or initiative might put in place for different groups of people?• What other types of disaggregated data are needed to understand the gender (and other) dimensions of the issue?• Do you have a balance of qualitative (i.e. experiences and opinions) and quantitative (i.e. facts and statistics) data?• Have you attempted to consult with New Brunswickers who will likely be impacted? How have you ensured that this consultation process was accessible and thoughtful?

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4. Develop Options and Recommendations	The results of your research and consultation should inform your options and recommendations. Use the information you've gathered to formulate a response to the specific issues you've identified. If you've found that there are differential impacts or unintended barriers for groups, highlight how you will overcome these obstacles. If you believe that despite best efforts, equity may still be compromised, offer advice on how to manage or mitigate remaining inequity.	<ul style="list-style-type: none"> • Do the proposed options and recommendations attempt to mitigate or solve the issue(s) identified above? • How do proposed options and recommendations improve any outlined inequitable situations for different groups? • Where might equity still be compromised?
5. Communicate Findings	After having considered the problem and outlining potential solutions, summarize your GBA+ to demonstrate due diligence and consider how you might share your GBA+ results with stakeholders for transparency and accountability purposes.	<ul style="list-style-type: none"> • In addition to describing any obstacles, have you considered if this program, policy, or initiative creates successes for marginalized groups? If so, how do you intend to share these successes? • What do you plan on doing with what you've learned through your GBA+?
6. Monitor and Evaluate	Describe how gender and other impacts on equity will be monitored over time.	<ul style="list-style-type: none"> • What will be measured and monitored? By whom? How? When? Over what time period?

