



GBA PLUS

GENDER-BASED ANALYSIS PLUS



Breaking Data Barriers and Silos: How Natural Resources Canada is Advancing Disaggregated Data Collection for Gender-Based Analysis Plus (GBA Plus)

Presentation by: GBA Plus Centre of Expertise, Natural Resources, Canada

NRCan's GBA Plus Centre of Expertise

VISION

GBA Plus is central to NRCan's culture and is applied to all facets of work, allowing for equal and equitable opportunities and results for all Canadians

MISSION

To provide high-quality advice and guidance that facilitates the integration of GBA Plus across the department – policy, program development, services, planning and reporting

MILESTONES

- **June 2021:** GBA Plus Centre established
- **June 2021:** Received endorsement of its Action Plan 2021 – 2023
- **April 2022:** Assessed NRCan's GBA Plus data collection capacity and challenges
- **July 2022:** Community of Practice established
- **April 2023:** Received endorsement of its Action Plan 2023 – 2026
- **May 2023:** GBA Plus Awareness Week



GBA Plus Centre of Expertise - Who Are We?



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A small but mighty team situated in the **Planning Delivery and Results Branch** in NRCan's Strategic Policy and Innovation Sector



Purpose

- To share lessons learned at NRCan's about GBA Plus disaggregated data collection
 - Gaps and challenges in collecting disaggregated data
 - Best practices advice, and emerging strategies
 - Resources and tools for training
- To exchange ideas with other departments and organizations

What is GBA Plus?

An analytical tool

To assess how government policies, programs and initiatives may uniquely affect the experiences of underrepresented groups

Who does it benefit

Considers **all identity factors**, i.e. race, ethnicity, religion, age, mental and physical disability

Without GBA Plus

When not applied, the government may not readily address potential **negative impacts** experienced by underrepresented groups

Intent of GBA Plus

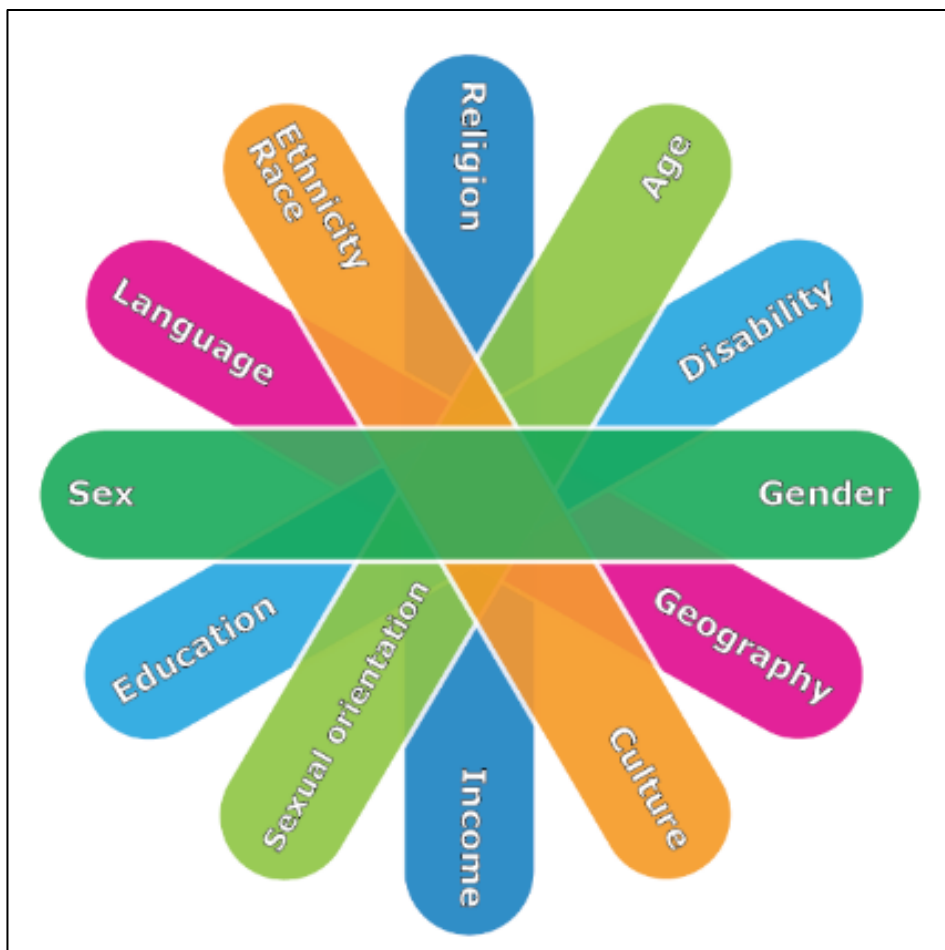
Assists in identifying the impacts of initiatives on different underrepresented group incl. to address any **adverse effects**

Identity Factors

- Indigenous Peoples
- 2SLGBTQIA+
- People with disabilities
- Black people and racialized people
- Women and gender diverse groups
- Underrepresented groups including immigrants, older adults, people living in poverty, rural/remote residents and language minorities



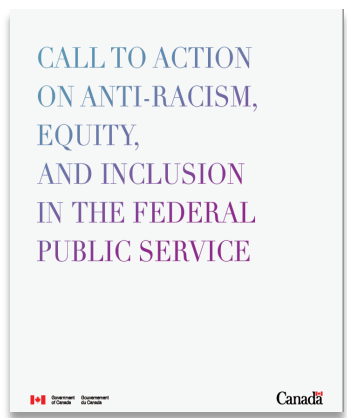
Disaggregated Data



Disaggregated data is:

- Broken down by age, race, ethnicity, income, education, etc.
- An important tool to:
 - enable identification of vulnerable populations
 - assess differential impacts on diverse groups of people
 - make diverse groups of people more visible
 - help policy makers better understand the scope of a problem

Current context



The intent of GBA Plus is to ensure that various intersecting identity factors are considered throughout the policy design process, from initial problem identification through to implementation and evaluation. The Auditor General's May 2022 report confirms that significant barriers continue to prevent an effective implementation of GBA Plus within the federal government. If these barriers are not addressed, GBA Plus will remain an afterthought: a simplified, under-utilized tool that is no more than a box-ticking exercise. Performative GBA Plus does not accomplish its purpose in ensuring that none of the diverse people encountering Canadian federal policies and programs are unintentionally harmed by them or excluded from them.

2022 Reports of the Auditor General of Canada to the Parliament of Canada
Report 3—Follow-up on Gender-Based Analysis Plus



FOLLOW-UP ON GENDER-BASED ANALYSIS PLUS

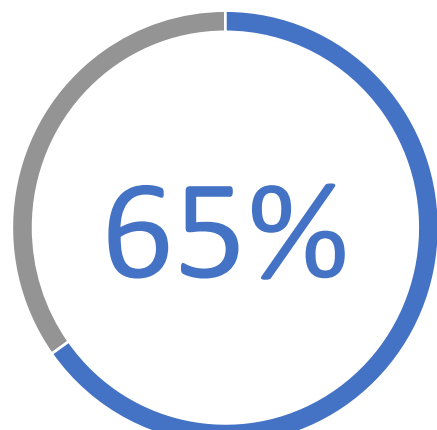
Government does not know whether its use of gender-based analysis plus is achieving better gender equality outcomes for diverse groups of people.

Report 3 | Reports of the Auditor General of Canada

Gender Budgeting Act

The *Canadian Gender Budgeting Act* came into force in December 2018. The act enshrines gender budgeting in the Government of Canada's budgetary and financial management processes ensuring that all measures adopted include a GBA Plus approach. This extends the reach of GBA Plus to examine tax expenditures, federal transfers, and the existing

GBA Plus and the TBS Management Accountability Framework (MAF)



of total assessed federal programs were undertaking data collection activities related to GBA Plus in 2022-23



of departments (6 of 33) had a data collection plan for all of their programs

[Source: MAF 2022-2023 Government-Wide Report](#)



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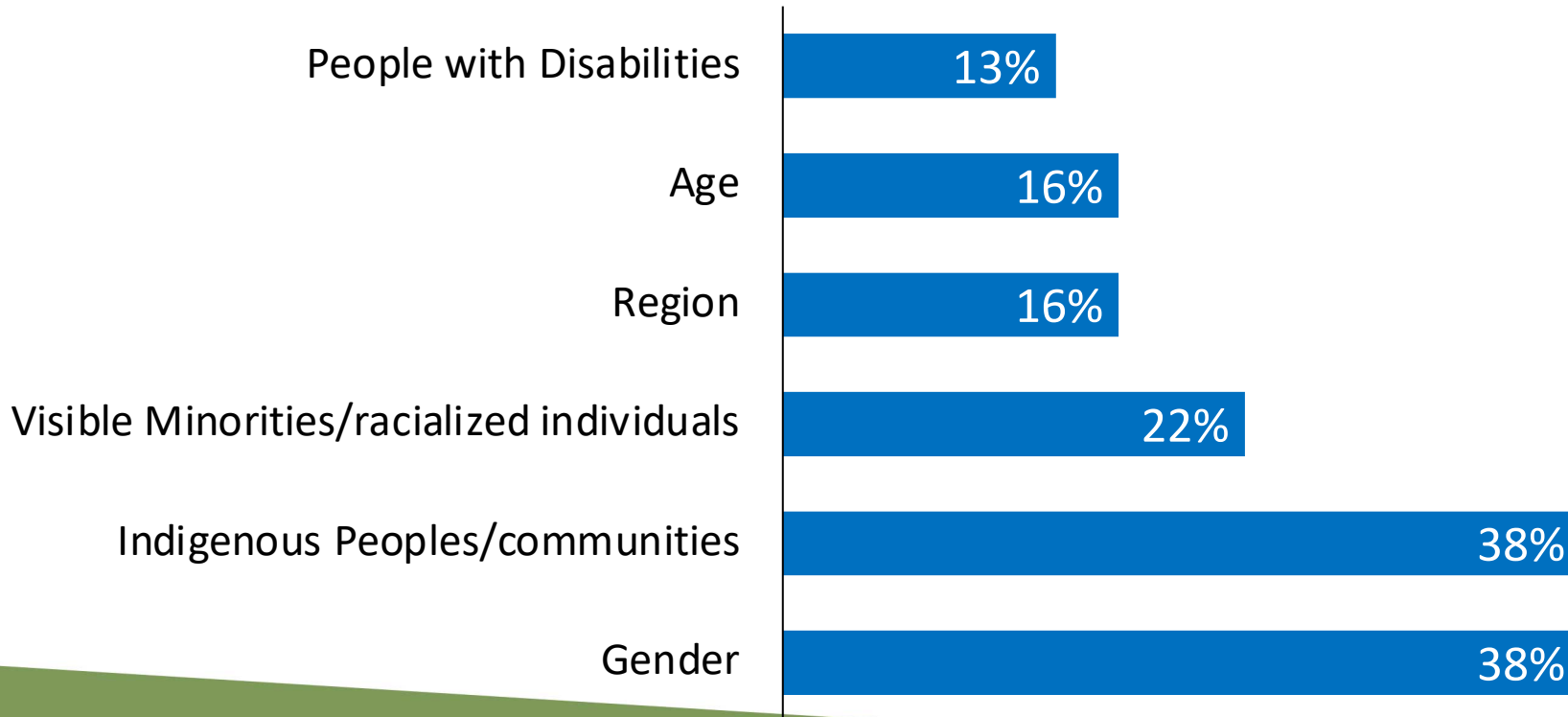
Context: Sector consultations

- NRCan's GBA Plus Centre of Expertise consulted with sectors in summer and winter 2021 to determine NRCan's current state of GBA Plus data collection capacity
- This presentation provides the **findings from our consultations** on current best practices to address challenges
- Supplemented with further discussions on how to enhance GBA Plus at NRCan



Gaps in GBA Plus intersectional data

Percentage of programs collecting disaggregated data by identity factor in 2021



Of the programs collecting disaggregated data, **most programs** are collecting data on gender and Indigenous Peoples and/or communities

Source: NRCan Internal Consultations



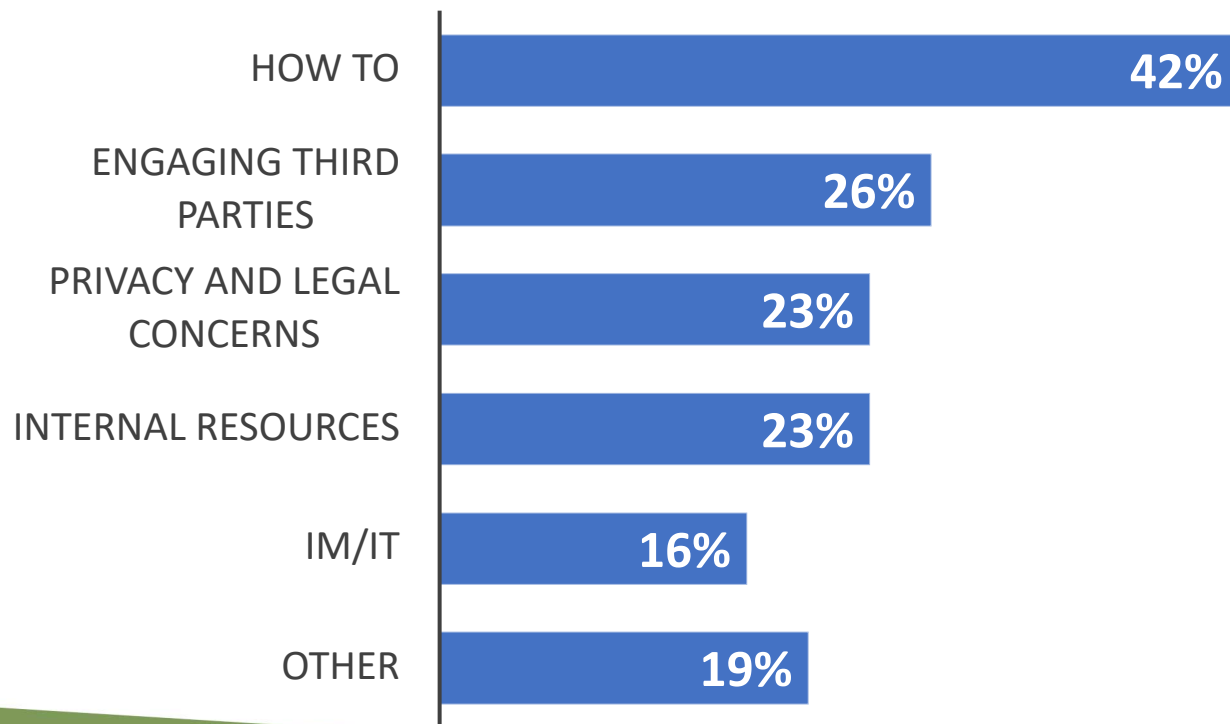
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Data Collection Challenges

Percentage of programs reporting challenges to collecting disaggregated data



1. 'How to' collect disaggregated data
2. Engaging third parties
3. Privacy and legal concerns
4. Lacking internal resources

Source: NRCan Internal Consultations



Data Collection Challenges

Methods and approaches	Limited knowledge about methodologies and approaches for collecting disaggregated data
Cultural Sensitivity	Collecting data in a culturally sensitive manner, asking the appropriate questions.
Standardization	Ensuring questions are standardized, the data is of high quality, consistent, and suitable for measuring impacts
Indicators	Finding appropriate indicators and making connections between program work and GBA Plus objectives.

Data collection methods



- Consider mixed approach using both qualitative and quantitative data
- Tailor approach to data needs and target population
- Consider options for survey type* (See next slide)
- Track GBA Plus information through multiple sources
- Refer to GBA Plus Resources on [Women and Gender Equality Website](#).



Examples of Best Practices

Challenge: How to Collect Disaggregated Data

Example: Equal by 30 Campaign (Energy Systems Sector)

Objective

To understand the diversity challenge in the energy sector, identify major pain points for inclusion, and develop recommendations and/or actions to address these issues.

Strategy

Two separate surveys targeted at over 150 signatories:

- Pulse survey to all employees of firms
- Human resources questionnaire to executives.

Next Steps

- Repeated process leading up to 2030
- Developed a self-assessment tool to evaluate progress



Mentimeter



Word Cloud

What other resources or tools can help departments and organizations develop their skills in disaggregated data collection?



Legal and Privacy Challenges

Confidentiality

Some organizations are uncomfortable with sharing personal or propriety information

Small organizations

Difficulty collecting disaggregated data while maintaining confidentiality






Privacy and Legal



- **First step:** Seek guidance from legal services and privacy
- Consider protocols to maintain confidentiality and align terminology with the *Employment Equity Act*
- Adapt data collection approach for small organizations
- Consider First Nations Principles of Ownership, Control, Access, and Possession (OCAP)



Privacy Practices

				
Purpose	Inform	Ask for consent	Protect Privacy	Build Relationships
Why is the data being collected?	How data will be: <ul style="list-style-type: none">• Collected• Stored• Used• Disclosed• Retained	Often appropriate to state that consent can be withdrawn at any time throughout the process	Method through methods such as: <ul style="list-style-type: none">• Data minimization (e.g., year of birth instead of mm/dd/yyyy)• De-identification (e.g., remove direct identifiers or aggregate)	Find ways to co-develop research designs with stakeholders



Mentimeter



How do privacy and legal concerns limit your department's or organization's ability to collect disaggregated data?

1. Not at all
2. Slightly
3. Moderately
4. Very
5. Extremely
6. Unsure



Challenges Engaging Third Parties

Quality concerns

Depends on third-party commitment and capacity to collect consistent, high-quality data

Engagement fatigue

Placing additional burdens on participants, have the potential to create push back from recipients and introduce logistical challenges related to reporting.

Engaging Third Parties



- Inform third-parties on the importance of EDI and self-identification data
- Tailor data collection method
- Allow flexible timelines
- Clearly define requirements and/or criteria for assessment
- Supplement with other sources of data



Examples of Best Practices

Challenge: Engaging Third Parties and Stakeholders

Example: Wah-ila-toos - Clean Energy in Rural and Remote Communities

Objective

Reduce reliance on diesel and fossil fuels in Indigenous, rural, and remote communities, and incorporate flexibilities to increase participation

Strategy

- Relationship-focused with regular check-ins and opportunities for feedback
- Diverse, regionally represented, gender-balanced project selection jury

Next Steps

- 93 ongoing clean energy projects in 142 remote communities, of which 131 are indigenous



Data Linking for Impact Analysis



What is it:

- Technique to connect datasets by matching unique identifier information

Advantages:

- Protect privacy by reducing data collection
- Reduces surveying needs
- Lower respondent/engagement burden



Internal Resources Challenges

Capacity and Expertise

lack of adequate resources, capacity, and expertise to collect disaggregated data and do GBA Plus

Internal Resources



- Established GBA Plus Community of Practice to share information, seek feedback, identify linkages with other networks, and collaborate
- Interdepartmental working groups to share experiences and resources
- Consider options (and privacy implications) for contracting out to consultants



Examples of Best Practices

Challenge: Lacking Internal Resources

Example: Diversity Working Group (DWG) - Canadian Forestry Service

Objective

Understanding forest sector workforce diversity, and identifying measures that could contribute to addressing gender and other representation gaps in the forest sector

Strategy

- Actively collecting better data
- Supporting efforts to address education as a systemic barrier
- Promoting workforce diversity
- Requesting EDI plans (mandatory)

Next Steps

- DWG continues to track gender and diversity to meet commitments, and to include indigenous representation on Expert Review Panels



Conclusion

- NRCan's sectors have developed strategies to address challenges to collecting disaggregated data and measuring impacts
- GBA Plus Centre of Expertise is developing training materials to further enhance the department's capacity to measure impacts by gender and diversity
- Interdepartmental engagements are underway to enhance the application of GBA Plus in science and environment- focused fields
- Efforts are underway to leverage additional tools, resources, and strategies to enhance NRCan's approach to GBA Plus as an intersectional analysis



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Word Cloud

- How can we further collaborate across organizations to build tools, resources, and strategies to enhance intersectional GBA Plus?



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Open Ended Question

In your experience, what approaches or methods have enabled you to effectively collect data gender and diversity through grants and contributions, engagements with stakeholders, or other group interactions?



Thank you

- Thank you for attending and participating!
- The NRCan GBA Plus Centre of Expertise would like to acknowledge the support and guidance provided by the following committees and groups
 - The Performance Measurement Evaluation and Experimentation Committee
 - The Planning and Reporting Committee
 - The Working Group on Reconciliation, Equity, Diversity & Inclusion in Grants and Contributions
 - NRCan Sectors



Annex: Resources

- [A guide for businesses and organizations – privacy toolkit: Canada’s Personal Information Protection and Electronic Documents Act](#)
- [Privacy Implementation Notice 2023-02: Personal information for program monitoring, evaluation and reporting purposes](#)
- [Directive on Privacy Practices](#)
- [Gender, Diversity and Inclusion Statistics Hub](#)
- [Training: The Fundamentals of OCAP](#)
- [FNIGC Discussion Paper on Data Sovereignty](#)
- [Integrating Gender-Based Analysis Plus into Evaluation: A Primer \(2019\)](#)
- [NWAC Culturally Relevant Gender-Based Analysis Starter Kit](#)
- [Collecting and Using Disaggregated Data - wiki \(gccollab.ca\) WAGE’s Introduction to GBA Plus course](#)



Annex: Methodology

Methods

The GBA Plus Centre of Expertise consulted with NRCan sector planners and program officials during July-August 2021. Following consultations, multiple sources of information were used to maximize the usefulness and validity of consultation findings. This approach also allowed for convergence of results across sources and contributed to a better understanding of programs' current GBA Plus data collection capacity

The documents analyzed include:

- Consultation discussion notes
- 2021-22 Department Results Report – GBA Plus Supplementary Information Tables
- Performance Information Profiles Web form – GBA Plus section.

Following an initial analysis of the data collected from consultations, relevant response information to themes of challenges and current practices were coded. The most common sub-themes for challenges and practices were then categorized.

The results of these analyses were reported to all sectors for comment during follow-up consultations with the Grants and Contributions (G&Cs) Equity, Diversity, and Inclusion (EDI) Working Group, and GBA Plus sector contacts.

