

GBA Plus and Impact Assessment

REGIONAL ASSESSMENT OF OFFSHORE WIND DEVELOPMENT, COMMITTEE PRESENTATION



Impact Assessment
Agency of Canada

Agence d'évaluation
d'impact du Canada

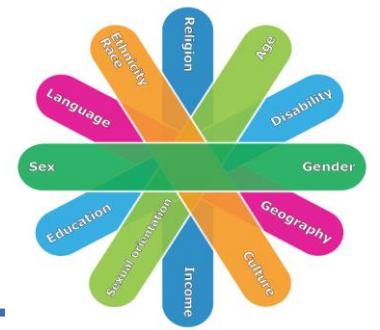
Canada

GBA Plus in the Impact Assessment Act

- Under the *Impact Assessment Act (IAA)*, sex, gender and intersecting identities are a *factor to be considered* in the impact assessment of a designated project (section 22(1)(s)).
- For the Regional Assessments this factor is included as: *Consider the intersection of sex and gender with other identity factors and make recommendations on the manner in which future impact assessments should consider and address these factors.*
- This factor requires the application of GBA Plus.



Background

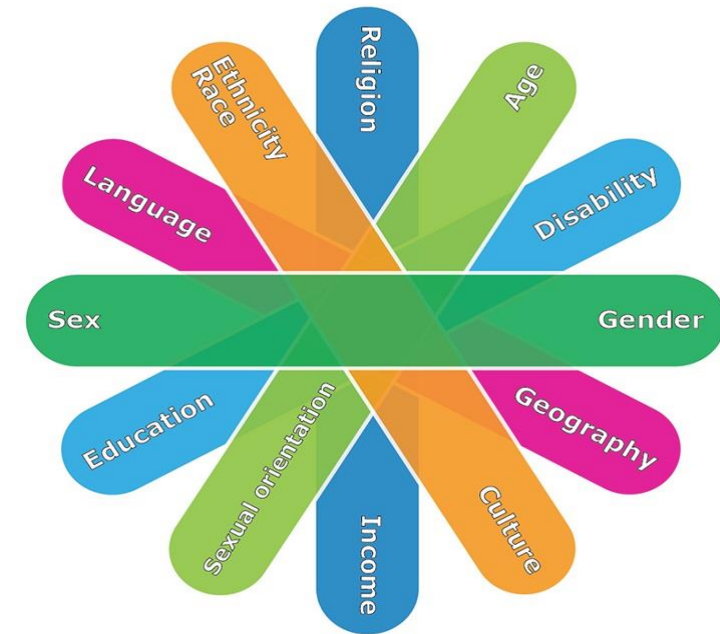


- The Government of Canada committed to applying GBA to decision-making as part of the implementation of the Beijing Declaration and Platform for Action in 1995.
 - Original focus of GBA was primarily on gender differences.
 - The “Plus” was added in 2011 and the scope of analysis broadened to include a range of factors, with emphasis on their intersections.
- Gender-based Analysis Plus (GBA Plus) is an analytical tool used to support the development of responsive and inclusive policies, programs and other initiatives; and understand how various identity factors impact experiences, access to, and outcomes of, policies and programs.
- When we do GBA Plus early in the development of policies, programs, services and other initiatives, we design better, more responsive and inclusive initiatives.
- GBA Plus is not a once and done analysis. It is as important in the implementation and evaluation stages as in development of initiatives.



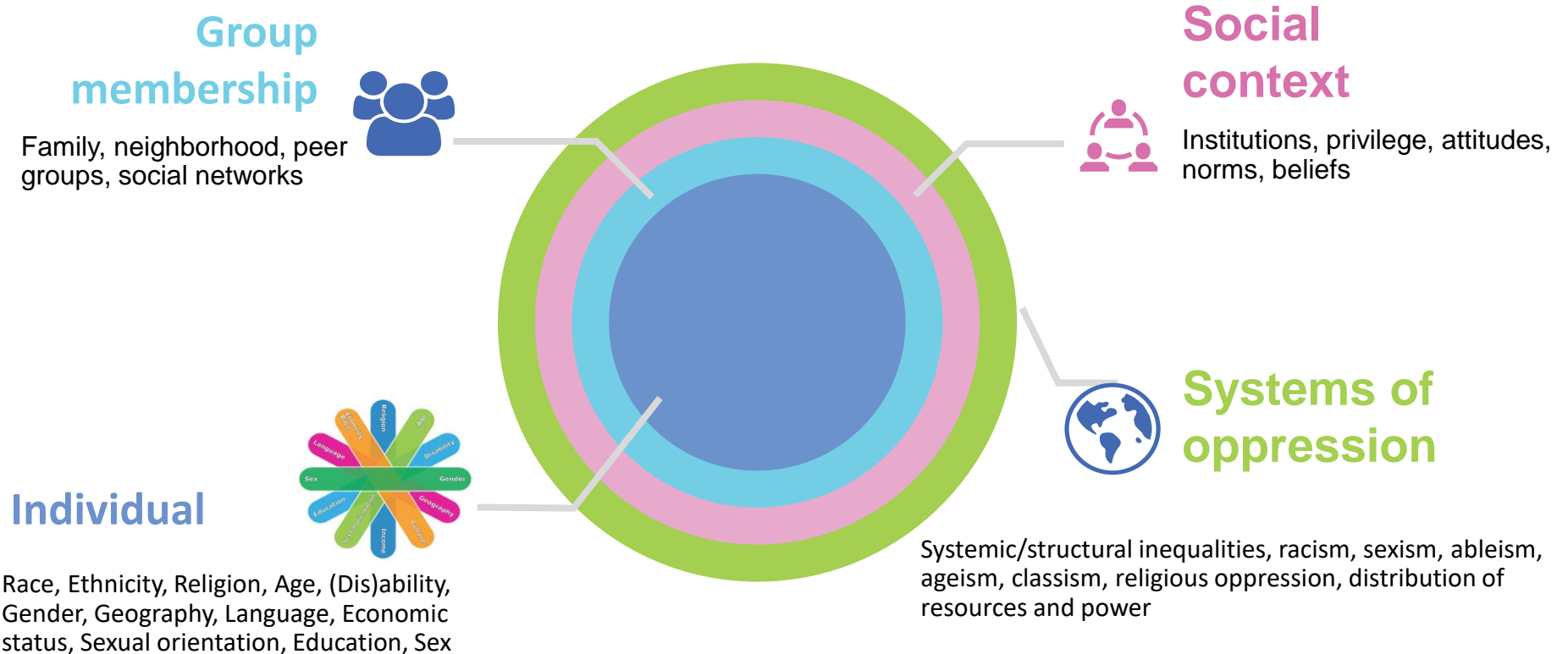
What is GBA Plus?

- Gender-based Analysis Plus (GBA Plus) is an analytical process that assesses how diverse population groups experience the impacts of major projects differently.
- GBA Plus is an intersectional analysis that recognizes that we all have multiple identity factors such as race, ethnicity, religion, age and mental or physical disability that intersect to make us who we are and our experiences in relation to major projects.
- Intersectional analysis moves beyond identity factors to examine the social and structural context within which people live that impacts their experiences of project impacts.



Factors to consider in doing GBA Plus

Systems and structures are where inequalities are produced and entrenched.
We need to consider the context in which people live...



Applying GBA Plus

- The application of GBA Plus is **not new** to impact assessments. It is a common, internationally recognized best practice to look at project effects across potentially impacted groups
- GBA Plus should be integrated into all aspects of the assessment: planning, reporting, decision making, follow-up, compliance and enforcement.
- Ultimately, GBA Plus facilitates a comprehensive understanding of the health, social, economic and environmental effects and impacts to Indigenous rights of regional assessments and major projects.



Why conduct GBA Plus?

The application of GBA Plus to regional assessments allows us to better understand the positive and negative effects that future projects may have on diverse population groups. With these insights, projects can be tailored to better meet diverse needs in anticipating and mitigating barriers that various individuals and groups might face and to ensure that all people can benefit.

Some advantages include:

- **Better science:** Leads to a more complete and rigorous assessment of potential positive and negative impacts of future projects on diverse community members.
- **Better evidence:** Seeks to understand, describe and where possible, propose mitigation measures for adverse impacts to diverse populations. Will provide additional relevant evidence to support decision-making on whether future projects have positive or adverse impacts and to who.
- **Better engagement:** It is a driver for more meaningful and comprehensive engagement that is required to exchange information needed for the assessment. Effective engagement includes considerations of “who is at the table” and works to address barriers for those not “at the table” in an effort to be representative of community members.



GBA Guidance

- The Agency has [Guidance on Applying GBA plus to Impact Assessment](#) which highlights:
 - General benefits of applying GBA plus
 - Methodologies
 - Key issues and examples of differential impacts
 - Key steps in applying GBA plus
 - Best practices
 - [A tool](#) that outlines Agency expectations for quality GBA plus analysis accompanies the guidance



Where to Start

As outlined in the [Guidance on GBA Plus](#), there are key steps to start GBA Plus. Ideally, GBA Plus is integrated early in the planning of an assessment:

1. Understand GBA Plus
2. Know the impacted community
3. Early, meaningful engagement and consultation
4. Establish a baseline



5. Assessment of effects

Steps 1-4 provide the foundation for the assessment of potential project effects. Meaningful engagement, understanding community context and issues, and a thorough and accurate baseline allow for a comprehensive effects prediction or analysis.





Applying GBA Plus

GBA Plus is an analytical framework, not a prescribed set of methods or tools.

For example: To understand underemployment among certain populations in a specific community:

- Collect descriptive statistics (e.g., percent of people underemployed, disaggregated by gender, age, ability, ethnic origin or other relevant factors)
- Conduct interviews (e.g., to contextualize statistics and understand why particular subgroups are underemployed)
- Host community forums (e.g., to discuss findings and propose solutions).

Methods should be intersectional and will depend on the community and project context.



Applying GBA Plus to IA

- Most gender-based analysis tools provide a set of guiding questions to support analysis.
- Guiding questions are intended to prompt thinking, challenge assumptions about what we know, and don't know (data gaps).
- Intersectional analysis moves beyond gender to examine social systems, unique knowledges, experiences and impacts for subgroups within communities:
 - Indigenous youth – intersections of age, culture, ethnicity, geography, sex/gender + social context and structures
 - Rural landowners – intersections of age, ethnicity, geography, income, sex/gender + social context and structures
- Existing tools from the Government of Canada can be used to understand GBA Plus.

Know the impacted community(ies)

- Challenge assumptions and seek to understand context
- Remember, future projects will happen within existing social, cultural and political context(s).
- What do we know or **think** we know about these contexts?

Consider:

- Who might be affected by future projects? How do I know?
- How are they affected?
- Am I making assumptions about uniformity of population groups?
- If I consider an issue “neutral”, can I support this with evidence?





Information Gathering & Analysis

In Regional Assessment, identification of key issues will come from:

- Engagement
- Advisory Committees
- Indigenous peoples

Consider:

- Are there historical disparities within regions, communities or sector?
- What issues were raised in engagement? By who?
- What do people want the regional assessment to achieve?

Information Gathering & Analysis

- Information and data are needed to determine if projects will have positive and/or adverse effects, and for who.
- Ideally data should be analysed intersectionally; at a minimum sex disaggregated.
- Identify gaps in data, for example, disaggregated data is not available; data on sensitive issues not available or collection not possible.
- Gather additional qualitative, quantitative data as needed to support analysis.



Summarize and Communicate Findings

When preparing the report consider:

- Are gaps or limitations in data or information described?
- Are mitigation measures linked to the issues identified in the GBA Plus?
- Are indicators for follow-up to GBA Plus analysis and relevant indicators and data collection for diverse subgroups proposed?
- Does the report present one sex, gender, or group as the norm rather than specifying who findings apply to?
- Does the report make generalizations for all groups based on findings for one? Are generalizations justified?
- Are the measures for sex and gender appropriate? For example, is the data disaggregated (likely this is sex-disaggregation); have any specific gender measures been used (e.g., gender identity, gender roles)?
- Were efforts made to adjust data collection techniques to include diverse subgroups and facilitate intersectional analysis?



General Expectations for Incorporation of GBA Plus		
	Meets Expectations	Insufficient Analysis
Integration of GBA Plus	GBA Plus is clearly and fully part of the overall analysis. Findings are described throughout the Impact Statement where relevant.	GBA Plus has been conducted but is found in the annex, is clearly an add-on to the overall analysis or an aside. GBA Plus is not linked to the overall Impact Statement.
Diverse subgroups considered	Multiple, community-relevant, diverse subgroups have been clearly considered through intersectional analyses in assessing potential effects of the project.	Sex and/or gender has/have been considered in assessing potential effects of the project, but no other diverse subgroups have been assessed. No evidence of intersectional analysis.
Data	The data presented are thorough and clearly support conclusions. Follow-through from baseline to effects analysis is clear. Efforts to collect community-specific data are described. Data gaps or limitations are clearly described.	Data are sparse and/or do not support the conclusions of the GBA Plus. Data gaps or limitations are not described.
Mitigation	The proposed mitigation (where relevant) clearly addresses the issues identified in the GBA Plus.	The proposed mitigation (where relevant) addresses a few or none of the issues identified in the GBA Plus.
Follow-up	Proposed indicators for follow-up clearly link to the GBA Plus and propose relevant indicators and data collection for diverse subgroups.	No means of follow-up have been proposed. Indicators do not reflect that a GBA Plus has (or should have) been conducted.



Summary: Best Practices



- Multiple sources of information may need to be used, including qualitative and quantitative data.
- Methodologies should remain flexible and responsive to communities.
- Identification of outcomes and measurement methods that are representative of local and Indigenous knowledge and important to the community.
- Analysis should move beyond the descriptive (e.g., percentage of low-income people) to be intersectional by asking critical questions about social roles, relationships, relative power in communities and intersections among these factors that create disparities.



Summary: Best Practices



- Statistics need to be situated within the broader community context to be meaningful.
- Use best available evidence where data are missing or limited.
- Respect ethics protocols for dealing with primary data.
- Respect protocols for collection and reporting of data within Indigenous communities (e.g., Ownership, Control, Access, Possession (OCAP) principles).
- Use an interdisciplinary approach; engage individuals with varying perspectives to enhance understanding of complex issues.



More Information

Impact Assessment Agency of Canada, Guidance GBA Plus in Impact Assessment: [Guidance: Gender-based Analysis Plus in Impact Assessment - Canada.ca](#)

Impact Assessment Agency of Canada, Assessing the Quality of GBA Plus, Tool: [Tool - Assessing the Quality of a GBA Plus in the Impact Statement - Canada.ca](#)

Impact Assessment Agency of Canada, Research: [Impact Assessment Agency of Canada Research Program - Canada.ca](#)

Women and Gender Equality Canada, Introduction to GBA+: <https://cfc-swc.gc.ca/gba-ac/index-en.html>

International Association for Impact Assessment:
https://www.iaia.org/pdf/Activity_Resources/Key_Citations/Key%20Citations_Gender%2011%20Mar.pdf



More Information

- [Online Training Modules, Integrating Sex and Gender in Health Research](#) Canadian Institutes of Health Research
- [A Culturally Relevant Gender Application Protocol](#) Native Women's Association of Canada
- [Métis-Specific Gender-based Analysis \(GBA+\) tool](#) Les Femmes Michif Otipemisiwak / Women of the Métis Nation
- [Why gender matters: A resource guide for integrating gender considerations into Communities work at Rio Tinto](#) Rio Tinto International
- [Gender Diversity and Inclusion: A Guide for Explorers](#) Prospectors and Developers Association
- [A Guide To Gender Impact Assessment For The Extractive Industries](#), Oxfam Australia
- [Gender Analysis and Impact Assessment: Canadian and International Experiences](#), Canadian International Resource and Development Institute
- [Strengthening Impact Assessments for Indigenous Women](#) Canadian Research Institute for the Advancement of Women
- [Gender and Diversity Analysis in Impact Assessment](#) Walker, Reed and Thiessen
- [Meet the Methods series: Quantitative intersectional study design and primary data collection](#), Canadian Institutes of Health Research
- [Meet the Methods series: "What and who is Two-Spirit?" in Health Research](#) Canadian Institutes of Health Research





Thank you

- Questions? Comments?

