Edmonton

GENDER–BASED ANYALYSIS PLUS (GBA+)
2017

Gender–Based Anyalysis Plus (GBA+)

OVERVIEW

In March, 2017 City Council passed a motion (CR4189) to implement mandatory Gender–based Analysis Plus (GBA+) e–learning training for senior leaders in the Administration and for City Councillors by end of 2018. This training utilizes the federal government's e–learning tool. Council also directed that staff in role–specific positions, predominantly in the areas of research, policy and program development, human resource and communication, receive in–depth, City of Edmonton–customized GBA+ training.

Gender–based Analysis Plus (GBA+) is an analytical tool often used with the intention of advancing gender equality. The "plus" in the name highlights that Gender–based Analysis goes beyond gender, and includes the examination of a range of factors such as age, education, race, language, geography, culture, and income. GBA+ is used to assess the potential impacts of policies, programs or initiatives on diverse groups of citizens, taking into account gender and other factors. GBA+ helps recognize and respond to the different situations and needs of citizens.

The goal of GBA+ ensures that gender and other diversity characteristics are properly considered in all government programs and policies that affect citizens. That could include everything from how the City conducts consultations, to neighbourhood design, to the way it delivers services.

For example, the GBA+ process will strengthen the development of an Indigenous and poverty lens on City programs and services related to the EndPovertyEdmonton roadmap. The GBA+ process and training increase both awareness and empathy for people experiencing gender violence. The process provides new insights into the EndPovertyEdmonton Game Changer goal of eliminating racism.

GBA+ can also be used to effectively analyze data segments in order to better understand root causes. Understanding root causes for specific audiences allows more efficient use of limited resources to achieve a more impactful result. As well, its assessment of program and service design through a GBA+ process lens will influence future budget planning decisions.

For individuals, GBA+ builds a person's capacity to challenge their assumptions about an opportunity, issue or group. While it is difficult to truly understand all of our unique backgrounds and experiences, we can all become more aware of each other's perspectives and approach our differences with empathy. This is often the first step in preventing the unintentional perpetuation of inequality and assumptions about gender and other identity factors.

INTRODUCTION

GBA+ was developed by the Government of Canada for federal employees and departments and includes an e–learning training program, advanced collaborative training for clusters of departments and regular opportunities to share best practices through networking activities and the government's GBA+ website.

Recently, GBA+ was adopted by the Alberta Government. The province has trained a number of employees and has developed tools for staff to guide the GBA+ process. The tools include the ABCs of GBA+, a six–step worksheet, a decision–making checklist and the GBA+ policy development cycle.

Both the federal and provincial governments continue to develop and implement measures that track the impact and progress of GBA+ process and training. The most recent audit of the federal government program, conducted in 2015, highlighted the need for improved measures.

The federal government will be introducing a gender–based analysis on their budget process this year. The focus for the federal and provincial governments and the approach the City is following, is to create awareness, understanding and skill development before attempting to integrate GBA+ into the budget process.

As understanding and skill development improves, GBA+ will provide a systematic and comprehensive process for developing policies, programs and services with a diversity and inclusion lens. GBA+ is the opportunity for the City to really understand, acknowledge and respond to the multifaceted needs of its

residents. It takes policy and decision makers beyond their assumptions, to seek lived experience input from those most impacted.

The GBA+ specific steps for Administration include challenging assumptions, gathering relevant and current information, engaging stakeholders to gain multiple perspectives, (re)defining issues, developing options and making balanced recommendations. It is important to note that City staff currently utilize some or all of the basic steps underlying the GBA+ process. For example, over the past few years, diversity and gender lenses were used in the development of the Child Care Policy, Transit Safety Procedures and Indigenous Awareness training.

Administration has an established Diversity and Inclusion Framework that defines broad goals for the City's workforce and reviews services through an inclusion lens. The Framework is currently being updated to incorporate the GBA+ process and tools. It is expected that the refreshed Framework will support staff training, make program evaluation tools available and anchor GBA+ as a systematic process.

Administration has committed to four metrics based on training completion. In the future, it is anticipated that targets will include effectiveness and alignment measures.

METRICS	TARGETS	OUTCOMES
% of management staff that have completed the training	100% of management by end of 2018	All management staff are trained and practice GBA+
% of required staff that have completed training	100% of required staff by end of 2019	Enhanced decision making, greater citizen input and involvement in civic life City work
Effectiveness Measures are to be developed		
Aligns with the City's Women's Quality of Life Scorecard		A city that uplifts all Edmontonians, by taking into account different perspectives and responding to the needs of our most vulnerable in a way that ultimately benefits us all

PROGRAM/ISSUE FUTURE CONSIDERATIONS

As part of the GBA+ rollout, the Diversity and Inclusion Framework will be updated to incorporate the GBA+ process, tools and measurement by the end of 2017. Meanwhile, mandatory GBA+ e-learning training using the federal government's eLearning tool for has commenced for senior and middle managers with completion expected by the end of 2018. In-depth City of Edmonton-customized GBA+ training for staff in role-specific positions is also under development. Training will consist of the federal government eLearning module, as well as, classroom discussions and assigned case studies.

Going forward, GBA+ will be incorporated as a mandatory step in the development of all new programs and for program and service evaluations. It is anticipated that a pilot will take place in 2018 followed by a full rollout in 2019 that aligns with the development of the multi-year operating and capital budget process, starting with the 2019-2022 Operating Budget Process. Additionally, Administration will develop and refine measures to assess the effectiveness of its GBA+ process.

ATTACHMENTS

The Council report can be accessed by clicking on the following link: CR_4189

Please contact Margaret Blair by email at margaret.blair@edmonton.ca or by phone at 780-496-1588 if you have any questions.