

GBA PLUS

GENDER-BASED ANALYSIS PLUS

GENDER-BASED ANALYSIS PLUS (GBA PLUS) TOOL FOR APPLICANTS AND RECIPIENTS OF FEDERAL FUNDING

This tool offers key Gender-Based Analysis Plus (GBA Plus) considerations, including questions to ask and suggested activities to undertake at different phases of the project cycle. The purpose is to help funding applicants and recipients identify the possible impacts of their project on diverse groups of the community they serve in order to deliver inclusive projects and services.

GBA Plus is an analytical tool used in the federal context to support the development of responsive and inclusive initiatives, including legislation, policies, programs and services. GBA Plus is a process for understanding who is impacted by the issue being addressed and how; identifying how the initiative could be tailored to meet diverse needs of the people directly impacted; and discovering, anticipating and mitigating any barriers to accessing or benefitting from the initiative. GBA Plus is an intersectional analysis that goes beyond biological (sex) and socio-cultural (gender) differences to consider other factors, such as age, disability, education, ethnicity, economic status, geography (including rurality), language, race, religion, and sexual orientation.

KEY GBA PLUS TIPS

- Apply intersectional GBA Plus considerations at different phases of the project and as new information becomes available
- Consistently document the analysis and GBA Plus findings, which support knowledge-sharing and continuous improvements of the projects and services
- Develop best practices based on practical experience, as well as existing federal government guidelines and other relevant sources

For more information on GBA Plus, please consider taking the [free introductory GBA Plus training](#) offered by Women and Gender Equality Canada.



GENDER-BASED ANALYSIS PLUS (GBA PLUS) TOOL

PROJECT CYCLE

1. APPLICATION

SUGGESTED QUESTIONS

- Who will directly benefit from this project and how? How will you consider the diverse needs of the population who will benefit?
- How could you integrate GBA Plus considerations into your project to effectively advance your goals?
- What partnerships could support the project in achieving GBA Plus related goals?
- What are the budget implications that need to be taken into consideration to achieve GBA Plus related goals? For example, funding to support needs assessments/outreach activities, data collection, and evaluation.

SUGGESTED ACTIONS

- Identify specific GBA Plus considerations that are relevant to your project
- Examine how these considerations can improve your services and results
- Outline specific GBA Plus activities to integrate into your project
- Evaluate your organization's capacity/resources and determine a budget for GBA Plus activities

BENEFIT

Early integration of GBA Plus considerations leads to designing more inclusive and equitable projects and services.



2. PLANNING

SUGGESTED QUESTIONS

- Who do you need to engage in the development of your project? How could those who will benefit from the project be involved in its development?
- How will you ensure that diverse perspectives are well reflected in the design of the project?
- How could GBA Plus considerations be integrated into project objectives? What existing gaps in services can your project fill?
- What systemic issues affect your clients and may pose barriers (for example, barriers to accessing justice)? How can these be mitigated?

SUGGESTED ACTIONS

- Consider conducting an environmental scan/needs assessment to better understand the needs of the communities you serve
- Seek input, including through consultations with those who will be directly impacted. Consult persons with lived experience.
- Consider close collaboration and co-development practices with key stakeholder groups
- Work with partner organizations, when applicable, to amplify the results and reach more clients

BENEFIT

Involving those directly impacted helps to build a project that responds to the needs of the clients.



GBA PLUS



3. DEVELOPMENT

SUGGESTED QUESTIONS

- Is your project responsive to the different needs of diverse groups of the community you serve?
- What disaggregated data will you collect? Are privacy, security and other concerns appropriately addressed, including for Indigenous, racialized, 2SLGBTQI+ and other groups who face systemic barriers?
- Do your employees have sufficient tools/training to respond to different needs?
- What feedback mechanisms do you have in place to address any unintended negative impacts or barriers?

SUGGESTED ACTIONS

- Use inclusive language and a culturally sensitive approach in your services and communication materials
- Identify proactive measures to address possible barriers to access
- Identify resources and responsibilities related to data collection
- Respect the cultural differences of diverse groups in the community you serve

BENEFIT

Proactively designing a more accessible and inclusive project improves the client experience.

4. IMPLEMENTATION

SUGGESTED QUESTIONS

- Are your services and activities accessible, equitable and inclusive?
- Do you use an intersectional approach to consider additional factors that may have impacts on your clients, exacerbating their situation?
- Do you have in place well functioning data collection mechanisms?
- What additional measures can you take to boost employee support and enhance client satisfaction?

SUGGESTED ACTIONS

- Think about gaps in services and how they could be addressed
- Continue to learn more about the community you serve and their specific needs
- Stay connected and keep ongoing communication with the community and stakeholders
- Incorporate early response strategies, including ongoing improvements based on received feedback

BENEFIT

Responsive, inclusive and accessible high quality projects and services are being implemented.

EVALUATION (ONGOING)

SUGGESTED QUESTIONS

- Did you collect feedback from diverse groups impacted by the project?
- What barriers have been identified and were they affecting a specific group?
- What were the successes and lessons learned?
- How can these barriers/challenges be addressed in the next phase of the project?

SUGGESTED ACTIONS

- Develop an evaluation plan during the planning stage and ensure it is aligned with funders reporting requirements

- Develop GBA Plus performance indicators to measure the impact of your project on diverse groups
- Analyze data and feedback to understand how your project affected different groups. Feedback can take different forms including qualitative information (for example, interviews, testimonials) or quantitative information based on data collected.
- Identify any gaps in services and develop mitigation strategies. Document your conclusions and develop best practices. Celebrate successes!

BENEFIT

Better results for your organization and for everyone in the community.

GBA PLUS

