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Marcie Hawranik,
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Geoff Dubrow,
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Serisha Iyar,
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LEADING IN COLOUR



Adri Bravo,
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CITY OF CALGARY

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CITY OF CALGARY

Megan Lowthers,
OXFAM

Samantha Michaels,
Senior Policy Advisor,
PAUKTUUTIT INUIT WOMEN

Melanie Omeniho,
President,
WOMEN OF THE METIS NATION

Odelia Bay

Kathleen Lahey, Professor and Queen's National Scholar, Faculty of Law, **QUEEN'S UNIVERSITY**

Serisha Iyar,
Founder,
LEADING IN COLOUR

Alex Legendre, Policy Analyst, GBA+ Centre of Expertise, Strategic Policy Divisions, Service Innovation and Integration Branch, **CANADA REVENUE AGENCY**

February 4 - 5, 2020 • Ottawa, Ontario

GBA+

Initiatives and Options for Enhanced & Sustainable GBA+ Capacity

Initiatives and Options for Enhanced GBA+ Capacity

- Learn to dig deeper for richer insights
- Take your analysis to the next level
- Learn what steps to take when GBA+ considerations are not immediately apparent
- Hear how GBA+ is being applied at the international, federal, provincial and municipal levels
- Understand new practices in collection and use of sex and gender information
- Hear how some departments are taking proactive measures to upgrade GBA+
- Learn to spot your own biases, challenge long-held assumptions and open your mind to new viewpoints
- Understand how sex and gender based analysis plus is being integrated in health research
- Apply GBA+ beyond where Memos to Cabinet are required including government grants and contribution programs
- Hear about gender equity analysis for international programs
- Understand the international dimension of GBA plus including how Canada is applying internationally through the Feminist International Assistance Policy
- Latest information and news from Stats Canada

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Featuring candid views and perspectives from Immigrant, Indigenous, Disabled, Deaf, Black and LGBTQ Communities affected by government policies and programs

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8:00 – 9:00 Registration and Continental Breakfast

9:00 – 9:15

Welcome and Opening Remarks from the Chair

Marcie Hawranik, Founder and President of Canadian Equality Consulting

9:15 – 9:45

Introduction to Panel on Intersectionality

9:45 – 10:30

INTERSECTIONALITY PANEL

Part 1: Featuring candid views and perspectives from Refugee, Immigrant, Disabled, LGBTQ and other minority communities affected by government policies and programs

Moderator: Geoff Dubrow, President, Global Dialogue Group

Serisha Iyar, Founder, Leading in Colour

Adri Bravo, Canadian Centre for Gender & Sexual Diversity

Odelia Bay

- Insights from marginalized communities including low income, immigrant, refugee, disabled, and minority communities affected by new policies, legislation, regulation, projects and other initiatives
- The Anti-Poverty Project: Empowering low income people to have a voice in improving policy and program delivery
- How different communities are impacted in different ways
- Examples where local, provincial or federal governments have developed policy without input from diverse communities
- Questions that policy makers should be asking

10:30 – 10:45

Networking Break



10:45 – 11:30

INTERSECTIONALITY PANEL

Part 2: Candid views and perspectives from Indigenous communities on the impact of government policies and programs

Moderator: Geoff Dubrow, President, Global Dialogue Group

Samantha Michaels, Senior Policy Advisor, Pauktuutit Inuit Women

Melanie Omeniho, President, Women of the Metis Nation

- Candid views and perspectives
- How different communities are impacted in different ways
- Examples where local, provincial or federal governments have developed policy without input from diverse communities
- Questions that policy makers should be asking

11:30 – 12:15

Applying GBA+ Beyond Applications Going to Cabinet At Atlantic Canada Opportunities Agency

Richard Cormier, Director, Communities & Inclusive Growth, Atlantic Canada Opportunities Agency

- What has ACOA done to date on GBA+, including tools developed as a foundation
- GBA+ built into program evaluation
- Drivers for GBA+ activities at ACOA
- Importance of awareness building

12:15 – 1:15

Luncheon Break

1:15 – 2:00

Digging Deeper: Looking for GBA+ Considerations When They Are Not Readily Apparent

Alex Legendre, Policy Analyst, GBA+ Centre of Expertise, Strategic Policy Divisions, Service Innovation and Integration Branch, Canada Revenue Agency

- How to look beyond the memo to cabinet for links between your issue and broader government priorities
- What assumptions led to identifying the topic as an issue?
- Have assumptions been sufficiently challenged?
- Who is affected and how?
- Are all groups uniform?
- What evidence is available to demonstrate that the issue is “neutral”?
- What data has been consulted? Is other data required to see the whole picture?
- What additional data is needed to better understand the different impacts?
- Where are the data gaps?
- Are you perpetuating stereotypes?

2:00 – 2:15

Networking Break



2:15 – 3:00

Identifying Your Own Biases and Understanding Different Points of View

Marcie Hawranik, Founder and President of Canadian Equality Consulting

- Where does bias come from?
- How do we find our own biases?
- How can we mitigate our own and our organization's biases?
- Advance work needed: please complete the Harvard Implicit Association Test for at least 'Gender' <https://implicit.harvard.edu/implicit/langchoice/canada.html>

3:00 – 4:00

4:00

End of Day One

OTTAWA, ONTARIO
EVENT LOCATION: OTTAWA, ONTARIO

GBA+ will be held at a convenient downtown location in Ottawa, Ontario. Detailed venue information will be forthcoming as it becomes available.

8:00 – 9:00 Registration and Continental Breakfast

9:00 – 9:15

Welcome and Opening Remarks from the Chair

Marcie Hawranik, Founder and President of Canadian Equality Consulting

9:15 – 10:00

Integrating Sex and Gender Based Analysis Plus (SGBA+) at Canadian Institutes of Health Research (CIHR)

Tammy J Clifford, Vice-President, Research Programs, CIHR

- Systematic examination of sex (biological) and gender (socio-cultural) differences between men, women, girls, boys and gender diverse people to expand our understanding of health determinants
- How sex and gender interact with other intersecting identities such as age, ethnicity etc., to contribute to exposure to various risk factors, disease courses and outcomes
- How CIHR supports the integration of sex and gender into health research
- Progress and impacts of integration of sex and gender into health research

10:00 – 10:45

Proactive Identification of Needs

Thierry Rousseau, Assistant Director, Entitlement Instruments Citizenship, Refugees & Immigration

Nataliia Stepaniuk, Senior Policy Analyst, Citizenship, Refugees & Immigration

Rather than waiting for complaints and inadequately responding with piecemeal initiatives under specific time constraints, this Ministry is applying GBA+ to improve services to ensure changes hit the mark for the diverse population requiring services. This session will provide information on:

- The Policy Plan
- Broad consultation
- Review of targeted GBA+ groups

10:45 – 11:00

Networking Break



11:00 – 11:45

GBA+ at the Municipal Level

Karla Cote, Issue Strategist, City of Calgary

Allison MacDonald, Issue Strategist, City of Calgary

- The business case for working toward equality
- Need for:
 - A gender Equity and Diversity Strategy
 - Completion of Baseline Assessment of key indicators and a review of relevant policies to determine the current state of women as well as gaps and opportunities
 - Need for a Policy and Advisory Committee on Social Wellbeing
- How simultaneous and overlapping identity factors shape diverse experiences with various degrees of marginalization and privilege
- Need for specific equity focussed approaches and actions to remove barriers and address needs
- Results of City of Calgary initiatives to date

11:45 – 12:30

Building Gender Transformative Programs

Kathleen Lahey, Professor and Queen's National Scholar, Faculty of Law, Queen's University

We use the GBA+ process to review government policies, programs, legislation and regulations. It is our way of ensuring that what we are doing actually benefits all members of society taking into account the diverse population that is Canada. This may be giant strides forward compared to not reviewing policies for gender differences at all, but is it the best we can do? Let's consider:

- How whole-of-government and departmental approaches can help guide long term and deeply substantive policy impact
- Analysis as to priorities, impacts on men as well as women, intersecting identities, plans, and budgets
- Programs intended to close all gender-related gaps more proactively and deliberately
- Achieve genuine equality for all over the course of a life-time.

12:30 – 1:30

Luncheon Break

1:30 – 2:15

Developments at Stats Can – What's New?

2:15 – 3:00

CASE STUDY

A Feminist Approach to Policy Making and Gender– Equality Analysis for International Programs

Megan Lowthers, Oxfam

- Advocacy
- Ensuring the approach is inclusive, intersectional and includes marginalized groups
- Evidence, data and consultation
- Ensuring consultation includes the most marginalized groups

3:00 – 3:15

Networking Break



3:15 – 4:00

International Dimension of GBA Plus: How Canada is Applying Internationally Through the Feminist International Assistance Policy

Geoff Dubrow, President, Global Dialogue Group

- How do beneficiary countries react to GBA+?
- Examples from the Caribbean
- Strategies for communicating what you are doing and why

4:00

End of Conference

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YOUR REGISTRATION INCLUDES:

Registration fees include all course materials, continental breakfast, lunch, and refreshments. **Parking and accommodation are not included.**

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