



Indigenous Gender Based Analysis+ for Industry/Corporations

Minister's Advisory Council on Indigenous Women (MACIW)

The IGBA+ Toolkit was commissioned by MACIW and written by co-authors Chastity Davis and Dr. Natalie Clark. The views expressed in the toolkit are those of Chastity Davis, Dr. Natalie Clark and the Council.



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What is the Indigenous Gender Based Analysis+ Toolkit?

Indigenous Gender Based Analysis Plus (IGBA+) is a tool intended to analyze socio-cultural and historical realities resulting from colonization and systemic racism.

IGBA+ begins from the position that colonization has, through several approaches and processes, including the forced implementation of colonial forms of governance and family-making— contributed to the historic and ongoing marginalization of **Indigenous women, girls, and gender-diverse individuals**.

The IGBA+ Toolkit was commissioned by the Minister's Advisory Council on Indigenous Women (MACIW) and written by co-authors Chastity Davis [Tla'amin Nation] and Dr. Natalie Clark [Métis and Secwepemc]. The views expressed in the toolkit are those of Chastity Davis, Dr. Natalie Clark and the Council. It was created for meaningful application by federal and provincial governments, corporations, Indigenous communities and Indigenous women, girls, Two-Spirit and gender-diverse individuals.



Chastity Davis
Previous MACIW Member

Prior to contact, the impression that I have from families and communities is that our women were loved, held up, respected, and honoured as life givers. And honoured beyond life giving – honoured for who we were and who we are outside of our ability to give life to the future generations which is an important part and aspect of woman hood but isn't the only thing.

Sarah Robinson, 2019

Why does IGBA+ matter for industry and corporations?

IGBA+ is an opportunity for industry and corporations to shift their long-held exclusionary processes to include Indigenous women's voices, knowledge, wisdom, and lived experiences to acknowledge and address the impacts that resource extraction and development have on Indigenous women, girls, Two-Spirit, and gender-diverse people.

IGBA+ is a tool that can lead to industry and corporations to become a meaningful part of the truth and reconciliation movement in Canada and do their part to create a more equitable and just country.

Reclaiming Power and Place: The Final Report on the National Inquiry on Missing and Murdered Indigenous Women and Girls produced 231 Calls to Justice. Calls to Justice 13.1-13.5 outline specific calls to the extractive industries to apply an Indigenous Gender-Based lens on proposed development projects. There is a large role that industry can play to be a part of ending violence against Indigenous women, girls, Two-Spirit, and gender-diverse people.



Sarah Robinson
Previous MACIW Member

Why is it important to learn about the history of Canada through an Indigenous women's lens?

In the territories often called Canada, history books have overlooked Indigenous women's contributions, silenced our voices, and inaccurately represented our experiences. 'History' is simply a collection of stories, and Canadians have a powerful responsibility to learn from Indigenous women's stories so that we may—collectively—write a history that our daughters will be proud of.

Sarah Robinson, 2021



MACIW Council Members & MACIW Secretariat, 2023

Many Canadians have not had the opportunity to learn about Canadian history through the lens of Indigenous women or peoples. Generations of Canadians have not learned the true history as it relates to Indigenous Peoples. It is important for Canadians to invest time and resources into learning this true history and incorporating this learning into their personal and professional lives.

Current Reality: Impacts of industry and corporations on Indigenous women, girls, Two-Spirit and gender-diverse individuals

In the places where man camps exist, there are often high rates of violence, high rates of substance abuse, high rates of domestic violence, high incidents of sexual assault and all of these burdens are born on the backs of Indigenous women who live in those areas.

Sarah Robinson, 2019

Due to ongoing colonial measures, including the enforcement of the Indian Act, many resource extraction and development projects include little to no meaningful inclusion of Indigenous Peoples, leaders, and communities.

Indigenous women in particular have largely been excluded from engagement and consultation in resource extraction and development projects that impact them and their lands.

Resource extraction and development projects continue to have long-studied impacts on local Indigenous women, including rapid increases in gender-based and sexual violence, as well as increased negative health outcomes for Indigenous women and communities.

"Drum Making", Giving Voice Project, Tla'amin First Nation, 2013



How can industry and corporations use IGBA+?

IGBA+ can be applied within resource extraction, resource development, and other capital projects that are being proposed and/or built on, adjacent, or near Indigenous Peoples traditional territories.

IGBA+ is an opportunity for industry to closely examine and mitigate the potential harmful effects of development on Indigenous women. IGBA+ is also a tool that can lead industry and corporations toward becoming a meaningful part of the truth and reconciliation movement in Canada.

What are some of the recommended approaches for industry and corporations within IGBA+?

Guidance documents and best practices for consultations with Indigenous women in regard to exploration activities should be developed in consultation with Indigenous women.

- These documents should ensure early, good faith engagement, open and transparent communication, and a focus on gender-specific issues and concerns.

When engaging with Indigenous peoples, industry must ensure that Indigenous women are provided opportunities to participate and express their concerns and perspectives.

- In addition, a culturally relevant gender lens should be employed to identify the negative effects of projects on Indigenous women and children.

What are the principles of IGBA+? How can it be put into practice?

Principle 1: Meaningful inclusion of diversity of Indigenous women (age, roles, Indigenous status, grassroots, leadership).

- Have you invested in building trust and relationship with the community? Has engagement gone beyond elected leadership?
- Are there community groups that can be included and engaged? (i.e., youth groups, Elders council, Women's council, Cultural Groups, 2SLGBTQQIA+ groups, etc.)



"Drum Making", Giving Voice Project, Tla'amin First Nation, 2013

"Rooted Resiliency Workshops with Copper Canoe Woman", Giving Voice Project
Skidegate Youth Centre, 2022



Principle 2: Centre Indigenous women's voices, knowledge, wisdom, and lived experiences at every stage of the process.

- Have you engaged with Indigenous women in the community?
- How is Indigenous women's voices, knowledge, wisdom, and lived experience woven into community processes, policies, governance?
- Can the existing models be replicated for IGBA+ to ensure they are at the center of the IGBA+ processes?



"Elder Abuse and Healthy vs Unhealthy Relationships Workshop"
Giving Voice Project, Han Knakst Tsitxw Society, Lytton 2020

Principle 3: 7 R's

- **Re-membering:** Have you invested time to learn about the community's unique history and relationship with colonial Indian Act policies, resource extraction and/or development projects?
- **Re-Matriation:** What (if any) steps has the community taken to center and uplift the voices, knowledge, wisdom, and lived experiences of Indigenous women in the community? How has the traditional roles of women been recognized and woven into the community?
- **Re-clamation:** What practices have been utilized by Indigenous women to reclaim their traditional practices and customs? How can these practices be supported?
- **Re-spect:** Are you aware of the community traditions, practices, and protocols? Have you created space for Indigenous-lead processes, protocols, and solutions?
- **Re-lationship:** Has exploration and research been completed on past relationships with industry and the community? Have you customized your approach to establishing relationships and partnerships based on community protocols, history, etc.?
- **Recognize Resistance:** Have you done the research prior to entering the community (as well as ongoing efforts) to understand the key role that resistance has in the survival of Indigenous Peoples, women, and communities?
- **Relinquish Power - Indigenous led self-governance and self-determination:** Have you had customized and meaningful discussions on the importance of having IGBA+ community-led? And have you asked the community how industry can be in a supportive position rather than in a dictator position?



"Indigenous Women Experiencing Homelessness", Giving Voice Project
Aboriginal Coalition to End Homelessness Society, 2020

Principle 4: Healing-centered approach, consent based, and honours confidentiality.

- What were the health/wellness practices prior to contact in the community?
- How has resource extraction and/or development projects contributed to the health/wellness of community?
- What current programs/services are available in the community? Are they culturally relevant? What are the potential health impacts of the proposed project/policy/regulation on the health/wellness of community?
- Have you followed the appropriate community protocols to obtain free prior and informed consent to engage?

- Do you understand the community's unique history being researched? How has this affected the community?
- Have you established confidentiality protocols with the community?

Principle 5: Policy Analysis through the lens of Indigenous women (i.e., colonial violence)

- What were the community practices, traditions, protocols, ceremonies, ways of being prior to contact and resource extraction and/or development projects?
- How has colonization and resource extraction and/or development projects uniquely impacted the community and their ways of being and knowing?

Principle 6: Indigenous gendered approaches utilized (i.e., land-based, ceremonial, weaving in language, relational)

- Do you understand how the community would engage, collect information, and share this information traditionally?
- How can you adjust your data collection methods to allow for a diversity of Indigenous gendered approaches to be utilized, recognized, applied, meaningfully measured, and preserved?
- How can you weave ceremony into different phases of the IGBA+ process?
- Is there opportunity to weave in translation of data collection to traditional language in community?

Principle 7: Holistic and Intersectional that honours diversity of knowledge, wisdom, ways of being and knowing.

- Has industry and specifically your company spent time understanding the community's worldview, values, ways of being and knowing?
- How does the community share knowledge? Can processes be adapted to be inclusive of alternative ways of receiving knowledge? (i.e., art-based, land-based, oral history, etc.)
- Does the current corporate approach to data collection honour the way the community collects data?

Policy led to destruction - Policy will lead to rebuilding

I caution regulators of resource industries to do some deep thinking about the responsibilities that they have to make sure that people—women in particular—can remain safe in the places that they live because it's their right to do so and I think we can all agree that we want to see a Canada where people can live their lives without being raped. That's the world I want to see. It's important that we keep these gendered lenses on all that we do.

Sarah Robinson, 2019



For further information on the IGBA+ toolkit please visit the following link: bit.ly/maciwigbaplus