

Guidance for GBA+ in Cabinet and Treasury Board Submissions

Purpose

This document is provided for additional information and guidance for the purposes of completing the Gender-Based Analysis Plus (GBA+) components of Cabinet and Treasury Board submissions, including the Request for Decision Template and Request for Legislation Template.

What is GBA+?

Gender Based Analysis Plus (GBA+) is an analytical tool used to assess how, from the perspective of gender diverse groups of non-binary people, women, and men may experience legislation, policies, and programs. The “plus” in GBA+ acknowledges that gender analysis must go beyond biological (sex) and socio-cultural (gender) differences, to analyse how multiple, intersecting systems of discrimination (e.g. sexism, racism, colonialism, ableism, and others) also affect how people are impacted by government policies, programs and initiatives.

Why GBA+?

GBA+ can help us as public servants understand how diverse residents of British Columbia experience government legislation, policies, and programs.

When GBA+ is applied to government processes (e.g. policy and program development, budgets, service design and delivery, etc.) it looks at who, based on intersecting systems of gender discrimination, BENEFITS and who is EXCLUDED from those policies, programs or initiatives.

The implicit (somewhat unknown, unexpected, less intentional, yet to be revealed) and explicit (stated, known, transparent, intentional) equity dimensions or biases impact how legislation, policies and programs are developed, implemented, and evaluated by the B.C. Government and how they are experienced by communities. GBA+ supports government commitments to becoming more inclusive and equitable.

GBA+ and the Templates

Using GBA+ to develop legislation, policy, and programs that are subject to a Cabinet and/or Treasury Board Submission will help to identify the gender equity implications of the recommended option for decision-makers. The submission should also demonstrate links between the recommended option and the government’s broader, mutually reinforcing

commitments to reconciliation with Indigenous Peoples, anti-racism, accessibility, and diversity & inclusion.

GBA+ should be applied throughout the development of the template, including the Communications Plan. It is not an add-on component or retrospective analysis but should inform the entire submission development and policy process.

Sample Questions to Guide the Drafting Process

The questions below are not definitive or the only questions you should or could ask when completing your template. These are sample questions, intended to support you, and should inform the entire development process of the request.

- **What data did you look at?** Is your data disaggregated by various intersections such as gender, age, ethnicity, Indigeneity? Does your analysis and presentation of data reflect social factors, norms, and roles?
- **What assumptions are you making?** Are you making assumptions as to who your audience/clients are? Are you assuming what is best for your audience? What social factors, norms, or stereotypes are informing your assumptions?
- **Who could be left behind?** Are generalizations being made that could lead to the needs of various groups not being addressed by the policy/program? How is this detrimental?
- **Who did you consult?** Did you consult those who will be directly affected by your decision/policy? What informed your decision of who to consult? Were consultations made with those who had been identified as at risk of being left behind? Was input sought from those who are often mis- or underrepresented?

For other examples, please see the resource section below and connect with your Ministry Leads as there may be Ministry specific GBA+ resources available.

GBA+ Resources:

A **free introductory training module** for GBA+ can be found online through the Government of Canada at <http://www.swc-cfc.gc.ca/gba-accs/index-en.html>

Introductory GBA+ training is also available to all employees of the BC Government. Gender-Based Analysis Plus (GBA+) Introduction to Intersectional Analysis (Provincial) is available through the Learning System at [Learning – Compass \(gov.bc.ca\)](http://learning-compass.gov.bc.ca)

Each Ministry has a dedicated GBA+ Ministry Lead that has completed GBA+ Orientation and has access to resource materials that will help with the development of Cabinet and Treasury

Board Submissions. A list of **GBA+ Ministry Leads** is available at [Gender-Based Analysis Plus – Compass \(gov.bc.ca\)](#).

Government's commitment to **GBA+ in mandate letters** is available in relevant Minister and Parliamentary Secretary mandate letters at [Executive Council & Parliamentary Secretaries of B.C. - Province of British Columbia](#)

More information and **GBA+ resources**, including the ABC's of GBA+ are available at [Gender-Based Analysis Plus – Compass \(gov.bc.ca\)](#).

For submissions involving the development, review, updating or implementing of programs and services, the GBA+ Program Review Guide is available at <https://compass.gwww.gov.bc.ca/wp-content/uploads/2021/06/GBA-Program-Review-Guide.docx>

Gender Equity Office – Ministry of Finance

Please contact the GEO if you require further guidance on how to complete the GBA+ section of your submission.

You can reach the GEO by email at: genderequityoffice@gov.bc.ca