

Gender-based analysis plus

Introduction

The Government of Canada defines the term “gender-based analysis plus” (GBA+) as an analytical process used to help identify the potential impacts of policies, programs and services on diverse groups of women, men and non-binary people. The “plus” in GBA+ acknowledges that the gender-based analysis goes beyond biological (sex) and socio-cultural (gender) differences. All individuals have multiple identity factors that intersect to make them who they are, for example, race, national and ethnic origin, Indigenous origin or identity, age, sexual orientation, socio-economic condition, place of residence and disability.

The Government of Canada is committed to supporting the full implementation of GBA+ across federal departments so that differential impacts on diverse groups of people are considered when policies, programs and legislation are developed.

More information on GBA+ is available on the [GBA+ Portal](#) in GCpedia.

Institutional GBA+ Capacity

The National Security and Intelligence Review Agency’s (NSIRA’s) mandate includes the review of any activity carried out by a department or agency that relates to national security or intelligence, including issues related to bias and discrimination. Its mandate requires NSIRA to report publicly, in an unclassified manner, on its findings and recommendations.

NSIRA ensures that GBA+ considerations continue to be made, and that the entire agency is accountable for integrating GBA+ into its decision-making processes.

Highlights of GBA+ Results by Program

Investigation of complaints against the Canadian Security Intelligence Service

- NSIRA systematically follows a well-documented process in all cases to ensure equal access to justice for all complainants.
- NSIRA has begun to analyze trends in complaints to identify potential biases and discrimination and to collect demographic data about complainants to assess whether certain population groups are more frequently involved in grievances with the security agencies.
- NSIRA’s staffing practices consider gender-based analysis plus objectives. NSIRA hired a diverse group of employees with a mix of experience and skills to fulfil its broad mandate. For the 2019–20 period, the number of women hired was more than twice that of men; nearly 20% of the total hires were members of visible minority groups. This breadth of experience and competencies provides the agency with high-quality, diverse advice and support.
- NSIRA engages with a broad and diverse range of stakeholders and community groups to inform its review priorities, demystify the complaints investigation process, and help with recruiting an elite

workforce.