

# School *of* Business

CITY OF EDMONTON

## **GBA+ Application Workshop Edmonton City Council**

June 2018

# GBA+ APPLICATION WORKSHOP

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## FACILITATORS

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# GBA+ APPLICATION WORKSHOP

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## AGENDA

- **Overview** on GBA+ and Process
- GBA+ **Application** Scenario
- **Next Steps**

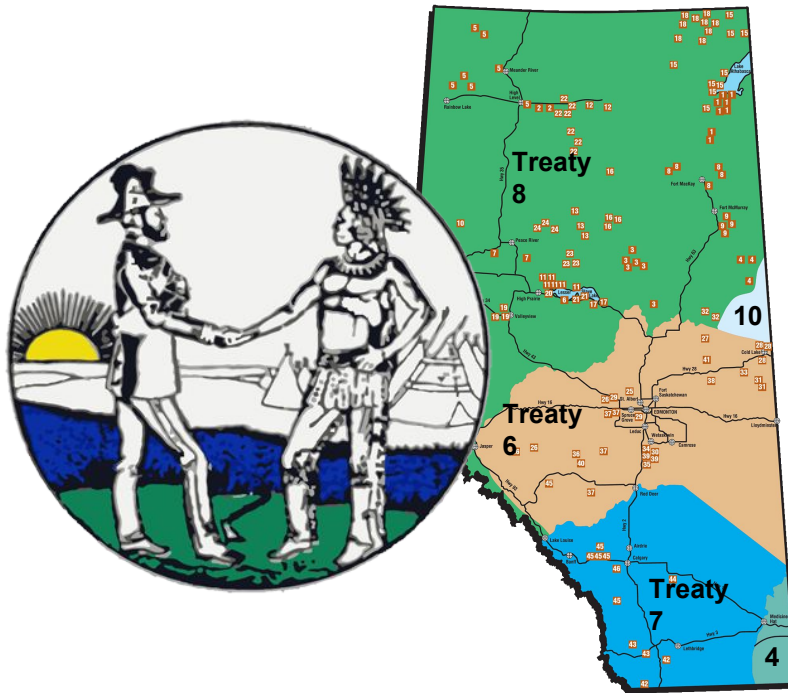


# GBA+ APPLICATION WORKSHOP

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## LEARNING OUTCOMES

- Summarize **key elements** and **benefits** associated with Gender Based Analysis Plus (**GBA+**)
- Describe a **process** to **integrate GBA+** to policy / program / service development cycle
- Demonstrate **application** of GBA+ process within a **scenario**

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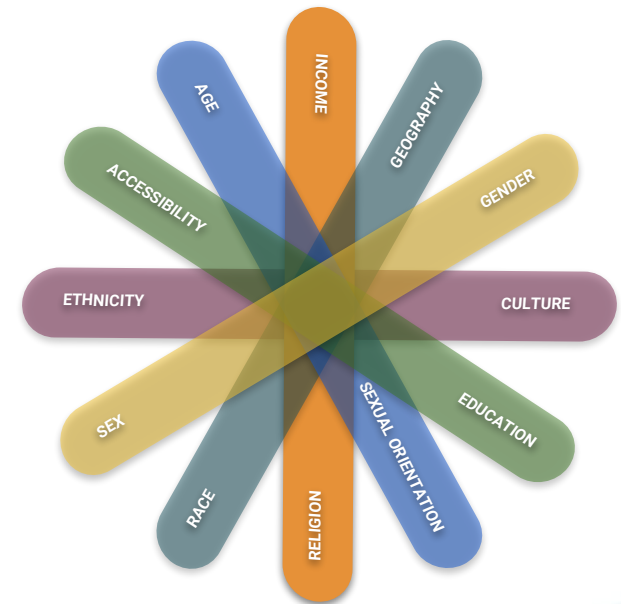
Canada   
Alberta 



# GBA+ APPLICATION WORKSHOP

## WHAT IS GBA+?\*

- A **tool** of analysis used to **examine** how the **needs of diverse populations** are served by policies, programs, and services
- Realize **benefits**:
  - Enhanced **decision-making**
  - Improved **data** and **information**
  - Improved **outcomes** and **effectiveness**

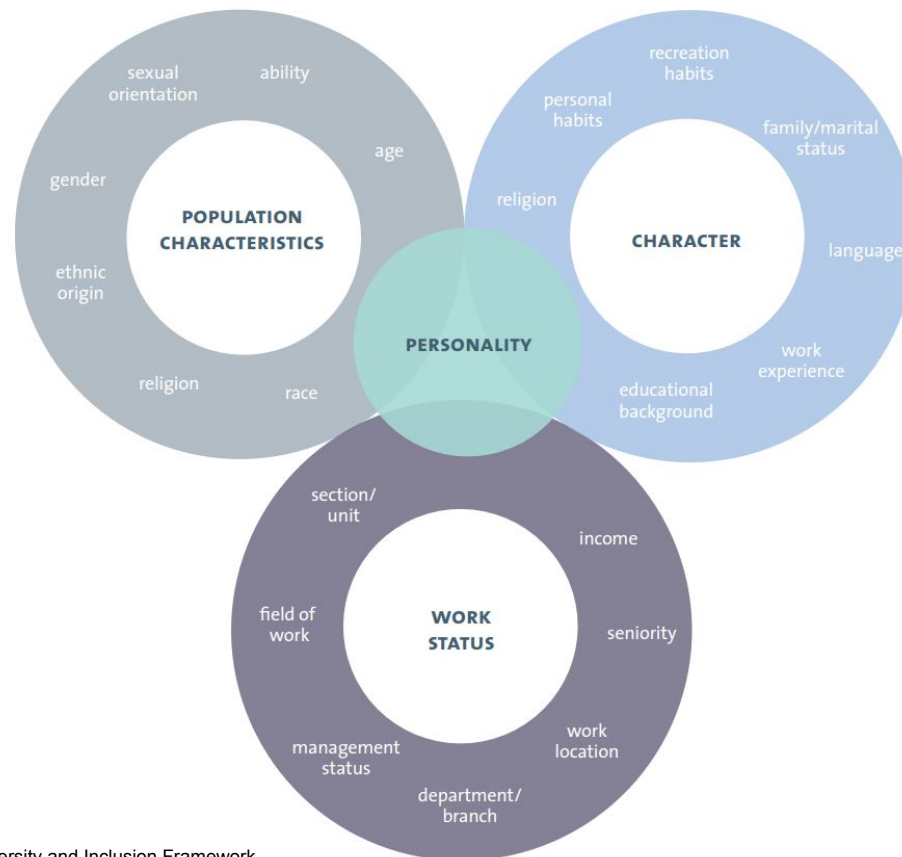


\*Information influenced from content made available from the Government of Alberta, Status of Women Ministry



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## INTERSECTIONALITY\*



\*Information derived from the City of Edmonton's Diversity and Inclusion Framework

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## WHAT IS GBA+?\*



\*Video supplied by the City of Edmonton's Women's Initiative

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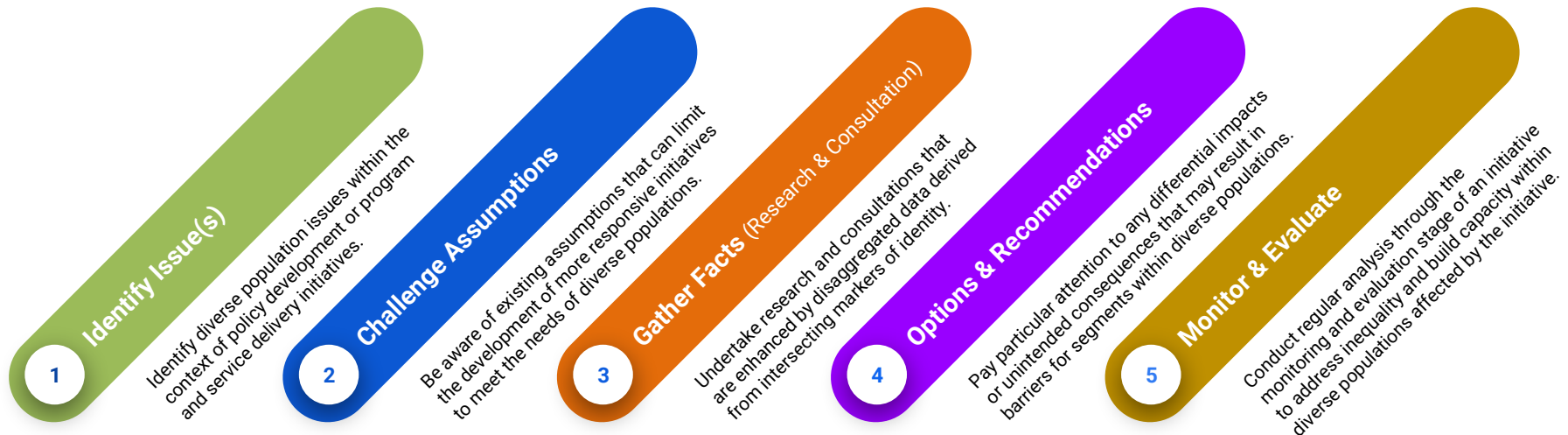


## GBA+ PROCESS

# GBA+ APPLICATION WORKSHOP

## GBA+ PROCESS\*

### DOCUMENT



### COMMUNICATE

\*Information influenced from public content made available from the Government of Canada

# GBA+ APPLICATION WORKSHOP

## GBA+ PROCESS - TRANSPORT EXAMPLE\*

STAGE ONE: IDENTIFY THE ISSUE(S)	
Without GBA+ Analysis	With GBA+ Analysis
Initiatives were proposed to encourage people to access more public transport.	?

\*Information influenced from public content made available from Office for Women, Queensland Government

# GBA+ APPLICATION WORKSHOP


## GBA+ PROCESS - TRANSPORT EXAMPLE\*

STAGE ONE: IDENTIFY THE ISSUE(S)	
Without GBA+ Analysis	With GBA+ Analysis
Initiatives were proposed to encourage people to access more public transport.	Safety concerns for diverse populations (e.g., seniors, etc.) are not clearly identified as a priority concern. The experience of these individuals are potentially different for various populations - for example, seniors, women and girls have specific safety concerns that need to be considered, such as fear of assault when accessing public transport after dark.

\*Information influenced from public content made available from Office for Women, Queensland Government

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## GBA+ PROCESS - TRANSPORT EXAMPLE\*

STAGE THREE: GATHER FACTS (RESEARCH AND CONSULTATION)	
Without GBA+ Analysis	With GBA+ Analysis
<p>Public transport is cost effective, environmentally friendly and reduces road congestion.</p> <p>Consultations are planned through face-to-face focus groups with commuters, online consultations, telephone surveys after hours when commuters have returned home after work, and door-to-door researchers visit in selected neighbourhoods.</p>	

\*Information influenced from public content made available from Office for Women, Queensland Government



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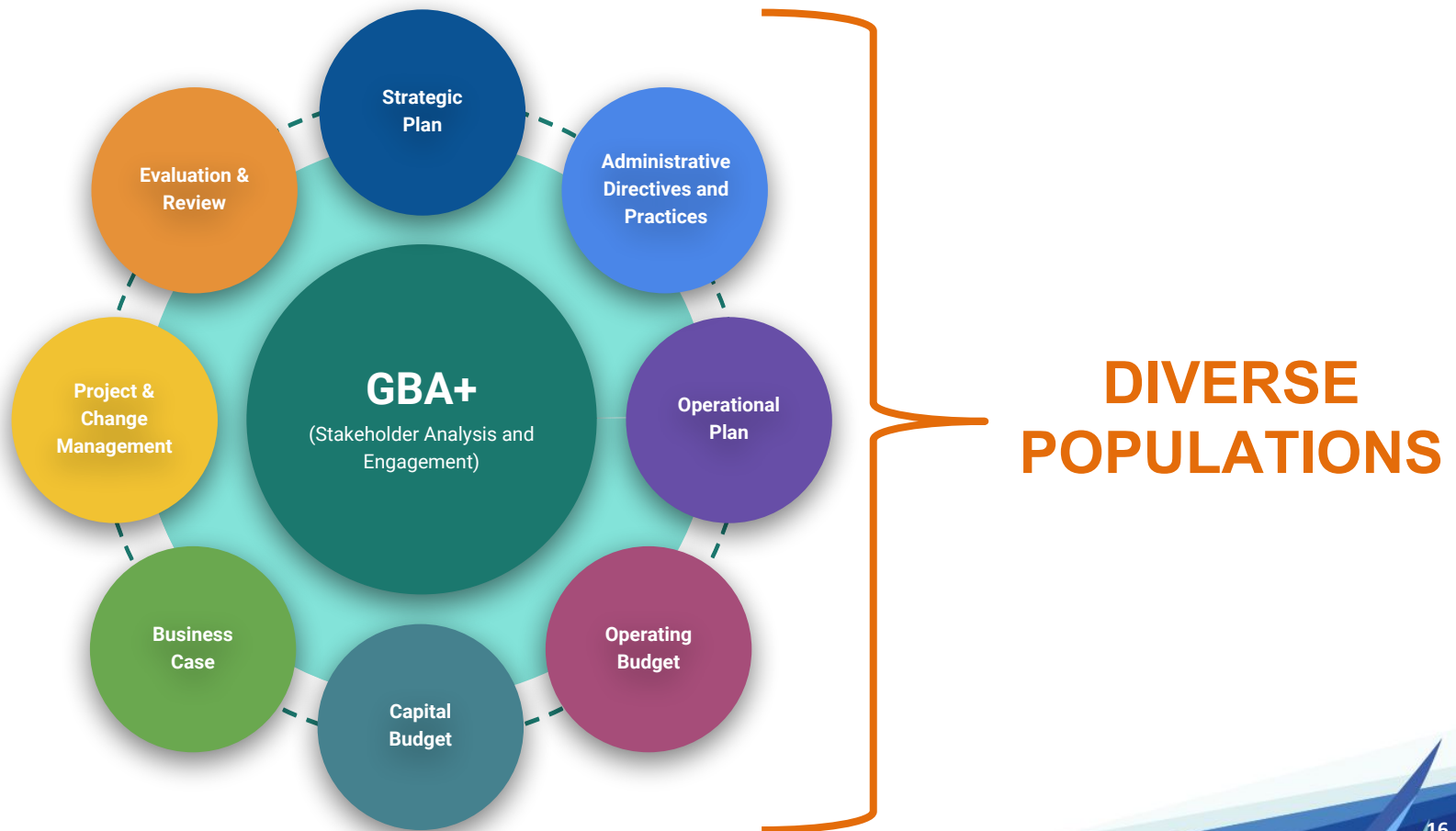
## GBA+ PROCESS - TRANSPORT EXAMPLE\*

STAGE THREE: GATHER FACTS (RESEARCH AND CONSULTATION)	
Without GBA+ Analysis	With GBA+ Analysis
<p>Public transport is cost effective, environmentally friendly and reduces road congestion.</p> <p>Consultations are planned through face-to-face focus groups with commuters, online consultations, telephone surveys after hours when commuters have returned home after work, and door-to-door researchers visit in selected neighbourhoods.</p>	<p>New immigrants to Canada (e.g., refugees) are more likely to use buses, taxis and community transport as they are less likely to be able to afford a car and have fewer drivers' licenses. However safety concerns might discourage some individuals to access public transport especially after dark.</p> <p>When engaging with these populations several factors are important (for example):</p> <ul style="list-style-type: none"> <li>- Possibilities of child care provision could be explored during face-to-face consultations</li> <li>- Timing of consultation (i.e., no telephone surveys around dinner time)</li> </ul>

\*Information influenced from public content made available from Office for Women, Queensland Government  
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## GBA+ AND ALIGNMENT WITH EXISTING PRACTICES



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## EXISTING ALIGNMENT WITH GBA+:

- **Diversity and Inclusion** Framework



# GBA+ APPLICATION WORKSHOP

## EXISTING ALIGNMENT WITH GBA+:

### ○ Public Engagement Framework



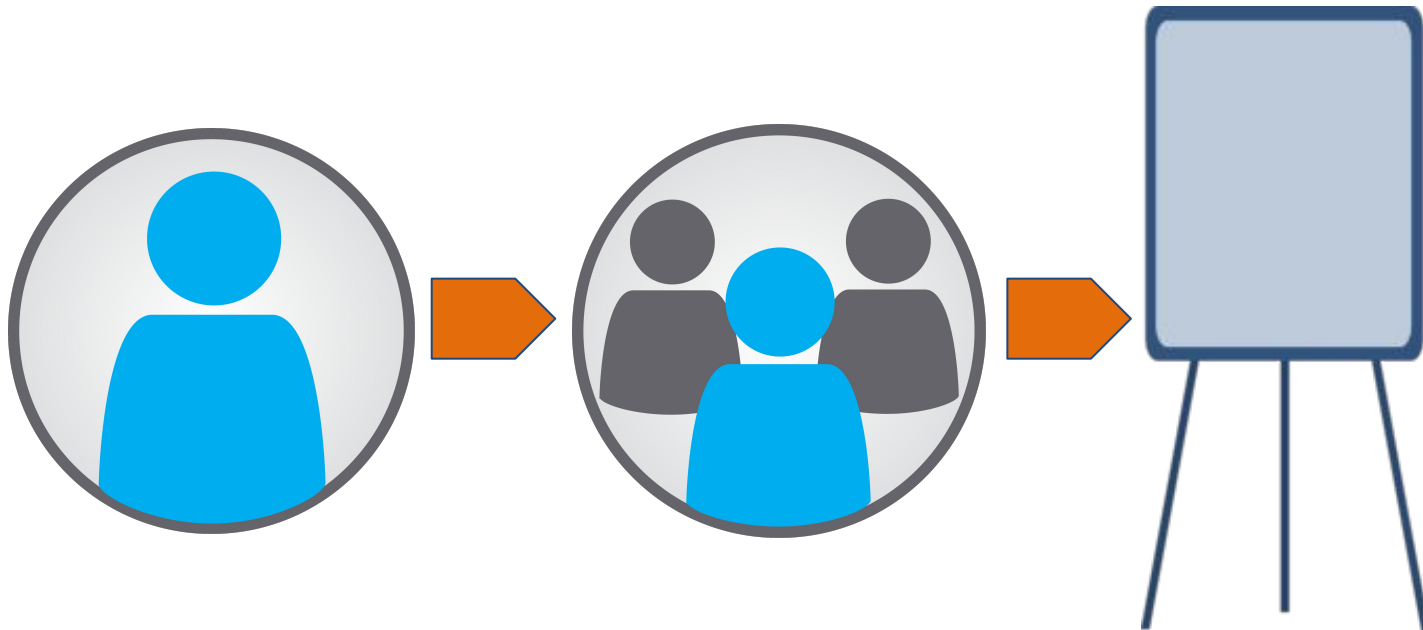


## GBA+ APPLICATION SCENARIO

# GBA+ APPLICATION WORKSHOP

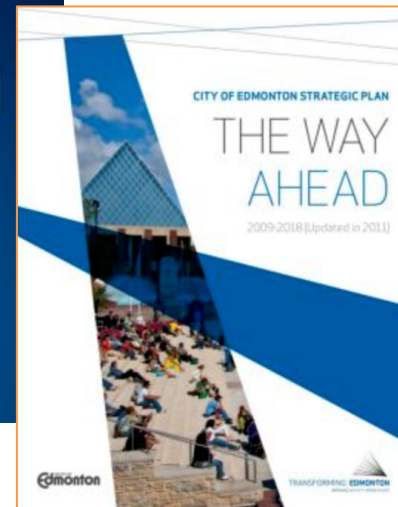
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## APPLICATION SCENARIO



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## APPLICATION SCENARIO: CITY OF EDMONTON STRATEGIC PLAN





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## APPLICATION SCENARIO



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## GBA+ KEY POINTS\*

- Process for policy / program / service development cycle is explicitly **diverse populations aware**
- Produce **outcomes** that are **inclusive of** and **responsive to** the **needs** and **issues** of these **diverse populations**
  - What **assumptions** are you making?
  - Who could be **left behind**?
  - Who did you **engage / consult**?
  - What **disaggregated data** did you review?
  - How are you ensuring **equality of outcomes**?
- **Not an additional step** to be **added** on **later** in the **development cycle process - from the start**

\*Information influenced from content made available from the Government of Alberta, Status of Women Ministry



## NEXT STEPS

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## GBA+ ACTIVITY UPDATE (TRAINING)

- Completion of **GBA+ introductory sessions** with **City Council** (onboarding of new council)
- Approximately **80% completion** (middle and senior leaders, etc.) **GBA+ online training**
- **200 other staff** have also taken online training
- Approximately **30 City of Edmonton employees** completed **2-Day GBA+ Train the Trainer session** with the Government of Alberta (**Status of Women**)
  - Included representatives from Citizen Services' Women's Initiative, Public Engagement and the Edmonton Police Services

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## GBA+ ACTIVITY UPDATE (Practices and Tools)

- Updates to **Diversity and Inclusion Framework**
- Creation of draft **GBA+ Planning Tool**
- Creation of draft of **GBA+ Planning Checklist**
- Hiring Manager Certification: **adding GBA+ completion to requirements**
- **Aspiring Director and Supervisor Programs** add GBA+ training requirement
- Disbursement of relevant GBA+ content **throughout School of Business offerings**

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