



Environment and
Climate Change Canada

Environnement et
Changement climatique Canada

ECCC's Approach to

GBA PLUS

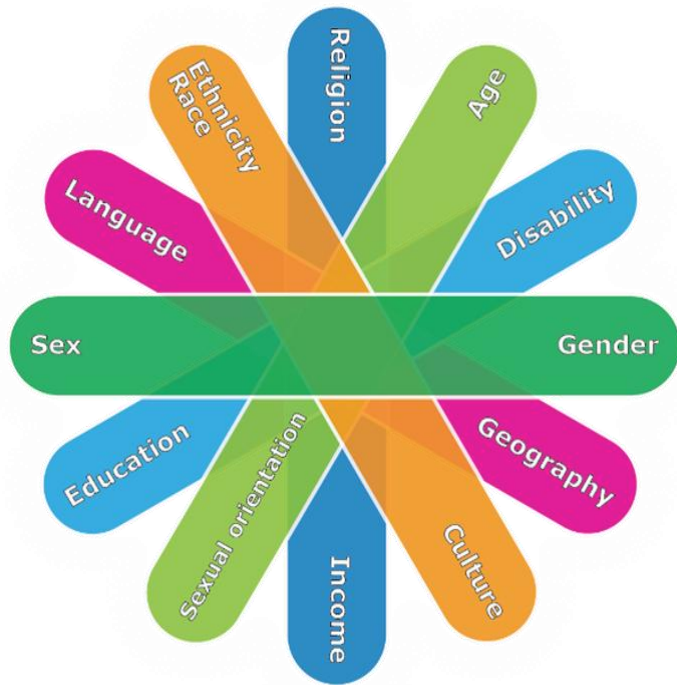
GENDER-BASED ANALYSIS PLUS

September 2026



Canada 

What is GBA Plus?



GBA Plus is an analytical tool used to assess the efficacy of government programs, policies and initiatives by looking at how government decisions impact diverse groups of people.

GBA Plus seeks to understand how people's various aspects of their identity influence the way they experience government policies and initiatives – this is referred to as an **intersectional** approach.

The commitment to GBA Plus is longstanding, with evolution since its inception:



1995

1995 Beijing Declaration and Platform for Action

The Government of Canada commits to use GBA to advance gender equality.



2011

The “Plus” is added to reflect the growing consensus for an intersectional approach and broadened scope of analysis.



2018

The 2018 *Canadian Gender Budgeting Act* enshrines gender budgeting in the federal government’s budgetary processes.



2019

Budget 2019 increased transparency by publishing GBA Plus in a Gender Impacts Report.

From Gender Mainstreaming to Intersectionality

The Government of Canada Approach

- While GBA originated as a tool for gender mainstreaming, the “Plus” in GBA Plus highlights that this analytical tool goes beyond sex and gender, to consider other identity factors and how they intersect to shape a person’s experience of an issue. Other factors might include income, race, ethnicity, religion, age, and mental or physical disability.
- GBA Plus aims to ensure that the interactions of these identity factors are taken into account when developing a policy, program, or other initiative. This helps to ensure more inclusive policy making and program design.
- An intersectional approach also considers which “entry point” might be most relevant for a particular issue or intervention.



Canada's Commitments to Equity

- Canada's commitment to equality is enshrined in its constitution in the Charter of Rights and Freedoms;
- International commitments like the Convention on the Rights of Persons with Disabilities; the United Nations Decade of People of African Descent, the Convention on the Rights of the Child, and others;
- Canada's Anti-Racism Strategy, Accessible Canada Act, Employment Equity Act/Pay Equity Act, Civil Marriage Act, Feminist International Assistance Policy, etc.
- Clerk of the Privy Council's Call to Action on Anti-Racism, Equity, Diversity and Inclusion in the Public Service.

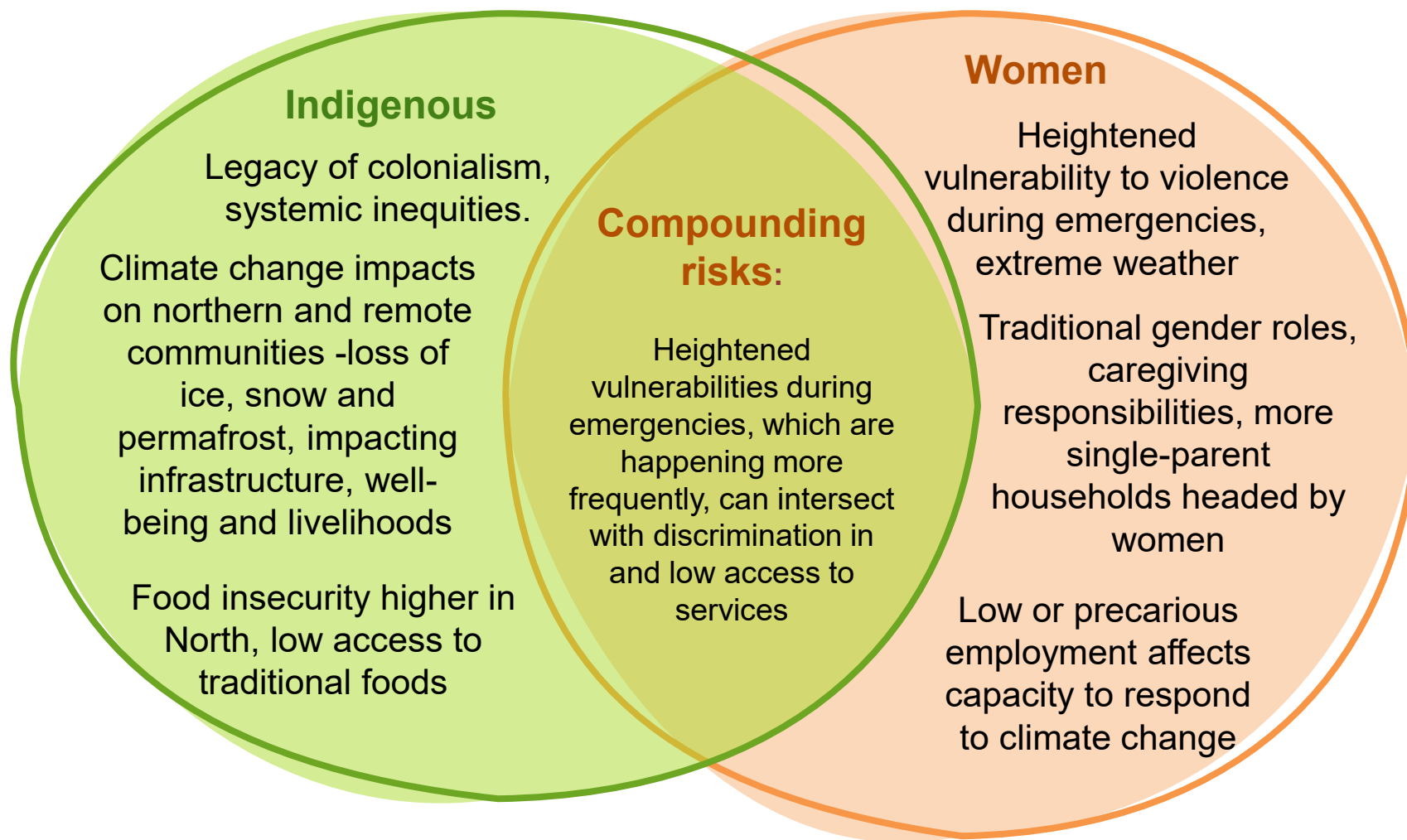


Impacts of Climate Change in Canada

An intersectional perspective

- Climate change impacts everyone – but in different ways and extents
- Disproportionate and compounding risks of climate change are felt among already impacted populations, including northern, rural, remote, and coastal communities, younger and older generations, people with health issues or disabilities, low-income groups, women, and those at the intersection of these identities
- Impacts on women may be related to caregiving roles and vulnerability to violence during emergencies or extreme weather.
- Impacts on men may be related to occupations that increase their exposure to weather

Climate change's intersectional impacts



Important to recognize that while indigenous communities, particularly women, have long been disproportionately affected by the adverse impacts of climate change, **they also possess invaluable knowledge and resilience rooted in their deep connection to the land and environment.**

Opportunities for growth



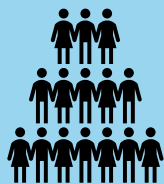
Systematic integration of equity considerations (through GBA Plus) throughout policy cycle including in issue identification, options development and throughout program implementation.



Integration of data at every step to support findings – identifying existing data, developing methodologies can support continuous improvement, measurement and evaluation.



A focus on mitigation of barriers so that benefits can be more equitably distributed



Supporting participatory approaches to better reflect the consideration of perspectives from those most affected by decisions.



Closing

Questions?



5 Steps to Applying Equity to your Analysis using GBA Plus



Identify the issue



Identify people and their needs



Identify differences and inequalities



Develop options



Implementation, monitoring and evaluation

DATA

Identifying and framing the problem that the initiative is designed to address, from an equality perspective
Key guiding questions include:

- Who has identified this problem?
- Are there other ways of understanding the problem?

Looking further into the people relevant to the problem area, understand how needs may differ based on equity-based factors.

Guiding questions include:

- How do identity factors shape who is impacted?
- How do these factors change the nature and extent of the impacts?

Consider how experiences and outcomes differ between groups and why, which helps identify options to tailor the initiative/ develop mitigating measures.

Guiding questions include:

- What inequalities exist who experiences them in this issue area?

Tailor options to address inequalities and needs and minimize barriers to access.

Guiding questions include:

- What aspects of the initiative(s) can I tailor to respond to different needs?
- Do my options perpetuate existing inequalities or create new ones?

Collection of data to assess progress towards the intended results and track how different groups experience the initiative.

Guiding questions include:

- Is the initiative being accessed as expected?
- Did implementation have unintended outcomes on certain groups?