



Gender Equity & GBA+

Sept. 23, 2019

UBCM



Part 1: Gender Equity Overview

Mandate

On February 15, 2018 Premier Horgan appointed Mitzi Dean **Parliamentary Secretary for Gender Equity** to:

- Ensure our government's commitment to gender equality is reflected in our budgets, policies and programs;
- Coordinate cross-ministerial action on gender issues, including gendered violence, advancing gender equality and women's economic empowerment;
- Track progress on the National Inquiry in Missing and Murdered Indigenous Women;
- Liaise with feminist and women's organizations; and
- Promote gender equity and leadership at senior levels in the public and private sector. (Mandate Letter, February 7, 2018)



Gender Equity Framework



Advance Women's Economic & Political Empowerment



Eliminate Systemic Barriers to Discrimination



End Gender-Based Violence



Priorities Going Forward

- Responding to the Missing and Murdered Indigenous Women and Girls Report Calls for Justice
- Strengthening Support for Domestic and Sexual Violence Survivors
- Closing the Gender Pay Gap – Measures Underway
(Childcare, Poverty Reduction, Sexual Harassment Policy, Promoting Women's Leadership in Public and Private Spheres)
- Hosting the Annual Minister's Status of Women Forum in Victoria, December 3-4, 2019





Part 2: Gender Based Analysis Plus (GBA+)



GBA+:

- Recognizes that different sub-populations of men, women and gender-diverse people experience the world differently (and can be disadvantaged) based on their relative positions in society
- Acknowledges that we all bring our particular “lens” or perspective to issues and may be blind to others
- Accepts that all different perspectives and experiences are valid and important
- Recognizes that to adequately serve ALL British Columbians, we must learn to see through multiple lenses



Application of GBA+

What **A**ssumptions are you making?

Who could be left **B**ehind?

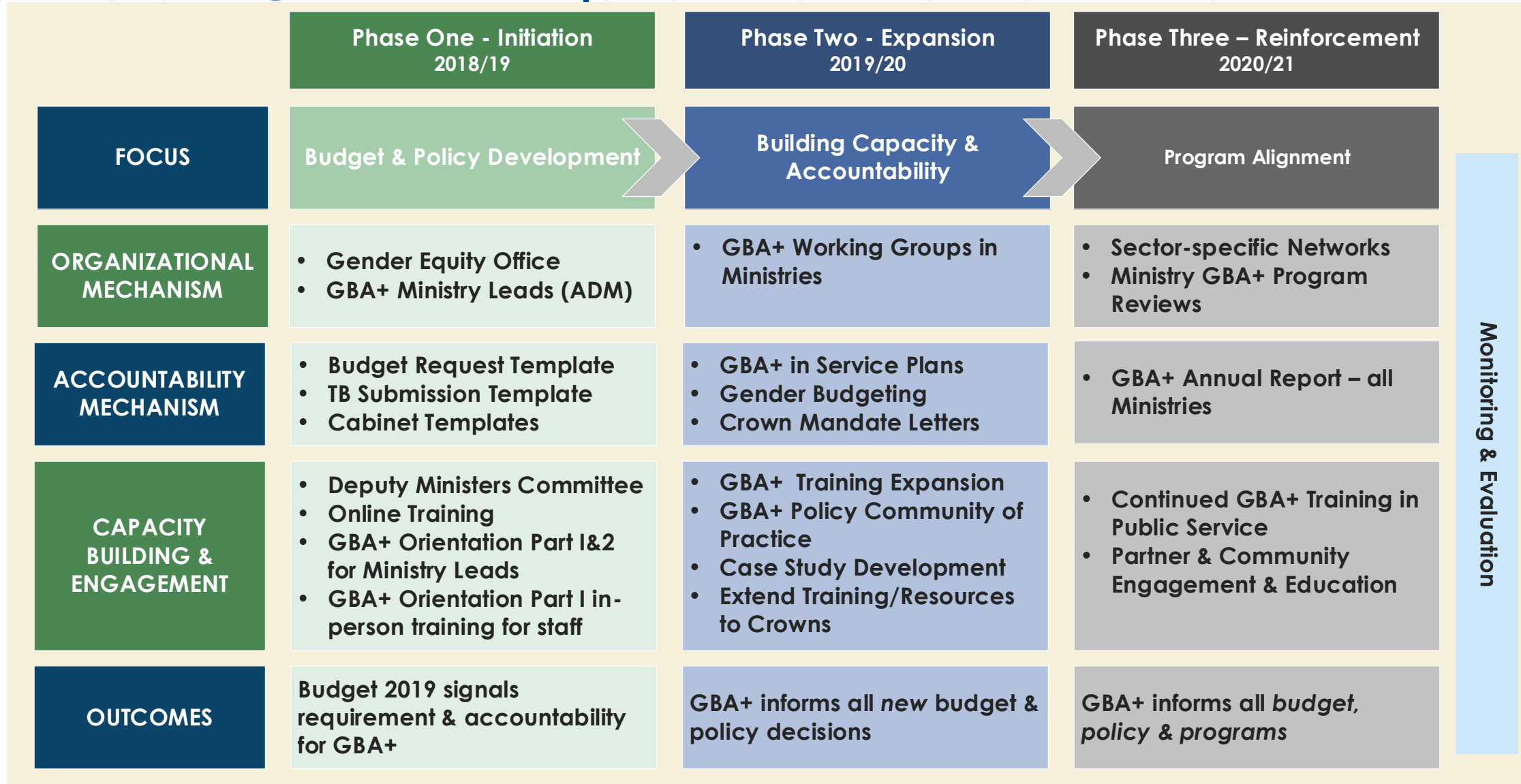
Who did you **C**onsult?

What **D**ata did you look at?

How are you ensuring **E**quality of outcomes?



3-Year GBA+ Implementation Plan

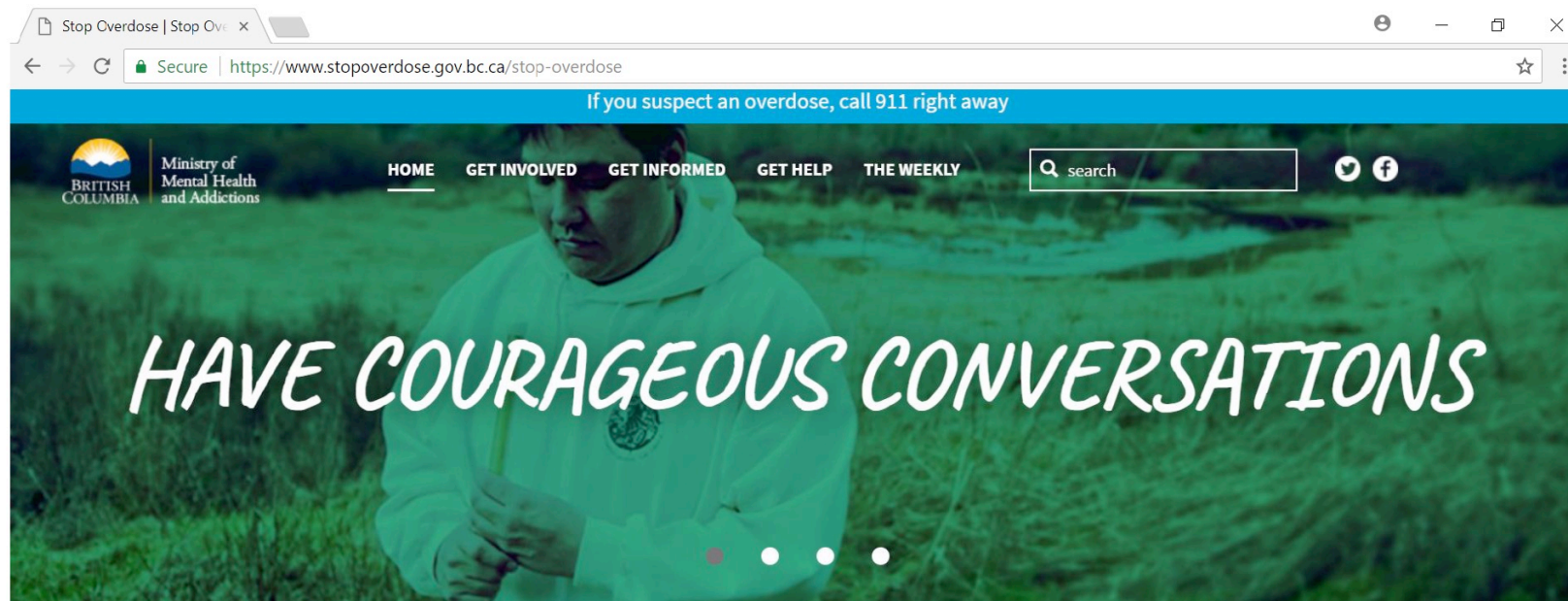


Diversity & Breadth in Application

- **How:** Legislation, Strategies, Programs, Briefing Notes, Web Design
- **Where:** Economy, Natural Resource & Social Sectors
- **What:**
 - Firesmart BC
 - Early Childhood Educators' Workforce Legislation
 - Workforce Accommodation Centres – Coastal Gaslink & LNG Canada
 - Transportation Consultation Process
 - Human Rights Commission – Office Set Up & Operations



BREAKING DOWN THE WALLS OF SILENCE



Knocking down the walls of silence that keep people from talking about substance use is an important step towards addressing the overdose crisis in British Columbia. Recognizing that people who use drugs are real people helps to put a human face behind the numbers of so many preventable tragedies.



GBA+ Example: Disaster Management

Isn't a disaster the same for everyone?



DISASTER RESPONSE TRAINING

September 22-24

2017

**SAVE LIVES
SERVE
MANKIND**

**INTERESTED IN
RESPONDING TO
DISASTERS? HELPING
VICTIMS OF
EARTHQUAKES,
FLOODS AND
OTHER NATURAL
DISASTERS?**

The poster features four small images: a person in a red shirt assisting someone on the ground, a group of people in a meeting, a person in a blue shirt with a bandage on their arm, and a person in a yellow shirt operating a camera.

- New way of approaching disaster management that recognizes sex/gender and Indigenous perspectives

Resources

- Free online Status of Women GBA+ Training
- GBA+ Handout & List of Resources Available
- melanie.j.stewart@gov.bc.ca

