

# 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**



		BRITISH COLUMBIA		
VISION Gender equality across Brit	ish Columbia			
GOALS				
Advance Economic & Political Empowerment	Eliminate Systemic Barriers to Gender Equality	End Gender-Based Violence		
<ul> <li>Promote Diversity and Equity in Leadership on Public and Private Boards</li> <li>Close the Pay Gap</li> <li>Engage with Minister's Advisory Council on Indigenous Women (MACIW)</li> </ul>	<ul> <li>Enhance Sexual Harassment Policy</li> <li>Improve LGBTQ2S+ Inclusion and Access</li> <li>Support Diversity and Inclusion Initiatives</li> </ul>	<ul> <li>Improve Practices for Industrial Camps</li> <li>Optimize Domestic Violence and Sexual Violer Responses and Resources</li> <li>Track Missing &amp; Murdered Indigenous Womer Girls Inquiry</li> </ul>		
Implement Ge	nder-Based Budget and Policy in the Public S	Service (GBA+)		
CROSS	-GOVERNMENT INITIA	TIVES		

Partners **Collaboration with Indigenous** 





4

Communications

**Community Engagement &** 

#### **Advance Women's Economic & Political Empowerment**

















5

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### **Eliminate Systemic Barriers to Discrimination**









6

### **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+:

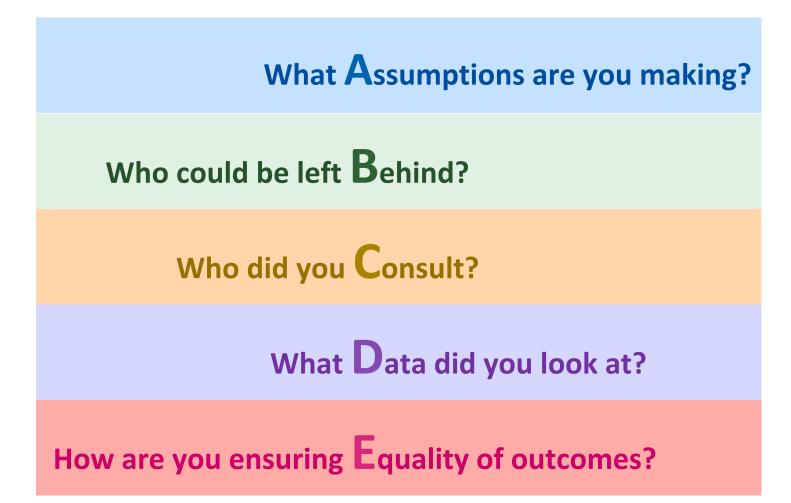
- Recognizes that different sub-populations of men, women and gender-diverse people experience the world differently (and can be disadvantaged) based on their relative positions in society
- Acknowledges that we all bring our particular "lens" or perspective to issues and may be blind to others
- Accepts 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+**







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# 3-Year GBA+ Implementation Plan

	Phase One - Initiation	Phase Two - Expansion	Phase Three – Reinforcement
	2018/19	2019/20	2020/21
FOCUS	Budget & Policy Development	Building Capacity & Accountability	Program Alignment
ORGANIZATIONAL	<ul> <li>Gender Equity Office</li> <li>GBA+ Ministry Leads (ADM)</li> </ul>	• GBA+ Working Groups in	<ul> <li>Sector-specific Networks</li> <li>Ministry GBA+ Program</li></ul>
MECHANISM		Ministries	Reviews
ACCOUNTABILITY MECHANISM	<ul> <li>Budget Request Template</li> <li>TB Submission Template</li> <li>Cabinet Templates</li> </ul>	<ul> <li>GBA+ in Service Plans</li> <li>Gender Budgeting</li> <li>Crown Mandate Letters</li> </ul>	<ul> <li>GBA+ Annual Report – all Ministries</li> </ul>
CAPACITY	<ul> <li>Deputy Ministers Committee</li> <li>Online Training</li> <li>GBA+ Orientation Part 1&amp;2</li></ul>	<ul> <li>GBA+ Training Expansion</li> <li>GBA+ Policy Community of</li></ul>	<ul> <li>Continued GBA+ Training in</li></ul>
BUILDING &	for Ministry Leads <li>GBA+ Orientation Part 1 in-</li>	Practice <li>Case Study Development</li> <li>Extend Training/Resources</li>	Public Service <li>Partner &amp; Community</li>
ENGAGEMENT	person training for staff	to Crowns	Engagement & Education
OUTCOMES	Budget 2019 signals requirement & accountability for GBA+	GBA+ informs all <i>new</i> budget & policy decisions	GBA+ informs all budget, policy & programs



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# Diversity & Breadth in Application

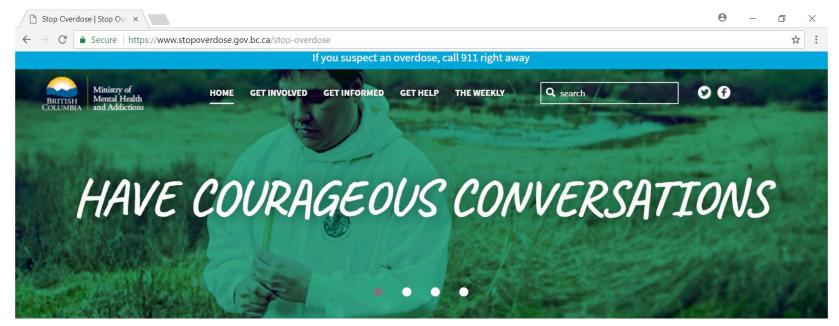
- **How:** Legislation, Strategies, Programs, Briefing Notes, Web Design
- Where: Economy, Natural Resource & Social Sectors
- What:
  - Firesmart BC
  - Early Childhood Educators' Workforce Legislation
  - Workforce Accommodation Centres Coastal Gaslink & LNG Canada

14

- 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.





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### GBA+ Example: Disaster Management Isn't a disaster the same for everyone?

### **DISASTER RESPONSE TRAINING**



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



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# Resources

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

