



## Gender-Based Analysis (GBA+) and Bill C-69 – A Tool for Equity and Innovation

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### Summary

Gender-Based Analysis Plus (GBA+) and Bill C-69 - A Tool for Equity and Innovation

GBA+ is an analytical tool developed to assist workplaces and individuals to become more gender and diversity sensitive and more equitable. GBA+ is used to assess how people may experience programs, initiatives or policies differently. It includes an analysis of sex, gender identity, gender expression, sexual orientation, age, geographic location, physical ability, language, culture, race, and many other intersecting identity factors.

The component of Bill C-69 that requires a “sex, gender and other identity factors” Impact Assessment for all energy infrastructure projects will require a GBA+ analysis. My presentation will not only inform and teach you what GBA+ is, but will also explain the context with Bill C-69, examples of how it can be used in the oil and gas industry and how you can use it and apply it to your work immediately.

### Results, Observations, Conclusions

I have trained governments, non-profits and individuals to use GBA+, monitored its implementation, evaluated its performance and tracked best practices.

Overall, GBA+ results in:

- Enhanced decision-making
- Improved data
- Improved communication
- Greater effectiveness
- Cost effective
- Equality of outcomes

### Novel/Additive Information

Bill C-69 is the controversial Canadian Bill that would transform the National Energy Board and the Canadian Impact Assessment Agency. It would fundamentally change the process for energy projects to seek approval in Canada. One component of this very important bill is a requirement for a new impact assessment on “sex, gender and other identity factors.” This component of the Bill is extremely relevant and important to all oil and gas companies operating in Canada. My presentation will shed some light and provide clarity on this aspect of the bill and what energy companies can expect to do in order to satisfy this new requirement. My presentation will also provide general information on GBA+ as a tool that their company can adopt internally to catalyze innovation through diversity and inclusion.