

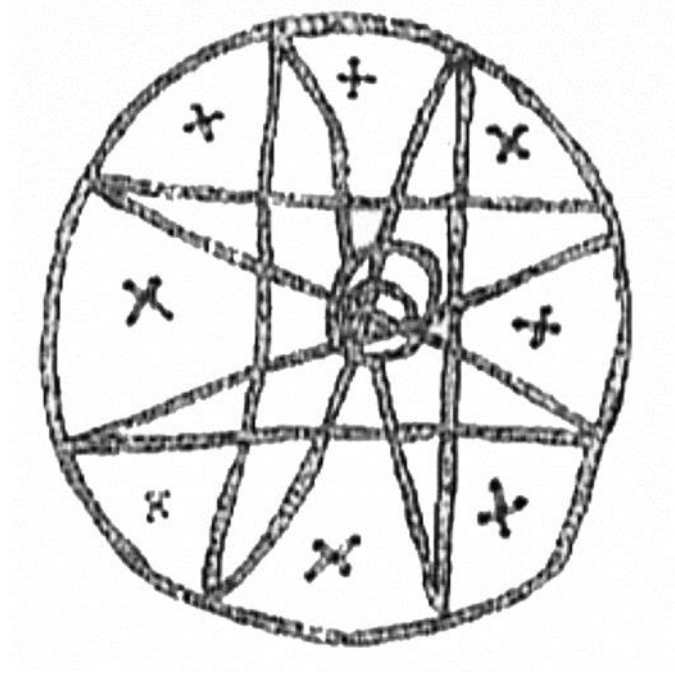
Gender Based Analysis Plus (GBA+) Practices at HRM

**Office of Diversity & Inclusion/African Nova Scotia Affairs
Integration Office**

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Acknowledging Mi'kma'ki Territory



What we will share with you today

- Brief Overview of Municipal Decision-Making and Policy
- Duties of Women's Advisory Committee of Halifax
- Context of Gender Based Analysis Plus at the Halifax Regional Municipality
 - Practices for staff
 - Practices for Regional Council
- Role of the Office of Diversity & Inclusion/ANSAIO

Municipal decision-making and policy development

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- Distinction between internal corporate policies/programs and municipal public policy.
 - Roles of Regional Council and the Chief Administrative Officer.
 - Internal Policies & Program Examples: Code of Conduct for Municipal Employees, collective agreements, HRM Safe City and Safe Public Spaces program, corporate training, etc.
 - Municipal Public Policy Examples: Regional Plan, Park Lighting Strategy, Public Safety Strategy 2023-2026 and Administrative Orders/by-laws.



Duties of Women's Advisory Committee

Duties of the Committee

6. The Committee shall advise Council, through the Executive Standing Committee, on matters related to women as follows:

(a) receive and review municipal policies, priorities and decisions using a gender lens, for items directed to the Committee by Council or a Standing Committee of Council, or on its own initiative with direction from the Executive Standing Committee, and to make recommendations;

(b) advise on mechanisms to engage and empower women to fully participate in the political process at the municipal level;

(c) advise on mechanisms to promote community leadership development for women in the municipality;

(d) provide information and resources about women's gender-based issues to Council, including the use of Gender-Based Analysis Plus; and

(e) advise and make recommendations about strategies designed to achieve the objectives of the Committee.

7. The Committee shall advise business units, through the Chief Administrative Officer, in responding to gender-based issues and concerns of women when requested to do so by the Chief Administrative Officer.

8. The Committee may advise the municipality on matters relating to its participation in the UN Safe Cities and Safe Public Spaces Programme.

9. The Committee may develop and annual work plan for approval by Executive Standing Committee.

Context of GBA+ at the Halifax Regional Municipality

- GBA+ identified during the *Diverse Voices for Change (2018)* project as a leading practice to promote gender inclusion at the municipality.
- It was subsequently included in the Terms of Reference for WACH.
- In 2021, WACH played an important role in mainstreaming GBA+ at HRM when Regional Council approved staff recommendations originating from the Committee's motions.
- Additionally, some Business Units apply subject-specific gender lenses to their work like the *Women's Safety Assessments* facilitated by HRM's **Safe City and Safe Public Spaces** program and **Halifax Regional Fire & Emergency's** gender inclusion training.

Gender Based Analysis Plus Toolkit & Training for Municipal Staff



- Since 2021, staff have been consistently developing skills to apply Gender Based Analysis Plus (GBA+) to their programs, policies, and services with an **internal toolkit** and a **specialized, full-day corporate training program designed for our local context.**
- To date, 147 municipal staff have participated in the internal GBA+ training
- Many have taken the Government of Canada’s self-paced online course.
- The Office of Diversity & Inclusion promotes the toolkit through awareness campaigns, workshops and by providing advice to Business Units on its use
 - Example: GBA+ lens applied to “**HalifACT and the impacts of climate change on women and children**” staff report

Gender Based Analysis Plus Toolkit & Training for Regional Council

In 2021, Regional Council approved a recommendation to:

- Incorporate the Federal Government's Gender-Based Analysis Plus (GBA+) into future Councillor orientation programs; and
- Circulate the Federal Government's (GBA+) training to all current members of Halifax Regional Council and provide any additional support required to those who complete the training program.

Diversity, Equity, Inclusion and Accessibility Guidelines for Council Reports

On November 28, 2023, Regional Council approved a recommendation to:

- Direct the Chief Administrative Officer to adopt the Diversity, Equity, Inclusion & Accessibility Consultation and Consideration Checklist to inform project, program, and policy development at all stages of the work process.
- Approve the Diversity, Equity, Inclusion & Accessibility Guidelines for Council Reports and direct the Chief Administrative Officer to incorporate the use of these guidelines in all staff reports.

Diversity, Equity, Inclusion and Accessibility Guidelines for Council Reports

These **guidelines** will help **report authors and collaborators** inform the direction of municipal services, programs, and projects with a clearer focus and intersectional perspective.

They are meant to help staff provide evidence-based recommendations to Regional Council that:

- **Improve municipal services and programs to ensure inclusion of everyone's needs.**
- **Create positive and respectful work/community environments.**
- **Create a workforce and services representative of the community.**
- **Recognize and address systemic barriers and inequities people face.**
- **Acknowledge diversity and consciously seeking to incorporate diverse perspectives into all municipal projects, programs, and policies.**

Upcoming roll-out and implementation of this guideline will present an opportunity for staff to engage with WACH and other lived experience committees.

Role of The Office of Diversity & Inclusion/ African Nova Scotia Affairs Integration Office

- Diverse team within the Chief Administrative Officer's Business Unit.
- The Office includes a Managing Director, Administrative Assistant, Diversity & Inclusion Advisors, Coordinator, and community engagement staff.
- Advisors provide **expert advice** and **facilitate training** on community engagement, anti-Black racism, accessibility, gender equity, 2SLGBTQ+ inclusion, Indigenous community outreach, immigration, cultural proficiency, and French services.
- The Managing Director and Advisors provide guidance on the use of diversity, equity, accessibility and inclusion lens tools including but not limited to **GBA+** and the **Diversity, Equity, Inclusion & Accessibility Guidelines for Council Reports**.

Questions, comments, reflections?

Thank you!