



# Gender-Based Analysis Plus GUIDE

## WHAT IS GENDER-BASED ANALYSIS PLUS (GBA+)?

Gender-Based Analysis Plus (GBA+) is an evidence-based process that allows us to assess how diverse groups of people of all genders may be affected by policies, programs, initiatives, and service delivery.

The plus (+) indicates that gender-based analysis goes beyond considerations of sex and gender to also include a range of intersectional identity characteristics, including: race, ethnicity, religion, age, disability, geography, culture, income, sexual orientation, language, and education.

GBA+ is an analytical tool that:

- takes socio-economic disparities of different genders and marginalized groups into account;
- recognizes that not all genders share the same experience;
- recognizes that equal opportunity does not necessarily mean equal results;
- considers challenging assumptions as an essential component of creating sound policies and programs;
- more accurately measures impacts and outcomes based on differing gender needs, roles, life experiences, economic and social circumstances;
- helps develop more equitable, inclusive options when biases or inequities are identified; and
- promotes and increases equality for all New Brunswickers.

## WHY IS GBA+ IMPORTANT? WHAT ARE THE BENEFITS?

GBA+ enhances inclusiveness in decision-making to ensure that diverse perspectives and needs are better represented leading to an overall more equal society. By using GBA+, you can ensure that the work you do and the services you provide have intended and equitable results for all people living in New Brunswick.

GBA+ takes an intersectional approach that recognizes that New Brunswickers experience social, economic, political, and cultural life differently based on a number of characteristics in addition to sex and gender.

Our values and life experiences shape our perspectives and influence our work; awareness is a critical step toward correcting biases.

Not everything we work on fits neatly into a box. For example, gender is often spoken about in binary terms (woman/man); however, more genders exist beyond the binary. Additionally, some folks may identify with more than one gender or none. Keep this in mind as you complete the tool and adjust as necessary. Record information that does not fit into the boxes provided as this tool will be adapted over time from this type of feedback.

## DEFINITIONS:

**2SLGBTQIA+:** An acronym for “Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual” and additional, marginalized identities pertaining to gender and sexual orientation.

**Disaggregated information:** Information or data collected and sorted by sex and/or other diversity factors.

**Diverse groups:** Refers to New Brunswickers’ socio-economic status, age, sexual orientation, gender identity, ethnicity, geographic location (including urban and rural considerations in NB), religion, culture, language, citizenship, disabilities, etc.

**Equality:** Equal treatment for all people, without consideration of individual and group diversities.

**Equity:** Fair, inclusive, and respectful treatment of all people, with consideration of individual and group diversities. Access to services, supports and opportunities and attaining economic, political and social fairness cannot be achieved by treating individuals in exactly the same way. Equity honours and accommodates the specific needs of individuals/ groups.

**Gender:** Gender can refer to the individual and/or social experience of being a man, a woman, both or neither. Social norms, expectations and roles related to gender vary across time, space, culture, and individuals.

**Non-binary:** An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a woman and a man, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do. Non-binary can also be used as an umbrella term encompassing identities such as ‘agender’, ‘bigender’, ‘genderqueer’ or ‘gender-fluid’.

**Sex:** The classification of people as either male, female, or intersex. Sex is usually assigned at birth and is based on an assessment of a person’s reproductive systems, hormones, chromosomes, and other physical characteristics.