

(department) GBA+ and accessibility framework:

designing inclusive and diverse
service delivery



PURPOSE

1

Evaluating the creation of an MNP framework for inclusion: GBA+ and accessibility

2

Understanding what it entails and how we benefit as a directorate

3

Demonstrating the steps and pathway to achieving MNPs framework

4

Giving a timeline to this project, including a pilot and illustrating the outcomes





GENDER BASED ANALYSIS GBA+

Does the policy or program support the full participation of different groups? Does it create barriers to their participation? If it does, what can be done?

Does the policy or program impact specific groups differently than others? Would this program or policy alter the situation of different groups positively or negatively?

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ACCESSIBILITY

Does the policy or program support the full accessibility to all Canadians? Does it create barriers to their accessibility? If it does, what can be done?

Does the policy or program impact specific groups differently than others? Would this program or policy alter the situation of different groups positively or negatively?

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FRAMEWORK

How can we create a conceptual structure for compliance, focus on making it workable and easy to maintain, and... make it a model for all departments at the same time.

A GBA+ framework consists of **six elements**, which together provide a foundation for an organization's **capacity to learn, apply, and monitor the use of GBA+**.

This framework supports the **sustainable and efficient use of GBA+ across an organization** and can be adapted to any organization's needs and structure.

RESPONSIBILITY CENTRE

NEEDS ASSESSMENT

TRAINING TOOLS

POLICY STATEMENT

MONITORING

PILOT INITIATIVE



1

Evaluating the creation of a framework for inclusion: GBA+ and accessibility

What is a GBA+ and accessibility framework for (department): what does it mean for us

1

an analysis and data set for the directorate, showing compliance with TB, MC, and justice requirements.

2

specific analysis per program, applying the data sets showing compliance, requirements and easy to use tools. The programs, their directives, initiatives, services, can now each check all the boxes.

3

MNS becomes the “responsibility center”:

- ☐ creating the framework, the forms and tools
- ☐ user guide
- ☐ accountability structure
- ☐ monitoring, training
- ☐ Initiating a pilot project

Providing compliance while exercising foresight and innovation: a holistic approach to compliance

COMPLIANCE TO :

The Government of Canada has been committed to using GBA+ in the development of policies, programs and legislation since 1995. It provides federal officials with the means to continually improve their work and attain better results for Canadians by being more responsive to specific needs and circumstances.

COMPLIANCE TO :

The Accessible Canada Act (the Act) aims to make Canada barrier-free by January 1, 2040.

- ☐ prepare and publish accessibility plans
- ☐ set up a feedback process
- ☐ prepare and publish progress reports



Steps through a pathway to compliance, creating **a roadmap for other directorates**

GBA+

- ☐ Conduct research
- ☐ Conduct group consultations
- ☐ Make questionnaire for programs, compile answers
- ☐ Fill the form for them
- ☐ Submit the duly filled form to get the Program manager's approval
- ☐ Set up and manage the (data) repository

ACCESSIBILITY

- ☐ MNS will do the accessibility check on the main documents used by all programs
- ☐ Review main presentations, templates, offer a training
- ☐ Do the departmental compliance scan
- ☐ Set up and manage the (data) repository

Giving a timeline to this project, including a pilot and illustrating the outcomes

When, what, how, and the outcomes for everyone at (department)

Initiate
Organize
Draft basics

April 2025

Research, consult
Collaborate with programs
Draft tools

May to August

Fiscal Year 2025-2026

Compile
Finalize
Train

September-November

Monitor
Adjust
Archive

December+

CONCLUSION

We have the right people, we have the time as summer arrives and we are less busy, we have the need to do it and this approach gives (department) the spotlight.

Our message is:

We are compliant,

We are innovative,

We have foresight,

We are (department).

