

General information

Institutional GBA+ Capacity

Implementation of the Gender-based analysis plus (GBA+) framework is underway within the Administrative Tribunals Support Service of Canada (ATSSC) with work continuing into 2021-22.

To date, the ATSSC has completed a GBA+ Needs Assessment and developed an Action Plan to help outline the actions for implementing the GBA+ framework. As part of the implementation of the framework, a Responsibility Centre, Focal Point, and GBA+ Champion were identified, a GBA+ Focus Group was convened, and GBA+ training and tools were made available to employees.

In 2021-22, the ATSSC will continue to build upon foundational elements of the GBA+ framework. For instance, the ATSSC will work to affirm its commitment to GBA+ by developing and publishing a GBA+ policy statement, which will be made available to all Canadians on the ATSSC’s external webpage. The ATSSC will also continue to champion the importance of GBA+ by endorsing a Pilot Initiative, which will help to inform the use of GBA+ throughout the organization over time.

Moreover, the ATSSC will continue to update, develop, and promote training and tools related to GBA+ to support employees in applying GBA+ to their own work as discussions with the GBA+ Focus Group and Senior Management progress. Part of this work will involve liaising with secretariats as they develop secretariat-specific tools to support their work in delivering GBA+ informed services to the tribunals they support. Overall progress in GBA+ implementation and application will continue to be monitored through the quarterly review exercise in order to highlight successes, to share best practices, and to identify gaps and new priorities.

Highlights of GBA+ Results Reporting Capacity by Program

Registry Services	The ATSSC’s Registry Services Program does not have impacts that support the pillars and goals of the Government of Canada’s Gender Results Framework and does not collect data that enables the monitoring and/or reporting of impacts by gender and diversity. Through the department’s quarterly reporting exercise business units are provided an opportunity to highlight the application of GBA+ in their work in order to identify best practices.
Legal Services	The ATSSC’s Legal Services Program does not have impacts that support the pillars and goals of the Government of Canada’s Gender Results Framework and does not collect data that enables the monitoring and/or reporting of impacts by gender and diversity.

	<p>Through the department's quarterly reporting exercise business units are provided an opportunity to highlight the application of GBA+ in their work in order to identify best practices.</p>
<p>Mandate and Member Services</p>	<p>The ATSSC's Mandate and Member Services Program does not have impacts that support the pillars and goals of the Government of Canada's Gender Results Framework and does not collect data that enables the monitoring and/or reporting of impacts by gender and diversity.</p> <p>Through the department's quarterly reporting exercise business units are provided an opportunity to highlight the application of GBA+ in their work in order to identify best practices.</p>
<p>Internal Services</p>	<p>The ATSSC's Internal Services Program supports the Leadership and democratic participation pillar of the Government of Canada's Gender Results Framework.</p> <p>A human resource metrics function was established to help guide staff decision making and an employee systems review was conducted to identify systemic issues that could affect the organization's ability to build and sustain a diverse work environment.</p> <p>In 2021-22, a diversity and inclusion action plan will be implemented in collaboration with the organization's accessibility and diversity champions. The plan will identify the activities that will assist the ATSSC in creating a representative workforce and an inclusive and respectful workplace.</p>