

Gender-based analysis plus

Section 1: Institutional GBA Plus Capacity

In 2021-22, the ATSSC initiated a review of the Champions program, namely, to clearly define roles and responsibilities of the champions responsible for Diversity and GBA Plus. This will allow further development of GBA Plus framework initiatives such as a pilot initiative and policy statement. The implementation of GBA Plus framework elements will continue once the ATSSC Champions structure is finalized, as the policy statement and pilot initiative both require the Champion's support.

In 2021-22, the ATSSC also created its own Equity, Diversity and Inclusion (EDI) Committee, which serves as a consultative board for all elements concerning its mandate, including GBA Plus and accessibility. Its primary focus in the coming years will be to implement an Action Plan which will aim to support diversity and inclusion at the ATSSC by promoting innovative ways of reaching diverse communities. The Action Plan will also help the ATSSC to proactively eliminate barriers to employee recruitment, development, and retention.

Section 2: Gender and Diversity Impacts, by Program

Core Responsibility: Support services and facilities to federal administrative tribunals and its members

Program Name: Registry Services and Internal Services

Target Population: ATSSC staff

Key Program impacts on Gender and diversity:

Not available

Other Key Program impacts on gender and diversity:

The development and implementation of the ATSSC's EDI Action Plan will have consequential impacts on gender and diversity at the ATSSC. Most notably, the Action Plan will seek to have equity, diversity and inclusion become a core component of the organization's structure. In doing so, an increase of diversified representation throughout all levels of the ATSSC is being attempted and training on diversity, accessibility and cultural awareness is being planned across all business units. As a proactive measure, the ATSSC's Human Resources division has already provided this type of training for managers and advisors within its own unit.

GBA Plus Data Collection Plan:

Throughout 2021-22, progress on GBA Plus related indicators was assessed and monitored most notably through Treasury Board submissions which impacted the ATSSC's programs and mandates.

In future years, the ATSSC will continue to work collaboratively with the support of its GBA Plus Champion and EDI Committee to implement an Action Plan, which will have consequential impacts on ATSSC staff that is the target population of the Registry Services and Internal Services program. The ATSSC will also continue to build on its GBA Plus framework to ensure that the GBA Plus Policy Statement is aligned with the organization's mandate and with the general policy direction of the federal public service. These initiatives will promote a hands-on data collection process.

Definitions

Target Population : See [Finance Canada definition of Target Group](#) in the User Instructions for the GBA Plus Departmental Summary)

Gender Scale:

- First group: Predominantly men (e.g. 80 per cent or more men)
- Second group: 60 per cent - 79 per cent men
- Third group: Broadly gender-balanced
- Forth group: 60 per cent - 79 per cent women
- Fifth group: Predominantly women (e.g. 80 per cent or more women)

Income Level Scale:

- First group: Strongly benefits low income individuals (Strongly progressive)
- Second group: Somewhat benefits low income individuals (Somewhat progressive)
- Third group: No significant distributional impacts
- Forth group: Somewhat benefits high income individuals (Somewhat regressive)
- Fifth group: Strongly benefits high income individuals (Strongly regressive)

Age Group Scale :

- First group: Primarily benefits youth, children and/or future generations
- Second group: No significant inter-generational impacts or impacts generation between youth and seniors
- Third group: Primarily benefits seniors or the baby boom generation