

Gender-based analysis plus

Section 1: institutional GBA Plus governance and capacity

Governance

In 2022-23, the ATSSC conducted a review exercise of its Champions Program to clarify the roles and responsibilities of the Champion for Equity, Diversity, and Inclusion (EDI), the Champion for Accessibility and the Champion for Gender-based analysis plus (GBA Plus). The exercise led to the adoption of a Departmental Champions Program Framework articulating a new dynamic governance structure in which the GBA Plus Champion can operate.

The ATSSC Champion for GBA Plus works in close collaboration with the Champion for EDI and Accessibility and the EDI Committee as both portfolios intersect. A GBA Plus Focal Point has also been identified within the organization.

Capacity

The ATSSC is committed to utilize GBA Plus in the development of policies, programs, and initiatives.

In 2022-23, the ATSSC mainly continued to implement the GBA Plus Framework and started to work on the development of a GBA Plus policy statement. GBA Plus considerations were also considered for the development of the hybrid work model and the ATSSC Return to Office Plan.

These initiatives aim to ensure that all Canadians can fully participate in administrative tribunal proceedings while focus is also provided internally to optimize the impact and effectiveness of the department's initiatives.

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

Program Goals:

Internal Services: ATSSC Internal Services is a program that supports the needs of the organization's other programs along with other corporate obligations.

Training was made available to all employees across business units as part of ATSSC Diversity and Inclusion Learning Path project.

The ATSSC introduced the new Government of Canada Workplace Accessibility Passport and made information on accommodations measures more readily available to prospective and current employees.

Registry Services: ATSSC Registry Services is a program that works closely with tribunal chairs and members to ensure that matters before a tribunal can be heard and disposed of in a timely and efficient manner and within statutory obligations. Services include processing tribunal documents; maintaining and safeguarding tribunal records; providing information to the public regarding tribunal procedures; assisting in the scheduling and proceedings of tribunal hearings; and assisting in communicating tribunal decisions to the parties and the public.

Registry services are assisting the administrative tribunals with the development of operational tools and instruments that will account for GBA Plus considerations. Actions such as updating forms and tribunal websites with GBA Plus lenses have been undertaken. Additional efforts are made towards implementing inclusive and accessible communications.

Target Population: ATSSC staff

Specific demographic group outcomes

All Canadians

Key program impacts* on gender and diversity

Not available

Other key program impacts

Not available

GBA Plus data collection plan

Through the department's quarterly corporate reviews, business units are provided an opportunity to highlight the application of GBA Plus in their work to identify best practices.

Scales

Gender scale

- First group: predominantly men (80% or more men)
- Second group: 60% to 79% men
- Third group: broadly gender-balanced
- Fourth group: 60% to 79% women
- Fifth group: predominantly women (80% 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
- Fourth 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 or future generations
- Second group: no significant intergenerational impacts or impacts on generations between youths and seniors
- Third group: primarily benefits seniors or the baby boom generation