

# Gender-based analysis plus

## Introduction

The Government of Canada defines the term “gender-based analysis plus” (GBA+) as an analytical approach used to assess how diverse groups of women, men and gender-diverse people may experience policies, programs and initiatives. The “plus” in GBA+ acknowledges that the gender-based analysis goes beyond biological (sex) and socio-cultural (gender) differences. We all have multiple identity factors that intersect to make us who we are; GBA+ considers many other identity factors, such as race, ethnicity, religion, age, and mental or physical disability.

The Government of Canada is committed to supporting the full implementation of GBA+ across federal departments,<sup>1</sup> so that differential impacts on diverse groups of people are considered when policies, programs and legislation are developed. In 2015, the government renewed its commitment to GBA+ and mandated the Minister of Status of Women to work with the President of the Treasury Board and Minister of Digital Government to ensure that GBA+ is incorporated into Departmental Results Frameworks, Departmental Plans and Departmental Results Reports, and performance reporting.

More information on GBA+ is available on the [GBA+ Portal](#) on GCpedia.

---

<sup>1</sup> The term “department” refers to both departments and agencies.

## General information for the National Film Board of Canada (NFB)

<b>Governance structures</b>	<p>n. a.</p> <p>As a small organization, the NFB is integrating GBA+ into its very governance structure, with its Strategic Planning and Government Relations department assuming responsibility for the GBA+ process. 3 FTEs have been assigned (on a part-time basis) to the task of implementing GBA+ in 2018–2019 and throughout the following years. These employees will integrate GBA+ into the NFB’s decision-making processes in addition to fulfilling an advisory role and overseeing monitoring and accountability.</p>
<b>Human resources</b>	<p>Ditto</p>
<b>Planned initiatives</b>	<p>As Canada’s public film producer and distributor, the NFB helps foster harmony in Canadian society. The NFB aims to give a voice to communities that are systematically under-represented in the media landscape, both in front of and behind the camera, such as women filmmakers, Indigenous peoples, official-language minority communities (OLMCs), ethnocultural communities, sexual minorities (LGBTQ2), people living with a disability, etc. Its programming bears witness to Canadian diversity and contributes to the country’s social cohesion.</p> <p>Every activity linked to the NFB’s mandate (audiovisual programming and production, and accessibility and audience engagement) is subject to a GBA+ and follow-up. In 2016, the NFB added further measures to specifically support gender parity, diversity and inclusion. GBA+ is an integral part of these new measures:</p> <ul style="list-style-type: none"> <li>• <b>Gender parity</b> In 2016, the NFB committed to ensuring that by 2019, 50% of its productions will be directed by women and 50% of its production budgets will be allocated to women directors. The organization has since broadened its commitment, targeting parity in key creative positions in its documentary, interactive and animation productions by 2020.</li> <li>• <b>Indigenous Action Plan 2017–2020</b> In June 2017, the NFB published a three-year plan to redefine relations with Indigenous peoples. The plan sets out a series of commitments that respond to the work and recommendations of the Truth and Reconciliation Committee as well as to Indigenous creators’ longstanding concerns about systemic inequities in the existing Canadian production landscape. These commitments include immediately allocating 15% of production spending to Indigenous-directed projects.</li> </ul> <p><b>Performance management</b> Performance monitoring is integrated into the NFB’s Departmental Results Framework (DRF) and performance-measurement strategy for initiatives supporting parity, diversity and inclusion.</p>

In 2016, the NFB implemented a new computerized system to help gauge the positions of members of the underrepresented groups (women, OLMCs, cultural minorities, Indigenous peoples and people living with a disability) with respect to NFB productions and the organization's talent pool (artists and technicians).

The NFB is thus able to measure the impact of its initiatives and present the outcomes in its annual and departmental-results reports and on its website.