

# 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, **Erreur ! Signet non défini.** 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 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](#) in GCpedia.

## 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. Three 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>Major initiatives: results achieved</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 measures. The NFB’s key results are outlined below:</p> <ul style="list-style-type: none"> <li> <b>Gender parity</b>            In 2016, the NFB made formal commitments to achieving gender equity in several key areas, namely by committing that by 2019, 50% of its productions would be directed by women and 50% of its production budgets would be allocated to women directors.         </li> </ul> <p>In March 2019, three years after launching its gender-parity initiative, the NFB announced that it had achieved its goals with regard to the number of productions directed by women and the percentage of the production budget allocated to women creators. More specifically: 48% of NFB works <b>in progress</b> at the time of the announcement were directed by women (38% by men and 14% by mixed teams), and 44% of the NFB’s production spending was allocated to works directed by women (35% to works directed by women and 21% to works directed by mixed teams).</p> <p>Creating parity also means working toward diversity and inclusion, because women creators come from a variety of backgrounds and places. And indeed, in 2018–2019, 65% of NFB works by Indigenous artists were directed by women, and 58% of NFB works by artists from diverse ethnocultural backgrounds were directed by women.</p>

	<p>The NFB's efforts in promoting gender equity were recognized by Women in Governance, a non-profit organization dedicated to the advancement of women in all spheres of society, which awarded Gold Parity Certification to the NFB at its Annual Recognition Gala in September 2018. The NFB was one of 31 organizations across the country to earn this distinction this year, and the first public cultural institution to receive it. In addition, Women in Animation, an organization that's dedicated to advancing women in the field of animation, honoured NFB Executive Producer Michael Fukushima with a diversity award for his role in promoting gender parity.</p> <ul style="list-style-type: none"> <li> <b>Indigenous Action Plan 2017–2020</b>            In June 2017, the NFB published a three-year plan to redefine its relationship with Indigenous peoples. The plan set 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 included allocating 15% of production spending to Indigenous-directed projects.         </li> </ul> <p>The NFB's key results include coming close to achieving production targets set out in its 2017–2020 Indigenous Action Plan. The number of Indigenous-directed NFB projects in development or production increased from 30 in 2017–2018 to 40 in 2018–2019. These projects represented 15% of overall NFB production spending; thus the NFB delivered on a key commitment in its Indigenous Action Plan one year ahead of schedule.</p>
<p><b>Reporting capacity and data</b></p>	<p>n. a.</p> <p><b>Limited reporting capacity and data</b>            Performance monitoring is integrated into the NFB's Departmental Results Framework (DRF) and performance-measurement strategy for initiatives supporting parity, diversity and inclusion. Audiovisual Programming and Production is the core responsibility and program that keeps enough demographic information to report on departmental results, performance indicators and targets relevant for GBA+. However, data gathering remains a challenge, and individual information is not sufficient to undertake in-depth GBA+ analysis.</p>