

Gender-based Analysis Plus (GBA+)

Governance structures	The Office of the Intelligence Commissioner fully supports the implementation of GBA+ within the office during the 2025–26 fiscal year. The quasi-judicial review program has a very narrow focus; it is delivered internally within government and as a result, it does not impact directly on Canadians. As such, there is no GBA+ implementation plan for the 2025–26 fiscal year. Given the relatively small size of the office, 10.5 FTEs, there are no FTEs dedicated to GBA+ implementation in the 2025–26 fiscal year. GBA+ will be, however, an ongoing consideration in human resource management. The full range of identity factors will be addressed as key elements, primarily, in the staffing program.
Human Resources	The Office of the Intelligence Commissioner fully supports the implementation of GBA+ within the office during the 2025–26 fiscal year. The quasi-judicial review program has a very narrow focus; it is delivered internally within government and as a result, it does not impact directly on Canadians. As such, there is no GBA+ implementation plan for the 2025–26 fiscal year. Given the relatively small size of the office, 10.5 FTEs, there are no FTEs dedicated to GBA+ implementation in the 2025–26 fiscal year. GBA+ will be, however, an ongoing consideration in human resource management. The full range of identity factors will be addressed as key elements, primarily, in the staffing program.