

2021-22 Departmental Results Report:

Supplementary Information Table

Parole Board of Canada

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Gender-based analysis plus

Section 1: Institutional GBA Plus Capacity

The Parole Board of Canada (PBC) has a Gender-Based Analysis Plus (GBA+) Framework that serves as the PBC's statement of intent and seeks to build and sustain the practice of GBA+ through several streams. The Framework ensures that GBA+ is applied in all areas of the PBC's policies, programs, and initiatives.

Disaggregated offender data related to offenders is based on information entered in Correctional Service Canada's (CSC) Offender Management System from which the PBC extracts offender profile information. Disaggregated data related to PBC staff is reported as entered into Human Resources Management System (HRMS). Likewise, data related to Governor-in-Council (GICs) (i.e. Board members), is collected through their applications and compiled by Board Member Secretariat.

Section 2: Gender and Diversity Impacts, by Program

Core Responsibility: Conditional Release Decisions

Program Name: Conditional Release Decisions

Target Population: Offenders

Distribution of Benefits:

		First group	Second group	Third group	Fourth group	Fifth group	
By gender	Men	X					Women
By income level	Low	X					High

		First group	Second group	Third group	
By age group	Youth		X		Senior

Key Program impacts on Gender and diversity:

Statistics	Observed Results*	Data Source	Comment
Number of culturally responsive hearings	Number of hearings conducted by the PBC that involved an Elder or Cultural Advisor	Integrated Decision System	

*2021-22 or most recent

Other Key Program impacts on gender and diversity:

In 2021-2022, the PBC:

- Continued to offer culturally responsive hearing formats for Indigenous offenders and non-Indigenous offenders who have demonstrated a commitment to an Indigenous way of life;
- Developed policy amendments to support gender and culturally responsive decision-making as part of the Policy Manual Alignment Review;
- Continued to implement elements of the management action plan for the PBC report called “Gendered Parole: Responding to Women Offender Needs” to provide a gender-responsive approach for women through enhancements to PBC's guidance and training to Board members and employees;
- Established an internal Working Group on Diversity and Systemic Racism tasked with considering issues of diversity in general, with attention to anti-Black racism and Indigenous concerns in particular;
 - Training for Board members (i.e. Indigenous Cultural Responsiveness Training (ICRT)), which included a Kairos Blanket Exercise.
- Required all new PBC employees to complete the following mandatory training within 18 months of being hired (i.e. Overcoming Your Own Unconscious Biases, Introduction to Gender-based Analysis Plus (GBA+). Additionally, Sub delegated Managers and Executives are required to complete a mandatory course entitled Inclusive Hiring Practices for a Diverse Workforce. Continued to participate in a government-wide LGBTQ2+ Action Plan in the area of safety and justice;
- Has made significant efforts to recruit Board member candidates from diverse communities (over the past two years), through significant targeted outreach to multiple racialized communities/groups informing them of the opportunity to apply to the active Board member process, and engaging them to encourage applicants from their communities. The PBC manages the appointment process for Board GIC positions and have been successful in outreach activities to encourage applications from the targeted employment equity groups. Board member representation is now 53% women, 11% Indigenous, 15% visible minority and 4% persons with disabilities. In addition, Board member interviews include an Indigenous Elder; and
- Hosted the PBC Women@Work Talks, presented by the Chairperson. These “talk” events consists of two 45-minute sessions every two months, where approximately 10-15 minutes will be a presentation, followed by approximately 30 minutes for discussion.

GBA Plus Data Collection Plan:

Nothing to report for 2021-22.

Core Responsibility: Conditional Release Openness and Accountability

Program Name: Conditional Release Openness and Accountability

Target Population: All Canadians

Distribution of Benefits:

		First group	Second group	Third group	Fourth group	Fifth group	
By gender	Men		X				Women
By income level	Low		X				High

		First group	Second group	Third group	
By age group	Youth		X		Senior

Other Key Program impacts on gender and diversity:

In 2021-22, the PBC:

- Enhanced and maintained an evergreen outreach strategy and increased outreach to marginalized populations;
- Participated in many internal and external working groups and committees, such as the Chairperson's Indigenous Circle, in order to remain informed and sensitive to the issues facing Indigenous offenders. The PBC continues to explore new partnerships with groups representing various vulnerable offender populations;
- Delivered in-reach initiatives to prepare women for parole hearings and it has now become part of ongoing regional commitments aligned to our corporate priorities; and
- Created a pamphlet for women parole applicants to facilitate women's participation in the parole process and compliment regional led in-reach initiatives.

Core Responsibility: Record Suspension and Expungement Decisions/Clemency Recommendations

Program Name: Record Suspension and Expungement Decisions/Clemency Recommendations

Target Population: Applicants seeking a Record Suspension or Expungement Decisions or Clemency

Distribution of Benefits:

		First group	Second group	Third group	Fourth group	Fifth group	
By gender	Men		X				Women
By income level	Low		X				High

		First group	Second group	Third group	
By age group	Youth		X		Senior

Other Key Program impacts on gender and diversity:

Legislatively, this core responsibility is not required to report on gender data, unless requested on an ad-hoc basis by the Minister of Public Safety.

Having a criminal record disproportionately impacts racialized and marginalized communities, by exacerbating pre-existing socioeconomic barriers. As of January 1, 2022, the Government of Canada announced a reduction to the record suspension application fee from \$657.77 to \$50.00 in accordance with the [Pardon Services Fees Order](#), as a means to take steps towards increasing accessibility.

GBA Plus Data Collection Plan:

In 2021-22, the PBC ensured all program application forms and internal database systems include third gender box - “Another Gender” as a non-binary option to enable comprehensive gender data collection for possible future reporting.

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

Response to Parliamentary Committees and External Audits

Response to parliamentary committees

There were no parliamentary committee reports requiring a response in 2021-22.

Response to audits conducted by the Office of the Auditor General of Canada (including audits conducted by the Commissioner of the Environment and Sustainable Development)

There were no audits in 2021-22 requiring a response.

Response to audits conducted by the Public Service Commission of Canada or the Office of the Commissioner of Official Languages

There were no audits in 2021-22 requiring a response.