



# Equity, Practicality and Inclusive Research: GBA+ Analysis in Socio- economic Baseline Studies

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# Agenda

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- 4 Best Practices
- 5 Applying GBA+
- 6 Findings from Study



## 3 Key Take-Aways



### Reconciling Expectations and Good Research Practice

Incorporating GBA+ while following sound methodological practices, remaining understandable to clients and meeting their expectations.



### Not a One-Size Fits All Approach

Dependent on the regional characteristics of the population and the available data.



### GBA+ in Practice

Leverage Canadian-wide data, identify the local context, illustrate how the project may impact GBA+ elements.

## What is GBA+

- Gender-Based Analysis Plus (GBA+) is a tool to both understand the local context and to support equity and equality.
- Examines the intersectional relationships between gender, age, ethnicity, race, religion, legal status, and socio-economic status and how these inform access to resources, activities, and any constraints individuals face relative to each other in a particular context.
- Identifies the various roles played by people in their households, communities, workplace, political processes, and economy.
- These different roles often result in women and non-binary people having less access to and control over resources, less participation and influence in decision making processes, and greater perceived risks related to their own intersecting identities.
- Not exclusively about women or girls, or specific to solely gendered issues, but the engagement of how gender and intersecting identities inform experiences and perceptions of risk.

# Reconciling Expectations and Good Research Practice



# Why is it Important for Socio-Economic Baselines?



Federal Impact Assessment Act requirement



Needed to identify the experiences of individuals based on their intersecting identities.



Provide voices to equity deserving groups within the Study Area.



Understand the holistic impact a project may have on different members of a population.

# Best Practices

- Not a “one size fits all” approach.
- Identity the proportion of the population that represent underserved groups.
- Factors to consider: age, gender, race, ethnicity, Indigeneity, socio-economic status, and geographic location within the study area.
- Leverage publicly available data (i.e., Statistics Canada).
- Identify limitations:
  - Reflect on individual bias and perceptions that may limit our understandings of individual’s lived experiences.
  - Limitations of publicly available information and the shortage in available statistical methods that explore intersections.
  - Desktop research does not allow for perceptions of individual’s own vulnerabilities and risks.
- Where public data is not available, incorporate primary research.
  - Include interviews with equity deserving groups, with questions pertaining to their lived experience and perceptions of vulnerability.

# Primary Research: Participatory Action Research (PAR)



We use PAR research to ensure communities have the autonomy to self-identify intersecting groups within their region to avoid applied bias.



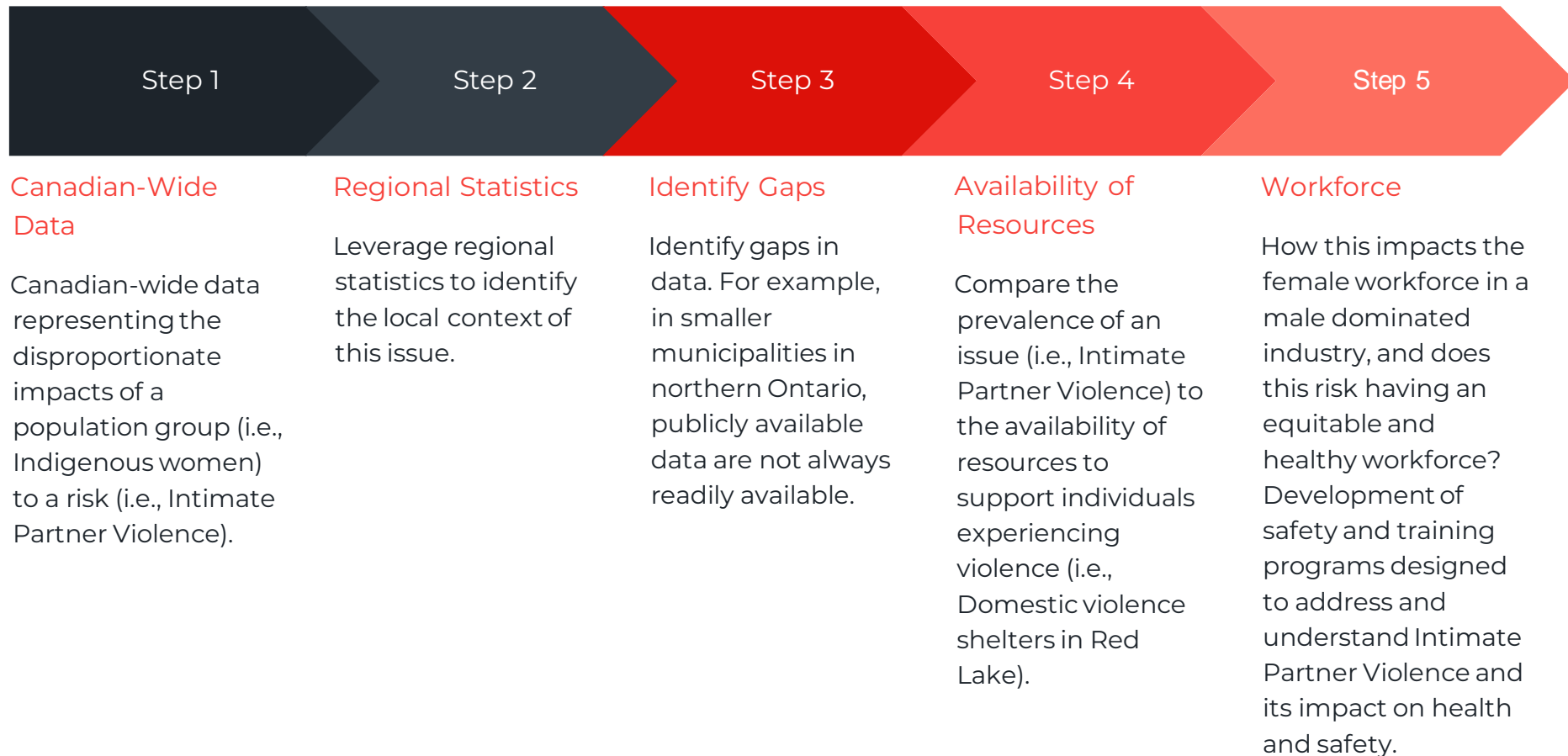
Communities conduct and collaborate on the development of community-based surveys, roundtable discussions and key informant interviews to explore issues impacting intersecting groups (within their given communities) to ensure (where possible) issues, challenges and opportunities are identified in an inclusive and holistic manner.



# Applying GBA+ to a Socio-Economic Baseline Study

- The following is in relation to mining projects in northwestern and northeastern Ontario.
- Identities of the population: Indigeneity, gender, age, socio-economic status, geographic location.
- Used existing framework for socio-economic baselines to identify areas that may pose a risk to equity deserving groups. These areas included:
  - Rural and urban woman experiences
  - Education and skills development
  - Economic participation and prosperity
  - Leadership and democratic participation
  - Gender-Based violence, crime and justice
  - Poverty Reduction, Health and well-being
- Leveraged publicly available data from the national, provincial, and local level.
  - Statistics Canada
  - Provincial documents
  - Academic articles
  - Municipal reports

# Methodology in Practice (IPV)



## Example of GBA+ Findings: Mining and Sexual Harassment

- In 2011, a study of sexual harassment filed with the Equal Employment Opportunity Commission found that mining was the industry where women faced the highest risk of sexual harassment, with a rate of 72 reports per 100,000 workers.
- Research has indicated that the risk of sexual harassment has limited participation rates of women within these industries.
- Given that 165 individuals who identified as females in Red Lake worked in mining in 2016, making up 14.5% of the total female labour force. The risk of sexual harassment in this industry may discourage higher participation rates of women within this industry.
- Immigrant workers, who make up a large proportion of the mineral sector workforce in Canada, can face distinct obstacles in reporting through potential language barriers and unfamiliarity with rights and laws against sexual harassment.

## Example of GBA+ Findings: Child Care

- Given that the average cost of childcare in Ontario as of 2018 was \$11,500 per child per year, the average income earner in Red Lake would spend 15% of their income on childcare.
- There are also three childcare services in Red Lake with a limited supply of available subsidies.
- The combination of affordability issues and accessibility have disproportionately negative effects on women, whose work hours decrease more than men with the presence of a child in the household.

## What We've Learned



### Reconciling Expectations and Good Research Practice

Balancing client expectations, community needs, regulatory processes and researcher's understanding.



### Not a One-Size Fits All Approach

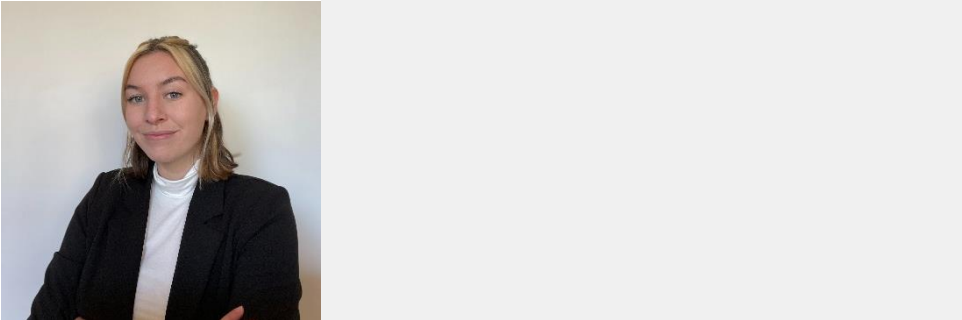
Dependent on the community's population, resources, and concerns, as well as the available data.



### We've Seen GBA+ in Practice

Examples from a socio-economic baseline study.

## How to Contact Us



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Questions?

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