



Evaluation of the implementation of Gender-Based Analysis Plus at the Canadian Space Agency

Gender-Based Analysis Plus (GBA Plus) is an analytical process used to assess the potential positive and negative impacts of Government policies, programs and initiatives on diverse groups of women, men and non-binary people, and then apply corrective measures to mitigate negatives impacts, if applicable.

About the Evaluation



Strategy

Constructive approach focused on implementation, and first thematic evaluation at the CSA.



Scope

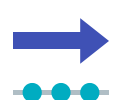
Assesses the relevance, effectiveness and efficiency of CSA's practices between March 2017 & September 2020.



Data collection

Document and literature review, benchmarking study, internal survey and interviews.

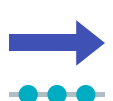
Needs of Target Populations



Need #1



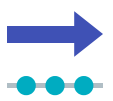
Inspire groups of people who are under-represented in STEM



Identify and eliminate prejudices and unconscious bias



Need #2



Need #3



Consider social impacts of CSA's activities

Responsibility Center

Senior executive GBA Plus Champion & 12 Points of Contact

1

2

Needs Assessment

Action Plan for Increasing GBA Plus Capacity and Implementation

Ongoing monitoring of progress

Only through Reports to Parliament and program

6

Policy Statement

CSA Policy on GBA Plus

3

Training & Tools

Mandatory training & Intranet Page for templates, data and completed GBA Plus assessments

4

Pilot Initiative

CubeSat

5

CSA's Implementation of GBA Plus Practices

Perspectives of CSA employees

Survey Results



79%

said GBA Plus is important in the space field



68%

satisfied how GBA Plus is handled within the CSA



54%

said the CSA has a clear vision of how it plans to promote GBA Plus



76%

said GBA Plus is a priority for senior management



39%

said GBA Plus influenced decision-making and/or design and delivery of program.



75%

said they have their supervisors' support to develop strategies and initiatives promoting GBA Plus



76%

said they have their supervisors' support to draft or review GBA Plus assessments and/or assess their quality



36%

said they have the time they need to draft or review GBA Plus assessments



13%

said they developed GBA Plus strategies or initiatives

Facilitating Factors



Support from the Responsibility Center



Values & commitment of certain employees



Diversity-related committees

Main Challenges



Lack of GBA Plus knowledge



Unclear vision and expectations



Shortage of space-related disaggregated data



GBA Plus being done as an afterthought



Lack of accountability, follow-up and monitoring

Recommendations

1

Determine the appropriate place for the GBA Plus Responsibility Center within the CSA and resume the GBA Plus Committee.

2

Compile and organize existing disaggregated data for the space sector, generate analyses and render data and analyses accessible to all CSA employees.

3

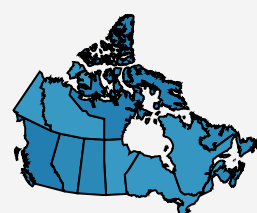
Clarify the CSA's main GBA Plus objectives and expectations, and implement mechanism to monitor progress and report on the impacts of GBA Plus.

4

Resume GBA Plus awareness activities across the CSA to demonstrate the importance, utility and concrete applicability of GBA Plus in the space sector.

5

Integrate GBA Plus in the CSA's Departmental Results Framework and in the CSA's three Program Information Profiles.



Agence spatiale
canadienne

Canadian Space
Agency

Canada