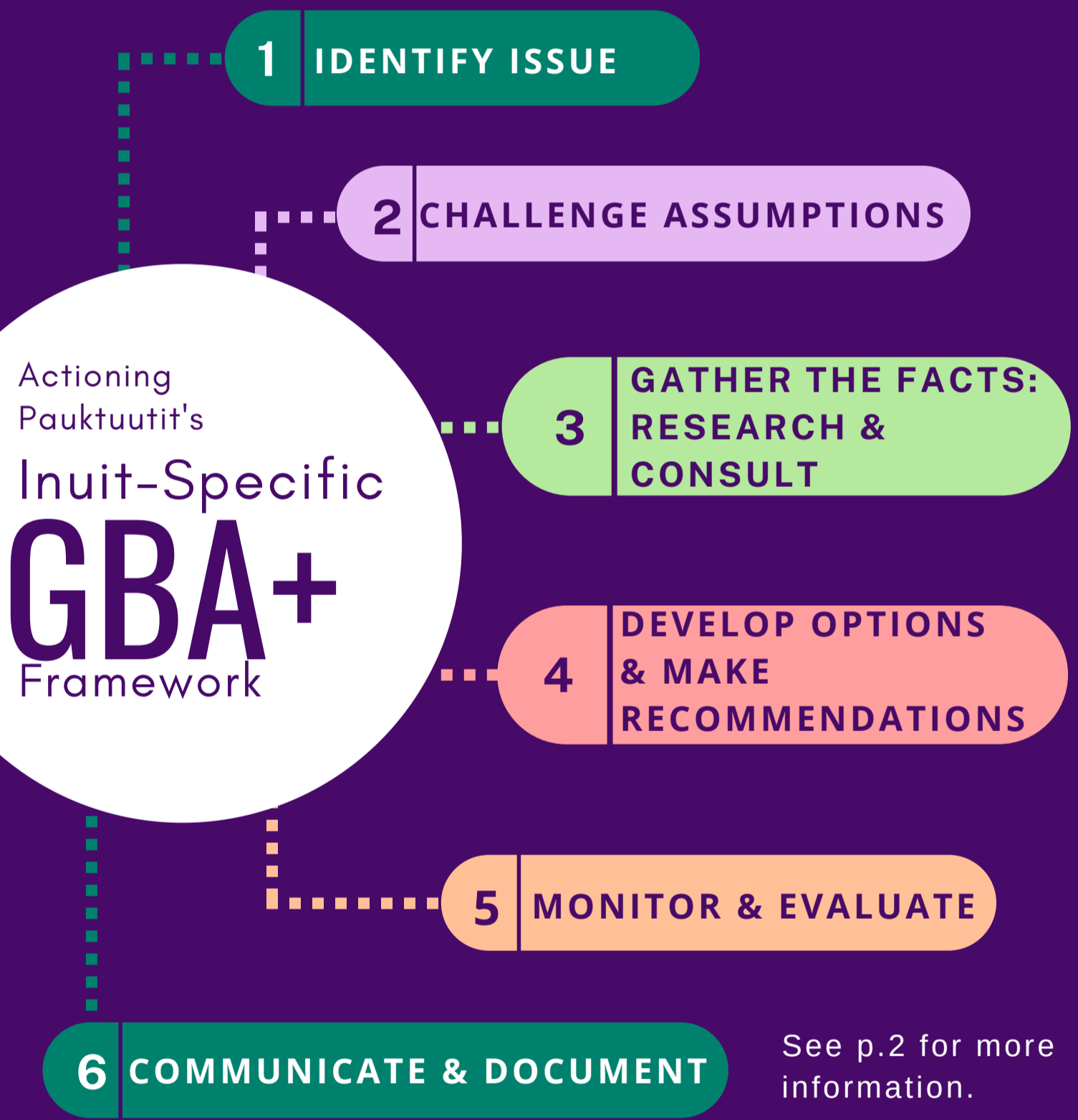


GENDER-BASED ANALYSIS PLUS (GBA+) FRAMEWORK

Using Pauktuutit's Inuit-specific GBA+ Framework means that Inuit women and gender-diverse Inuit are included in the review, development and implementation of policies and programs.

Pauktuutit's Inuit-Specific GBA+ Framework is centred on Inuit Qaujimajatuqangit and an Inuit Worldview. The framework is a six-step process.



Built to ensure that the voice of Inuit women, gender-diverse Inuit, and their communities are included in policy and program decisions.

GBA+ Framework emphasizes

Inuit Women-Led, Inuit Qaujimajatuqangit, Inuit Worldviews, Healing, Gender-diverse Inuit, Sharing of Power through Meaningful Engagement, Strength, Inclusion, Adaptability



GENDER-BASED ANALYSIS PLUS (GBA+) FRAMEWORK

Built to create change while providing a path forward to ensure Inuit women's right to equitably participate, and to strengthen Inuit women's leadership.

Six steps

- 1) Identify Issue 2) Challenge Assumptions 3) Gather the facts: Research & Consult 4) Develop Options & Make Recommendations 5) Monitor & Evaluate 6) Communicate & Document.

Example questions are listed below for each step.

1 IDENTIFY ISSUE

- What is your direct experience with, and knowledge of, Inuit?
- What knowledge, values and experiences do you bring to this area of policy analysis
- What is the issue?
- Is it an issue for Inuit women and gender-diverse Inuit?

2 CHALLENGE ASSUMPTIONS

This step focuses on the user's understanding of the issue.

- Were there any assumptions made in Step 1 about identifying the issue and how it was identified?
- Who did you talk to or engage with to make this decision/what evidence facts or reports identify the issue?
- What forms of Inuit knowledge have been included in defining the problem?

3 GATHER THE FACTS: RESEARCH & CONSULT

This is one of the most important steps. Working with Inuit women and gender-diverse Inuit when researching and consulting on a particular policy issue is key.

- Who amongst Inuit have responded to the issue and how?
- What are the knowledge/evidence gaps regarding this issue across the diversity of the Inuit population?
- How do policies address, maintain or create inequities related to issues between Inuit, including different groups of Inuit women? Between Inuit and other Canadians?

4 DEVELOP OPTIONS & MAKE RECOMMENDATIONS

Inuit women and gender-diverse Inuit work with external policymakers and government to develop options and make recommendations on a particular issue

- At what level or combination of levels (Federal, Provincial/Territorial, Municipal/Hamlet, Inuit regional government) can these changes be made?
- What are other Inuit-led solutions?
- How could new policies build on these examples?
- Where and how can changes be made to mitigate the problem?

5 MONITOR & EVALUATE

Generating quality data, reporting, transparency, accountability, and successful outcomes to improve the overall health and well-being of Inuit women.

- How will you know if inequities between Inuit and other Canadians have been reduced?
- What will be the measure(s) of success?
- Are there any barriers that would prevent Inuit from benefiting from the implementation of this policy? Will implementation and delivery require a specific approach for Inuit?

6 COMMUNICATE & DOCUMENT

Throughout the Inuit-specific GBA+ process, carefully document your research and all communications with Inuit organizations.

- Does monitoring and evaluation contain strong communications with Inuit organizations so they may review implementation results and provide insight or feedback throughout the process?

