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PAUKTUUTIT
INUIT WOMEN OF CANADA

Inuit-Specific Gender-Based Analysis+ (ISGBA+)

KEY MESSAGES:

- **Inuit-specific analysis is essential to effective policy and program creation, implementation, and evaluation.** [Pauktuutit Inuit Women of Canada](#) (Pauktuutit)'s Inuit-specific Gender-Based Analysis+ (ISGBA+) Framework must be used by decision-makers to ensure that policies, programs, and services reflect the unique needs and lived experiences of Inuit women, girls, and gender-diverse Inuit.
- **Inuit women, girls, and gender-diverse Inuit must be at the table.** When governments at all levels and Indigenous rights holders develop, implement and amend policies that impact program and service delivery, Inuit women, girls, and gender-diverse Inuit must be equally considered and at the table.
- **Pauktuutit's ISGBA+ Framework centres those who are marginalized and excluded.** Rooted in Inuit Qaujimajatuqangit beliefs and principles, the ISGBA+ Framework creates the necessary space to amplify and prioritize the perspectives and priorities of Inuit women, girls and gender-diverse Inuit who, traditionally, are systemically neglected or ignored.
- **A culturally grounded, gendered lens leads to equitable outcomes.** Applying Pauktuutit's ISGBA+ Framework ensures the equitable participation of Inuit women, girls, and gender-diverse Inuit in the review, development, and implementation of policies and programs. It ensures our voices are heard, and our recommendations are actioned.
- **Systematic application of ISGBA+ makes policies work better for everyone.** Pauktuutit's ISGBA+ Framework demonstrates that applying a culturally appropriate, gender-based lens leads to more responsive, inclusive, and effective policies, programs, and initiatives.

EXECUTIVE SUMMARY:

- Gender-Based Analysis Plus (GBA+) is a method of analysis that acknowledges that everyone is made up of many factors and pieces of identity that define who you are. This includes gender, race, sexual orientation, culture, colonial impacts, land claim beneficiary status, and physical location.
- These factors are interconnected, and all work together to shape who you are. Together, they impact how you experience and navigate systems and society.
- In 2006, Pauktuutit developed a culturally relevant, Inuit-specific Gender-Based Analysis (GBA) tool. This preliminary tool supported the concept of intersectionality. This tool was not adopted or widely used at that time, leaving a gap in GBA analysis specific to Inuit.
- In 2019, the need for an Inuit-specific Gender-Based Analysis+ (ISGBA+) tool was becoming critical to ensure that the needs of Inuit women were being considered.
- Pauktuutit's ISGBA+ Framework has the distinctive qualities of Inuit Qaujimajatuqangit beliefs and principles at its core. It creates the necessary space to amplify and prioritize the perspectives and priorities of Inuit women, girls, and gender-diverse Inuit who are traditionally systemically neglected or ignored.
- The ISGBA+ Framework is a living document and a policy and research tool. It fully incorporates an intersectional approach to understanding the many personal, psychosocial, economic, and political factors that shape the lived reality of Inuit women, girls, and gender-diverse Inuit living both within and outside of Inuit Nunangat.
- As culture is an evolving entity and as information produced by and regarding Inuit advances, Pauktuutit will continue to update, evaluate, and validate the ISGBA+ Framework regularly.
- The ISGBA+ Framework sets out ways to:
 - Effectively include data and information about Inuit.
 - Respect and include Inuit values, experiences, strengths, and diversity.
 - Ensure that the voices of Inuit women, girls, and gender-diverse Inuit are included in policy and program decisions.
- The Inuit-Specific GBA+ Framework takes a strengths-based approach. This is based on the knowledge that Inuit women, girls, and gender-diverse Inuit have existing strengths, experiences, and capabilities that make them adaptable and innovative.
- **The ISGBA+ Framework in action:** The language and principles within Pauktuutit's ISGBA+ Framework form the foundation of Pauktuutit's Memorandum of Agreement (MOA) with the Royal Canadian Mounted Police (RCMP). It will continue to guide this work via the sharing of best practices from Inuit women, girls, and gender-diverse Inuit to address key issues across the justice system, including racism, gendered violence, and access to distinctions-based services and supports.
- The Government of Canada is committed to the application of GBA Plus as a legislative requirement under the 2018 [Canadian Gender Budgeting Act](#),¹ among other Acts of Parliament.²
- As of 2021, all federal departments across Canada have been directed to ensure that public policies are informed and developed through an intersectional lens, including by applying frameworks such as Gender-Based Analysis Plus (GBA+) and quality-of-life indicators in decision-making. While implementation continues to evolve across government, this mandate represents a significant federal commitment to more inclusive and equitable policy development.

1 Government of Canada. (2018). Canadian Gender Budgeting Act. Retrieved from <https://laws-lois.justice.gc.ca/eng/acts/C-17.2/FullText.html>

2 Trudeau, J. (2021). Minister for Women and Gender Equality and Youth Mandate Letter. Office of the Prime Minister of Canada. Retrieved from <https://www.pm.gc.ca/en/mandate-letters/2021/12/16/minister-women-and-gender-equality-and-youth-mandate-letter>

POLICY RECOMMENDATIONS:

Pauktuutit’s Inuit-specific GBA+ (ISGBA+) Framework must be used by decision-makers. This means federal, provincial, and territorial governments recognizing and resourcing Pauktuutit’s ISGBA+ Framework as a distinctions-based tool to:

- Ensure that new and existing policies, programs, and services reflect the unique needs and social experiences of Inuit women, girls, and gender-diverse Inuit.
- Amplify the perspectives and priorities of Inuit women, girls, and gender-diverse Inuit who historically have been systemically excluded from policy processes.
- Respect and centre the distinct characteristics of Inuit Qaujimajatuqangit values, beliefs, and principles.
- **Inuit women, girls, and gender-diverse Inuit must be meaningfully included and equally represented at decision-making tables.** This includes when the Government of Canada, provinces, territories, and Indigenous rights holders are developing, implementing, and amending policies that affect program and service delivery to Inuit women, girls, gender-diverse Inuit, their families, and their communities.
- **Indigenous-specific, gender-based analytical tools — such as Pauktuutit’s ISGBA+ Framework — must be embedded into policy and program review processes by all levels of government.** This guarantees the equitable participation of Indigenous Peoples and ensures their recommendations are included in final decisions and outcomes.
- **Long-term, sustainable funding must be provided to:**
 - Enhance the capacity of Indigenous organizations and governments related to Indigenous-specific GBA+.
 - Allow for continued joint work with Canada on the implementation of Indigenous-specific GBA+ frameworks.

REFERENCE LIST:

Government of Canada. (2018). *Canadian Gender Budgeting Act*. Retrieved from: <https://laws-lois.justice.gc.ca/eng/acts/C-17.2/FullText.html>

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United Nations. (2018). *United Nations Declaration on the Rights of Indigenous Peoples*. Retrieved from https://www.un.org/development/desa/indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP_E_web.pdf

Women and Gender Equality Canada. (2025). *Gender-based Analysis Plus (GBA Plus)*. Retrieved from <https://www.canada.ca/en/women-gender-equality/gender-based-analysis-plus.html>

