

**ACTION PLAN IMPLEMENTATION STATUS UPDATE  
REPORT TO THE EVALUATION, PERFORMANCE MEASUREMENT AND REVIEW COMMITTEE - AS OF MARCH 31st, 2010**

**POLICY AND STRATEGIC DIRECTION - EXTERNAL RELATIONS AND GENDER ISSUES BRANCH**

**IMPACT EVALUATION OF INAC'S GENDER-BASED ANALYSIS POLICY (200712)**

*AEC APPROVAL DATE: 27/06/2008*

PROJECT RECOMMENDATIONS	ACTION PLAN	EXPECTED COMPLETION DATE	PROGRAM RESPONSE
<p>1. Revisit expected achievements, activities and timeframes, introducing elements of a more targeted (benchmarks) and risk-based approach to implementation. A particular focus should be placed on addressing issues and areas of high risk to the achievement of INAC's strategic outcomes;</p>	<p>INAC HQ will work within the department and with other government departments to introduce a more targeted and risk-based implementation approach and to revise expected achievements, activities and timeframes.</p>	<p>31/03/09</p>	<p><b>Update/Rationale:</b> <b>As of 31/03/2010:</b></p> <p>In March 2010, Operations Committee approved the new Implementation Strategy 2009-2013.</p> <p><b>Status: Ongoing</b> An annual work plan has been developed and is updated accordingly with various tracking and reporting materials. The tracking data will be utilized in the continued development of benchmarks by April 2011 (after one year of monitoring).</p> <p><b>Status: Ongoing</b> Continued support to Lands and Economic Development to integrate GBA in all activities of the Federal Framework for Aboriginal Economic Development. Support will continue through 2010-2011, with the renewal of all Economic Development programs and the development of Performance Measurement Strategies.</p> <p><b>AES:</b> Close</p>
<p>2. Update and strengthen INAC's approach to accountability, performance measurement, and reporting in line with evolving federal practice and directives respecting GBA and horizontal policies in general;</p>	<p>INAC HQ will develop an integrated RMAF/RBAF to clarify accountabilities, performance measurement and reporting.</p>	<p><b>May 2010</b> <b>Completion date revised from July 2009</b></p>	<p><b>Update/Rationale:</b> <b>As of 31/03/2010:</b></p> <p><b>Status: Ongoing</b> An RMAF/RBAF is complete, which has been reviewed in preparation to develop the new GBA Performance Measurement Strategy. This PM Strategy is under development in accordance with</p>

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			<p>the protocols and principles approved by the Evaluation, Performance Measurement and Review Committee.</p> <p>Comment: Progress against this action item is quite delayed and is inconsistent with the "gender lens" all Programs are being asked to integrate into their own strategies.</p> <p><b>AES:</b> PM strategy is being developed</p>
<p>3. Review and revise INAC's approach to training, outreach and support (as currently provided through WIGE and GBARs) so as to enhance the outcomes of a more risk-based and targeted</p>	<p>INAC HQ will review and revise INAC's approach to training, outreach and support to all staff.</p>	<p>Ongoing for next five years</p>	<p><b>Status: Ongoing</b> Have been offering a "GBA Basics" course quarterly (based on previous attendance).</p> <p><b>Status: Ongoing</b> Had initial discussions with other federal partners to develop a blended learning course that will be offered through the Canada School of Public Employees. This course will include core content on-line, followed by a classroom component to apply gender-based analyses to specific programs, policies, etc.</p> <p><b>Status: Ongoing</b> Presented an armchair discussion through the Canada School of Public Employees on November 12, 2009. It was recorded on DVD and used by a federal delegation in South Africa. In process of planning next discussion for June 21, 2010.</p> <p><b>Status: Ongoing</b></p>

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			<p>Monthly announcements in ExpressInfo for GBA courses and other gender-focussed activities.</p> <p><b>Status: Ongoing</b> Annual GBA Representative's National Strategic Planning/Training Session was held in Winnipeg, October 2009.</p> <p><b>AES:</b> Underway</p>
<p>4. Introduce mechanisms, tools and measures to better facilitate management support and oversight, in the short term, and to strengthen the quality of GBAs and their outcomes over the longer term (e.g., GBA review guides and/or templates for conducting GBA, best practices, examples, establishing checkpoints at various points through INAC's internal approval processes, among others);</p>	<p>INAC HQ will work to introduce mechanisms, tools and measures to better facilitate management support and oversight to strengthen the quality of GBAs and their outcomes.</p>	<p>Ongoing for next five years</p>	<p><b>Status: Complete</b> Obtained senior management commitment on GBA through the approval of the new Implementation Strategy by the Operations Committee in March of 2010, including the approval of a GBA Assessment Form</p> <p><b>Status: Ongoing</b> Providing advice and support on the <i>GBA Assessment Form</i> to facilitate the completion of GBA across the department for negotiation processes, and legislation, policy and program development. A tracking system has been established for these assessment forms.</p> <p><b>AES:</b> Underway</p>
<p>5. Continue to work within the Department, and with Status of</p>	<p>INAC will continue to work within the department, and with Status of</p>	<p>On-going for the next five years.</p>	<p><b>Update/Rationale:</b> <b>As of 31/03/2010:</b></p>

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<p>Women Canada, central agencies, representative organizations, beneficiaries and other stakeholders in order to strengthen the implementation and impacts of GBA in particular and horizontal policies in general;</p>	<p>Women Canada, central agencies, representative organizations, beneficiaries and other stakeholders to strengthen the implementation and impacts of GBA in particular and horizontal policies in general.</p>		<p><b>Status: Ongoing</b> Attend and provide input to the Inter-departmental Committee (IDC) on GBA, chaired by SWC.</p> <p><b>Status: Ongoing</b> Initiate meetings to collaborate on best practices, templates/tools and establishing checkpoints within the department among other horizontal policies (SEA, SDS and Official Languages) to discuss ways of mainstreaming our goals and objectives to make it simpler for employees and senior management to apply these policies in a harmonized way.</p> <p><b>Status: Complete</b> Partnered on a pilot project with the Assembly of First Nations' Women's Council to develop a strategy to implement their culturally-relevant GBA framework and tool within their organization. This will provide understanding of First Nations women's needs and will build internal GBA understanding and capacity. In 2010-2011, project plans will involve building GBA capacity via training across the organization.</p> <p><b>Status: Ongoing</b> Provided feedback on the Native Women's Association of Canada's draft culturally-relevant GBA tool at a one day workshop on January 21, 2010. This will provide understanding of First Nations women's needs and will build internal GBA understanding and capacity. In 2010-2011,</p>

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			<p>possible project plans include partnering with Lands and Economic Development on project(s) involving the development of a gender-sensitive approach to implementation of the Federal Framework for Aboriginal Economic Development.</p> <p><b>Status: Ongoing</b> Continued support to Education and Social Development Programs and Partnership to integrate GBA in all activities with the renewal of their programs.</p> <p><b>AES:</b> Underway</p>
<p>6. Review and the revise the Policy's governance structure, roles and responsibilities of WIGE, GBARs, senior management and employees, particularly with respect to performance measurement, quality control and reporting</p>	<p>INAC HQ will revise the <i>Policy's</i> governance structure, roles and responsibilities of WIGE, GBARs, senior management and employees, particularly with respect to performance measurement, quality control and reporting.</p>	<p>July 2009 - PMS</p> <p>March 2010 - Review of governance structure</p>	<p><b>Status:</b></p> <p><b>Update/Rationale: As of 31/03/2010:</b></p> <p><b>Status: Ongoing</b> Had initial discussions of these with the GBA Representatives during the first GBAR quarterly conference call on March 8, 2010. Will continue to discuss these roles during the Strategic Session in October 2010. The results of these discussions will be submitted to the DG and GBA Champion for approval and input.</p> <p><b>AES:</b> Underway</p>

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7. Review financing arrangements for implementing the <i>Policy</i> to provide a more stable base for supporting and sustaining the application of GBA at INAC, taking into account preceding recommendations.	Senior Management to commit funding in A-base for gender-based analysis.	31/03/10	<p><b>Status: Completed</b></p> <p><b>Update/Rationale: As of 31/03/2010:</b></p> <p>The Department agreed to A-base Gender Issues Directorate as of April 1, 2009.</p> <p><b>Update/Rationale: As of 30/09/2009:</b></p> <p><b>AES Comment:</b> File Closed</p>