

**ACTION PLAN IMPLEMENTATION STATUS UPDATE
REPORT TO THE EVALUATION, PERFORMANCE MEASUREMENT AND REVIEW COMMITTEE - AS OF MARCH 31, 2009**

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
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;	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.	31/03/09	Status: Complete – approval pending Update/Rationale: As of 31/03/2009: The 2009-2013 Gender-based Analysis Implementation Strategy takes a risk-based approach to implementation and includes revised activities and timeframe. The Strategy was submitted to the SADM's office for approval on 25/03/2009.
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;	INAC HQ will develop an integrated RMAF/RBAF to clarify accountabilities, performance measurement and reporting.	July 2009	Status: Ongoing Update/Rationale: As of 31/03/2009: RMAF/RBAF complete, but will be revised to reflect new TB requirement for PMS.
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	INAC HQ will review and revise INAC's approach to training, outreach and support to all staff.	Ongoing for next five years	Status: Ongoing Update/Rationale: As of 31/03/2009: Completed to date: New training session on assessing GBAs in formal submissions. GBA assessment tool created to enhance outreach, support and capacity. Review of training materials is ongoing. Future activities related to training and outreach are outlined in the 2009-2013 Gender Based Analysis Implementation Strategy which is pending approval.

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<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>Status: Ongoing Update/Rationale: As of 31/03/2009: Completed to date: New PMS to help with management support and oversight. New training session on assessing GBAs in formal submissions and GBA assessment tool designed to strengthen the quality of GBAs and their long-term outcomes.</p>
<p>5. Continue to work within the Department, and with Status of 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>INAC will continue to work within the department, and with Status of 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>On-going for the next five years.</p>	<p>Status: Ongoing Update/Rationale: As of 31/03/2009: 2009-2013 Gender Based Analysis Implementation Strategy to focus on partnerships with key stakeholders.</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>Policies</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 March 2010 - Review of governance structure</p>	<p>Status: Ongoing Update/Rationale: As of 31/03/2009: PMS will define roles and responsibilities with respect to performance measurement, quality control and reporting. Review of governance structure will define roles and responsibilities of</p>

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			GBA directorate, senior management and employees.
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>Status: Completed</p> <p>Update/Rationale: As of 31/03/2009: The Department agreed to A-base Gender Issues Directorate as of April 1, 2009.</p>