

**ACTION PLAN IMPLEMENTATION STATUS UPDATE
REPORT TO THE EVALUATION, PERFORMANCE MEASUREMENT AND REVIEW COMMITTEE - AS OF SEPTEMBER 30, 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
<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>Status: Complete – approval pending</p> <p>Update/Rationale: As of 30/09/2009:</p> <p>Gender Issues Directorate (GID) has identified two policy areas that would benefit from our special attention.</p> <p>Have partnered with Consultations and Accommodation Unit of Litigation Management to fund Aboriginal women's organization on Aboriginal women-specific needs and expectations in INAC's consultation process.</p> <p>Have provided full contact information of Aboriginal women's organizations for outreach, engagement, and consultation processes</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>May 2010 Completion date revised from July 2009</p>	<p>Status: RMAF/RBAF complete, but will be revised to reflect new TB requirement for PMS.</p> <p>Update/Rationale: As of 30/09/2009:</p> <p>The GBA performance measurement strategy is under development in accordance with the protocols and principles approved by the Evaluation, Performance Measurement and Review Committee.</p>

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<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>Status: Ongoing</p> <p>Update/Rationale: As of 30/09/2009:</p> <p>Training and support:</p> <p>Have been further developing curriculum</p> <p>"GBA Basics" course offered monthly.</p> <p>In the process of developing 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>Will be presenting two armchair discussions through the Canada School of Public Employees, one on November 12, 2009 and the second one on March 8, 2010 to commemorate International Women's Day.</p> <p>Bi-weekly announcements in ExpressInfo for gender-based analysis courses and other gender-focussed activities.</p> <p>Outreach</p> <p>Have funded Inuit women's association to undertake an Inuit-relevant gender-based analysis on the food-mail program offered in Nunavut. This</p>

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			<p>provided understanding of Inuit women's needs in this program, informed internal gender-based analysis understanding, and built gender-based analysis capacity in Pauktuutit Inuit women's association.</p> <p>Are funding the Assembly of First Nation Women's Council this year to undertake a culturally relevant gender-based analysis on AFN's project on the repeal of sec. 67 of the <i>Canadian Human Rights Act</i>. This again will provide understanding of First Nations women's needs in such a legislative change, will inform internal gender-based analysis understanding, and will build the AFN's gender-based analysis capacity.</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>Status: Ongoing</p> <p>Update/Rationale: As of 30/09/2009:</p> <p>In process of confirming senior management commitment to gender-based analysis to ensure support of undertaking GBA across all sectors of the department by the approval of the new Implementation Strategy by the Operations Committee.</p> <p>Developed the Gender-Based Analysis Assessment Form to facilitate the completion of gender-based analysis across the department for TB submissions, MC development, for the negotiation process, and</p>

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			<p>in legislation, policy and program development.</p> <p>Departmental policy proposals are now utilizing the GBA Assessment Form and incorporating corporate advice from GID.</p> <p>Also providing this function for TB submissions that are being brought forward.</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</p> <p>Update/Rationale: As of 30/09/2009:</p> <p>Attend and provide input to the Inter-departmental Committee (IDC) on Gender-Based Analysis, chaired by SWC.</p> <p>Will be requesting a meeting of this IDC for their input on the GBA blended learning course to ensure it includes the needs of other federal departments.</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</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</p>	<p>July 2009 - PMS</p> <p>March 2010 - Review of governance structure</p>	<p>Status: Ongoing</p> <p>Update/Rationale: As of 30/09/2009:</p> <p>These will be discussed at the October Operations Committee, as well as at the Gender-Based</p>

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control and reporting	reporting.		Analysis Representatives Workshop in October.
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:</p> <p>The Department agreed to A-base Gender Issues Directorate as of April 1, 2009.</p> <p>Update/Rationale: As of 30/09/2009:</p> <p>AES Comment: File Closed</p>