

Gender-based analysis plus (GBA+)

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| Institutional GBA+ Capacity | |
| <p>In 2019-20, a GBA+ Champion representative from the Executive cadre was named to support the implementation and application of GBA+, and raise awareness through key commitments and messages. Since their appointment, a communication was shared with staff to encourage employees to add their preferred pronouns to their email signature block in all official correspondence.</p> <p>In 2019-20, the Administrative Tribunals Support Service of Canada (ATSSC) also completed a GBA+ Needs Assessment and an Action Plan to help outline the actions for implementing the GBA+ framework. As part of the implementation of the framework, a Responsibility Centre, Focal Point, and GBA+ Champion were identified, a GBA+ Focus Group was convened, and GBA+ training and tools were made available to employees.</p> | |
| Highlights of GBA+ Results by Program | |
| Internal Services | <ul style="list-style-type: none">• Foundational human resources (HR) services – staffing, classification, compensation, labour relations, and performance management – have been established and the HR function has now reached a state of maturity allowing an assessment of the workplace and workforce.• A human resource metrics function was established to help guide staff decision making.• An employee systems review was conducted, identifying systemic issues that could affect the organization’s ability to build and sustain a diverse work environment. |