



2024-25 Gender-based analysis plus plan

Introduction

In 2018, Parliament passed the [Canadian Gender Budgeting Act](#). The departmental plans and departmental results reports are being used to fulfill the President of the Treasury Board's obligations to make public, every year, analysis on the impacts of expenditure programs on gender and diversity.

Each organization is responsible for conducting their own [Gender-based Analysis Plus \(GBA Plus\)](#).

Applicability

All organizations must complete GBA Plus supplementary information tables in departmental plans and departmental results reports on an annual basis.

General information: Institutional GBA Plus capacity

Governance

As a micro-agency, the Military Grievances External Review Committee (Committee) does not have the resources to dedicate an employee to GBA Plus. However, the Committee's employees are aware of this initiative and the organization has included GBA Plus training in its mandatory training curriculum for all its employees and has selected a GBA Plus Champion.

Capacity

The Committee will move to more comprehensive tracking and reporting of GBA Plus activities in fiscal year 2024-25.

Highlights of GBA Plus results reporting by program

Independent review of military grievances

In fiscal year 2024-25, the Committee will conduct an analysis and develop a plan to determine what actions can be taken to enable the future monitoring and reporting of the program's impacts by gender and diversity. In addition, as outlined in our [Accessibility Plan 2022-2025](#), the Committee will update its initial contact letter template to grievors to include a field where accessibility requirements can be identified and will look into options for providing grievors with alternate formats of the findings and recommendations report. Currently, the Committee's case management system collects data such as the gender, language and preferred pronouns of grievors.



Internal Services

For fiscal year 2024-25, the Committee will maintain GBA Plus training in its mandatory training curriculum for all its employees and ensure that the completion rate remains above 75%. The Committee has also identified a GBA Plus Champion and will be developing a GBA Plus statement of intent. The Committee will continue to lead various initiatives and promote tools and resources to ensure employees are applying GBA Plus considerations to their day-to-day work.