



Military Grievances
External Review Committee

Comité externe d'examen
des griefs militaires

Gender-based analysis plus Plan 2025-2026

Aussi disponible en français sous le titre : Plan Analyse comparative entre les sexes Plus 2025-2026

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Cat. No. DG2-17E-PDF
ISSN 2819-0750

Gender-based analysis plus

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

The Policy on Results indicates that Program officials, as designated by Deputy Heads, are responsible for ensuring data collection for meeting policy requirements.

Applicability

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

Section 1: Institutional GBA Plus governance and capacity

Governance

As a micro-organization, 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 continue to make use of its comprehensive tracking and reporting of GBA Plus activities in fiscal year 2025-26.

Human resources (full-time equivalents) dedicated to GBA Plus

The Committee will not have any full-time equivalents (FTE) dedicated to working on GBA Plus in 2025-26. However, we have FTEs who engage with GBA Plus adding up to 0.25 FTEs.

Section 2: Gender and diversity impacts, by program

Core responsibility: Independent review of military grievances

Program name: [Independent review of military grievances](#)

Program goals: The *National Defence Act*, Section 29.2 (1) and (2), requires the Committee to review every grievance referred to it by the Final Authority (FA) and to provide Findings and Recommendations in writing to the FA and the officer or non-commissioned member who submitted the grievance.

GBA Plus data collection plan

Independent review of military grievances

In fiscal year 2025-26, the Committee will monitor what the Department of National Defence is planning and reporting in GBA Plus and review the implications for our grievance analysis. The Committee will determine what practices and knowledge can be applied within our program. In 2025-26, the Committee will continue to review what information it collects and stores on self-identification of grievors and how it protects this information.

Internal services

For fiscal year 2025-26, 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 will educate employees on its 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. In addition, the Committee will be publishing its 2026-2029 Accessibility Plan and ensuring that the organization aligns with its objectives.