



Military Grievances  
External Review Committee

Comité externe d'examen  
des griefs militaires

# Gender-based analysis plus Report 2023-2024

Ceci document est aussi disponible en français sous le titre : Rapport Analyse comparative entre les sexes Plus 2023-2024

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# Gender-based analysis plus Report 2023-2024

## 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 \(GBA Plus\)](#)

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-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 have been made aware of this initiative through events and activities promoted by our newly selected GBA Plus Champion, such as International Women's Day and Women's History Month. Also, the organization continued to include GBA Plus training in its mandatory training curriculum for all its employees.

### Capacity

In 2023-24, the Committee did not have a system to track GBA Plus but will move to a more comprehensive tracking and reporting of activities in fiscal year 2024-25.

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

As a micro-agency, the Committee does not have any full-time equivalents (FTE) dedicated to working on GBA Plus in 2023-24. 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.

### Key program impacts on gender and diversity

Not available.

### GBA Plus data collection plan

In fiscal year 2023-24, the Committee continued to have GBA Plus training in its mandatory training curriculum for all employees and ensured that the completion rate remained above 75%. The Committee also identified a GBA Plus Champion and 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.