Military Grievances
External Review Committee

Comité externe d'examen
des griefs militaires

Military Grievances External Review Committee

Gender-Based Analysis Plus Report 2025-2026

Canada

© His Majesty the King in Right of Canada, as represented by the Minister of National Defence, 2026

Cat. No. DG2-20E-PDF

ISSN 2819-0777

Aussi disponible en français sous le titre : Rapport analyse comparative entre les sexes plus 2025-2026

Gender-Based Analysis Plus Report 2025-2026

Section 1: institutional GBA Plus governance and capacity

Governance

The Military Grievances External Review Committee (the Committee) has continued to implement Gender-based Analysis Plus (GBA Plus) through a governance structure consisting of a GBA Plus Champion and a GBA Plus focal point. The Human Resources Director held monthly meetings with all the Committee's Champions where topics including accessibility, GBA Plus, equity, diversity and inclusion were discussed. Additionally, quarterly meetings were held between the Committee's Chairperson and the Champions to discuss relevant topics and progress on initiatives. Furthermore, the GBA Plus Champion and GBA Plus focal point are now members of multiple internal consultation groups, assuring inclusion and awareness remain a constant organisational priority in ongoing and future endeavors.

Capacity

A key theme emerged through employee consultations: a strong desire for meaningful connection, openness, and a sense of belonging in the workplace. In 2025–26, the Committee embraced this feedback by establishing a new guiding principle: "Accessibility for All: The Power of Belonging." This principle shaped several of the Committee's key initiatives throughout the fiscal year and will continue to guide future projects. Notably, the actions outlined in the 2026–29 Accessibility Plan, developed during 2025–26, were informed by this employee-centered approach.

In recent years, the Committee has made significant progress in advancing employment equity. In 2024–25, the organization focused on increasing participation in the Employment Equity Self-Identification Form through MyGCHR, resulting in higher employee participation and more robust workforce data for Human Resources. Building on this foundation in 2025–26, the Committee shifted its focus to expanding employment opportunities. The enhanced workforce data informed recruitment strategies and enabled Human Resources to develop an Employment Equity Action Plan that helps managers identify and address staffing barriers.

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

As a micro-agency, the Committee does not have any full-time employees dedicated to working on GBA Plus in 2025-26. However, we have full-time equivalents (FTE) 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

Independent review of military grievances

Through a process review, the Committee identified opportunities to improve the efficiency of its core program: the independent review of military grievances. In 2025–26, it piloted a streamlined grievance review process. Considerable resources were dedicated to implementing this change, adapting to new procedures, and gathering internal feedback. As subsequent phases are introduced and the revised process is formalized, the Committee will continue its analysis to identify potential measures for monitoring and reporting program impacts through a gender and diversity lens. In addition, the 2026–29 Accessibility Plan outlines key actions that include opportunities to enhance data collection from grievors.

Internal services

The Committee continued to include GBA Plus training in its mandatory learning curriculum for all employees and maintained a completion rate above 75%. As outlined in the 2024–25 plan, resources initially allocated to developing a GBA Plus Statement of Intent were redirected toward consultations in advance of the 2026–29 Accessibility Plan, which incorporates GBA Plus–related initiatives. Accordingly, in 2025–26, the Committee focused on increasing awareness of the Accessibility Plan by publishing an internal blog post following its release to highlight its purpose and significance.

The GBA Plus Champion and GBA Plus Focal Point continued to actively participate in government-wide committees and discussions on GBA Plus, as well as internal working groups, including the Workplace Modernization Group and the Accessibility Working Group. In early 2026, the GBA Plus Focal Point also contributed to a micro-organization consultation led by the GBA Plus Centre of Expertise at Women and Gender Equality Canada, providing feedback on the Micro-organizational Maturity Model prior to its release. These ongoing engagements help ensure that inclusion remains integrated into the development and implementation of new initiatives.

In addition, the Committee promoted key learning opportunities, events, and commemorative observances to employees, including GBA Plus Awareness Week, National AccessAbility Week, and Black History Month.