

## Why is there a need for a “Culturally Relevant” GBA?

GBA is intended to establish equitable, inclusive approaches to policy development with goals of creating equal outcomes between genders (health, social, economic outcomes).

GBA views women in relation to men in society rather than in isolation. Viewing women in isolation has generally meant the marginalization of their realities in public policy development.

GBA is a tool that offers policy makers an accountability process by helping them determine if allocated resources are reaching the intended populations.

Canada’s noncompliance with international protocols that call for the use of GBA tools allows gender imbalances to continue and while there have been improvements since the 1970’s gender disparities in the health, social, and economic sectors re



NWAC’s CRGAP began with a series of policy and academic papers, from which a set of guiding principles were gleaned. This was followed by several months of outreach with grassroots women and communities, local and regional AHTF project coordinators, and federal departmental officials.

main. These disparities are magnified within the Aboriginal population.

Aboriginal women’s identity - their gender and their culture - compound and perpetuate their marginalization, and because of this, contemporary GBA frameworks do not apply within a cultural context; hence the need for cultural relevance in GBA.

The NWAC’s CRGAP examines how socially constructed identity has shaped the cultural, economic, social, and political status of Aboriginal people.



### To Request Your Copy:

Email:  
ewolski@nwac.ca

Mail or Phone:  
Native Women’s  
Association of Canada  
1 Nicholas Street, 9th Floor  
Ottawa, Ontario  
K1N 7B7

613.722.3033 ext. 224  
Toll-Free: 1.800.461.4043

www.nwac.ca

### CRGAP:

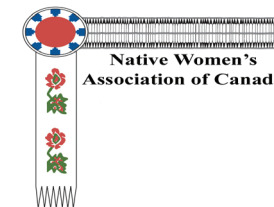
NWAC’s work promoting culturally relevant gender based analysis has culminated in the development of the CRGAP, or the Culturally Relevant Gender Application Protocol.

This work is generously supported by the Aboriginal Health Transition Fund (AHTF) at the First Nations and Inuit Health Branch of Health Canada.

*Culturally Relevant Gender Based Analysis*

# NWAC GBA

## A Culturally Relevant Gender Application Protocol



# A Culturally Relevant Gender Application Protocol

*The Native Women's Association of Canada (NWAC) has moved knowledge related to culture and gender forward over the past several years through the promotion of Aboriginal women's perspectives on issues. All of NWAC's work is grounded in the teachings of gender and cultural connection and the principles of balance and equilibrium.*

*NWAC's role representing Aboriginal women involves the implementation of education and awareness raising initiatives in an effort to mobilize shifts in societal attitude. The culturally relevant gender based analysis (CRGBA) is a natural, inherent way in which we perceive and interpret information.*

*The national voice of Aboriginal women in Canada since 1974.*

**To achieve three desired outcomes:**

- 1. Equity in Participation**
- 2. Balanced Communication**
- 3. Equality in Results**

To achieve *Equity in Participation* the user is required to conduct outreach and meaningfully engage different sectors of the community in the development of research, policy or program at hand (respecting culture and gender perspectives).

To achieve *Balanced Communication* the user is required to collect data and information related to the issue to formulate accurate, evidence based messaging. The user is also reminded of the importance of ethically sound research methodologies.

To achieve *Equality in Results*, the user is required to consider how the application has improved the process. While true equality can only be realized in the longer term, the user is challenged to identify how they've actively participated in the call to action.

*Used properly and consistently, the CRGAP acts as an accountability framework.*

The CRGAP Workbook guides you through four corresponding sections utilizing a question orientated format, samples from each are provided below.

## NWAC's CRGAP: The Workbook

The CRGAP is an easy to use instructional style booklet that can be incorporated into any process, at any stage. The question oriented format sets out ways to support engagement and full participation by different sectors of the community with goals of creating more relevant, effective and equitable policies and programs.

The CRGAP seeks to broaden perspectives and challenge preconceived notions of culture and gender in order to disrupt stereotypical perceptions of Aboriginal women and to instead engage them in the processes that ultimately affect their life opportunities and chances.

*Good public policy requires an account for differing conditions and circumstances within a given population.*

## 1. Equity in Participation

### Actions:

*What groups/individuals were approached in the outreach?*

*Explain what obstacles were encountered in attempts to achieve equity in participation and what measures were taken to address the obstacles?*

### Tracking & Performance Measures:

*How many organizations and individuals who participated had GBA expertise?*

### Outcomes:

*How do you know gender roles were valued in the process? (ie. do the outcomes reflect gender and culture differences and perspectives?)*

### Best Practices & Lessons Learned:

*What have you learned in this process?*

## 2. Balanced Communication

### Actions:

*What do we know to be true? What are the facts? (ie. identify data/information that is already available)*

### Tracking & Performance Measures:

*How many organizations and individuals were involved in the design, collection, analysis, dissemination of data/information?*

### Outcomes:

*How was the data/information used to inform gender differences and respect for Aboriginal diversity? (between and among First Nations, Metis and Inuit)*

*Do the outcomes reflect the evidence?*

### Best Practices & Lessons Learned:

*What might you do the same/differently in another situation?*

*Equitable participation is important because all policies impact men and women differently.*

## 3. Equality in Results

### Actions:

*How does the issue (policy, program, etc) affect men and women differently?*

*How can the outcomes translate into action? What actions need to be taken?*

### Tracking & Performance Measures:

*How many programs/policies have been developed/impacted/changed?*

*How have people/s attitudes towards Aboriginal women changed?*

### Outcomes:

*What accountability mechanism has been put into place to ensure equality in results over the long term?*

### Best Practices & Lessons Learned:

*What can be learned from an evaluation of the outcome/program/project/policy?*