

Culturally Relevant Gender-Based Analysis

SHARING CIRCLE

Background:

Gender-Based Analysis (GBA) has evolved within Canadian context through the Status of Women Canada. The initial aim of GBA was to **support policymakers in fostering gender equity within public policy and legislation**. However, the approach does not adequately capture the experiences, realities, or histories of First Nation, Inuit, and Métis women, girls, and 2SLGBTQQIA+ people. This is because **GBA fails to critically evaluate colonial systems of power, privilege, and oppression, and how such systems uniquely impact lived realities of Indigenous Peoples across Turtle Island and Inuit Nunangat**.

The Native Women's Association of Canada (NWAC) developed a **Culturally Relevant Gender-Based Analysis (CRGBA) framework** in response to these gaps, drawing attention to **cultural, historical, and intersecting aspects of identity among Indigenous women, Two-Spirit, and/or gender-diverse people**. CRGBA considers historical and current issues faced by Indigenous women and 2SLGBTQQIA+ people, including impacts of colonization and intergenerational traumas. Since its initial development in 2007, the CRGBA framework is continually evolving to reflect new data and wise practices.

CRGBA is comprised of the following five key concepts:

1. DISTINCTIONS-BASED
2. INTERSECTIONAL
3. GENDER-DIVERSE
4. INDIGENOUS KNOWLEDGE
5. TRAUMA INFORMED



Project Activities:

In March 2022, NWAC conducted three online Sharing Circles, with grassroots, policymaker and researcher audiences. Participants were recruited through NWAC's media channel—Facebook, Instagram, posters on social media, and through word of mouth. Each circle was comprised of twenty participants, and discussions were guided by a facilitator. Participants received a \$100 honorarium and an NWAC scarf in appreciation for their invaluable contributions to ensuring the CRGBA framework continues to align with community perspectives, wise practices, and current evidence-base.

Findings:

Engagement sessions first introduced participants to the current NWAC CRGBA framework, briefly discussing the history behind it, its rationale, current applications, and delineating specific concepts the framework is built upon. We included how the framework was grounded in a real-world case study—specifically, the national boiling water advisory crisis in Indigenous communities. Lively discussions ensued around the framework, and participants broadly agreed that it is a useful analytical tool fostering inclusivity and gender equality. Participants noted the following:



NWAC CRGBA FRAMEWORK

1. There are shared systemic barriers across Indigenous communities that need to be overcome to ensure **Indigenous access to basic human services, including clean drinking water**. Participants said there needs to be easier access to online individual and business-related funding from government services.
2. It is important to identify, and consider, **distinctions in lived experiences across Indigenous communities—including unique traditions and heritage** shaping Indigeneity today.
3. There is an increased need to **promote the importance, and the role, of women in community advocacy and in social issues faced by community**.
4. Information about **distinct Indigenous and gender-diverse cultures should be accessible via social media and other online platforms**. Participants recommended using other forms of media—such as **podcasts and community newsletters**—as well as more **Sharing Circles**, to discuss and share Knowledge regarding the principles of the CRGBA framework.
5. **Indigenous intersectionality** is a topic that warrants further information and discussion across community.
6. **Indigenous communities** need to become more inclusive to foster **collaboration and information sharing**.
7. There is an ongoing need for **government commitment for reconciliation and to appropriately address impacts of Residential Schools on community members today**.
8. **Communities need more information on accessible, compassionate, and culturally-relevant resources, specifically regarding Indigenous health services**.
9. Further efforts must be made to **identify, and eradicate, sources of unconscious bias that people hold regarding distinct Indigenous and gender-diverse cultures throughout Canada**.
10. There needs to be **improved communication and collaboration** between Indigenous communities and organizations, as well as municipal, provincial, and federal governments.
11. Further **training, workshops, and resources** tailored to informing people about **Indigenous issues** need to be developed to **facilitate cultural sharing and understanding**.
12. There is a need for **cultural competency training** outside of Indigenous communities to better inform, and develop, policies that are both **culturally relevant and trauma informed**.

Overall, participants agreed the framework is a promising tool for advocacy and policy analysis. Many expressed a desire to continue learning about the framework and its use in policy, research, and community advocacy. Based on feedback, NWAC will continue to update CRGBA training, Knowledge Sharing tools, and develop further resources to build community capacity and engagement with the CRGBA framework.

Looking to learn more about the CRGBA framework? Visit our **WEBSITE** for more information and resource

www.nwac.ca

