



# GBA Plus and Data Equity

**EXPLORING DATA NARRATIVES**

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# Land Acknowledgement

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We acknowledge that this presentation takes place across Turtle Island, which are the traditional lands of Indigenous Peoples. The land that we now call Canada, from coast-to-coast-to-coast, has been stewarded by Indigenous Peoples since time immemorial and as we gather today, we pay respect and gratitude to the traditional caretakers and guardians of the land. These lands are either subject to First Nations self-government under modern treaty, unceded and un-surrendered territories, or traditional territories from which First Nations, Métis, and Inuit Peoples have been displaced.

# This workshop was developed as part of the Enhancing National Sector Gender-based Analysis Plus (GBA Plus) Capacity Project

*The objectives of the Enhancing National Sector GBA Plus Capacity project is to test an approach to enhance the capacity of the project partners to mainstream gender equality and Gender-based Analysis Plus (GBA Plus) within their own organizations, and to develop settlement sector guidance drawing on that experience.*

Funded by:



Immigration, Refugees  
and Citizenship Canada

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et Citoyenneté Canada

# Grounded Engagement

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## Objectives

- Increase understanding of GBA Plus and its relationship to data
- Enhance confidence in applying GBA Plus and data equity to active work through data narratives
- Generate takeaways to carry over into practice

## Agenda

1. Overview of GBA Plus and data equity
2. Exploration of relationship between data and equity
3. Case study
4. Workshop: applying GBA Plus and data equity

## Principles

- There are no experts here
- We desire understanding and growth
- We are open
- We speak for ourselves
- We respect personal experience

# Data matters

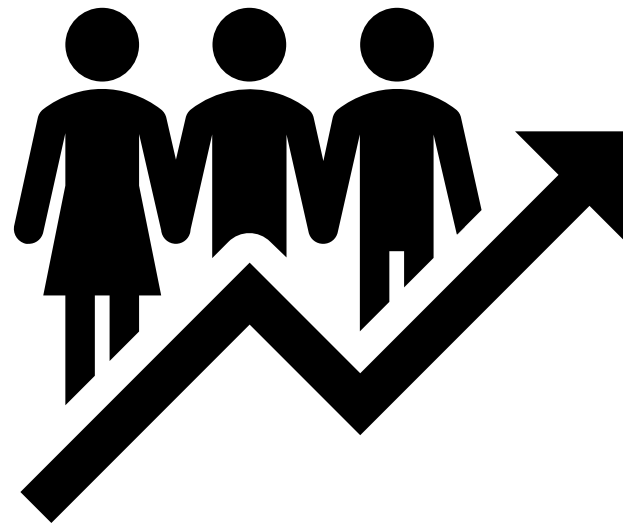
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## Data is used to:

- Describe the work being done
  - Report to funders and communities
- Evaluate programs
  - Meeting need vs. gaps
- Support evidence for anecdotal data

## Data can also:

- Validate our knowledge
- Challenge our assumptions
- Empower communities
- Silence or strengthen voices

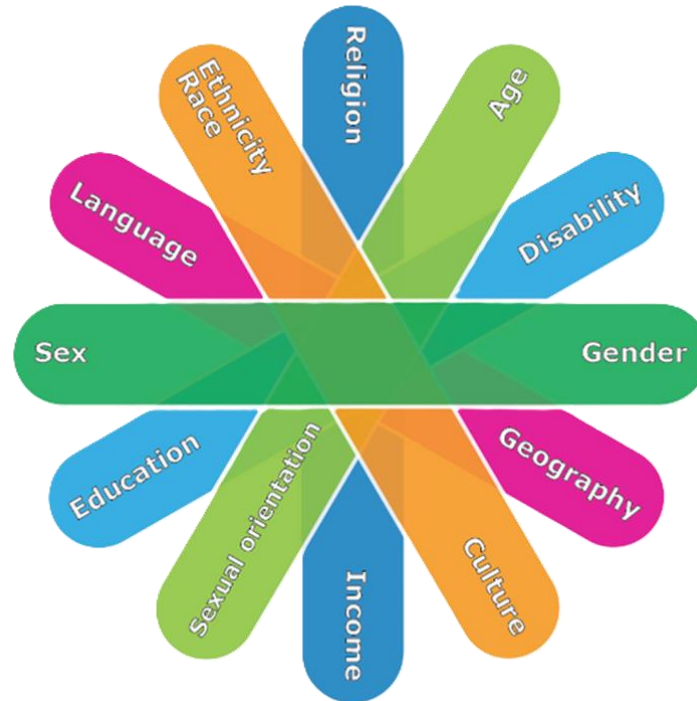


Where do you use data?



# GBA Plus and Data Equity

- Although originally focused only on gender, Gender-Based Analysis Plus (**GBA Plus**) now encourages **intersectional analysis** to examine how identity factors like age, gender, race, education, and many others interact to affect the ways policies, programs, and practices affect diverse groups of people.
- This analysis is used to design new policies and/or adjust existing ones in order to ensure equity in access and outcomes.
- To do intersectional analysis, you need the right kind of data - disaggregated data.



- **Data equity** examines how data is collected, analyzed, interpreted, and distributed through a lens of justice, equity, and inclusivity using questions about power, bias, and discrimination.
- It considers the impact of data on key functions such as program and policy development, funding, and program impacts.
- It asks how data affects different groups of people and how data practices can both drive more equitable solutions and be more equitable themselves.



# GBA Plus in Practice: LINC withdrawals

**Identify the issue:** Withdrawal rates from LINC classes

**Challenge assumptions:** Look at your data to see *who* is withdrawing

- Trans women
- Caretaking parents in the summer

**Research and consult:** Is there research on trans women and/or parents in language classes?

- Trans women are experiencing hostile environments caused by fellow students
- Caretaking parents are withdrawing due to lack of childcare in summer

**Develop options & make recommendations:**

- Dedicated classes for LGBTQIA+ students
- Childcare or remote learning options for parents

**Monitor & evaluate:** Check the numbers for changes to determine success



Graphic drawn from [Women and Gender Equality Canada's Introduction to GBA Plus online course](#)

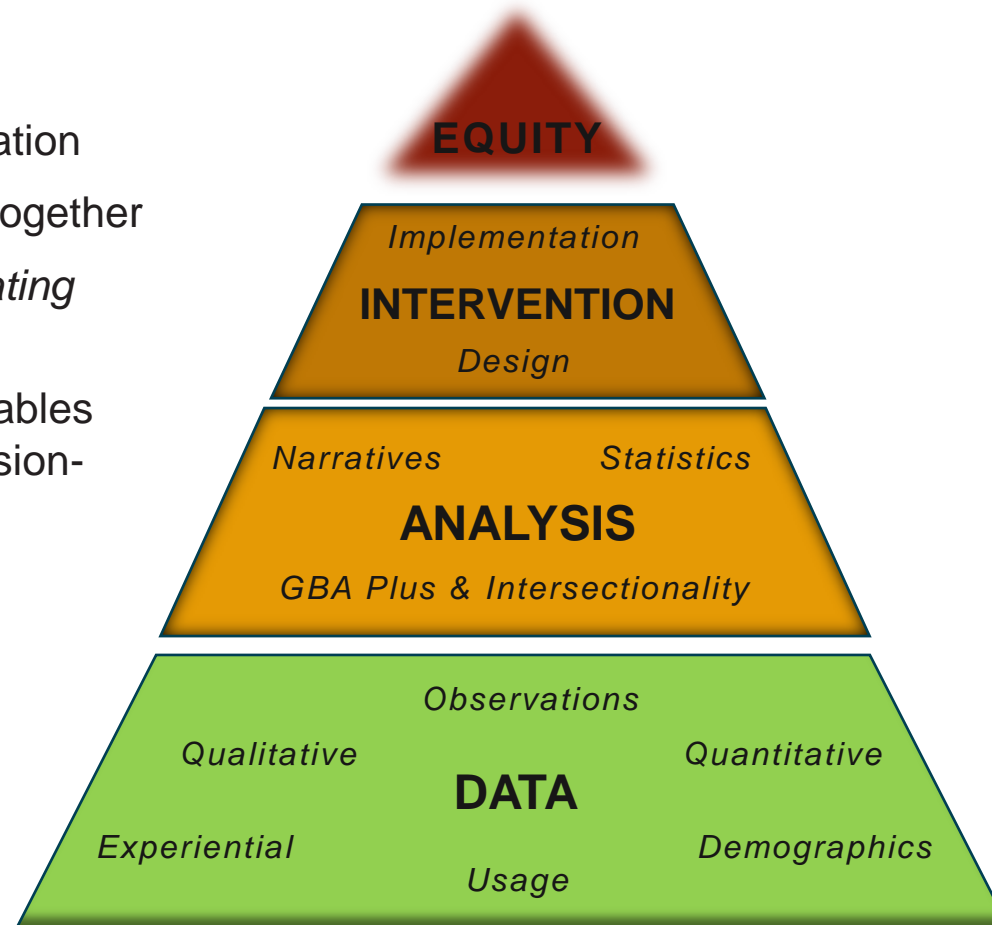
[https://women-gender-equality.canada.ca/gbaplus-course-cours-acplus/eng/mod03/mod03\\_03\\_02.html](https://women-gender-equality.canada.ca/gbaplus-course-cours-acplus/eng/mod03/mod03_03_02.html)



# Equitable data practices have equitable impacts

## DATA FOR EQUITY

- Build equity on a data foundation
- Many kinds of data all work together
- Data for equity requires *collating* and *disaggregating*
- Data builds a picture that enables strategic and intentional decision-making



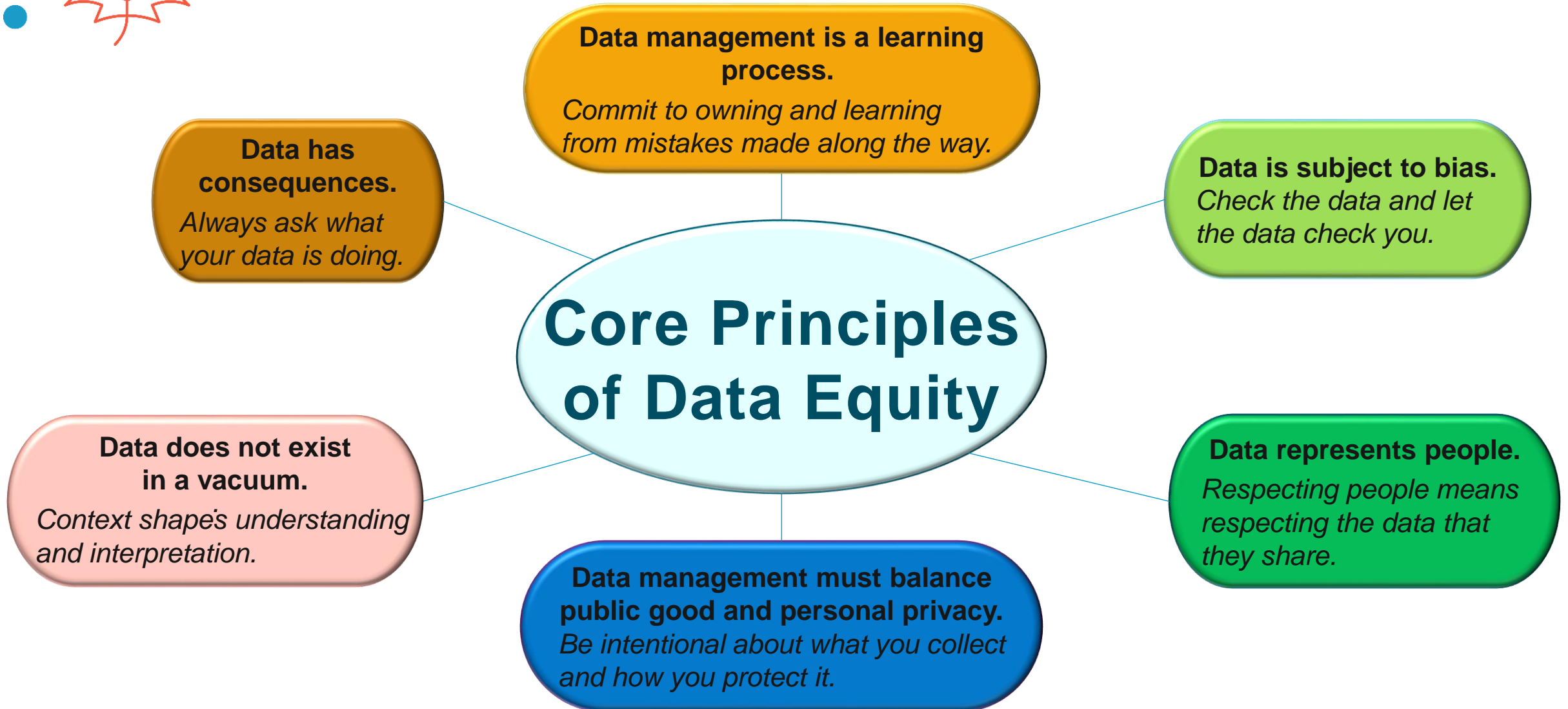
## EQUITY FOR DATA

- Equitable organizations require equitable foundations.
- Data processes need to be transparent, accountable, and engaged
- Understand what data does and for/with/to whom
- Recognize the humans behind the data

***Equity is a process, not an achievement***



## What resonates with you? What surprises you?



### Core Principles of Data Equity

# Data Narrative Framework: *Data is about telling a story*

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- What is your story **about**?
- What is its **purpose** or goal?
- Who is your **audience**?
- What **evidence** speaks to that audience?
  - What sort of **analysis** is needed to create this narrative?
  - What **data** is needed to conduct that analysis?
  - What data do you already have, and what do you need to build?
- **Whose** story are you telling?
- **How** are you sharing this story?





# Data Narrative Framework: Locating equity in data narratives

- How might this narrative affect clients?
  - Who is empowered by this narrative?
  - Which voices may be going unheard?
- How can this narrative be framed for empowerment?
  - Move away from deficit framing.
  - Can you engage clients in defining “success?”
- How else can this narrative be shared?
  - Are there formats, mechanisms, or avenues where this narrative could give back to the community?

# Case study: Building the story

Your organization is expected to report to a funder on LINC program use.

## Whose story are you telling?

What is the **subject** of this story?

What is the **purpose** of this story?

Who is the **audience** of this story?

What **evidence** will this audience find compelling?

What kind of **analysis** will you need to conduct?

What **data** will you need to conduct this analysis?

**How** are you sharing this story?

### LINC program

- Successes
- Challenges
- Opportunities

Maintaining funding?  
Expanding funding?  
Advocacy?  
Intervention?

**The funder**  
Other potential audiences?  
How are you choosing?

**Quantitative**

- Uptake
- Completion
- Satisfaction

**Qualitative**

- Testimonies
- Success stories

**Quantitative**

- Statistical
- Client profile
- **GBA Plus**

**Qualitative**

- Illustrate
- Validate

**Quantitative**

- Enrollment
- Completion
- Demographic
- *Disaggregation*

**Qualitative**

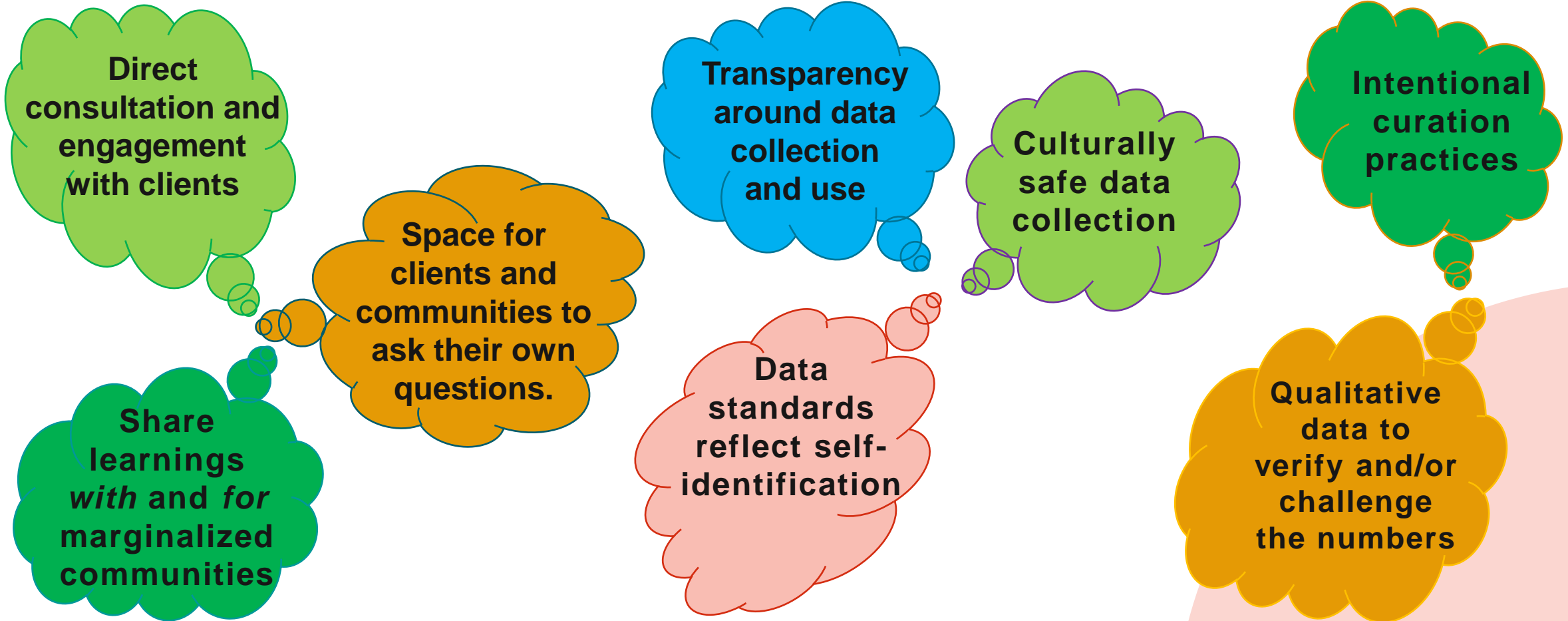
- Surveys
- Focus groups

**Format**  
Report?  
Infographic?  
Presentation?  
Video?  
**Venue**  
Website?  
Event?



# Case study: Incorporating equity

How can data equity be incorporated into this process?



# Break!



*Take 5 minutes for self-care and reflection*

*Come back ready to apply data narratives to your work*



# Discussion

Separate into pairs or small groups. Take 15 minutes to discuss the following questions:

What stories do you want to tell about the work you do?

What do you need to know to tell those stories?

Where and how can data equity principles be integrated into the process of telling these stories?



What is the **subject** of this story?

What is the **purpose** of this story?

Who is the **audience** of this story?

What **evidence** will this audience find compelling?

What kind of **analysis** will you need to conduct?

What **data** will you need to conduct this analysis?

**How** are you sharing this story?

**Come back ready to share your thoughts**

# Reflection

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*Consider the following questions. You can share your thoughts in three ways: Raise your hand to share your thoughts aloud with the group; write your thoughts on the sticky notes provided at your table; or use the QR code to answer these questions through the feedback survey.*

Did you find the data narrative model helpful?

How did using the model affect how you think about or approach your work?

Where do you want to incorporate more intentional use of data in your work?

How confident do you feel about bringing GBA Plus to your work? How about data equity?

What support and resources would be most helpful to enhance the development of data narratives in your work?



