



Co-Creating Equity: GBA Plus Tools for National Impact

Lessons from the Manitoba Settlement Organizations
MANSO, A&O, PLLC

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Before we begin

MANSO and its members are located on Treaty 1, 2, 4, and 5 territories, which are the ancestral lands of the Anishinaabeg, Ininiwak, Anisininew, Dakota, Dene Peoples and on the homeland of the Red River Métis. Our land acknowledgment is not fixed but living. It is fluid and open to change as we continue to learn. Our water is sourced from Shoal Lake 40 First Nation.

We are grateful to the Indigenous Peoples of this land and acknowledge that as an Immigrant, I have a profound responsibility to continuously learn and unlearn the true history and realities of this Country. We are responsible for upholding and demanding action and justice in response to the calls of the Truth and Reconciliation Commission and the MMIWG2S Final Report.

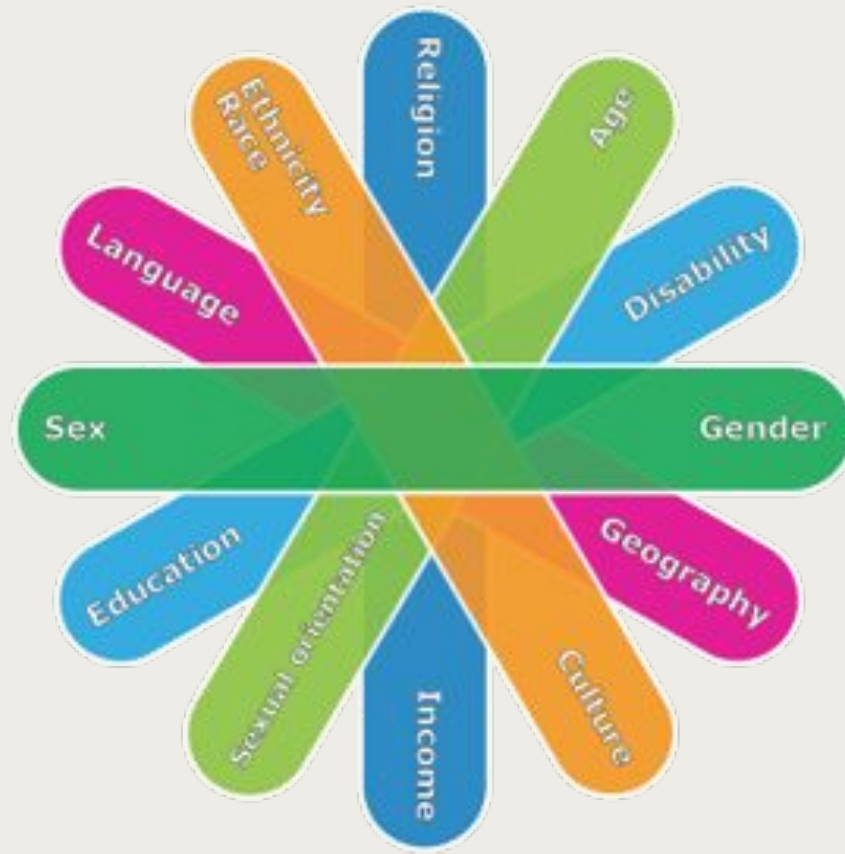


Session Goals & Purpose

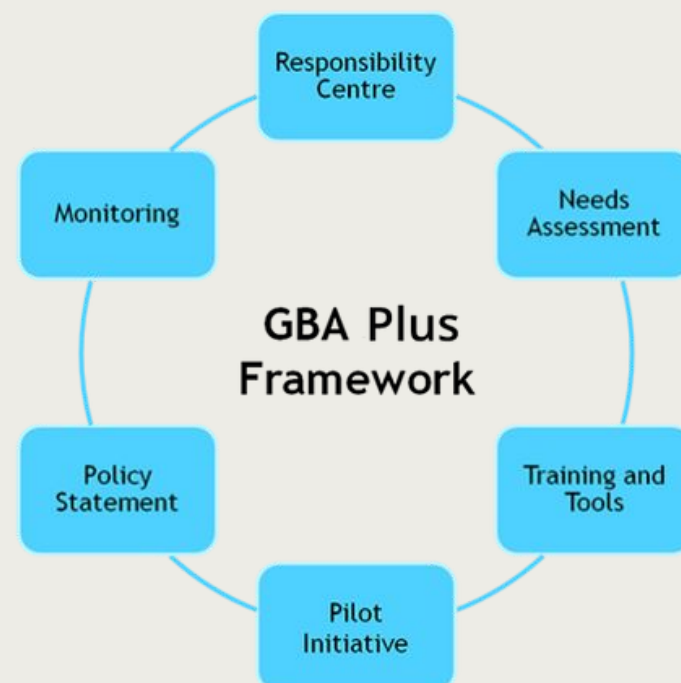
- Share practical tools from the National GBA Plus Capacity Project.
- Highlight lessons from Manitoba pilot organizations.
- Support participants in integrating GBA Plus into daily work.
- Engage in reflection and peer learning on equity practices.



What is GBA Plus?

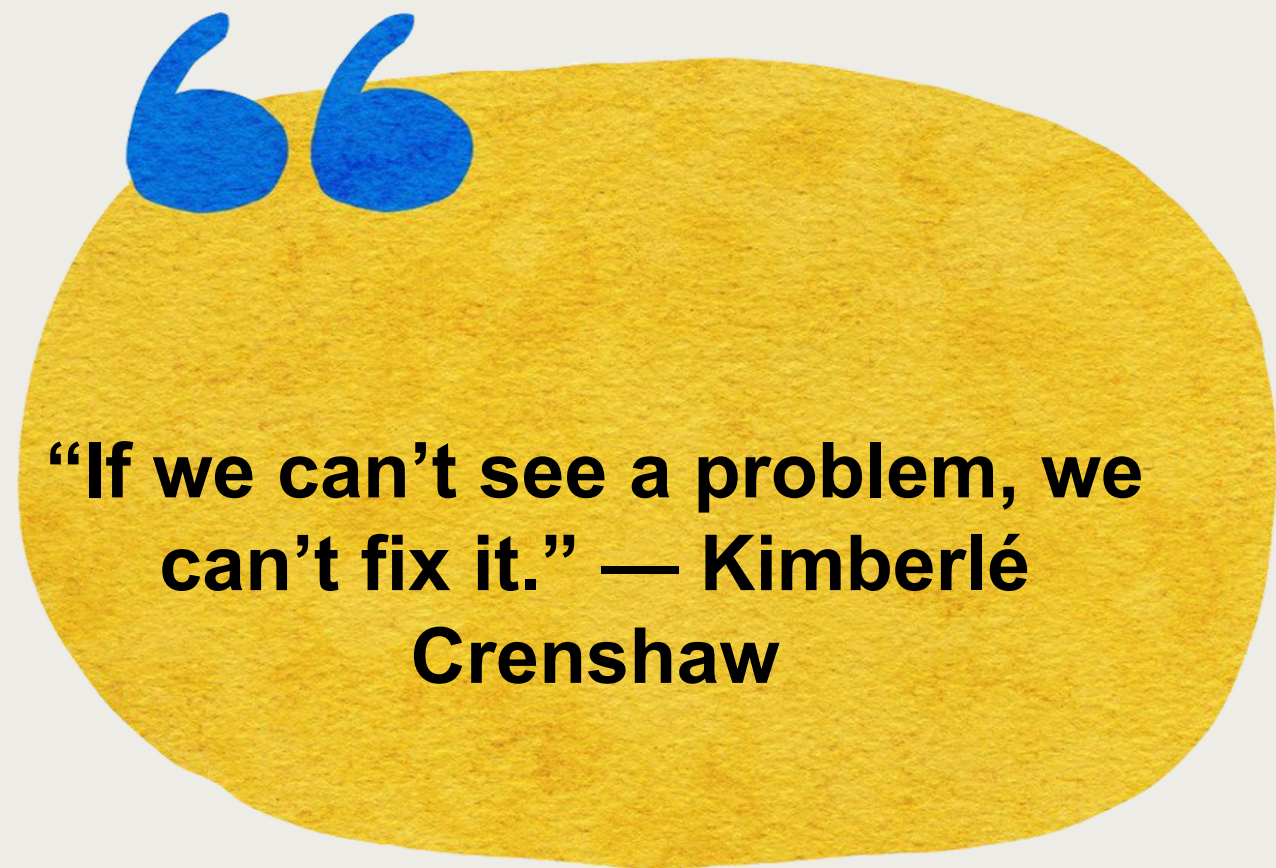


- An analytical process to assess how diverse groups experience policies and services.
- The 'Plus' = race, ethnicity, religion, class, ability, age, immigration status.
- Beyond gender to address systems of power, privilege, and exclusion.
- GBA Plus helps identify who is missing from the conversation, program, initiative and plans to address that or to mitigate the impact.



Why GBA Plus Matters

- Uncovers assumptions and systemic barriers.
- Promotes inclusive, data-driven program design.
- Aligns with human-rights legislation (Bill C-16)
- Leads to better access and outcomes for diverse communities.
- Improves accessibility and outcomes for all.



The National GBA Plus Bilingual Resource Guide for the Newcomer Serving Sector (2023-24)

- Building on past project(2023-24) that AAISA led with umbrella partners (MANSO, AMSSA, SAISIA, OCASI, ARAISA, FCFA).
- **Goal:** Strengthen sector-wide capacity to mainstream GBA Plus.
- **Deliverables:** National bilingual toolkit with 20+ resources.
- **Manitoba pilots:** A&O Support Services and PLLC as co-developers.



Full list of
Resources:

SCAN HERE





From Pilot to Practice: Successes & Adaptation

A&O Highlights:

- Commitment to Inclusion and Equity
- Driving DEI Initiative
- Strategic Alignment
- Staff Driven
- Strong Engagement
- Guiding Next Steps

PLLC Highlights:

- Inclusive Policy Framework
- Stronger Staff Capacity
- Equity-Centred Programming
- Sector Collaboration
- Foundation for Long-Term Change

Staff Diversity & Inclusion Identity Survey: Purpose & Structure

FEATURED TOOLS

- *Helps organizations understand workforce diversity, belonging, and inclusion.*
- *Three-part tool: [Guidelines](#), [Sample Survey](#), [Working with Staff Data](#).*
- *Developed through Manitoba's GBA Plus Pilot – grounded in trust and intersectionality*

QR link to full tool:



STAFF DIVERSITY AND INCLUSION SURVEY GUIDELINES



Learning in Action: Applying a GBA Plus Lens in Everyday Work

SELF-LEARNING & GROUP ACTIVITIES FOR INCLUSIVE PROGRAMMING-TOOL

- Builds awareness and skills to apply **intersectionality** in real program and service design.
- Promotes reflection on how gender, race, ability, age, and other identity factors shape clients' experiences.
- Encourages teams to explore “**Who benefits—and who might be left out?**”
- **PLLC experience:** adapted for staff and small-group use.

QR link to full tool:

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PURPOSE

This tool aims to enhance the understanding of intersectionality and how we can apply intersectionality to support groups with unique vulnerabilities. These activities facilitate better application of GBA Plus principles within organizational staff, fostering a deeper and more practical comprehension through individual or small team engagement.

TWO OF THE ACTIVITIES THAT SUPPORT YOUR LEARNING ARE:



The **Intersectionality Reflection** activity involves watching Kimberlé Crenshaw's "The Urgency of Intersectionality" video. This prompts readers to consider systemic barriers affecting newcomer and immigrant populations, followed by reflection questions.



Applying a **GBA Plus Lens** activity requires watching a video about a client's story and reflecting on strategies to provide quality and inclusive services.



From Pilot to Practice: Challenges & Lessons Learned.

A&O Highlights:

- Resource limitations
- Complexity of Agency
- Change Management
- Include glossary, hyperlinks
- Set deadlines, send reminders
- Use survey tools
- Sustain Inclusion Across All Levels

PLLC Highlights:

- Limited Time and Capacity
- Complex Concepts to Translate into Practice
- Need for Local Adaptation of Tools
- Ongoing Staff Training
- Sustaining Momentum

Audience Engagement

In one sentence: How could a Staff Diversity & Inclusion Identity Survey strengthen equity in your organization?

Do you know of similar surveys or resources? Share links or names to build a collective inclusion resource list.

Share your answers with Slido



Audience Engagement

“Which challenge resonates most with your organization when applying a GBA Plus lens?”

“What is one area where your team has grown or built confidence in equity or GBA Plus work?”

Share your answers with Slido



Learning in Action: Applying a GBA Plus Lens in Everyday Work

SELF-LEARNING & GROUP ACTIVITIES FOR INCLUSIVE PROGRAMMING-TOOL

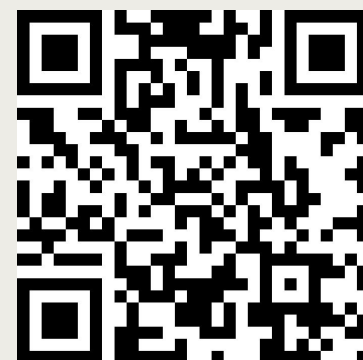
Applying a GBA Plus Lens Activity

 Watch short video: “Applying a GBA Plus Lens.”


 Discuss in pairs or groups (handouts provided).

- What intersecting factors are visible or missing?
- How would you adjust the service/program to be more inclusive?
- How can your team integrate these reflections into planning?

 Share insights

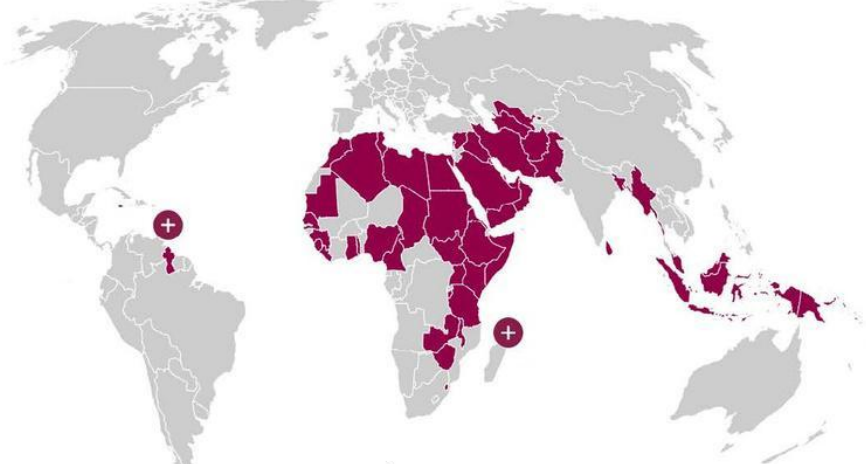


APPLYING A GBA PLUS LENS ACTIVITY



PLEASE WATCH THIS ONE MINUTE VIDEO CREATED THROUGH THE POSITIVE SPACES INITIATIVE.

PLEASE LOOK THROUGH THIS INTERACTIVE MAP FROM HUMAN DIGNITY TRUST.



Case Scenarios in Action – Real Examples from the Sector

EXAMPLES FROM GBA PLUS CASE STUDIES IN ACTION TOOL

- Systemic and Resources Challenges in Small Centres for Newcomer Families with Children with Disabilities
- Outreach and Program Registration for Vulnerable Senior Newcomers.
- Diversifying Leadership and Board Representation.

QR link to full tool:



Discussion: Which examples resonate with your organization's experience?

CASE STUDIES IN ACTION: STRENGTHENING PROGRAMS AND POLICIES WITH GBA PLUS AND INTERSECTIONALITY

Building a GBA Plus Case Study Template



Q&A and Closing Resources


- Q&A



- GBA Plus is a practice, not a checklist.
- Start small and build momentum for equity.

Resources:

- Explore tools and training on **Settlement Sector Umbrellas & WAGE Canada- GBA Plus Learning Hub**



**Equity
Work is
everyday
Work**



Thank You

Erika Frey , Maureen Keelan & Cathy Dowd



MANSO GBA Plus Resource

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