

What is GBA+ ?

GBA+: Gender-Based Analysis Plus is a mainstreaming tool to advance gender equality and diversity outcomes for all policies, programs, and services. GBA+ ensures that all policies, programs, and services are inclusive and do not have unintended effects on women, men, non-binary, and gender diverse people across intersectionalities.



Sex and gender are distinct. Sex refers to biological classification on the basis of anatomical, hormonal, and chromosomal distinctions that are used to assign people to male, female, and intersex categories. Gender refers to socio-cultural norms, expectations, and roles associated with masculinity and femininity. Sex and gender interact in a large variety of ways, and it is important to consider both as well as their interplay. Masculinities are privileged over femininities in most social, political, and cultural contexts, which results in male dominance in those spaces.

[Need examples? Click here for GBA+ applications on the DSFG website](#)



Intersectionality is a framework developed by Black feminists which demonstrates that discriminatory practices in policy, society, and law vary by intersecting identity factors, such as race and gender. Accordingly, Black women experience discrimination differently than Black men, or white women, despite sharing in elements of their identity. When policies do not account for intersectionality, they can exacerbate gendered insecurity, oppression, and marginalization. Additional identity factors to consider include race, socio-economic class, ethnicity, sexuality, Indigeneity, and ability.

[Click here to learn more about Kimberlé Crenshaw's work on intersectionality](#)



Why Does GBA+ Matter to Defence Policy?

- 1 -

GBA+ broadens our understanding of security to include human security issues such as food security, personal security, and environmental security. Traditional forms of security and emergency management focus on states and militaries and often fail to appreciate the needs of those populations with inequitable access to power and resources.

- 2 -

Security is experienced and understood differently by different persons on the basis of their gendered and intersecting identities. Enhanced consideration of the differential impacts of security policy will encourage the creation of more equal, effective policies.

- 3 -

Gendered issues, like sex-and-gender-based violence, are exacerbated during conflict. It is critical to consider how conflict disrupts social structures, reinforces resource inequalities, and places certain groups in positions of increased vulnerability.



How to Introduce a GBA+ Lens to Your Work

- ✓ Positionality: **GBA+ rejects the idea of value-neutrality** in decision making. Every survey tool utilized and variable that is prioritized will likely be a reflection of personal bias. It is important to be mindful to included diverse perspectives in the agenda-setting process in order to ensure inclusive research.
- ✓ Expertise: Whose expertise is being privileged? **Some voices and experiences are magnified** by their identity factors, while others are marginalized for the same reason. It is important to be certain that data collection and analysis does not exclude certain forms of expertise and experience.
- ✓ Impact: Is the analysis reinforcing or challenging existing power relations? Be sure to **carefully consider all of the communities that policies target**. It is important to consider how policy recommendations may have adverse impacts on the communities they target and affect.
- ✓ Operational: Sex, gender, and intersectional issues will all come into play in international conflict or humanitarian contexts. This includes areas where gender may not be an immediately obvious factor, such as the procurement of military equipment or the use of gendered discourse in psychological operations. **Failing to consider a GBA+ lens can yield harmful consequences for both troops and civilians during an emergency.**

