

Supplementary Information
Tables:
2023–24 Departmental
Results Report

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Gender-based analysis plus

Introduction

In 2018, Parliament passed the [Canadian Gender Budgeting Act](#). The departmental plans and departmental results reports are being used to fulfill the President of the Treasury Board's obligations to make public, every year, analysis on the impacts of expenditure programs on gender and diversity.

Each organization is responsible for conducting their own [Gender-based Analysis Plus \(GBA Plus\)](#)

The Policy on Results indicates that Program officials, as designated by Deputy Heads, are responsible for ensuring data collection for meeting policy requirements.

Applicability

All organizations must complete GBA Plus supplementary information tables in departmental plans and departmental results reports on an annual basis.

Section 1: institutional GBA Plus governance and capacity

Governance

The NSIRA Secretariat took steps to advance the implementation of GBA Plus governance by naming co-champions for employment equity, diversity, and inclusion (EEDI). The co-champions have been instrumental in fostering a culture of inclusion within the organization. Key actions included holding staff discussions on anti-racism and diversity-related themes, which have addressed accessibility, human rights, diversity, and inclusion issues across all aspects of the Secretariat's work. The Secretariat leveraged its Human Rights, Accessibility, Employment Equity, Diversity & Inclusion Action Plan to align with GBA Plus principles, ensuring a comprehensive approach to governance.

Capacity

To enhance GBA Plus capacity, the NSIRA Secretariat has made progress through its EEDI initiatives. The Human Rights, Accessibility, Employment Equity, Diversity & Inclusion Action Plan, now in its penultimate year, has laid a strong foundation for advancing accessibility, human rights, diversity, and inclusion across all aspects of the Secretariat's work. This plan, along with GBA Plus awareness and capacity-building efforts, has driven initiatives aimed at contributing to employees' better comprehension and knowledge, enabling them to incorporate GBA Plus principles into their reviews and investigations of complaints. In June 2023, the NSIRA Secretariat introduced a self-identification questionnaire to gather data on the representation of equity-deserving groups within the organization. The aggregated data has provided insights into representation at the NSIRA Secretariat, and has informed decisions regarding communications,

as well as the types of events or training sessions offered. It has also enabled feedback from specific groups on targeted initiatives (e.g., feedback from persons with disabilities on the Accessibility Plan).

Human resources (full-time equivalents) dedicated to GBA Plus

The NSIRA Secretariat has consistently ensured that GBA Plus-related activities are supported by the EEDI co-champions, who fulfill this role as a secondary duty to their primary responsibilities. The EEDI co-champions have been engaged in reminding staff of the importance of GBA Plus through various awareness initiatives. The dedication of these resources underscores the Secretariat's commitment to integrating GBA Plus principles into its program and enhancing the review and complaints investigations.

Section 2: gender and diversity impacts, by program

Core responsibility: National security and intelligence reviews and complaints investigations.

Program name: [National security and intelligence activity reviews and complaints investigations.](#)

Program goals: NSIRA reviews Government of Canada national security and intelligence activities to assess whether they are lawful, reasonable, and necessary. The Agency also investigates complaints from members of the public on the activities of the Canadian Security Intelligence Service (CSIS), the Communications Security Establishment (CSE), the Royal Canadian Mounted Police (RCMP), as well as certain other national security-related complaints, independently and in a timely manner. The NSIRA Secretariat supports the Agency in the delivery of its mandate. In the fiscal year 2023-2024, the NSIRA Secretariat has continued to advance the Human Rights, Accessibility, Employment Equity, Diversity, and Inclusion (EEDI) Action Plan. This includes incorporating a GBA+ lens into the design and implementation of policies and programs.

Target population: All Canadians

Distribution of benefits

Distribution	Group
By gender	Third group: broadly gender-balanced

Specific demographic group outcomes

All Canadians

Key program impacts on gender and diversity

In 2023-24, the NSIRA Secretariat saw the continued maturation of the processes underpinning the fulfillment of its investigation mandate support work. The NSIRA Secretariat completed the last phase of a study on the collection of race-based data and other demographic information jointly commissioned with the CRCC. The study undertook work to assess the viability of the collection of identity-based and demographic data as part of the Government of Canada's ongoing anti-racism initiatives. Improved, more precise and more consistent tracking, collection and measurement of data is necessary to support anti-racism efforts in government. NSIRA continued its collaboration with the CRCC in determining an implementation strategy and this work will continue in 2024-25.

GBA Plus data collection plan

Although specific gender and diversity-related data on the program's impacts is limited, there are clear indications of a shift towards a more inclusive approach, especially regarding race and demographic considerations. Moving forward, enhancing data collection on gender and diversity will be crucial to assess and address the impacts of NSIRA's activities more comprehensively.

Definitions

Scales

Gender scale

- First group: predominantly men (80% or more men)
- Second group: 60% to 79% men
- Third group: broadly gender-balanced
- Fourth group: 60% to 79% women
- Fifth group: predominantly women (80% or more women)

Income-level scale

- First group: strongly benefits low-income individuals (strongly progressive)
- Second group: somewhat benefits low-income individuals (somewhat progressive)
- Third group: no significant distributional impacts
- Fourth group: somewhat benefits high-income individuals (somewhat regressive)
- Fifth group: strongly benefits high-income individuals (strongly regressive)

Age-group scale

- First group: primarily benefits youth, children or future generations
- Second group: no significant intergenerational impacts or impacts on generations between youths and seniors
- Third group: primarily benefits seniors or the baby boom generation