

## Institutional GBA+ Capacity

The National Security and Intelligence Review Agency will continue initiatives to raise awareness among staff on how to incorporate GBA+ analytical processes into our work and decision-making, including initiatives led by the Champion for Employment Equity, Diversity and Inclusion.

In the year ahead, NSIRA will develop an employment equity strategy to increase representation and to ensure it reflects the diversity of the Canadian public. This will incorporate baseline data derived from employee self-identification.

NSIRA will analyze trends in complaints to identify potential biases and discrimination and to collect demographic data about complainants to assess whether certain population groups are more frequently involved in grievances with the security agencies.

NSIRA will continue to engage with diverse stakeholder groups to better understand concerns regarding the differential impacts of national security and intelligence activities.

NSIRA will promote training tools for staff to ensure that considerations related to GBA+ are incorporated into our work.

## Highlights of GBA+ Results Reporting Capacity by Program

National security and intelligence reviews and complaints investigations

For each program in the department's Program Inventory, answer the following questions:

- a. Does this program have impacts that support the pillars and goals of the Gender Results Framework? Yes. Access to justice.
- b. Does this program collect sufficient data to enable it to monitor and/or report program impacts by gender and diversity (GBA+)? No. NSIRA will analyze trends in complaints to identify potential biases and discrimination and to collect demographic data about complainants to assess whether certain population groups are more frequently involved in grievances with the security agencies.