

Extending the Table: Space for Community Groups with the GBA Plus Approach

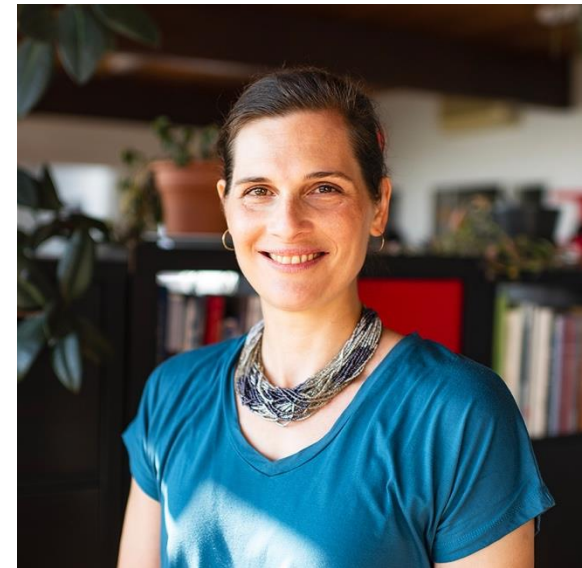


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What is GBA Plus?

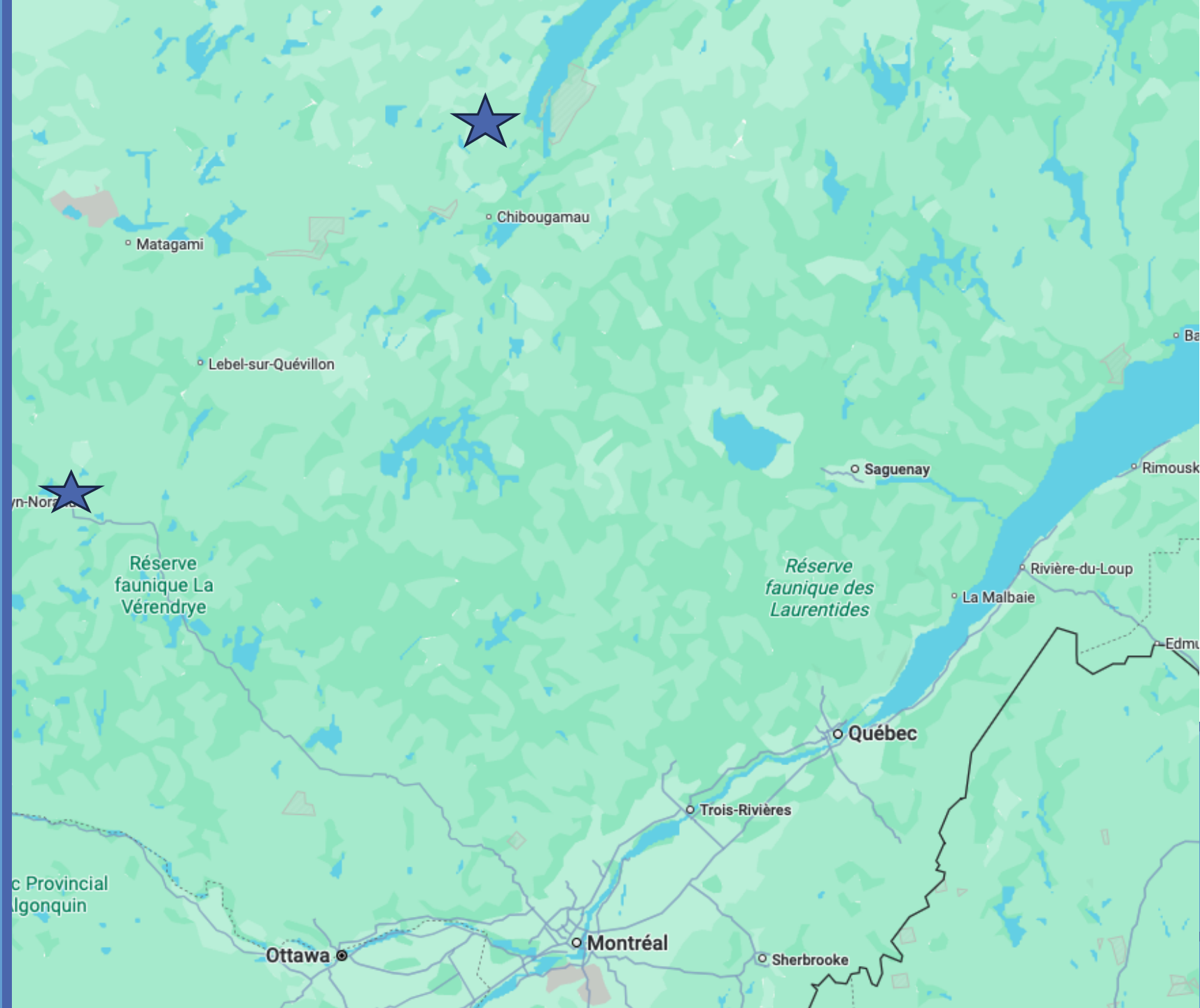
- ❖ = Gender-based Analysis Plus
- ❖ To reveal **disproportionate negative effects AND unequal access to benefits** for certain population groups
- ❖ Multiple **identity factors** shape how people experience a project's impacts



Source: <https://www.budget.canada.ca/2019/docs/plan/chap-05-en.html>

Location of the 2 mining projects

(approximately)



Two mining projects, **one approach**



- ❖ In Eeyou Istchee James Bay
- ❖ Municipalities: Chibougamau (pop. 7000) and Chapais (pop. 1500)
- ❖ 2 Cree Indigenous communities*
- ❖ Brownfield
- ❖ Site located 1,5 hours from Chibougamau
- ❖ Chibougamau is 495 km from Montreal (7,5 hours by road)
- ❖ 680 workers



- ❖ In Abitibi-Témiscamingue
- ❖ Municipalities: Val-d'Or (pop. 33 500) and Senneterre (pop. 2800)
- ❖ 3 Anishnabe Indigenous communities*
- ❖ Brownfield
- ❖ Site located 30 minutes from Val-d'Or
- ❖ Val-d'Or is 430 km from Montreal (6 hours by road)
- ❖ 550 workers

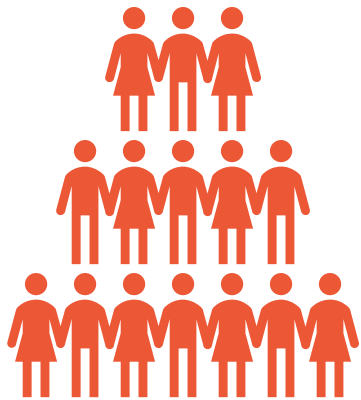
Methodology overview



- ❖ Guidelines from the Impact Assessment Agency of Canada
- ❖ **Stakeholder identification**
- ❖ **Selection of thematic areas of inquiry**
- ❖ **Mixed-method data collection**
(quantitative + qualitative)
- ❖ Synthesis

Stakeholder identification:

Extending the table



- ❖ GBA Plus requires **reaching beyond** the usual interlocutors (i.e. municipal councils, chambers of commerce, industry groups)
- ❖ Organizations whose mission serves identified population groups: women and families, low-income individuals, people with disabilities, youth, seniors, newcomers and immigrants, workers in precarious employment

Five thematic areas:

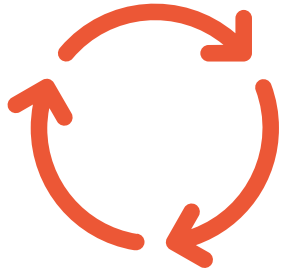
Concerns and tensions



- ❖ Affordable housing and access to public services
- ❖ Well-being and social cohesion
- ❖ Quality of family life
- ❖ Health
- ❖ Training, employment, and working conditions

Data collection:

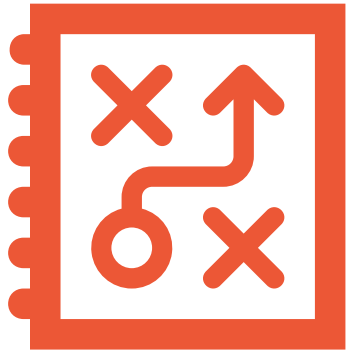
A mixed-method approach



- ❖ Official statistics (census data, regional indicators)
- ❖ **Discussion groups**
- ❖ **Individual interviews**
- ❖ Online survey (only for Troilus)

Key findings (both cases):

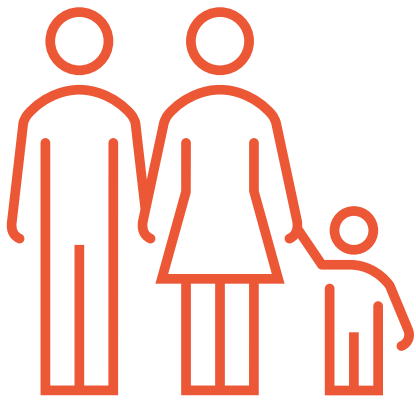
Social vulnerabilities



- ❖ Community and public services already operating at or near capacity (childcare services, mental health services, women's shelters)
- ❖ Difficult housing market
- ❖ Rising homelessness
- ❖ Safety concerns on roads (e.g., absence of cellular coverage in some areas, speed, traffic)
- ❖ Lack of activities to facilitate newcomers' integration (for families)
- ❖ Discrimination against Indigenous people
- ❖ Growing social inequalities

Key findings (Troilus):

Rotational work and family dynamics



- ❖ Family disruption: isolation, psychological distress among children, increased mental load for partners
- ❖ Partners (predominantly **women**) absorbing disproportionate household and caregiving responsibilities
- ❖ Limited access to childcare, employment, and social participation for partners remaining in the community

Key findings (Novador):

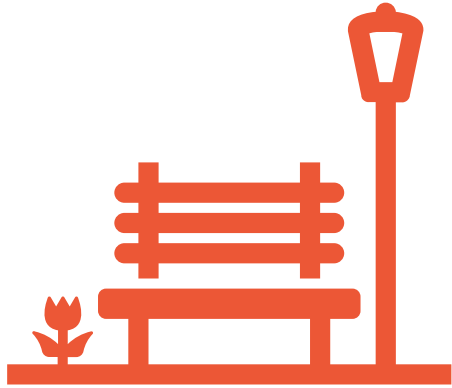
Workforce and working conditions



- ❖ Address challenges to ensure family- and community-healthy working conditions :
 - Absence of public transport
 - Unflexible schedule
 - Discrimination
 - Lack of prevention for individual problems (e.g. managing finances, drugs & alcohol, mental health)
- ❖ Expand and diversify the pool of potential workers:
Indigenous people, people with a disability, (older) women, people further from employment, etc.

From findings to action:

Mitigation measures



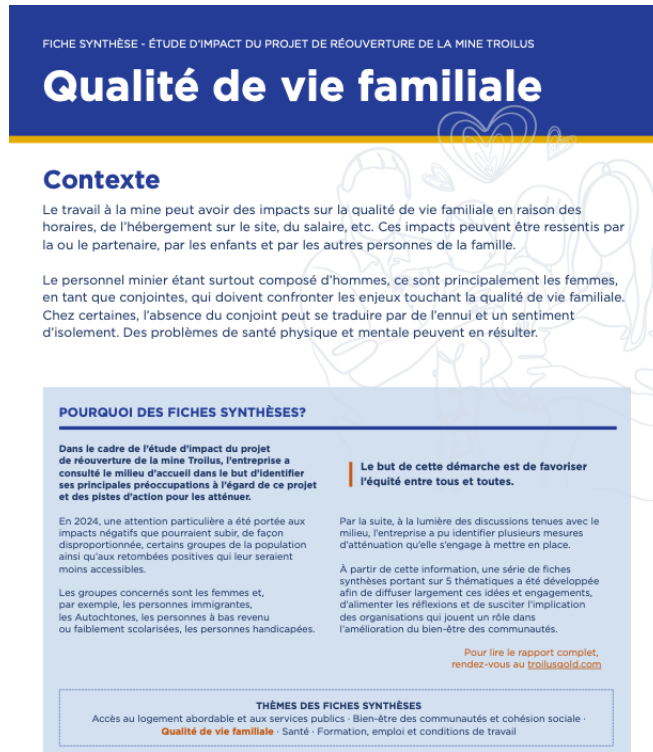
For instance:

- ❖ Support community organizations' domestic violence/ drug & alcohol abuse prevention programs for the company's personnel
- ❖ Organize welcome and integration activities for newly arrived families
- ❖ Offer personal finance workshops for employees and their families
- ❖ Within a family policy: support services for partners (childcare, carpooling, social participation) to reduce mental load

Some recommendations require collective, multi-actor responses

Closing the loop:

Commitments and community feedback



Summary sheets prepared for distribution to participating organizations and communities

- ❖ Objectives: shared knowledge, accountability and empowerment
- ❖ Feedback loop consistent with the collaborative approach of UNESCO Biosphere Regions

What GBA Plus adds:

Reflections on two mandates



An approach that **deepens and broadens** impact assessments:

- ❖ Makes visible vulnerabilities and inequalities that aggregate data can obscure
- ❖ Reaches organizations — and the people they serve — that are generally absent from IA consultation
- ❖ Produces actionable pathways grounded in local knowledge



Let's continue the conversation!

Message me your questions or comments in the IAIA26 app.

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