

## Gender-based Analysis Plus (GBA+)

<b>Governance structures</b>	The Office of the Intelligence Commissioner fully supported the implementation of GBA+ within the office during the 2020–21 fiscal year. The quasi-judicial review program has a very narrow focus; it is delivered internally within government and as a result, it does not impact directly on Canadians. As such, there was no GBA+ implementation plan for the 2020–21 fiscal year. Given the relatively small size of the office, 10.5 FTEs, there were no FTEs dedicated to GBA+ implementation in the 2020–21 fiscal year. GBA+ was, however, an ongoing consideration in human resource management. The full range of identity factors were addressed as key elements, primarily, in the staffing program.
<b>Human Resources</b>	The Office of the Intelligence Commissioner fully supported the implementation of GBA+ within the office during the 2020–21 fiscal year. The quasi-judicial review program has a very narrow focus; it is delivered internally within government and as a result, it does not impact directly on Canadians. As such, there was no GBA+ implementation plan for the 2020–21 fiscal year. Given the relatively small size of the office, 10.5 FTEs, there were no FTEs dedicated to GBA+ implementation in the 2020–21 fiscal year. GBA+ was, however, an ongoing consideration in human resource management. The full range of identity factors were addressed as key elements, primarily, in the staffing program.
<b>Results</b>	The Office of the Intelligence Commissioner fully supported the implementation of GBA+ within the office during the 2020–21 fiscal year. The quasi-judicial review program has a very narrow focus; it is delivered internally within government and as a result, it does not impact directly on Canadians. As such, there was no GBA+ implementation plan for the 2020–21 fiscal year. Given the relatively small size of the office, 10.5 FTEs, there were no FTEs dedicated to GBA+ implementation in the 2020–21 fiscal year. GBA+ was, however, an ongoing consideration in human resource management. The full range of identity factors were addressed as key elements, primarily, in the staffing program.