

Improving the Government of Canada's capacity to implement the Action Plan

Rating: Mostly on track

Action Plan partners set a number of targets to improve their own capacity to implement the Action Plan objectives, including on WPS training, improved integration of GBA+ and gender equality programming.

- Federal partners worked to improve their coordination structure and incorporate the Action Plan into corporate reporting and results frameworks.
 - SWC continued to collaborate with Action Plan partners to improve their internal capacity to apply GBA+.
 - DND/CAF established a GBA+ Joint Responsibility Centre that is mandated to ensure a joint approach to integrating gender equality and diversity perspectives into all of their activities, and committed to making the GBA+ online introduction course mandatory for all staff.
 - The RCMP continued its work on promoting gender equality and diversity at all levels within the organization, including through a new National Council for Diversity and Inclusion. The National Council is tasked with finalizing the 2017-2020 Diversity and Employment Equity Plan, and a new Workforce Culture and Employee Engagement unit with promoting gender equality and culture change over the long term, including by ensuring the use of GBA+ across the organization.¹⁹
- Gender equality training was delivered to 194 staff (at embassies and headquarters) by gender equality specialists at Global Affairs Canada's Gender Equality Division, an increase from 135 in 2015-16 and 147 in 2016-2017. Since that time, Global Affairs Canada employees have been provided with a gender equality toolkit to guide their programming efforts.
 - The government developed a new two-day course on gender and conflict for government employees in collaboration with the United Kingdom. The course was offered twice during the reporting period.²⁰
 - At the end of the reporting period, 95% of programming officers and managers in Global Affairs Canada's Peace and Stabilization Operations Program (PSOPs) had completed gender equality or WPS training.
 - A network of focal points representing all federal Action Plan partners was developed to help coordinate the implementation of the Action Plan, and the number of Global Affairs Canada staff dedicated to advancing WPS and coordinating the implementation of the Action Plan has increased. Results from this increased capacity includes the development of a WPS advocacy toolkit for missions abroad, rapid support to ambassadors and other officials to support WPS activities and advocacy, the initiation of WPS outreach sessions with Action Plan partners and programs, and consultations with other countries to share lessons learned on developing and implementing national Action Plans.

¹⁹ The new Workforce Culture and Employee Engagement unit was created in late 2016.

²⁰ This new course, first given in June 2018, is additional to other training such as a two-day course on the protection of civilians that includes a WPS component.