



CANADIAN EQUALITY CONSULTING

# GBA PLUS CONFERENCE

LEVELLING UP, 2022

APRIL 4-5, 2022

**CALGARY | EDMONTON | VANCOUVER | TORONTO | OTTAWA**

Canadian Equality Consulting was founded in Moh'kinsstis, otherwise known as Calgary. In the spirit of reconciliation, we acknowledge that at our headquarters, we live, work and play on the traditional territories of the Blackfoot Confederacy (Siksika, Kainai, Piikani), the Tsuut'ina, the Îyâxe Nakoda Nations, the Métis Nation (Region 3), and all people who make their homes in the Treaty 7 region of Southern Alberta.

# CONFERENCE OVERVIEW

Unpack the Canadian federal government's renewed Gender-Based Analysis Plus (GBA Plus) framework – including its strengths and limitations and how it can be utilized in practice to create targeted and effective policy;

Explore Dr. Kimberlé Williams Crenshaw's concept of intersectionality and its importance in the creation of inclusive work environments and policy. This dialogue is interested in discussing how to avoid ornamental intersectionality (Dr. Sirma Bilge) and how to effectively take on the mantle of an anti-racist approaches in theory and in policy practice;

Critically examine the existing GBA Plus framework through dialogue on how inequalities are conceptualized within the dominant model, and what future progress can be made to ensure on-going decolonial and anti-racist praxis through use of alternative approaches; and

Discuss concrete case study examples of how to apply GBA Plus and intersectionality to government and business, how to empower your employees to create a safe and respectful environment for discussions of inclusion, and how organizational leadership can lead by example.







# AGENDA

## APRIL 4, 2022

8:30-9:00 am

Pre-Conference Networking

9:00-9:30 am

Introductory Remarks & Land  
Acknowledgement

9:30-10:45 am

Keynote Speaker: Dr. Gabrielle Lindstrom

10:45-11:00 am

Refreshment Break

11:00-11:50 am

Panel 1: Moving from GBA+ to GBA PLUS  
Davy-Anthony Sabourin & Sanchari Quader

11:50-12:15 pm

Panel 1: Q&A

12:15-1:00 pm

Lunch Break

1:00-1:15 pm

CEC: What's New?

1:15-3:00 pm

Panel 2: Intersectionality Beyond the Buzzword  
Evelyn Amponsah, Tyra Erskine, & Tiffany Sostar

3:00-3:30 pm

Panel 2: Q&A

3:30-4:00 pm

Closing Remarks & Networking

All times listed are MST



# AGENDA

## APRIL 5, 2022

9:00-9:30 am

Introductory Remarks, Land Acknowledgement, and Day 1 Recap

9:30-10:15 am

Panel 3: Levelling up GBA Plus  
Dr. Olena Hankivsky & Lorelei Higgins

10:15-10:30 am

Panel 3: Q&A

10:30-10:45 am

Refreshment Break

10:45-11:45 am

Panel 4: From Theory to Action: Applying GBA Plus and Intersectionality in Practice  
Christopher Scipio, Jillian LeBlanc, & Cassandra Morin

11:45-12:00 pm

Panel 4: Q&A

12:00-12:30 pm

Lunch Break

12:30-12:45 pm

CEC: What's New?

12:45-2:15 pm

Panel 5: GBA Plus Case Studies - When it Works  
Anne Lapierre, Ryan Hum & Max Brault

2:15-2:30 pm

Panel 5: Q&A

2:30-3:00 pm

Closing Remarks and Networking

All times listed are MST

# BIOGRAPHIES



**Dr. Gabrielle Lindstrom, Educational Development Consultant, University of Calgary**

Dr. Gabrielle Lindstrom is a member of the Kainai Nation which is a part of the Blackfoot Confederacy. As educational development consultant for Indigenous ways of knowing, Dr. Lindstrom works closely with the TI and vice-provosts of teaching and learning and Indigenous engagement to advance Indigenous ways of knowing in campus teaching and learning communities, cultures and practices. Her teaching background includes instructing in topics around First Nation, Métis and Inuit history and current issues, Indigenous Studies (Canadian and International perspectives), Indigenous cross-cultural approaches, and Indigenous research methods and ethics. Her dissertation research focused on the interplay between trauma and resilience in the postsecondary experiences of Indigenous adult learners. Other research interests include meaningful assessment in higher education, Indigenous homelessness, intercultural parallels in teaching and learning research, Indigenous lived experience of resilience, Indigenous community-based research, parenting assessment tools reform in child welfare, anti-colonial theory and anti-racist pedagogy.



**Sanchari Quader, GBA+ Lead, City of Edmonton**

Sanchari Quader (she/her) is an award winning senior policy and DEI (diversity, equity and inclusion) professional with project management experience, including developing and executing regional and municipal strategies.

Her 18 years of experience in public policy development, stakeholder engagement, facilitation, and change management led her to her current role as the Department Lead for GBA+ with the Centre of Excellence at the City of Edmonton.

She has deep passion for applying an equity conscious lens to the development of policies, projects, services and programs to ensure equality of outcomes for employees and the communities she serves as a public servant.



**Davy-Anthony Sabourin, Senior Strategist, Canadian Equality Consulting**

Davy-Anthony Sabourin (he/him), of Jamaican and French-Canadian heritage, is an award-winning federal public servant, human rights advocate, and community builder. Recently, he's had the honour to join Canadian Equality Consulting as a Senior Strategist and Trainer.

With over six years' experience within the Federal Public Service, Davy has occupied key roles related to privacy law enforcement, stakeholder relations, and policy. He has had investigative, analysis, advisory, and management roles in the areas of privacy rights, anti-racism, equity, diversity, and inclusion. Prior to joining the federal government, Davy served as a mental health and addictions counselor.

In his spare time, through his community involvement, he fulfills his passion of being an educator, convener and bridge builder between individuals, groups and communities, particularly on 2SLGBTQ+ issues, anti-racism and mental health.



# BIOGRAPHIES



## [Evelyn Amponsah, Toronto Community Housing Corporation](#)

Evelyn Amponsah is currently the Director for the Centre for advancing the interests of Black people and was the Manager- Strategy Development, Confronting anti-Black racism for Toronto Community Housing. She was also the Senior Training and Development Consultant at the City of Toronto in the Confronting anti Black racism unit. In this role she piloted various innovative training and development initiatives to build city staff's competency in Anti-Black racism. Evelyn is also a PhD candidate at York University. Her research is on the impacts of Anti-Black racism on both Black and non-Black people.



## [Tyra Erskine, Anti-Racist Activist and Consultant](#)

Tyra Erskine is an experienced anti-racism facilitator and content developer. She has developed online content, including an online facilitated anti-discrimination course and a series of webinars on the intersection of racism and COVID-19. She is involved with the CommunityWise Resource Centre, both as a board member and as a member of the Anti-Racist Organizational Change project where she authored their anti-racism training manual.

Some of her clients have included the University of Calgary's Law Faculty, SAIT, the Alberta Association of Midwives, the Alberta-wide Coalitions Creating Equity, the Calgary Women's March, the Alberta Association of Immigrant Serving Agencies, and the 3.7% Initiative. She was recently featured in 1919 Magazine's Archival of the Black Radical Tradition, where she speaks about her views and experiences with anti-racism.



## [Tiffany Sostar, Community Organizer and Narrative Therapist](#)

Tiffany Sostar (they/them) is a white, non-binary, queer and disabled narrative therapist and community organizer on Treaty 7 land in Calgary, Alberta. They are particularly interested in collective documentation, and finding ways to bring community conversations to a wider audience.

Some of their current areas of interest are around spectrums of exclusivity in polyamorous contexts, experiences of existential dread (especially within communities of medically complex or vulnerable folks, including disabled communities, and communities facing systemic barriers to medical support), and ongoing work with a group of narrative practitioners exploring narrative responses to current contexts. Their close personal relationship with hopelessness and despair informs much of their work, and they are always searching for points of light in even the gloomiest spaces.

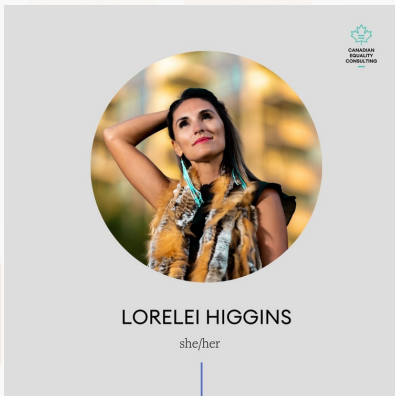
# BIOGRAPHIES



Dr. Olena Hankivsky, Professor, Simon Fraser School of Public Policy

Dr. Olena Hankivsky (Professor) B.A. (Toronto), M.A. PhD (Western Ontario) specializes in public policy and political theory and has a particular interest in gender, intersectionality, and social and health policy.

Dr. Hankivsky is a Canadian Institutes of Health Research Gender and Health Research Chair and a Michael Smith Foundation for Health Research Senior Scholar.



Lorelei Higgins, Métis Canadian Cultural Mediator

Lorelei Higgins is a Métis Canadian Cultural Mediator, Rotary Peace Fellow, Rotary Positive Peace Activator and an Indigenous Relations Strategist. She is also Mrs. Canada Globe 2021. Lorelei leads conflict transformation projects globally, with a focus on Indigenous human rights. Her practice areas include: Anti-Racism capacity building; Asset based community development; Community dialogue; Cultural mediation; Cross cultural learning and diversity; Equity and inclusion training; Indigenous relations and Indigenous human rights; Large group mediations; and Systems thinking.

# BIOGRAPHIES



## Christopher Scipio, Senior Strategic Advisor, Federal Public Service

Christopher K. Scipio is a strategic policy advisor in Canada's Federal Public Service specializing in Gender-Based Analysis Plus (GBA+). He is an intersectional feminist and anti-racist committed to using his work to contribute to collective efforts to dismantle systems that oppress individuals and groups due to their race, gender, ability, religion, and other identity factors.

Since joining the federal public service in 2010, Christopher has worked primarily in strategic policy on a wide range of files including: change management, access to justice, Indigenous justice, digital government and performance reporting. He is also involved in public service renewal efforts through his participation with the Black Employee Networks (BENs) and the Anti-Racism Ambassadors Network (ARAN).

Outside of his day job, Christopher is a past volunteer with Family Services Ottawa, the Canadian Centre for Women's Empowerment, Ottawa Community Immigration Settlement Organization and is presently a board member (Director-at-Large) for the Institute of Public Administration of Canada-National Capital Region.

Social Media: Twitter @ScipioCk



## Jillian LeBlanc, Senior Communications Advisor, Government of Canada

Jillian LeBlanc (she/her/elle) is a feminist policy specialist who works for the Government of Canada. She is also the outgoing Head Delegate to the OECD representing the Young Diplomats of Canada.

In her previous role she was at the Treasury Board of Canada Secretariat (TBS) as a Senior Analyst on Gender and Technology. In this role she served as the Government Lead for the Dr. Robert Bondar Career Development Program and was the Creator and Chair of the Government of Canada's Gender and Technology Working Group. In 2019, Jillian was the lead for Feminist Open Government during the Global Open Government Summit, and led on the co-creation of the Guide to Gender-based Analysis Plus (GBA+) and Inclusive Open Government.

Cassandra Morin

Stay tuned, bio is coming!



# BIOGRAPHIES



[Ryan Hum, VP and CIO, Data and Information Management, Canadian Energy Regulator](#)

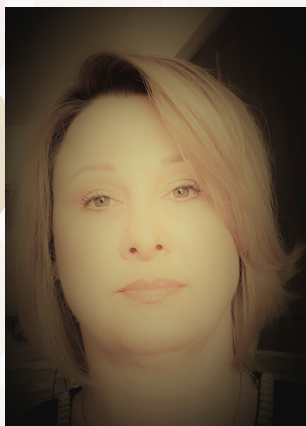
Ryan is the CIO and VP of Data at the Canada Energy Regulator. Ryan is passionate about digital government, human-centered design, fatherhood, and reconciliation. He was a founding member of the Government of Canada's Impact and Innovation Unit, where he served as the Chief Designer and Chief Data Scientist. During his career, he has worked on issues spanning immigration and settlement, disabilities in the workplace, mining, and health. Ryan studied biology, engineering, and design, and is working toward a PhD. He is also an Adjunct Professor at OCAD University and has taught design, public policy and engineering at Carleton and the University of Toronto.



[Max Brault, BDO Vice President of People and Change](#)

Max Brault is a bilingual legislation and policy leader with almost 20 years of progressive public-sector experience. His work has focused on employment equity, the advancement of workplace accessibility, and career development for people with disabilities. Brault helped to guide the federal government toward new and progressive accessibility legislation, Bill C-81, the Accessible Canada Act (the Act).

In his 20 years of progressive service, he has worked in employment equity and accessibility across Correctional Services Canada, Fisheries and Oceans Canada, Infrastructure Canada, Treasury Board of Canada Secretariat and the Public Service Commission. Through these unique experiences, he was able to leverage a diverse set of skills and a network of relationships with Deputy Ministers, Departmental Executives, federal employees, and other government departments.



[Anne Lapierre, Executive Director, Health Canada](#)

Anne Lapierre is currently the Executive Director, Workplace Wellbeing and Workforce Development Division at Health Canada and the Public Health Agency of Canada responsible for Corporate Learning and Career Management; Performance and Talent Management; Awards and Recognition; Official Languages Training Development and Delivery; Corporate Occupational Health and Safety; Disability Management and Duty to Accommodate for Persons with Disabilities.

Anne has been working for the Federal Public Service for over 20 years. She holds a Bachelor's degree in Arts from the University of Ottawa, a Graduate Diploma in Adult Education from l'Université du Québec à Hull, and a Masters in Business Administration with a concentration in Leadership from Royal Roads University.



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