

# Gender-based analysis plus

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## **Section 1: institutional GBA Plus governance and capacity**

### **Governance**

Fisheries and Oceans Canada (DFO) and the Canadian Coast Guard (CCG) are committed to making Gender-based Analysis (GBA) Plus an integral part of departmental policies, programs, and initiatives to understand impacts and effects on diverse population groups in order to make better decisions and achieve better results for clients, stakeholders, and all Canadians.

DFO's GBA Plus Centre of Expertise (GBA Plus CoE), housed within its Strategic Policy and Priorities Branch, supports the implementation of its GBA Plus policy, including increasing information resources and providing strategic guidance on mainstreaming GBA Plus principles into common work practices and the development and implementation of policies, programs, and operations. The GBA Plus CoE works closely with groups responsible for developing and reviewing cabinet proposals, submissions to Treasury Board, regulatory proposals, and other significant initiatives to strengthen these proposals and to ensure equitable initiatives that promote diversity and inclusion. The CoE operates with the support of a Director General, the Senior Assistant Deputy Minister of Strategic Policy, and Assistant Deputy Minister co-champions, as well as a GBA Plus Ambassador's network with a representative from each sector and region.

The GBA Plus CoE supports the creation and implementation of GBA Plus governance activities such as the departmental GBA Plus Action Plan, and has developed draft guidance on data collection to facilitate GBA Plus data collection strategies for reporting requirements. The GBA Plus CoE collected and analyzed the results of the Department's 2022-23 GBA Plus Women and Gender Equality Canada (WAGE) Implementation Survey.

The GBA Plus CoE also hosted a joint event with Environment and Climate Change Canada, Natural Resources Canada, Agriculture and Agri-food Canada, and Canadian Food Inspection Agency, for GBA Plus Awareness Week. The theme was "Translating GBA Plus, Equity and Inclusion in Science: Practical approaches in the federal science and environmental field".

## **Capacity**

In 2023, DFO launched a Gender-based Analysis Plus 2023-2025 Action Plan which prioritizes the deliberate mainstreaming of GBA Plus analysis and considerations across all departmental activities. The Action Plan sought to strengthen the integration of intersecting social and identity factors (such as sex, gender, age, racialization, Indigeneity, and income level, etc.) in all initiatives being led by the Department. The 5 interdependent foundational pillars of the action plan (Governance and Accountability; Training and Awareness; Data and Evidence; Integration and Impact; and Monitoring and Evaluation) are being implemented through a phased approach (having begun in 2022-23), which will enable the Department to measure and demonstrate progress through iterative and ongoing improvements and course correct as appropriate. These improvements are expected to reinforce the value of GBA Plus and build capacity to implement and sustain equitable government services that are supportive of diversity and inclusion.

## **Human resources (full-time equivalents) dedicated to GBA Plus**

In 2023-24, 3.75 full-time equivalents (FTEs) were dedicated to GBA Plus implementation in the Department. An Ambassador's network was fostered through 2023-24 through dedicated training and information sharing sessions.

## Section 2: gender and diversity impacts, by program

### Fisheries

#### Aboriginal Programs and Treaties

##### Program goals

The Aboriginal Programs and Treaties (APT) serves to build and maintain strong and stable relations with Indigenous communities and organizations, promotes fisheries-related economic opportunities for Indigenous Peoples and supports Indigenous capacity to participate in the management and stewardship of fisheries and aquatic resources and ecosystems, all of which are integral to maintaining a stable fisheries management regime with common and transparent rules for all. APT does this by supporting the involvement of Indigenous communities in the fishery where DFO manages the fishery and where land claims agreements have not been concluded, specifically for purposes: management of food, social, and ceremonial fisheries; participation in the commercial fishery; collaborative management, by building the capacity required to engage in fishery management processes; and, conservation through monitoring and reporting. This work is achieved through the following: Indigenous fisheries contribution agreements; treaty and non-treaty fisheries negotiations and mandate development; strategic advice for the ongoing management of Aboriginal and treaty rights; Indigenous programs and policies renewal; and allocation policies, frameworks for the implementation of treaties, and fisheries-related consultation and engagement. This program uses funding from the following transfer payments: Aboriginal Fisheries Strategy, Aboriginal Aquatic Resource and Oceans Management, Aboriginal Fund for Species at Risk, Atlantic Integrated Commercial Fisheries Initiative (AICFI), Pacific Integrated Commercial Fisheries Initiative (PICFI), Northern Integrated Commercial Fisheries Initiative (NICFI), Certification and Market Access Program for Seals, Reconciliation Agreement Program, and Treaty Related Measures.

##### Target population

Indigenous communities involved in commercial fisheries and aquaculture sectors (AICFI, NICFI, PICFI) and/or collaborative fisheries and aquatic resource management (Aboriginal Fisheries Strategy / Aboriginal Aquatic Resource and Oceans Management / Aboriginal Fund for Species at Risk), as well as Indigenous communities implementing reconciliation agreements and/or treaty-related measures with respect to fisheries access or management (Reconciliation Agreement Program / Treaty Related Measures).

##### Distribution of benefits

By gender: 60% to 79% men

##### Specific demographic group outcomes

Indigenous people

##### Key program impacts on gender and diversity

The eligibility criteria of DFO's Indigenous Fisheries Program Suite are gender neutral. The Department does not explicitly target women or men to participate in the Indigenous Fisheries Program Suite; rather, DFO's Indigenous partners are Indigenous communities and groups, not individuals.

### Key program impact statistics

Statistic	Observed results*	Data source	Comment
AICFI Commercial Fisheries Enterprise employment by gender category (Fish Harvesters)	8% of AICFI Commercial Fisheries Enterprise fish harvesters were female (98 of 1,226)	AICFI Technical Advisory Coordinator (TAC)	DFO's eligibility criteria of DFO's Indigenous Fisheries Program Suite are gender neutral. The Department does not explicitly target women or men to participate in the Indigenous Fisheries Program Suite; rather, DFO's Indigenous partners are Indigenous communities and groups, not individuals.
AICFI Commercial Fisheries Enterprise employment by gender category (Management – Shore-based)	46.4% of AICFI Commercial Fisheries Enterprise shore-based management employees were female (45 out of 97)	AICFI Technical Advisory Coordinator (TAC)	DFO's eligibility criteria of DFO's Indigenous Fisheries Program Suite are gender neutral. The Department does not explicitly target women or men to participate in the Indigenous Fisheries Program Suite; rather, DFO's Indigenous partners are Indigenous communities and groups, not individuals.
AICFI Commercial Fisheries Enterprise employment by gender category (Other Employment – e.g. Aquaculture, Processing, Vessel Maintenance, etc.)	31.3% of AICFI Commercial Fisheries Enterprise employees working in commercial fisheries diversification areas (e.g. Aquaculture, processing, vessel maintenance, etc.) were female (80 out of 256)	AICFI Technical Advisory Coordinator (TAC)	DFO's eligibility criteria of DFO's Indigenous Fisheries Program Suite are gender neutral. The Department does not explicitly target women or men to participate in the Indigenous Fisheries Program Suite; rather, DFO's Indigenous partners are Indigenous communities and groups, not individuals.

\*2023-24 or most recent

### Other key program impacts

DFO administers a suite of programming focused on capacity development and enhanced participation by Indigenous people in commercial fishery operations and collaborative fisheries management. DFO supports the Government of Canada's commitment to work toward a renewed, nation-to-nation relationship with Indigenous Peoples, based on recognition of rights, respect, co-operation, and partnership, which will increase self-determination and close socioeconomic gaps.

Through their unique co-development design and focus on achieving tangible outcomes identified by Indigenous partners, the Department's Indigenous commercial fisheries development and collaborative management programs are designed to promote equality for Indigenous people across Canada.

The Department does not target specific gender groups to participate in the Indigenous Fisheries Programs; rather, DFO's Indigenous partners are Indigenous communities and groups, not individuals. Aligning with the Government of Canada's commitments to reconciliation, the relationship between DFO's Indigenous Programs and its Indigenous partners is one of co-management with an ultimate view of self-sufficiency. Managing this relationship accordingly entails allowing Indigenous groups the decision-making authority to determine which individuals will access DFO program support.

Generally, Indigenous commercial programs collect data annually to support that approximately 10% of fish harvesters that participate in the programs are women. Management positions within Indigenous commercial fishing enterprises can be as high as 50% women and fisheries-related employment can be as high as 33% women.

### **GBA Plus data collection plan**

DFO's Indigenous programming efforts are continuously evolving and being strengthened to better capture data on GBA Plus. Through a co-delivered approach working with the Indigenous Commercial Programs Business Development Teams and the new Collaborative Programs Capacity Development Team, this data will be better tracked and reported on going forward. Opportunities to co-design and co-develop program performance metrics that better reflect GBA Plus data and information are currently being explored with key Indigenous partners. The goal is to ensure that relevant and appropriate GBA Plus information is identified and readily shared by program participants.

DFO's Indigenous Program Review (IPR) was finalized in 2019 and resulted in 141 recommendations. A key recommendation related to the advancement of Indigenous training and skills development by examining current Indigenous programs, and compiling information. This recommendation seeks to assist with navigation of training requirements, training opportunity awareness, career path progression and the availability of consistent funding. Implementing this recommendation will allow DFO to provide information on and access to training and mentorship opportunities, with the ultimate goal of career progression for Indigenous peoples that may support growth not only the fisheries sector, but to other sectors of the economy.

In order to support this need for comprehensive Indigenous training and skills development, DFO has partnered with Indigenous Services Canada to roll out a Strategic Partnership Initiative (SPI) offering training coordination and development services across the collaborative and commercial programs. The overall objective of the Indigenous Training and Skills Development (ITSD) initiative is to gather feedback on developed resources, understand training needs, assist with streamlined approach to curriculum development and provide progress updates across Indigenous programs. This will include updates on resource development, data collection including tracking and reporting on GBA Plus related statistics, and coordinating regional/national training activities related to fisheries and ocean management. The ITSD initiative will be a resource to the entire suite of Indigenous programs in future GBA Plus data collection plans.

The Reconciliation Agreement Program and Treaty-Related Measures Program, which support Indigenous communities in implementing reconciliation agreements and/or treaty-related measures with respect to fisheries access and/or management, does not collect GBA Plus data. However, GBA Plus assessments are completed during the development of negotiation mandates. GBA Plus assessments will continue to be completed during the negotiation mandate process.

## **Aquaculture Management**

### **Program goals**

Fisheries and Oceans Canada is the lead federal department responsible for aquaculture, and is committed to working collaboratively with industry, provinces, Indigenous communities, and others to ensure the success and sustainability of Canada's aquaculture sector. The Aquaculture Directorate applies a GBA Plus lens in its analysis and development of legislation, regulations and policy to assure equitable outcomes for all Canadians based on consideration of GBA Plus identity factors (including but not limited to gender, education, geography, age, income and ethnicity).

### **Target population**

The aquaculture management program targets all Canadians as it is designed to sustainably manage aquaculture operations, contribute to the food supply system, preserve wild fish populations and protect the marine environment. Canada's aquaculture industry is increasingly important to its economy, contributing more than \$2 billion in total activity. Aquaculture accounts for about 20% of Canada's total seafood production. The program also supports the sustainable growth of aquaculture, providing economic opportunities to communities where aquaculture operations take place, mainly in remote, rural, coastal and Indigenous communities. There is a gender bias in natural resource sectors with men making up a majority of the workforce; however, this program does not create any further barriers nor reinforce existing gender imbalances.

### **Distribution of benefits**

By gender: 60% to 79% men

By income level: no significant distributional impacts

By age group: primarily benefits youth, children or future generations

### **Specific demographic group outcomes**

As noted above, there is a gender imbalance in all natural resources sectors. While there could be some impacts from aquaculture on economic prosperity, education and skills development for women, the impacts of the aquaculture management program are not tracked by gender.

### **Key program impacts on gender and diversity**

Not available. The Aquaculture Management program has no impacts on gender or diversity as it is primarily a science-based natural resources / environmental program.

### **GBA Plus data collection plan**

Nothing to report for 2023-24. The Aquaculture Management program has no specific impacts on gender or diversity as it is primarily a science-based natural resources management / environmental protection program. However, it should be noted that the Aquaculture Directorate collects and maintains aquaculture statistics through the Sustainable Aquaculture Program. As part of ongoing efforts to use and collect data related to GBA Plus factors, the Department uses Statistics Canada's census data, tax filer data, and data collected by Statistics Canada under the "Annual Survey of Aquaculture in Canada". These datasets provide demographic and gender-based information which is used to fulfil our requirements for GBA Plus considerations, by allowing the Department to analyze the incomes and employment profile within the aquaculture industry by gender, age, identity, and socioeconomic factors. The collection and use of the information contained in these datasets constitutes the program's data collection plan.

## **Aquaculture Science**

### **Program goals**

The Aquaculture Science Program generates research findings, provides science advice, and conducts environmental monitoring to inform aquaculture policies, regulations, and decisions which support the sustainable management of aquaculture in Canada. The program is not currently applying GBA Plus analysis.

### **Target population**

All Canadians

### **Specific demographic group outcomes**

Data is not currently collected with respect to the impact of this program on demographic groups.

### **Key program impacts on gender and diversity**

Not available

### **GBA Plus data collection plan**

Nothing to report for 2023-24. The Aquaculture Science Program is not currently collecting data for GBA Plus analysis.



## **Aquatic Animal Health**

### **Program goals**

The Aquatic Animal Health Program, co-delivered by DFO and the Canadian Food Inspection Agency, protects against the introduction or spread of serious infectious diseases of national and international importance, in both wild and cultured aquatic animals. The program is not currently applying GBA Plus analysis.

### **Target population**

All Canadians

### **Specific demographic group outcomes**

Data is not currently collected with respect to the impact of this program on demographic groups.

### **Key program impacts on gender and diversity**

Not available

### **GBA Plus data collection plan**

Nothing to report for 2023-24. The National Aquatic Animal Health Program (NAAHP) is not currently collecting data for GBA Plus analysis.

## **Biotechnology and Genomics**

### **Program goals**

The Biotechnology and Genomics Program advances innovative science to support policy, fishery and aquatic ecosystem management decisions (e.g., detection of aquatic invasive species) and develops and applies genomics tools to assess and regulate fish products of biotechnology. The program is not currently applying GBA Plus analysis.

### **Target population**

All Canadians

### **Specific demographic group outcomes**

Data is not currently collected with respect to the impact of this program on demographic groups.

### **Key program impacts on gender and diversity**

Not available

### **GBA Plus data collection plan**

Nothing to report for 2023-24. The Biotechnology and Genomics Program is not currently collecting data for GBA Plus analysis.

## **Conservation and Protection**

### **Program goals**

Conservation and Protection is a national program designed to conserve and protect fisheries, waterways, aquatic ecosystems (including habitat and species-at-risk) and resources from unlawful exploitation.

Conservation and Protection's Fishery Officers are the face of the Department and are often the only federal presence in many coastal and isolated communities.

### **Target population**

All Canadians

### **Distribution of benefits**

By gender: broadly gender-balanced

By income level: no significant distributional impacts

By age group: no significant intergenerational impacts or impacts on generations between youths and seniors

### **Specific demographic group outcomes**

Data is not currently available with respect to the impact of this program on demographic groups.

### **Key program impacts on gender and diversity**

Not available

### **GBA Plus data collection plan**

Nothing to report for 2023-24. Conservation and Protection (C&P) has not engaged in data collection and analysis to specifically measure and assess GBA Plus impacts. However, in 2023, the program created a Recruitment Committee to help improve transparency and maintain a consistent approach to our national recruitment program. Conservation and Protection has also updated the assessment tools used in evaluating applicants for the Fishery Officer Initial Training Program to help remove barriers and reduce bias. This includes options for online exams and interviews, and updating the education requirements from 2 years of post-secondary education to secondary education. The recruitment team at C&P has also enlisted the help of DFO's People and Culture Sector to assist in building a more inclusive recruiting strategy that will target underrepresented groups such as women, Indigenous, and racialized people in Canada. These efforts will reflect C&P's ongoing commitment to being an inclusive, equitable and diverse workplace, both in attracting and recruiting new talent and by supporting them in training and throughout their career progression.

## **Economics and Statistics**

### **Program goals**

The Economics and Statistics Program provides support in terms of economic research, analysis, and data developments on a variety of departmental priorities, including GBA Plus analysis.

### **Target population**

All Canadians, indirectly. Economics and Statistics provides enabling support to other program areas in Fisheries and Oceans serving all Canadians. We do not directly administer policy or regulation.

### **Specific demographic group outcomes**

Data is not currently collected with respect to the impact of this program on demographic groups.

### **Key program impacts on gender and diversity**

Not applicable. Economics and Statistics provides support to other programs, and therefore does not directly create outcomes for any subset of the population.

### **Other key program impacts**

Not applicable. Economics and Statistics provides support to other programs, and therefore does not directly create outcomes for any subset of the population.

### **GBA Plus data collection plan**

The Economics and Statistics Program, in collaboration with Statistics Canada, continues to invest in developing and maintaining one of the key socioeconomic datasets underpinning GBA Plus in the Department. For example, we maintain the annual Jobs and Income Indicators database to provide insights on gender representation in commercial fishing, as well as distributional income statistics. We also maintain several databases based on information from the Census of Population which provides information to the Department on Indigenous representation, income and age distribution, gender balance across a wide variety of ocean-based industries. These datasets and the information they contain are used throughout the Department by various programs to support regulatory analyses, as well as GBA Plus assessments.

Furthermore, Economics and Statistics oversees the Department's Annual Economic Research Plan, which indirectly supports the GBA Plus analyses by continuing to provide economic advice on fishery and ocean resource management decisions. These economic analyses support the Department's initiatives that have direct benefits for coastal and rural communities, as well as Indigenous groups. Analytical products and reports resulting from the Economic Research Plan continue to support and ensure that fishery and ocean management decisions are inclusive and provide positive outcomes to all Canadians.

## **Fish and Seafood Sector**

Note: The Fish and Seafood Sector program is composed of three sub-components: the Atlantic Fisheries Fund (AFF), the British Columbia Salmon Restoration and Innovation Fund (BCSRIF), and the Quebec Fisheries Fund (QFF).

### **Fish and Seafood Sector - Atlantic Fisheries Fund**

#### **Program goals**

In support of the Atlantic fish and seafood sector delivering high-quality, value added and sustainably sourced fish and seafood, the program is expected to benefit lower to middle income fisheries and aquaculture sector workers. Consequences for other demographic groups are not anticipated. The Atlantic Fisheries Fund (AFF) expects to largely benefit rural, coastal communities where projects are implemented.

#### **Target population**

The primary beneficiaries of the AFF include individuals and small to medium-sized companies involved in the fish and seafood sectors of the Atlantic provinces who are generally located in small coastal and Indigenous communities with a diverse geographic distribution. The fund primarily benefits those between the ages of 30 and above in a sector that is 57% male making an average annual income of \$45,000 (Canada Revenue Agency, 2018) and 43% women (Food Processing Skills Canada, 2019) making an average annual income of \$36,000 (Canada Revenue Agency, 2018).

Those who are eligible to apply are Atlantic Canada-based:

- Indigenous groups
- commercial enterprises, including fishers, aquaculturists and seafood processors
- universities and academics
- industry associations and other non-profits
- other organizations, such as research institutions and provincial crown corporations

To be eligible for funding, you must:

- reside in a participating province
- be active in, or support activities related to the fish and seafood harvesting, processing or aquaculture sectors
- demonstrate maximum economic benefits accruing to the Atlantic region

#### **Distribution of benefits**

By gender: broadly gender-balanced

By income level: no significant distributional impacts

By age group: no significant intergenerational impacts or impacts on generations between youths and seniors

#### **Specific demographic group outcomes**

Rural and coastal communities where AFF projects are implemented benefit more from the fund than the general Canadian population. This geographic benefit includes several coastal First Nations communities as well.

### Key program impacts on gender and diversity

The self-identification section of the AFF application form was introduced in April 2021. Of the 682 project applications received since that time, 283 (41.5%) have completed the self-identification section of the application. Of these, 39 (5.7%) indicated that they were Indigenous owned and 15 (2.2%) have indicated that they were women owned. Only one application identified as being both Indigenous and women owned.

Also, the locations of the recipients of AFF approved projects to date, dispersed widely along the coastlines of all 4 Atlantic provinces, demonstrate the geographic diversity of AFF investments.

### Key program impact statistics

Statistic	Observed results*	Data source	Comment
Geographic diversity of AFF Project locations	456 unique geographic locations of AFF projects	Internal report (GCdocs)	Due to a number of withdrawn projects in 2023-24, the number of unique geographic locations of AFF projects has decreased from 471 to 456.

\*2023-24 or most recent

### Other key program impacts

Information is not available at this time. For all inquiries, please email the Corporate Planning and Reporting team at [DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca](mailto:DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca).

### Supplementary information sources

AFF uses data from both internal and publicly available sources, such as the following:

[Securing Canada's Fish + Seafood Workforce - Final Report, 2019](#)

### GBA Plus data collection plan

The AFF collects data on the geographic location of its applicants to determine eligibility, which also allows the program to demonstrate the geographic diversity and impact on the Atlantic's coastal, rural communities. As noted above, AFF has supported projects in 456 unique geographic locations throughout rural and coastal communities in the 4 Atlantic provinces since the program's inception in 2017.

The fund's application form was also updated in 2020-21 to include a voluntary self-identification section. Also, the changes to the application do not account for the income and age cohort questions as these aspects of the fish and seafood sector are recorded through other mechanisms via Statistics Canada and its labour categories, as well as through the Business Innovation and Growth Support data tables that AFF contributes to annually.

## **Fish and Seafood Sector - Quebec Fisheries Fund**

### **Program goals**

As the program was not established to target gender and diversity specifically within its eligibility criteria, these aspects have not yet been incorporated into the data and information collection process for the program to support monitoring or reporting on the impacts. Until now, priority has had to be on building the program itself and its capacity to report back on its mandated elements.

Discussions with the government of Quebec about the renewal of the program will take place in 2025-26 and will allow an opportunity to discuss updates to the application form in order to collect data to increase GBA Plus reporting capacity.

### **Target population**

Those eligible to apply are based in the province of Quebec and are:

- Indigenous groups, communities and businesses
- commercial enterprises including fish harvesters, aquaculture producers and seafood processors
- universities and higher education institutes
- industry associations and other non-profits

To be eligible to apply for funding, organizations must:

- be active in the fish harvesting, seafood processing or aquaculture sectors, or support activities related thereto
- demonstrate maximum economic benefits for the province of Quebec

### **Specific demographic group outcomes**

Data is not currently collected with respect to the impact of this program on demographic groups.

### **Key program impacts on gender and diversity**

Not available

### **GBA Plus data collection plan**

The Quebec Fisheries Fund (QFF) application form may be updated to include a voluntary self-identification section following discussions with the province. It is hoped that applicants will be able to indicate if they are Indigenous (or represent an Indigenous-owned business, i.e. a business that is 51% or more Indigenous-owned) or if they identify as a woman (or represent a woman-owned business – 51% or more of the business must be owned by a woman or women). Changes to the application may also consider questions about income, age cohort, and ethnic, religious or cultural minority status. This data will be collected beginning when and if the QFF is renewed so as to increase the analytical reporting capability of the GBA Plus program.

## Fish and Seafood Sector - British Columbia Salmon Restoration and Innovation Fund

### Program goals

The aim is to support and promote diversity and inclusivity, and foster programs that provide opportunity for all Canadians to participate in the fish and seafood, fish management and environmental sectors including: women, Indigenous Peoples, members of the 2SLGBTQI+ community, people of ethnic, linguistic, cultural or religious (ELCR) minority, seniors, veterans, students or youth, people with disabilities and new Canadians.

### Target population

While BCSRIF does not target any specific populations, program funding is available to British Columbia-based Indigenous organizations, industry representatives, environmental non-governmental organizations, commercial enterprises, and academic institutions that are active in or support activities related to the fish and seafood harvesting, processing or aquaculture sectors.

### Distribution of benefits

By gender: broadly gender-balanced

By income level: no significant distributional impacts

By age group: no significant intergenerational impacts or impacts on generations between youths and seniors

### Specific demographic group outcomes

Women, Indigenous peoples, members of the 2SLGBTQI+ community, people of ethnic, linguistic, cultural or religious (ELCR) minority, seniors, veterans, students or youth, people with disabilities and new Canadians could potentially benefit directly or indirectly.

### Key program impacts on gender and diversity

Information is not available at this time. For all inquiries, please email the Corporate Planning and Reporting team at [DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca](mailto:DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca).

### Key program impact statistics

Statistic	Observed results <sup>*</sup>	Data source	Comment
Percentage of projects that involved Indigenous leads or partners	77%	Annual recipient survey	-
Percentage of project teams that include women	95%	Annual recipient survey	-
Percentage of project teams that include new Canadians	20%	Annual recipient survey	-
Percentage of project teams that include seniors/veterans	40%	Annual recipient survey	-



Percentage of project teams that include students/youth	48%	Annual recipient survey	-
Percentage of project teams that include members of the 2SLGBTQI+ community	18%	Annual recipient survey	-
Percentage of project teams that include members of cultural / religious / ethnic / linguistic minorities	21%	Annual recipient survey	-
Percentage of project teams that include persons with disabilities	7%	Annual recipient survey	-

\*2023-24 or most recent

### Other key program impacts

- percentage of projects that incorporate Indigenous Knowledge: 47% (46 of 97 projects)
- number of Indigenous persons employed through BCSRIF projects (in 2022-23): 333
- number of Indigenous persons trained through BCSRIF projects (in 2022-23): 276
- number of Indigenous partners involved in BCSRIF projects (in 2022-23): 188

### Supplementary information sources

The [British Columbia Salmon Restoration and Innovation Fund annual results summary 2022 to 2023 - year 4 report](#) was published in July 2024.

Previous annual results reports (2019-20; 2020-21; 2021-22) are currently available at the following links:

- [British Columbia Salmon Restoration and Innovation Fund annual results summary 2019 to 2020 - year 1 report](#)
- [British Columbia Salmon Restoration and Innovation Fund annual results summary 2020 to 2021 - year 2 report](#)
- [British Columbia Salmon Restoration and Innovation Fund annual results summary 2021 to 2022 - year 3 report](#)

### GBA Plus data collection plan

BCSRIF has developed and implemented an annual Year-end Recipient Report form that enables the program to collect information related to the key recipient project benefits, and ecological and socioeconomic data, resulting from BCSRIF investments. On this form, recipients are offered the opportunity to also provide details on the demographic make-up of their project teams and other details on their organizations efforts towards ensuring a diverse and inclusive work environment. This information is aggregated and published by the program annually. Improvements to the required reporting has progressed yearly to represent the full suite of program and project metrics tracked as of 2022-23.

## **Fisheries Management**

### **Program goals**

The Fisheries Management Program manages fisheries in accordance with the *Fisheries Act*, using credible, science-based, effective practices. The key goals for the Fisheries Management Program in Canada include economic viability, environmental sustainability and inclusion of stakeholders in decision-making processes. Fisheries Management does not collect information, statistics or data relative to GBA Plus as part of our activities. The Economic Statistics and Data Governance Directorate collects and holds data relevant to fishing industry.

### **Target population**

All Canadians

### **Specific demographic group outcomes**

Data is not currently collected with respect to the impact of this program on demographic groups.

### **Key program impacts on gender and diversity**

Not available

### **GBA Plus data collection plan**

There is nothing to report for 2023-24. The Department collects, holds and is able to obtain certain data related to the fishing industry. This data is housed outside of the Fisheries Management Program.

## **Fisheries Science**

### **Program goals**

Scientific research and monitoring activities will be conducted to protect the health of fish stocks and support sustainable aquaculture and fisheries through the provision of scientific evidence for decision making. The program is currently not applying GBA Plus analysis.

### **Target population**

All Canadians

### **Specific demographic group outcomes**

Data is not currently collected with respect to the impact of this program on demographic groups.

### **Key program impacts on gender and diversity**

Not available

### **GBA Plus data collection plan**

Nothing to report for 2023-24. The Fisheries Science program is not currently collecting data for GBA Plus analysis.

## **International Engagement**

### **Program goals**

Shared Ocean Fund: The implementation of the Shared Ocean Fund (SOF) initiative commenced in 2023-24, but the development of SOF began in 2022-23. The SOF, under the Indo-Pacific Strategy, will advance Canadian priorities related to ocean conservation and governance, regulate sustainable fisheries, and curb illegal fishing activity on the high seas. The Indo-Pacific region is a critical region for fisheries management, national security, and marine conservation goals, and provides opportunities for further collaboration with regional partners to advance these shared priorities.

### **Target population**

Individuals in other countries

### **Distribution of benefits**

By gender: predominantly women (80% or more women)

By income level: strongly benefits low-income individuals (strongly progressive)

By age group: primarily benefits youth, children or future generations

### **Specific demographic group outcomes**

Additional targeted groups: Indigenous peoples, students and workers, individuals in particular regions (e.g., small island and coastal developing states)

### **Key program impacts on gender and diversity**

This proposal will have a direct and positive impact on citizens, particularly workers of small island and coastal developing states who will gain resilient and equitable fisheries management systems and the protection of a stronger rules-based international ocean order to combat illegal, unregulated, and unreported (IUU) fishing. Globally, up to 30% of all fish are suspected IUU catches. The Indo-Pacific is a hotspot for this type of fishing activity. Prevention of IUU supports stock growth and improves the lives of those making a living in the fishing sector. For example, Vietnam is a major regional developing state partner, the third largest global exporter of fish products, and has 10% of their population deriving most of their income from the fishing and aquaculture industry. In the Pacific Islands, 50% of households derive most or all income from fisheries.

Women and youth are deeply involved in small-scale and artisanal fishing and disproportionately bear the brunt of industry precarity and inequity. Women are estimated at over 50% of Pacific small island developing states fisheries workers but face insecure and dangerous working conditions for less or no pay. In Fiji, Vanuatu, and the Solomon Islands, women are responsible for up to 80% of seafood catch.

Elements of the proposal also seek to foster inclusivity within the context of ocean science, providing opportunities to ensure equity and diversity in science fields and create opportunities for mentorship and leadership particularly for women and non-binary individuals who are sharply underrepresented in science, technology, economics and mathematics (STEM). This includes initiatives targeting youth and early career ocean professionals.

Long-term benefits from the development of sustainable ocean economies, advancements in ocean science including enhanced understanding of the marine environment and the relationship between the ocean and climate, stronger security ties in the Indo-Pacific, and the potential reduction of ocean pollution are expected to benefit all Canadians.

### Key program impact statistics

Statistic	Observed results*	Data source	Comment
Not available	Not available	Not available	The projects funded under the Shared Ocean Fund in 2023-24, were primarily focused on enforcement and developing tools to combat IUU fishing. With this focus, there were no statistics available to indicate direct or indirect impacts from a GBA Plus perspective.

\*2023-24 or most recent

### Other key program impacts

This proposal will have an indirect positive impact on coastal Canadians, as the health of Canadian oceans is highly dependent on the health of the Indian and Pacific oceans beyond Canada's national jurisdiction. A coordinated, regional approach to oceans governance (integrating environmental, economic and social considerations) is required to sustain healthy oceans and maintain fisheries, aquaculture, and coastal tourism industries.

Another indirect benefit is that current access to traditional food does not meet the needs of Indigenous peoples in Canada. Almost half of all First Nations families struggle economically in the context of food security. The benefits to coastal communities in Canada will be seen through the protection of the environment and promoting the consumption of traditional foods by First Nations as a way to improve their food security.

Additionally, the regional fisheries management and ocean science components also offer indirect benefit to Canadians by fostering international relationships and initiating activities that allow for more effective ocean resource management and adaptation to changing fisheries and ocean conditions.

In terms of the long term, indirect benefits will allow for increased food security, which will improve access to this traditional food source for Indigenous Canadians. The proposal may result in supporting the recovery of some fish stocks, including salmon in the Fraser River on the Pacific Coast.

### Supplementary information sources

[Minister Joly announces new Indo-Pacific Advisory Committee, 2022](#)

[Illegal, Unreported and Unregulated \(IUU\) Fishing, 2019](#)

[First Nations, Food, Nutrition and Environment Study – Final Report for the Eight Assembly of First Nations Regions, 2019](#)

### GBA Plus data collection plan

The projects funded under SOF in 2023-24, were primarily focused on enforcement and developing tools to combat IUU fishing. With this focus, there were no statistics available to indicate direct or indirect impacts from a GBA Plus perspective. As the projects develop and begin to have a more direct impact in the Indo-Pacific region, we expect there will be opportunities to establish a data collection plan to augment the project results and obtain a better sense of the impacts in the region and beyond.

## Salmonid Enhancement

### Program goals

The Salmonid Enhancement Program (SEP) is an operational program whose main objective is to enhance salmon populations and engage citizens in a culture of salmon and ecosystem stewardship. By contributing to ecosystem health and sustainable economic, social and cultural harvest opportunities, the positive impacts from SEP benefit all Canadians, including Indigenous communities and local populations. The current program data collected is biological and salmon-focused. The program outputs (i.e. fish production from SEP facilities, salmon stock assessment information, restored and maintained fish habitat, educational materials, and funded salmon stewardship partners/projects) require collaboration from different stakeholders. Rather than focusing on specific demographic groups or individuals, SEP supports community stewardship, partnership and volunteerism to achieve salmon sustainability.

### Target population

- all Canadians (Pacific region) - broad salmon and ecosystem benefits
- salmon harvest sector (indigenous, commercial, recreational)
- community volunteer and engagement sector (Community Involvement Program)
- schools and educational sector (Stream to Sea Program)

### Specific demographic group outcomes

Data is not currently collected with respect to the impact of this program on demographic groups.

### Key program impact statistics

Statistic	Observed results*	Data source	Comment
# of agreements / arrangements involving Indigenous groups	The Salmonid Enhancement Program supported 28 agreements in 2023-24 with Indigenous groups	Funding agreements	-

\*2023-24 or most recent

SEP does not have data on user demographics of its services (i.e. gender, age, income level). The program data collected is biological and salmon focused. Rather than focusing on specific demographic groups or individuals, SEP supports community stewardship, partnership and volunteerism to achieve salmon sustainability. The statistics presented here are to build awareness of the program profile. SEP does not currently have a specific target.

### GBA Plus data collection plan

Nothing to report for 2023-24. Data is not available. SEP endeavors to design a system to collect basic metrics on baseline recipient profile to inform future program planning and GBA Plus data collection.

## Small Craft Harbours

### Program goals

The program goal is to operate and maintain a sustainable national network of safe and accessible harbours for commercial fishers and other users that are: in good working condition and managed and maintained by self-sufficient harbour authorities who represent the interests of users and communities.

### Target population

Those working in and impacted by the commercial fishing industry, primarily in coastal, rural, and remote areas

### Distribution of benefits

By gender: 60% to 79% men

By income level: no significant distributional impacts

By age group: no significant intergenerational impacts or impacts on generations between youths and seniors

### Specific demographic group outcomes

Groups that may benefit directly include: men, remote and/or rural populations, fishers and fish processors, Indigenous peoples, workers

Groups that may benefit indirectly include: men, remote and/or rural populations, workers

Groups that may face barriers to access/participation include: women, Indigenous peoples, racialized persons, persons with disabilities (specifically mobility impairments)

### Key program impact statistics

Statistic	Observed results*	Data source	Comment
Distribution of small craft harbours across the country	Small craft harbours are typically located in remote and/or rural areas where economic development opportunities are often limited. Core fishing harbours vary in size and tend to be much larger in British Columbia than in the rest of the country. They also tend to be distributed in the Atlantic provinces (83.4% are east of the province of Québec, inclusively). Most core harbours are located in Newfoundland and Labrador (37.2%) followed by Nova Scotia (22.9%).	IPI/SCHMIR database, DFO Economic Analysis, Statistics and Data Governance, Jobs and Income Indicators (JII): CRA Tax Filer Data (2019), Table 17a. Socioeconomic Indicators for Fishers by Province, DFO Gender-based Analysis Plus Center of Expertise	—

<p>Percentage of men and women in fishing industry</p>	<p>Primary users are predominantly male, though female participation has been increasing in Canada's fishing industry. Male workers represent 70% (49,310 jobs), whereas female workers represent only 30% of the workforce (21,550 jobs). The fish and seafood processing sector has the largest participation by females in the workforce, which account for 42% of total jobs in the sector (12,180 jobs). Male workers have the biggest share of employment in commercial fishing, where they represent 78% of total employment (29,030 jobs).</p>	<p>DFO Economic Analysis, Statistics and Data Governance, Jobs and Income Indicators (JII): CRA Tax Filer Data (2019), Table 15. Socioeconomic Indicators for Fishers by Province, DFO Gender-based Analysis Plus Center of Expertise</p>	<p>—</p>
<p>Percentage of harbours located near Indigenous communities</p>	<p>First Nations communities tend to be located near small craft harbours, with 18% of core harbours being located within 10 km of a First Nations reserve. However, this number varies considerably depending on which part of the country the harbour is located in (from 88% in British Columbia to almost 0% in Newfoundland and Labrador). Generally, the further east the harbour is located, the fewer the number of harbours that are located close to a First Nations community. Overall, those employed in the fishing industry who have Aboriginal identity account for 16% of all Canadians employed in the fishing industry. Employees with Aboriginal</p>	<p>IPI/SCHMIR database, Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016359, Socioeconomic Indicators for Fishers by Province, DFO Gender-based Analysis Plus Center of Expertise</p>	<p>—</p>



	identity make up 11% of employees working in the seafood processing industry and 11% of employees working in the aquaculture industry.		
Number of agreements/arrangements involving Indigenous groups	There were 53 agreements / arrangements involving Indigenous groups in 2023-24.	Funding agreements	This indicator falls under the departmental result, “Enhanced relationships with, involvement of, and outcomes for Indigenous people” as listed in DFO's Departmental Results Framework.

\*2023-24 or most recent

### Other key program impacts

Under the program, non-core small craft harbours are those that are not essential to the commercial fishing industry. These harbours tend to be distributed in the Atlantic provinces (32.6%) and in Ontario (29.8%).<sup>i</sup> They help support Canada's \$7.9 billion recreational fishing industry. Female participants represent 21% of adult recreational fishers, while males represent the remaining 79%. Recreational fishing predominately caters to older demographics, with the average male age of 49 years old and average female age of 45 years old.<sup>ii</sup>

### GBA Plus data collection plan

In 2023-24, the Small Craft Harbour Program continued to reinforce its GBA Plus Data Collection Strategy to better understand its user base and identify data gaps where further research is needed. The program has used this strategy to support GBA Plus analyses for the program, to contribute to the preparation of budget proposals and to assist in positioning the program for the future. As new data becomes available, the GBA Plus Data Collection Strategy will be updated. The Small Craft Harbour Program also initiated work aimed at increasing awareness of GBA Plus applications with regards to program delivery. The program elaborated a plan for the delivery of awareness sessions to its employees involved in client services. These sessions, scheduled for the fall of 2024, will be delivered in collaboration with DFO's GBA Plus Centre of Expertise.

# **Aquatic Ecosystems**

## **Aquatic Ecosystem Science**

### **Program goals**

The purpose of this program is to conserve and protect Canada's oceans and other aquatic ecosystems and species from human impact and invasive species. The program is currently not applying GBA Plus analysis.

### **Target population**

All Canadians

### **Specific demographic group outcomes**

Data is not currently collected with respect to the impact of this program on demographic groups.

### **Key program impacts on gender and diversity**

Not available

### **GBA Plus data collection plan**

Nothing to report for 2023-24. The Aquatic Ecosystems Science Program is not currently collecting data for GBA Plus analysis.

## **Aquatic Invasive Species**

### **Program goals**

The Aquatic Invasive Species National Core Program (AIS NCP) prevents impacts from aquatic invasive species on aquatic ecosystems. While there are direct benefits on fishery resources, tourism/recreation, and jobs, the main benefits (i.e. healthier aquatic ecosystems) are indirect and accrue to all Canadians. This initiative helps protect Indigenous fisheries and aquatic-based livelihoods.

### **Target population**

All Canadians

### **Distribution of benefits**

By gender: broadly gender-balanced

By income level: no significant distributional impacts

By age group: no significant intergenerational impacts or impacts on generations between youths and seniors

### **Specific demographic group outcomes**

The AIS NCP is an environmental conservation program and is not targeted towards any specific demographic group within Canada and the main benefits and intended outcomes of the program apply to all Canadians. However, there are some groups that may benefit directly from improved conservation and protection of Canada's freshwater and marine ecosystems including those employed in the fishing and related industries who may experience increased income security from healthier fisheries resources, particularly in remote and coastal communities. Indigenous people would also benefit from healthier fisheries resources given their reliance on fish for food, as well as for food, social and ceremonial purposes, and particularly in light of higher rates of food insecurity for many Indigenous people.

### **Key program impacts on gender and diversity**

Not available

### **GBA Plus data collection plan**

The 2022 Fall Economic Statement identified new funding starting in 2022-23 for the Department to expand the Aquatic Invasive Species National Core Program. This expansion includes a new contributions program, the Aquatic Invasive Species Prevention Fund (AISPF). No GBA Plus data collection plan was in place for 2022-23. However, a data collection plan was put in place for 2023-24. The data was collected through the AISPF application form and subsequent reports from successful applications. Since recipients of AISPF funds are organizations and not individuals, GBA Plus data collected broadly includes organization type (including Indigenous), geographic location, Indigenous engagement and employment, and the preferred official language of correspondence. All final reports from AISPF recipients for 2023-24 have yet to be received and therefore we cannot report on program impacts at this time. The aforementioned data will continue to be collected through the AISPF applications and reports up to and including 2026-27. Additionally, DFO also collects employment equity data at the sectoral and regional level. This data cannot be broken down further than the sectoral/regional level due to privacy concerns.

## Fish and Fish Habitat Protection

### Program goals

The Fish and Fish Habitat Protection Program (FFHPP) implements the *Fisheries Act* to help protect fish and fish habitat for future generations. It also plays a pivotal role in supporting the Department's reconciliation agenda and advancing Indigenous participation in fish and fish habitat protection through the Indigenous Habitat Participation Program (IHPP).

### Target population

While all Canadians benefit from the protection and conservation of fish and fish habitat, the primary target client group for this program are proponents seeking review or approval of their proposed projects and Indigenous peoples who receive funding through IHPP for supporting policy development, capacity building and decision-making related to projects being reviewed under the fish and fish habitat protection provisions of the *Fisheries Act*. Proponents receive benefits through FFHPP's timely reviews of their projects that help ensure proponents are in compliance with the *Fisheries Act*. Indigenous peoples benefit from various grants and contributions funding (including IHPP) that support Indigenous participation in the management of fish and fish habitat. Additionally, there are indirect effects to those who benefit from the protection of aquatic environments in Canada, where projects near water occur, including those who participate in any form of fishing (e.g., fishers, anglers, Indigenous groups, fisheries, etc.) as well as those who benefit from the aquatic environment as natural capital or for recreational use.

### Distribution of benefits

By gender: broadly gender-balanced

By income level: no significant distributional impacts

By age group: no significant intergenerational impacts or impacts on generations between youths and seniors

### Specific demographic group outcomes

All Canadians benefit from the protection of aquatic environments: The FFHPP implements the renewed 2019 *Fisheries Act*, which incorporates modern safeguards so that fish and fish habitats are protected for future generations and Canada's fisheries can continue to grow the economy and sustain communities. Furthermore, the review and approval of projects to ensure compliance with the *Fisheries Act*, supports the construction and repair of essential infrastructure such as bridges, roads, utilities, shoreline protection, and a host of other services that may indirectly benefit those individuals and communities who rely on them.

Specific regions or sectors of the economy: communities that live in or near projects near water could receive unintended differential impacts by a project's approval or cancellation. Those who fish for employment or for traditional food would benefit indirectly from support to employment opportunities in the fish and seafood industry, recreational fishing, as well as Indigenous peoples' traditional harvesting activities.

Specific regions or sectors of the economy: Proponents seeking review or approval of proposed projects in or near water also directly benefit from FFHPP's activities by way of maintaining capacity within FFHPP to conduct timely reviews to ensure compliance with the *Fisheries Act*. Between April 1, 2021 and March 31, 2022, FFHPP experts reviewed approximately 5,000 project proposals, slightly exceeding the average of 4,500 per year between 2019 (when the *Fisheries Act* was amended) and 2022, representing a significant increase from 2015, which saw approximately 3,500 project reviews.

Indigenous people: Indigenous people have the potential to be negatively affected by project development generally across the country (and as a result, DFO's decisions) because they rely upon the land and its resources (e.g., fish) to exercise their Aboriginal and treaty rights which are protected under the *Constitution Act, 1982*. The common law duty to consult and as appropriate, to accommodate, applies to any federal decision or action that has the potential to adversely affect Aboriginal and treaty rights. This includes applying

means to address those impacts through accommodation measures to ensure that DFO's decisions do not adversely affect those rights. In addition, IHPP is advancing opportunities for Indigenous participation in the management of fish and fish habitat, through capacity building in relation to aquatic ecosystems, and funding to support fish and fish habitat data collection, monitoring, compilation of Indigenous knowledge, and setting fish and fish habitat priorities.

### Key program impacts on gender and diversity

The *Fisheries Act* is an Act of general application that applies nationally, and it applies generally to all Canadians that undertake work in and around water bodies. Accordingly, the Act applies to every Canadian without any discrimination over their gender, race, age, cultural background, Indigenous identity, income level, or ability. The beneficiaries are a wide range of Canadians that use and benefit from the aquatic environment. Indigenous people will also benefit from the increased fish and fish habitat protection that supports the sustainability of the fisheries upon which they rely as well as increased capacity to support their roles in this area.

FFHPP does not collect information on gender, age or income level or directly collect information on diversity of program proponents. However, the Department consults with Indigenous peoples in relation to project decisions that may adversely impact Aboriginal and treaty rights and accommodates them, as appropriate. Funding to support capacity, both within DFO and Indigenous groups, assists in understanding impacts of the Department's decisions on them and provides the opportunity to influence those decisions to minimize those impacts. The Indigenous Habitat Participation Program also supports the building of technical capacity in Indigenous communities related to aquatic ecosystems to support their greater participation in the conservation and protection of fish and fish habitat.

### Key program impact statistics

Statistic	Observed results*	Data source	Comment
# of IHPP contribution agreements signed between April 1, 2023 and March 31, 2024	48	Program statistics	The purpose of the Indigenous Habitat Participation Program is to support the participation of Indigenous peoples in activities relating to the conservation and protection of fish and fish habitat, including the development of FFHPP policies, program elements and regulations and the development of the technical capacity of Indigenous peoples to support their greater involvement in the conservation and protection of fish and fish habitat.
# of individuals expected to be trained	908	Program statistics	The purpose of the Indigenous Habitat Participation Program is to support the participation of Indigenous peoples in activities relating to the conservation and protection of fish and fish habitat, including the development of FFHPP policies, program elements and regulations and the development of the technical capacity of Indigenous peoples to support their greater involvement in the

			conservation and protection of fish and fish habitat.
# of arrangements/plans funded to enhance fish and fish habitat technical capacity	235	Program statistics	The purpose of the Indigenous Habitat Participation Program is to support the participation of Indigenous Peoples in activities relating to the conservation and protection of fish and fish habitat, including the development of FFHPP policies, program elements and regulations and the development of the technical capacity of Indigenous Peoples to support their greater involvement in the conservation and protection of fish and fish habitat.
# of contribution agreements with activities in 2023-24	48 totalling \$4.2 million	Program statistics	The purpose of the Indigenous Habitat Participation Program is to support the participation of Indigenous peoples in activities relating to the conservation and protection of fish and fish habitat, including the development of FFHPP policies, program elements and regulations and the development of the technical capacity of Indigenous peoples to support their greater involvement in the conservation and protection of fish and fish habitat.
# of Indigenous groups/communities providing input/feedback to initiatives	319	Program statistics	The purpose of the Indigenous Habitat Participation Program is to support the participation of Indigenous peoples in activities relating to the conservation and protection of fish and fish habitat, including the development of FFHPP policies, program elements and regulations and the development of the technical capacity of Indigenous peoples to support their greater involvement in the conservation and protection of fish and fish habitat.
# of IHPP grant agreements	50 worth \$1.1 million	Program statistics	IHPP grant funding supports the participation of Indigenous Nations / communities in consultations with the Fish and Fish Habitat Protection Program on decisions, such as arrangements, approvals, authorizations and permits under the <i>Fisheries Act</i> and <i>Species at Risk Act</i> (SARA).

\*2023-24 or most recent

### **Other key program impacts**

The FFHPP activities broadly support GBA Plus, but has limited practices or tracking measures to provide disaggregated results by gender, income, age, etc. The program has delivered the outcomes set out in the Key Program Impacts Statistics table above.

The FFHPP does not gather data for those seeking authorizations from a demographic perspective. In many cases, the program's clients are private or public sector entities, and not individuals.

The FFHPP will be able to better understand the impacts on diverse groups, including women and Indigenous peoples through mandatory GBA Plus analysis for all major projects subject to impact assessments and associated authorizations under the *Fisheries Act*.

### **GBA Plus data collection plan**

The Department engages regularly with a variety of groups. The FFHPP has adopted an Engagement Framework that builds upon existing engagement approaches, Indigenous engagement requirements, modern treaty requirements, and the Government of Canada Engagement Principles and Guidelines. Engagement is designed to be as open, transparent and inclusive as possible (i.e. materials are accessible and developed in plain language in Inuktitut, French, and English). Opportunities are provided to ensure engagement and feedback on FFHPP policies and tools can occur in multiple ways to contribute to strong, inclusive and effective policies, regulations, guidance and associated actions, that will in turn, conserve and protect fish and fish habitat for future generations. Based on previous waves of engagement over the past few years, the program has a good understanding of participant profiles by sector, Indigenous group, official language, and accessibility preferences.

## **Marine Planning and Conservation**

### **Program goals**

The Marine Planning and Conservation Directorate leads multiple programs, which have the following goals:

- Marine Conservation: conserve 25% of Canada's oceans by 2025 and 30% by 2030, and champion this goal internationally
- Marine Environmental Quality: maintain and improve the health of Canada's marine environment by helping to ensure the impacts of human activities are managed sustainably
- Marine Spatial Planning: a coordinated, ecosystem-based approach to marine management and decision-making that recognizes the complex connections between ecosystems and human activities
- Oceans Management Contributions Program: funding for eligible recipients through a regional funding model for activities under Marine Spatial Planning, Marine Environmental Quality and Marine Conservation Targets

### **Target population**

The Marine Planning and Conservation directorate leads multiple initiatives with funding to support outreach, monitoring, stewardship, and capacity building for Marine Conservation, Marine Environmental Quality, and Marine Spatial Planning provided through the Oceans Management Contributions Program (OMCP). The OMCP broadly targets all Canadians, and specifically domestic not-for-profit organizations; domestic Indigenous organizations, governments, individuals, boards, commissions, communities, associations and authorities; domestic research, academic and educational institutions; Canadian individuals; domestic for-profit organizations; local organizations; and provincial, territorial, municipal and local governments and their agencies.

### **Distribution of benefits**

By gender: broadly gender-balanced

By income level: no significant distributional impacts

By age group: no significant intergenerational impacts or impacts on generations between youths and seniors

The information provided above relates to the work of the Marine Environmental Quality Program and the Oceans Management Contributions Program. The information related to the distribution of benefits is not yet available for work related to Marine Conservation and Marine Spatial Planning as this work is still in development.

### **Specific demographic group outcomes**

Marine Conservation: Canadians from all diverse backgrounds broadly benefit from marine protection and conservation given the wide-ranging benefits that are accrued from proposed actions to halt and counter the loss of biodiversity in Canada. While benefits will be accrued by the population as a whole, the establishment of new, long-term, protected and conserved areas will further benefit younger generations who will be most impacted by climate change and biodiversity loss. There is also a particularly strong benefit to coastal communities, including Indigenous people who live close to marine protected and conserved areas, as they are expected to benefit in terms of advancing reconciliation for rights holders. Marine protection and conservation can also help preserve cultural sites, support Indigenous and local cultures and food harvesting, and can provide employment options while also working towards mitigating the impact of systemic cyclical barriers such as food and employment security. Furthermore, diversified economies built around protected and conserved areas and ecotourism can generate more jobs and capital infrastructure investment, to help Indigenous people overcome obstacles created by systemic barriers, environmental racism, and historic oppression.



There is a potential for negative impacts to individuals in certain marine economic sectors if those sectors experience reduced access or are prevented from access in the marine conservation areas, in particular non-Indigenous fishers and other marine users. These negative impacts are expected to be variable and the economic, social, and cultural benefits may outweigh the negative outcomes to a small number of industries.

**Marine Spatial Planning:** The work completed by the Marine Spatial Planning (MSP) Program is expected to accrue direct benefits in coastal regions, as these are the areas that are most likely to rely on the effective planning of marine spaces. Direct benefits of this initiative are expected to accrue to coastal communities near the 4 geographic areas where 4 first-generation marine spatial plans were developed for publication in 2024. There is large variability within these communities in terms of their demographic makeup. For example, the East Coast region is characterized by several cities and an abundance of small towns, hamlets and outports. The population of the West Coast region is concentrated in British Columbia's lower mainland and southeastern Vancouver Island. In the greater Vancouver area, the number of residents and built-environment asset value far exceeds that of any other part of Canada's marine coast.

MSP contributions to integrate oceans management are expected to benefit the marine sector by providing greater predictability and improved clarity over where and when marine economic activities (e.g., marine shipping, renewable energy, aquaculture, etc.) can take place. Through this work, MSP indirectly benefits all Canadians by contributing to an integrated and sustainable ocean management approach that protects jobs, natural resources, marine life, and the health of our coasts and oceans.

In 2023-24, DFO provided specific resources to coastal First Nations and Inuit communities on the Pacific Coast, the Newfoundland and Labrador Shelves, the Scotian Shelf / Bay of Fundy area, and the Estuary and Gulf of St. Lawrence. This helped enable Indigenous participation in MSP processes, with an initial focus on capacity building, and gathering and mapping Indigenous knowledge, where feasible. This assisted in meeting reconciliation obligations including free, prior and informed consent within the *United Nations Declaration Act*, promoting Indigenous rights through research and education, and increasing Indigenous capacity to meaningfully engage, make informed decisions, and participate financially in clean energy alternatives.

**Marine Environmental Quality:** The Marine Environmental Quality (MEQ) Program (and its associated outcomes) is not intended to hinder marine resource exploration and use; rather, the outcomes of this program are intended to support decision-making to promote sustainable development approaches. Proposed mitigations are directed toward marine-based industries and stakeholders that directly benefit from increased predictability and transparency. Ocean users are expected to indirectly benefit from conservation of ecosystem integrity and delivery of ecosystem services. Thus, the MEQ Program stands to benefit Canadians at large and, in particular, providing a slight socioeconomic benefit, specifically for residents of remote and coastal communities, including Indigenous peoples. These opportunities are centered on individuals from coastal communities but are not projected to favor any particular demographic. Implementation of this program also has the added benefit of being inclusive, designed to bring together participants from a wide variety of stakeholders such as industry, conservationists, local residents, and representatives from provincial, territorial, and Indigenous partners to provide their perspectives and to share traditional ecological knowledge.

### **Key program impacts on gender and diversity**

The Oceans Management Contribution Program (OMCP) supports outreach, monitoring and stewardship, and capacity building initiatives with partners to achieve Canada's commitment to marine conservation targets. This work is facilitated through the use of contribution agreements that support key program impacts for marine planning and conservation initiatives and enables Indigenous partners to enhance their participation as partners at the table, resulting in new employment, both in governance positions as well as in technical monitoring and stewardship roles on the water. OMCP also supported Indigenous partners in the development of Indigenous Knowledge Systems and governance capacity to participate in Marine Spatial Planning processes, established mechanisms and governance that strengthened Indigenous leadership in ocean management, and created opportunities to engage early in planning discussions.

### Key program impact statistics

The information provided below relates to the work of the Oceans Management Contributions Program, which supports the Marine Conservation, Marine Environmental Quality, and Marine Spatial Planning Programs.

Statistic	Observed results*	Data source	Comment
# of agreements / arrangements involving Indigenous groups	The Oceans Management Contribution Program supported 72 agreements in 2023-24 with Indigenous groups to provide training and capacity.	Funding agreements	This indicator falls under Result 2.3: “Enhanced relationships with, involvement of, and outcomes for Indigenous people” as listed in DFO's Departmental Results Framework.
% of Indigenous peoples engaged in marine planning and conservation who indicated the engagement was meaningful	67% of survey respondents indicated that the engagement was meaningful during the 2023 calendar year	Targeted survey	This indicator falls under “Crown-Indigenous partnerships and engagement are enhanced through a shared interest in marine conservation”.

\*2023-24 or most recent

### Other key program impacts

The MPC Program has recently modified the grants and contributions templates to collect information about GBA Plus-related impacts of funding. The modified templates were not implemented in time to provide data for 2023-24.

### GBA Plus data collection plan

Marine Conservation: Through ongoing work to gather data and report nationally on Marine Protected Areas (MPA) effectiveness, there will be focused effort on the part of the Department to enhance data sharing and data holdings on creation of employment opportunities for local coastal communities, including Indigenous peoples, associated with MPA establishment and ongoing management (e.g., Indigenous Guardians and Stewardship programs; opportunities for local and Indigenous participation in science monitoring efforts and associated capacity-building; participation in ongoing governance mechanisms and associated capacity-building). Methods used to gather data on employment opportunities generated by MPA and other effective area-based conservation measure establishment and management include online surveys, and interviews conducted with external parties. An ecosystem valuation study has been proposed to assess dollar value of ecosystem services generated by biodiversity protection. This will be linked to site-specific job impact assessment in the new report. Current data supporting this concept is sourced from globally averaged datasets and this initiative will compare global trends against Canadian progress.

Additional data that may inform future GBA Plus analysis will be sourced from socioeconomic data collection that informs the development of marine conservation operational policy, establishment of new MPAs, Materiel and Procurement Services plans, and monitoring of established MPAs (e.g., loss of fishing effort as a result of Materiel and Procurement Services establishment, contribution of ocean industries to economy of a bioregion). Data collection in support of operational policy development and MPA and other effective area-based conservation measure establishment and Materiel and Procurement Services will also provide value added knowledge products based on analytics, spatial analysis, visualization and story maps supporting decision making. The distribution of these products will in turn be conceived within the context of a GBA Plus analysis.

The Marine Conservation Targets initiative also administered a targeted survey to collect 2023 data on the percentage of Indigenous peoples engaged in marine planning and conservation who indicate that the engagement was meaningful.

Departments are required to collect information on Inuit employment through provisions on Inuit Employment Plans under the Nunavut Agreement, and this data will be used to supplement the information collection efforts above.

Reporting sources for GBA Plus data will include:

- National Report on *Oceans Act* MPAs
- Socioeconomic Assessments of individual MPAs
- Marine Spatial Plans
- Services du matériel et des acquisitions Online Platform

**Marine Environmental Quality program:** To support DFO's commitment to lead the development and implementation of Canada's Ocean Noise Strategy, the collection of various forms of data (including information on potential direct and indirect benefits) will be supported through a consultation process on the published draft Ocean Noise Strategy and the development and implementation of a Federal Action Plan. These initiatives present opportunities to collect and analyze applicable GBA Plus data. The draft Ocean Noise Strategy is anticipated to be published in 2024 with the final Ocean Noise Strategy and Federal Action Plan expected to follow in 2025.

**Marine Spatial Planning:** The program worked towards developing 4 first-generation marine spatial plans for publication in 2024. Through collaborative efforts with marine spatial planning partners (i.e. provincial, territorial, and Indigenous partners), legislative authorities and regulators, and stakeholders, the Marine Spatial Planning Program looked for opportunities to collect data, in a respectful and secure way, that also supported the integration of different perspectives and experiences into future GBA Plus analysis.

**Oceans Management Contributions Program:** Since 2020-21, Marine Planning and Conservation's (MPC) Oceans Management Contribution Program continues to update its program documentation, including reporting templates and tracking tools, in order to capture better data and support data analytics of key information, including the number of Indigenous and racialized people trained, disaggregated by gender and disabilities where confidentiality allows. These updates will help the program to better disaggregate data and report more accurately on the target population.

**Marine Planning and Conservation Directorate:** Employment equity data is already being captured and compiled within DFO's human resources department, from which MPC has access to performance against targets. There is, however, a data collection plan that will be created for MPC specifically beyond what already exists.

## **Oceans and Climate Change Science**

### **Program goals**

The Oceans and Climate Change Science Program conducts ocean monitoring and observation, research and modelling, and manages the resulting data for the provision of knowledge, advice and forecasts of changes in ocean conditions that impact fisheries, ecosystems, the maritime economy and the health and security of Canadians in Canada's oceans. The program is currently not applying GBA Plus analysis.

### **Target population**

All Canadians

### **Specific demographic group outcomes**

Data is not currently collected with respect to the impact of this program on demographic groups.

### **Key program impacts on gender and diversity**

Not available

### **GBA Plus data collection plan**

Nothing to report for 2023-24. The Oceans and Climate Change Science program is not currently collecting data for GBA Plus analysis.

## Species at Risk

### Program goals

The goal of the Species at Risk Program is to curb the loss of aquatic species at risk and address the deterioration of their habitats. The loss of biodiversity can disproportionately affect Canadians that depend on it to support their ways of life. The program accounts for how the *Species at Risk Act* (SARA) conservation cycle may affect Indigenous peoples and all Canadians.

### Target population

All Canadians

### Distribution of benefits

By gender: broadly gender-balanced

By income level: no significant distributional impacts

By age group: no significant intergenerational impacts or impacts on generations between youths and seniors

### Specific demographic group outcomes

The protection of species at risk benefits those in coastal areas, inland populations who live in proximity to lakes or river systems, those whose livelihoods depend on the protection of aquatic ecosystems as well as community residents, conservation organizations, and industries engaged in habitat restoration, who benefit from employment opportunities.

### Key program impacts on gender and diversity

The *Species at Risk Act* is an act of general application that applies nationally, and it applies generally to all Canadians. Accordingly, the act applies to every Canadian without any discrimination over their gender, race, age, cultural background, Indigenous identity, income level, or ability. The beneficiaries are a wide range of Canadians that use and benefit from the aquatic environment. Indigenous peoples will also benefit from the protection and recovery of at-risk aquatic species.

### Key program impact statistics

Statistic	Observed results*	Data source	Comment
# of agreements / arrangements involving Indigenous groups	The Species at Risk Program supported 71 funding agreements in 2022-23 with Indigenous groups through 3 funding streams, the Canada Nature Fund for Aquatic Species at Risk, Habitat Stewardship Program and, Aboriginal Fund for Species at Risk.	Funding agreements	This indicator falls under Result 2.3: "Enhanced relationships with, involvement of, and outcomes for Indigenous people" as listed in DFO's Departmental Results Framework.

\*2023-24 or most recent

**Other key program impacts**

The analysis of gender and other demographic factors influenced the design and will continue to influence the delivery and implementation of the SARA, including, but not limited to, the Canada Nature Fund for Aquatic Species at Risk created in 2018. Coastal regions and inland communities in close proximity to lakes and rivers may benefit most from the implementation of SARA, as these areas are more likely to rely on healthy aquatic ecosystems for food and employment purposes. Particular efforts have been made to take into account and accommodate the needs and objectives of Indigenous peoples.

**GBA Plus data collection plan**

The data collection plan for the Department's Species at Risk Program currently consists of the self-identification of recipients of contribution funding as an Indigenous group.

DFO will continue to collect GBA Plus relevant information as part of its Canada Nature Fund for Aquatic Species at Risk (CNFASAR) and through consultations on potential listing decisions. In the case of CNFASAR, DFO collects information such as recipients' affiliation (Indigenous groups, educational institutions, etc.), location and preferred language. Similarly, when DFO Species at Risk Program carries out online consultations, voluntary general information such as name of group or organization and province is collected from those providing comments.

## Marine Navigation

### Aids to Navigation

#### Program goals

The Aids to Navigation Program provides aids to navigation systems, services and operational awareness to support safe and accessible navigation in Canadian waters. Aids to navigation systems include approximately 17,000 short-range marine aids including visual aids, audible aids, and long-range aids such as radar and electronic aids.

#### Target population

Canadian and international commercial marine transportation sectors, fishers and pleasure craft operators

#### Distribution of benefits

By gender: broadly gender-balanced

By income level: no significant distributional impacts

By age group: no significant intergenerational impacts or impacts on generations between youths and seniors

The information related to the distribution of benefits is not available for Canadian Coast Guard's Aids to Navigation Program since the services, such as Notice to Mariners, are available to any and all Canadians and non-Canadian mariners in Canadian waters. As such, the distribution is not specifically tracked by client type. For the age group, we can assume adults will be piloting commercial ships, but mariners who are youths also have access to our documentation.

#### Specific demographic group outcomes

Data is not currently available with respect to the impact of this program on demographic groups.

#### Key program impacts on gender and diversity

An impact report is being developed for all marine navigation programs, including the Aids to Navigation Program.

#### Key program impact statistics

Information is not available at this time. For all inquiries, please email the Corporate Planning and Reporting team at [DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca](mailto:DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca) if you have any questions).

#### Other key program impacts

The Aids to Navigation Program will continue to work on enhancing diversity and inclusion in its staffing procedures. The current initiatives involve incorporating diversity and equity statements in job postings, utilizing existing employment equity job pools, and encouraging managers and staff involved in staffing processes to undergo unconscious bias training. Additionally, an accessibility study is currently being developed and will provide a holistic assessment of the Canadian Coast Guard's Aids to Navigation services.

### **GBA Plus data collection plan**

The Coast Guard has not completed a GBA Plus analysis of this program; however it is committed to ensuring the equity of its program delivery. The Marine Navigation Programs Branch is currently developing a GBA Plus analysis and an accessibility study of its programs and services. The Aids to Navigation Program is committed to ensuring the equity of its program delivery. An initial analysis based on data collection where applicable is expected by the end of 2024.

CCG Operational Personnel supports CCG programs by producing monthly seagoing awareness reports which provide a multi-faceted view of the seagoing workforce that assists in understanding the current state of seagoing and help to determine future recruitment and retention strategies.

Since 2020, CCG Operational Personnel has participated in yearly gender parity certificate assessments conducted by Women in Governance. Findings are used to track how CCG's practices, programs and actions facilitate the progress towards equitable representation of women at all levels.

CCG executes annual advertising recruitment campaigns where GBA Plus is applied to break down perceived job barriers related to work-life balance, physical challenges, and career flexibility, which are important to all target groups (including women, Indigenous peoples, visible minorities, and young adults). By addressing these assumptions among our target audiences, we aim to increase consideration for a career with the CCG.



## **Hydrographic Services, Data and Science**

### **Program goals**

The Hydrographic Services, Data and Science Program conducts hydrographic surveys and produces nautical charts for the safe navigation of Canada's waterways. The program supports gender equity globally through the International Hydrographic Organization's [Empowering Women in Hydrography](#) program, aligning with Canada's commitment to international diversity and inclusion in hydrography. In addition, through the program's [Community Hydrography](#) initiative, Canadian coastal communities learn bathymetric data collection for the benefit of community needs. Insight from these programs will inform our efforts to ensure that our initiatives are responsive, inclusive and consider gender and diversity factors in program delivery.

### **Target population**

Women, coastal and Indigenous communities

### **Distribution of benefits**

#### **Empowering Women in Hydrography**

By gender: predominantly men (80% or more men) - As per the latest data, men hold 81% of the leadership roles in hydrographic offices and make up approximately 84% of total staff.

By income level: no significant distributional impacts - The focus of the project is on gender balance rather than income level.

By age group: no significant intergenerational impacts or impacts on generations between youths and seniors - The initiative benefits individuals across various age groups without specific targeting of a particular age group.

#### **Community Hydrography**

By gender: broadly gender-balanced - The program engages both men and women in coastal communities, offering training and participation opportunities to all community members.

By income level: strongly benefits low-income individuals (strongly progressive) - The program provides these communities with valuable skills and tools for bathymetric data collection, which can enhance local economic opportunities.

By age group: primarily benefits youth, children or future generations - The program aims to build capacity in younger generations by providing training and tools that can be used for future marine and environmental stewardship.

### **Specific demographic group outcomes**

The Empowering Women in Hydrography project addresses 2 of the UN Ocean Decade challenges: Challenge 9 (Skills, knowledge, and technology for all) and Challenge 10 (Change humanity's relationship with the ocean). These challenges recognize the need for greater diversity and inclusiveness in the field of ocean science. The project's international scope is vital in creating a more inclusive field by bringing diverse perspectives and skills from women worldwide. For Canada, supporting this global initiative aligns with national goals to promote gender equity and innovation in science, and it strengthens Canada's role in international hydrographic advancements. The endorsement is recognition of the role the Empowering Women in Hydrography project can play in bringing about vital behavioural change in the field and in delivering skills and knowledge to women at all levels. By raising awareness about career opportunities in hydrography and working to increase the number of women in leadership positions, the project will open the field to a vast pool of talent that will potentially contribute new perspectives, skills, and creativity to the world of hydrographic sciences. This initiative directly benefits women, who face barriers to access and participation in this traditionally male-dominated field.

The Community Hydrography Program addresses several critical challenges in coastal and Indigenous communities. It aims to empower these communities by providing the skills and tools necessary for bathymetric data collection and usage. These efforts acknowledge the often limited access to hydrographic resources and training in remote areas. By fostering local capacity and knowledge, the program aims to bring about significant behavioral change in community-led marine data collection and management.

Key outcomes include:

- Training community members, including Indigenous groups, in the use of bathymetric data loggers and satellite-derived bathymetry empowers local populations by equipping them with essential skills and knowledge.
- Conducting multibeam echosounder surveys with direct community involvement ensures that the data collected is relevant and beneficial to local needs.
- Developing and providing tools for data processing and visualization, such as UMap, for creating community-specific maps enhance local capabilities in managing and utilizing marine data effectively.
- The Enhanced Maritime Situational Awareness (EMSA) portal is a platform that offers near real-time vessel locations and other marine information, thus enhancing maritime situational awareness through promoting safety and informed decision-making.

This initiative directly benefits coastal and Indigenous communities, who face barriers to access and participation in hydrographic activities. By increasing local capacity and fostering community involvement, the program opens the field to new perspectives, skills, and creativity, contributing significantly to sustainable marine management and safety.

### **Key program impacts on gender and diversity**

The International Hydrographic Organization (IHO) collected baseline data from 38 of its Member States in 2022, revealing significant gender disparity in hydrographic offices. Men hold 81% of leadership roles and comprise 84% of the total staff. Out of 9,282 employees, 1,469 are women, with only 245 women in leadership roles.

Observed impacts: The Empowering Women in Hydrography project has started to address these disparities by offering various opportunities for women, including:

- participation in senior governance meetings
- leadership positions
- webinars related to equity in the workplace
- internship opportunities
- symposiums
- establishment of a mentoring network

Corroborating evidence: The project aims to reduce gender disparities by increasing women's participation in leadership and governance roles. The IHO plans to monitor the number of women participating in its main governance bodies and conduct surveys every 3 years to measure progress. These efforts are expected to contribute significantly to achieving gender balance and promoting inclusivity in hydrography.

The Community Hydrography Program has had several observed and demonstrable impacts on gender and diversity within coastal and Indigenous communities. The program has helped advance its goals of empowering these communities by providing essential skills and tools for bathymetric data collection and usage. The following impacts have been noted:

- Empowerment through training: The program has successfully trained a diverse group of community members, including Indigenous women and youth, in the use of bathymetric data loggers and

satellite-derived bathymetry. This has enhanced their skills and confidence in participating in hydrographic activities, a field traditionally dominated by men.

- Inclusive data collection: By involving community members in multibeam echosounder surveys, the program has ensured that the data collected is relevant to local needs. This inclusive approach has provided valuable hands-on experience and fostered a sense of ownership and involvement in marine data management.
- Enhanced local capabilities: The development and provision of tools for data processing and visualization, such as UMap, have enabled community members to create and manage their own marine maps. This has not only improved local capabilities but also ensured that communities can independently utilize and benefit from hydrographic data.
- Increased maritime awareness: The integration of the EMSA portal has provided communities with near real-time vessel locations and other marine information. This has significantly enhanced maritime situational awareness, contributing to safer navigation and informed decision-making.

Evidence of impacts: The impacts of the Community Hydrography Program are supported by primary research and direct observations from the projects launched in 2023. These projects have demonstrated positive outcomes in terms of skills development, community involvement, and local capacity building. For detailed information, please refer to the report, [Community Hydrography: Empowering coastal communities](#).

### **Key program impact statistics**

Empowering Women in Hydrography: Comparative statistics are not available at the moment since only one collection of data has occurred so far. New statistics should come later, with the next scheduled survey in 2025. Additionally, the IHO plans to monitor the number of women participating in its main governance bodies and to conduct surveys every 3 years to measure progress. These efforts are expected to contribute significantly to achieving gender balance and promoting inclusivity in hydrography. The first collection of data is available in the IHO article, [The UN Ocean Decade and the IHO join forces to change the gender climate in hydrography](#).

Community Hydrography: The program funded 6 projects in 2023 with a total funding amount of \$541,159. Projects involved diverse communities and universities and supported both direct community engagement and academic research beneficial to communities.

### **Other key program impacts**

Not applicable

### **Supplementary information sources**

[International Hydrographic Organization - Empowering Women in Hydrography](#)

[Community Hydrography](#)

### **GBA Plus data collection plan**

Empowering Women in Hydrography: The IHO started collecting statistics every 3 years in 2022, recognizing that achieving a gender balance change is a long-term objective that cannot be adequately measured within a short period.

Community Hydrography: In 2023-24, the Community Hydrography Program focused on enhancing gender and diversity impact assessment through training and workshops. Future efforts will continue to empower coastal and Indigenous communities.

## Icebreaking Services

### Program goals

Icebreaking Services provides ice-related information, operational awareness, and icebreaking support. Specific icebreaking activities include escorting ships through ice-covered waters, freeing beset vessels, maintaining open tracks through shore-fast ice, harbour breakouts, ice routing advice, ice jam reduction via monitoring and prevention, and ice jam break up.

### Target population

Canadian and international commercial marine transportation sectors, fishers and pleasure craft operators

### Distribution of benefits

By gender: broadly gender-balanced

By income level: no significant distributional impacts

By age group: no significant intergenerational impacts or impacts on generations between youths and seniors

The information related to the distribution of benefits is not available for Canadian Coast Guard's Icebreaking Program since the services are available to a broad range of clients including all Canadians and non-Canadian mariners in Canadian waters. As such, the distribution is not specifically tracked by client type. For the age group, we can assume adults will be piloting commercial ships but mariners who are youths also have access to our documentation.

### Specific demographic group outcomes

Data is not currently available with respect to the impact of this program on demographic groups.

### Key program impacts on gender and diversity

An impact report is being developed for all marine navigation programs, including the Icebreaking Program.

### Key program impact statistics

Information is not available at this time. For all inquiries, please email the Corporate Planning and Reporting team at [DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca](mailto:DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca).

### Other key program impacts

The Icebreaking Program will continue to work on enhancing diversity and inclusion in its staffing procedures. The current initiatives involve incorporating diversity and equity statements in job postings, utilizing existing employment equity job pools, and encouraging managers and staff involved in staffing processes to undergo unconscious bias training. Additionally, an accessibility study is currently being developed and will provide a holistic assessment of icebreaking services.

### GBA Plus data collection plan

The Marine Navigation Programs branch is currently developing a GBA Plus analysis and an accessibility study of its programs and services. The Icebreaking Program is committed to ensuring the equity of its program delivery. An initial analysis based on data collection where applicable is expected by the end of 2024.

CCG Operational Personnel supports CCG programs by producing monthly seagoing awareness reports which provide a multi-faceted view of the seagoing workforce that assists in understanding the current state of seagoing and help to determine future recruitment and retention strategies.

Since 2020, CCG Operational Personnel has participated in yearly gender parity certificate assessments conducted by Women in Governance. Findings are used to track how CCG's practices, programs and actions facilitate the progress towards equitable representation of women at all levels.

## **Marine Communications and Traffic Services**

### **Program goals**

The Marine Communications and Traffic Services (MCTS) Program ensures a communication system is available 24 hours a day, supports marine environment protection, and facilitates safe and efficient Canadian waterways navigation. MCTS services include general and distress radio communications, broadcasting maritime safety information, screening vessels entering Canadian waters, and regulating vessel traffic.

### **Target population**

Canadian and international commercial marine transportation sectors, fishers and pleasure craft operators

### **Distribution of benefits**

By gender: broadly gender-balanced

By income level: no significant distributional impacts

By age group: no significant intergenerational impacts or impacts on generations between youths and seniors

The information related to the distribution of benefits is not available for Canadian Coast Guard's Marine Communications and Traffic Services program since vessel traffic services are available to any and all Canadians and non-Canadian mariners in Canadian waters. As such, the distribution is not specifically tracked by client type. For the age group, we can assume adults will be piloting commercial ships but mariners who are youths also have access to our documentation.

### **Specific demographic group outcomes**

Data is not currently available with respect to the impact of this program on demographic groups.

### **Key program impacts on gender and diversity**

An impact report is being developed for all marine navigation programs, including the Marine Communications and Traffic Services program.

### **Key program impact statistics**

Information is not available at this time. For all inquiries, please email the Corporate Planning and Reporting team at [DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca](mailto:DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca).

### **Other key program impacts**

The Marine Communications and Traffic Services program will continue to work on enhancing diversity and inclusion in its staffing procedures. The current initiatives involve incorporating diversity and equity statements in job postings, utilizing existing employment equity job pools, and encouraging managers and staff involved in staffing processes to undergo unconscious bias training. Additionally, an accessibility study is currently being developed and will provide a holistic assessment of marine communication and traffic services.

### **GBA Plus data collection plan**

The Marine Navigation Programs branch is currently undergoing a GBA Plus analysis and an accessibility study of its programs and services. MCTS is committed to ensuring the equity of its program delivery. An initial analysis based on data collection where applicable is expected by the end of 2024.

Since 2020, CCG Operational Personnel has participated in yearly gender parity certificate assessments conducted by Women in Governance. Findings are used to track how CCG's practices, programs and actions facilitate the progress towards equitable representation of women at all levels.

## **Shore-based Asset Readiness**

### **Program goals**

The Shore-based Asset Readiness (SBAR) program ensures the Canadian Coast Guard's non-fleet assets, including various navigational aids, communication systems, and emergency response equipment are available and reliable. It supports operational programs through life cycle planning, engineering, acquisition, maintenance, and disposal services under various legislations and regulations.

### **Target population**

Information is not available at this time. For all inquiries, please email the Corporate Planning and Reporting team at [DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca](mailto:DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca).

### **Specific demographic group outcomes**

Data is not currently collected with respect to the impact of this program on demographic groups.

### **Key program impacts on gender and diversity**

Not available

### **GBA Plus data collection plan**

The Coast Guard did not collect GBA plus data in 2023-24. Obtaining comprehensive, high-quality data disaggregated by gender, income, age, and other intersecting factors is challenging considering the multiple facets of SBAR. The CCG will endeavour to obtain support to complete a GBA Plus analysis of the SBAR program.

CCG Operational Personnel supports CCG programs by producing monthly seagoing awareness reports which provide a multi-faceted view of the seagoing workforce that assists in understanding the current state of seagoing and help to determine future recruitment and retention strategies.

Since 2020, CCG Operational Personnel has participated in yearly gender parity certificate assessments conducted by Women in Governance. Findings are used to track how CCG's practices, programs and actions facilitate the progress towards equitable representation of women at all levels.

## **Waterways Management**

### **Program goals**

The Waterways Management (WM) Program provides mariners with information and operational awareness by surveying specific commercial channel bottom conditions. WM shares water depth forecasts in the St. Lawrence, Fraser, Detroit and Mackenzie Rivers and manages dredging operations in specific areas within the Great Lakes and the St. Lawrence River.

### **Target population**

Canadian and international commercial marine transportation sectors, fishers and pleasure craft operators

### **Distribution of benefits**

By gender: broadly gender-balanced

By income level: no significant distributional impacts

By age group: no significant intergenerational impacts or impacts on generations between youths and seniors

The information related to the distribution of benefits is not available for the Waterways Management program since the services are available to any and all Canadians and non-Canadian mariners in Canadian waters. As such, the distribution is not specifically tracked by client type. For the age group, we can assume adults will be piloting commercial ships but mariners who are youths also have access to our documentation.

### **Specific demographic group outcomes**

Data is not currently available with respect to the impact of this program on demographic groups.

### **Key program impacts on gender and diversity**

An impact report is being developed for all marine navigation programs, including the Waterways Management Program.

### **Key program impact statistics**

Information is not available at this time. For all inquiries, please email the Corporate Planning and Reporting team at [DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca](mailto:DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca).

### **Other key program impacts**

The Waterways Management Program will continue to work on enhancing diversity and inclusion in its staffing procedures. The current initiatives involve incorporating diversity and equity statements in job postings, utilizing existing employment equity job pools, and encouraging managers and staff involved in staffing processes to undergo unconscious bias training. Additionally, an accessibility study is currently being developed and will provide a holistic assessment of waterways management services.

### **GBA Plus data collection plan**

The Marine Navigation Programs branch is currently undergoing a GBA Plus analysis and an accessibility study of its programs and services. The Waterways Management Program is committed to ensuring the equity of its program delivery. An initial analysis based on data collection where applicable is expected by the end of 2024.

## Marine Operations and Response

### Canadian Coast Guard College

#### Program goals

The Canadian Coast Guard College (CCGC), a bilingual, degree-conferring institution, trains future Canadian Coast Guard (CCG) officers and marine professionals necessary to ensure that CCG programs in marine safety, security, and environmental protection function effectively, as well as supports continuing education for operational personnel. The CCG operates within a robust legal framework, combining constitutional authority and specific legislation to carry out its essential functions in safeguarding our waters and supporting marine safety and environmental protection.

#### Target population

All Canadians

#### Distribution of benefits

By gender: 60% to 79% men\*

By income level: no significant distributional impacts

By age group: no significant intergenerational impacts or impacts on generations between youths and seniors

\*Without the Officer Cadets included in the count, 56% of the employees at the College in 2023-24 were male, which would put the College in the third group, broadly gender-balanced. With the Officer Cadets included in the count, this would mean 63% of employees at the College were male, putting the College in the second group (60% to 79% men).

With Officer Cadets: 239 of 381 (63%) total employees are men

Without Officer Cadets: 99 of 176 (56%) employees are men

#### Specific demographic group outcomes

All Canadians benefit from the mandate of the College and its responsibility in training marine officers and operational personnel in support of the CCG mission of providing services to Canadians.

#### Key program impacts on gender and diversity

The Continuum of Support for Indigenous Learners (CSIL) initiative supports the principles of co-development with Indigenous partners by engaging an Indigenous post-secondary partner organization to research, analyze, and develop recommendations on how to bring together distinctions-based advisory capacity to inform ongoing Indigenous collaboration at the College, focusing on support for First Nations, Métis and Inuit learners.

Increasing recruitment and retention of Indigenous learners at the CCG is a goal that aligns with: the departmental Reconciliation Strategy; the Departmental Results Framework; the National Indigenous Recruitment, Retention and Development Strategy and Action Plan; federal priorities expressed in the Many Voices One Mind: a Pathway to Reconciliation report; and the Clerk of the Privy Council's Call to Action on Anti-racism, Equity and Inclusion in the Federal Public Service.

The College actively promotes the CCG as an inclusive organization and strives to increase the gender and diversity balance within the College community. The College continues to work with our current resources to ensure daily operations are viewed through GBA Plus.



### Key program impact statistics

Statistic	Observed results*	Data source	Comment
Based on staffing reports specific to individual departments within the College, it was noted that some areas were predominantly male.	A staffing process was completed, which identified employment equity towards female candidates.	Internal staffing practice/process	The program was successful in meeting employment equity gap issues with the hiring of 1 female Handling Operations Instructor and 1 female Marine Communications and Traffic Services Guest Instructor.

\*2023-24 or most recent

### Other key program impacts

The Canadian Coast Guard College is engaged with Indigenous Relations and Partnerships nationally to ensure recruitment practices are viewed through a lens that is culturally respectful of Indigenous applicants and their needs, while allowing them to see themselves represented in life at the College.

### GBA Plus data collection plan

Data is collected from the Officer Training Program (OTP) selection process from candidates who self-identify. The OTP selection process is open from October to February of any given year.

Promoting the Coast Guard as an inclusive organization will help to increase a gender balance within the OTP and the CCG fleet.

The College also relies on data collected from staffing reports, which helps to identify employment equity gaps. Staffing processes are held at various times throughout the year based on organizational needs.

CCG Operational Personnel supports CCG programs by producing monthly seagoing awareness reports which provide a multi-faceted view of the seagoing workforce that assists in understanding the current state of seagoing and help to determine future recruitment and retention strategies.

Also since 2020, CCG Operational Personnel has participated in yearly gender parity certificate assessments conducted by Women in Governance. Findings are used to track how CCG's practices, programs and actions facilitate the progress towards equitable representation of women at all levels.

## Environmental Response

### Program goals

The Environmental Response Program is responsible for ensuring the protection of the marine environment and responding to 100% of marine pollution reports in Canada. The CCG is the lead federal incident commander responsible for ensuring an appropriate response to all ship-source and mystery pollution spills in Canadian waters and waters under international agreements. The Environmental Response (ER) Program aims to minimize the environmental, economic, and public safety impacts of marine pollution incidents. The program establishes appropriate, risk-based preparedness and response services in Canadian waters; monitors and investigates all reports of marine pollution in Canada in conjunction with other federal departments; and maintains communications with the program's partners, including Transport Canada and Environment and Climate Change Canada, to ensure a consistent, coordinated approach in response to marine pollution incidents. The Coast Guard's Fleet Operational Readiness and Integrated Technical Services programs contribute to the delivery of the program. ER coordinates with other federal departments for surveillance information and scientific advice. It also works closely with ship owners, commercial response organizations, and Indigenous communities in preparedness and response activities. The program's legal basis derives from the *Oceans Act*, the *Canada Shipping Act, 2001*, the *Arctic Waters Pollution Prevention Act*, and the *Marine Liability Act*. The program is also a key component in fulfilling Canada's obligations under international laws and agreements, including the International Convention on Oil Pollution Preparedness, Response and Cooperation, 1990.

The services provided to Canadians is not gender or race-based and does not target specific populations. However, our partner base is currently expanding to include federal, provincial, municipal partners, coastal communities, Indigenous groups and non-governmental organizations which could be leveraged to provide data to support future GBA Plus analysis.

Environmental Response is also putting effort towards developing diversity and inclusion within its staffing processes. These efforts presently focus on including diversity and equity statements in all job postings, and having all evaluators complete unconscious bias training.

### Target population

All Canadians

### Specific demographic group outcomes

Data is not currently collected with respect to the impact of this program on demographic groups.

### Key program impacts on gender and diversity

Not available

### Key program impact statistics

Not available. At this time Canadian Coast Guard does not have data on user demographics of its services (i.e. gender, age, income level).

### GBA Plus data collection plan

The Coast Guard has not completed a GBA Plus analysis of this program; however it is committed to ensuring the equity of its program delivery.

CCG Operational Personnel supports CCG programs by producing monthly seagoing awareness reports which provide a multi-faceted view of the seagoing workforce that assists in understanding the current state of seagoing and help to determine future recruitment and retention strategies.

Since 2020, CCG Operational Personnel has participated in yearly gender parity certificate assessments conducted by Women in Governance. Findings are used to track how CCG's practices, programs and actions facilitate the progress towards equitable representation of women at all levels.

## **Fleet Maintenance**

### **Program goals**

The Fleet Maintenance Program ensures the Canadian Coast Guard's operational readiness through a national approach to the lifecycle management of its marine fleet assets. This includes investment planning, provision of subject matter expertise and technical support to the Canadian Coast Guard (CCG) fleet, engineering, and maintenance and disposal services under various legislation, policies and procedures.

### **Target population**

Information is not available at this time. For all inquiries, please email the Corporate Planning and Reporting team at [DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca](mailto:DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca).

### **Specific demographic group outcomes**

Data is not currently collected with respect to the impact of this program on demographic groups.

### **Key program impacts on gender and diversity**

Not available

### **GBA Plus data collection plan**

The Coast Guard has not completed a GBA Plus analysis of this program; however it is committed to ensuring the equity of its program delivery.

The Coast Guard did not collect GBA Plus data in 2023-24. Obtaining comprehensive, high-quality data disaggregated by gender, income, age, and other intersecting factors is challenging considering the multiple facets of the Fleet Maintenance Program. The Coast Guard will endeavour to obtain support to complete a GBA Plus analysis of the Fleet Maintenance Program.

CCG Operational Personnel supports CCG programs by producing monthly seagoing awareness reports which provide a multi-faceted view of the seagoing workforce that assists in understanding the current state of seagoing and help to determine future recruitment and retention strategies.

Also since 2020, CCG Operational Personnel has participated in yearly gender parity certificate assessments conducted by Women in Governance. Findings are used to track how CCG's practices, programs and actions facilitate the progress towards equitable representation of women at all levels.

## **Fleet Operational Capability**

### **Program goals**

The Canadian Coast Guard's Fleet Operational Capability Program includes fleet operations, fleet management and the staffing of fleet personnel. The program ensures that certified professionals safely operate vessels, air cushioned vehicles, helicopters, and small crafts and are ready to respond to on-water and marine-related needs. The Canadian Coast Guard College is integral to the delivery of this program. The program is guided by a number of international conventions and domestic marine-related regulations such as the International Safety Management Code, the International Ship and Port Facility Security Code, and the International Labour Code (applicable to seafarers). The system design is also influenced by the International Convention for the Prevention of Pollution by Ships, the findings of Transportation Safety Board Marine Investigation Reports, the internal safety investigations, the occupational safety and health regulations, and the *Canada Shipping Act 2001* regulations governing certification of seafarers, the inspection of vessels, the marine equipment requirements, and other operational regulatory aspects. The legal basis for this program is found in the *Constitution Act*, 13 provincial and territorial governments, and the *Oceans Act*.

### **Target population**

Information is not available at this time. For all inquiries, please email the Corporate Planning and Reporting team at [DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca](mailto:DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca).

### **Specific demographic group outcomes**

Data is not currently collected with respect to the impact of this program on demographic groups.

### **Key program impacts on gender and diversity**

Not available. At this time, the CCG does not have data on user demographics of its services (i.e. gender, age, income level) and a GBA Plus analysis of the program has not been completed to provide a response to the other categories of information. The Canadian Coast Guard will seek to work with the DFO GBA Plus Centre of Expertise to determine the best approach for reporting this item.

### **GBA Plus data collection plan**

The Fleet Foresight and Integration Section within the Fleet and Maritime Services Directorate at the Canadian Coast Guard is undergoing a pilot project with the English Montreal School Board to mobilize students from diverse local communities regarding the array of career opportunities available within the federal public service. Students from the high school and adult education streams have been engaged, enabling the span of influence to reach those interested in vocational studies or traditional academic disciplines; illustrating the wide-ranging career possibilities offered by the Canadian Coast Guard. The goal of this pilot project is to develop a scalable model across the country to address and standardize solutions to recruitment challenges in our department. Throughout 2023-24, the Fleet Foresight and Integration Division has engaged with over 2,000 students from diverse communities across the city through interactive presentations held at various educational institutions and career fairs open to both students and their parents.

Through the Operational Culture and Inclusivity Working Group, the Fleet and Maritime Services representatives will also equip operational programs with the necessary tools to report on GBA Plus and implement these policy considerations within day-to-day operations. This working group is set to convene in the fall or winter of 2024.

CCG Operational Personnel supports CCG programs by producing monthly seagoing awareness reports which provide a multi-faceted view of the seagoing workforce that assists in understanding the current state of seagoing and help to determine future recruitment and retention strategies.

Since 2020, CCG Operational Personnel has participated in yearly gender parity certificate assessments conducted by Women in Governance. Findings are used to track how CCG's practices, programs and actions facilitate the progress towards equitable representation of women at all levels.

## **Fleet Procurement**

### **Program goals**

The procurement of new large and small vessels, air cushioned vehicles, helicopters, and interim measures ensures that the Canadian Coast Guard (CCG) has the capability to meet service standards. GBA Plus is being applied, wherever operationally feasible. Ongoing capacity within this program ensures the designs for new classes of ships better reflect current GBA Plus considerations.

### **Target population**

All Canadians

### **Distribution of benefits**

By gender: 60% to 79% men

By income level: no significant distributional impacts

By age group: no significant intergenerational impacts or impacts on generations between youths and seniors

### **Specific demographic group outcomes**

All Canadians may benefit directly or indirectly as a result of ongoing work to implement GBA Plus considerations into the design, engineering, and construction of CCG's new classes of large and small vessels, air cushioned vehicles, helicopters, and interim measures.

### **Key program impacts on gender and diversity**

Through fleet procurement, the Coast Guard is continuing its long history of implementing equality best practices in terms of crew accommodations, which includes incorporating an increased number of single cabins, wherever possible, into the layouts of new ships. These single cabins are intended for individuals of all ranks, and will allow for more crewing flexibility, and may also provide more comfort for 2SLGBTQI+ individuals. Another design element Fleet Procurement is incorporating, where feasible, is more single-occupancy and gender-neutral public washrooms on ships. As a result of this change, wash spaces can take up as little as half the space, be closer to more working areas, while ensuring flexible and inclusive access to all crew members.

The Coast Guard also works to ensure the physical work environment is not a barrier to equal participation. For example, as part of an accessibility and ergonomics analysis, Coast Guard re-assessed sightlines on its newest class of Search and Rescue Lifeboats. As a result, console layouts, seating arrangements and windscreen construction were configured to ensure that the vessel conditions are comfortable for operators with different physical needs and requirements (i.e. varying heights). Fleet Procurement is also working to include, where operationally feasible, dedicated "quiet rooms". An example of one of our new designs that includes this feature is the Coast Guard variant Arctic and Offshore Patrol Ships. These rooms are intended to be peaceful spaces where individuals can exercise their spiritual or religious practices.

Beyond the physical environment, the Coast Guard will also identify opportunities to improve internal policies to encourage and celebrate a more diverse workforce that is representative of the Canadians we serve. In this light, the Coast Guard is considering adopting a more multicultural food menu to better accommodate different needs and specialized diets.

Quantitative impacts resulting from the implementation of these various equality best practices have not yet been determined.

### **Other key program impacts**

Renewing the aging fleet is expected to directly impact CCG crew, shipbuilding sector employees along with other Canadian businesses benefitting from work as part of the National Shipbuilding Strategy, and the broader Canadian public.

The program has a dedicated team to ensure the principles of innovation are incorporated into the fleet planning process and that personnel/environmental considerations are taken into account. The team has conducted workflow analysis on board ships and will continue to incorporate ergonomic and equality principles.

The partner shipyards support a number of initiatives to increase the participation of women and First Nations people in domestic shipbuilding.

### **GBA Plus data collection plan**

As mentioned above, the Fleet Procurement Program has built its internal capacity to support GBA Plus, including monitoring and evaluating the application of GBA Plus considerations into ongoing fleet renewal projects. In order to help ensure onboard personnel better reflects the Canadians served by CCG, the importance of integrating a GBA Plus lens into the design, engineering, and construction of new vessels has been recognized and implemented, where operationally feasible. One example of this is the acquisition of / requirement for GBA Plus specific reports by third parties for the program icebreakers, multi-purpose vessels, and polar icebreakers projects.

Fleet Procurement will continue to monitor and evaluate how the application of GBA Plus considerations is advancing throughout the project duration of the newer classes of vessels, as it is an important way to maximize equitable access to employment within the fleet and the positive experiences of all those onboard long into the future.

GBA Plus considerations are expected to be monitored through more direct means, such as through the use of requirements, which will serve as performance metrics based on whether they will be successfully implemented. For the newer classes of vessels such as the multi-purpose vessels and program icebreakers, requirements have been identified and added to address various GBA Plus considerations. Examples of these requirements include those discussed above: crew having access to single cabins, installation of ergonomic and adjustable workstations, and the need for public water closets to be non-gendered, single occupancy, etc. These requirements can then be monitored to ensure that they are implemented successfully into the vessel design and construction.

More broadly, the Coast Guard and Fisheries and Oceans Canada will also continue to collect data by gender as it relates to employment equity and internal workforce analysis.

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Since 2020, CCG Operational Personnel has participated in yearly gender parity certificate assessments conducted by Women in Governance. Findings are used to track how CCG's practices, programs and actions facilitate the progress towards equitable representation of women at all levels.



## Maritime Security

### Program goals

The Canadian Coast Guard's Maritime Security Program supports Canada's national security efforts through proactive leadership to initiate, manage and maintain interdepartmental and interagency relationships in support of security operations. Coast Guard involvement in maritime security is derived from its obligation under the National Security Policy, which established the Marine Security Operations Centres, as well as the *Oceans Act* to provide ships, aircraft and other maritime services in support of federal maritime security departments including the Royal Canadian Mounted Police, the Canadian Forces, the Canada Border Services Agency, Public Safety Canada, and Transport Canada. The Maritime Security Program is responsible for executing Coast Guard's National Maritime Security Program, which includes leveraging Coast Guard capabilities and expertise to: support the collection, analysis and dissemination of maritime information and intelligence (specifically in the Marine Security Operations Centres); conducting security contingency planning for major events; and providing maritime safety and security capacity building to developing nations, in support of international peace and security.

### Target population

Information is not available at this time. For all inquiries, please email the Corporate Planning and Reporting team at [DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca](mailto:DFO.NCRReports-RapportsRCN.MPO@dfo-mpo.gc.ca).

### Specific demographic group outcomes

Data is not currently collected with respect to the impact of this program on demographic groups.

### Key program impacts on gender and diversity

Not available

### Other key program impacts

The expanding role of Maritime Security (MARSEC) as the Canadian Coast Guard's liaison to the Canadian intelligence community requires it to apply the same GBA Plus perspective and principles as endorsed in the 2021-2023 Intelligence Memorandum to Cabinet, which MARSEC assisted in authoring. These include an awareness of the historical prejudices, which shaped both internal staffing processes and intelligence targeting and collection efforts, as well as an ongoing commitment to inclusivity and impartiality balanced with the requirement for intelligence efforts to sometimes focus on identifiable national, ethnic, religious and ideological groups in order to effectively detect and counter threats. More broadly, the program applies the GBA Plus lens to its staffing processes, analysis activity in the Marine Security Operation Centres, and selection of mentors for the International Capacity Building Program, which provides host nations a compelling example of respect for human rights.

### GBA Plus data collection plan

Maritime Security's portfolio involves close cooperation with other federal maritime security partners. It collaborates daily with a core group of agencies and departments in Marine Security Operations Centres (i.e. Royal Canadian Mounted Police, Canadian Border Services Agency, Canadian Forces - Department of National Defense, DFO Conservation and Protection, and Transport Canada) to ensure maritime domain awareness and also assists an extended network of partners and agencies such as Global Affairs Canada, in achieving their goals through the International Capacity-building initiative. A survey is administered every year with our partners and Maritime Security is currently assessing the viability to include GBA Plus related analysis to this vehicle.

The Canadian Coast Guard's Capacity Building efforts apply rigorous GBA Plus considerations to its personnel selection process. Selection occurs through a transparent, pan-regional process with due and formal consideration to GBA Plus criteria to ensure fair and unbiased representation. All under-represented populations within the Canadian Coast Guard are encouraged to apply and will be prepared for the cultural and societal differences they will experience while deployed.

Training and programming are also developed through a GBA Plus lens, advocating for the respect and protection of human rights, encouraging the participation of women in professional maritime leadership roles, and demonstrating the value of gender diversity in maritime safety and security.

## Search and Rescue

### Program goals

The Canadian Coast Guard's maritime Search and Rescue (SAR) Program is responsible for delivering and maintaining preparedness for the 5.3 million square kilometer maritime component of the federal SAR Program, with the support of stakeholders and partners, including the Canadian Coast Guard Auxiliary (CCGA) and the Department of National Defence. Through communication, coordination, and delivery, the program increases the chances of rescue for people caught in on-water distress situations. The Fleet Operational Capability, Procurement and Maintenance, and Marine Communications and Traffic Services programs are integral to the delivery of this program. The program's legal basis derives from the *Constitution Act*, 13 provincial and territorial governments, the *Oceans Act*, and the *Canada Shipping Act, 2001*.

### Target population

The Search and Rescue Program leads the provision of maritime SAR services to any and all mariners operating in Canadian waters that require assistance. The program also leads several sub-programs and projects which have the following target populations:

- Inshore Rescue Boat Program: A predominantly student run program providing marine SAR services to all mariners in Canadian waters requiring assistance.
- Canadian Coast Guard Auxiliary: Funds 6 Auxiliary non-profit organizations across Canada, including 1 Indigenous organization (Coastal Nations CCGA), many with strong links in Indigenous communities throughout Canada but predominantly in the Arctic and British Columbia.
- Indigenous Community Boat Volunteer Program: Funds Indigenous communities to purchase vessels and equipment required to facilitate their participation in the CCG Auxiliary.

### Distribution of benefits

By income level: no significant distributional impacts

By age group: no significant intergenerational impacts or impacts on generations between youths and seniors

The information related to the distribution of benefits is not available for Coast Guard's responses to Search and Rescue incidents since the service is available to any and all Canadians and non-Canadian mariners in our waters, and as such, our incident response coordinators and responders do not track the client base. Therefore the information provided below relates specifically to the sub-programs and projects noted above. For the age group, only the Inshore Rescue Boat Program registers a primary benefit to youth.

### Specific demographic group outcomes

The target groups for the Indigenous Community Boat Volunteer Program are Indigenous coastal communities. This funding is used to increase their access to joining the Canadian Coast Guard Auxiliary and meant to eliminate barriers to participation.

### Key program impacts on gender and diversity

Inherent to the Indigenous Community Boat Volunteer Program is a desire to increase the ability of Indigenous and coastal communities to respond to marine emergencies in their traditional waters. By increasing the participation of coastal communities in the Coast Guard Auxiliary, the goal of the program has been achieved.

**Key program impact statistics**

Statistic	Observed results*	Data source	Comment
# of agreements / arrangements involving Indigenous groups	Between 2017-2021, the Indigenous Community Boat Program funded 35 communities to purchase vessels and equipment to participate in the Canadian Coast Guard Auxiliary program, and augmented marine safety in surrounding waters.	Count of contribution agreements	This indicator falls under Result 2.3: “Enhanced relationships with, involvement of, and outcomes for Indigenous people” as listed in DFO's Departmental Results Framework.

\*2023-24 or most recent

**Other key program impacts**

The Search and Rescue Program is putting effort towards developing diversity and inclusion within its staffing processes. These efforts presently focus on including diversity and equity statements in all job postings, leveraging existing employment equity job pools and encouraging all managers and those participating in staffing processes to complete unconscious bias training.

**GBA Plus data collection plan**

Data collection occurs through departmental or Ocean Protection Plan reporting for SAR sub-programs and projects.

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Since 2020, CCG Operational Personnel has participated in yearly gender parity certificate assessments conducted by Women in Governance. Findings are used to track how CCG’s practices, programs and actions facilitate the progress towards equitable representation of women at all levels.

# Definitions

## Gender scale

- First group: predominantly men (80% or more men)
- Second group: 60% to 79% men
- Third group: broadly gender-balanced
- Fourth group: 60% to 79% women
- Fifth group: predominantly women (80% or more women)

## Income level scale

- First group: strongly benefits low-income individuals (strongly progressive)
- Second group: Somewhat benefits low-income individuals (somewhat progressive)
- Third group: no significant distributional impacts
- Fourth group: Somewhat benefits high-income individuals (somewhat regressive)
- Fifth group: Strongly benefits high-income individuals (strongly regressive)

## Age group scale

- First group: primarily benefits youth, children or future generations
- Second group: no significant intergenerational impacts or impacts on generations between youths and seniors
- Third group: primarily benefits seniors or the baby boom generation

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<sup>i</sup> IPI/SCHMIR database

<sup>ii</sup> [Survey of Recreational Fishing in Canada, 2015](#)