

# Gender-based Analysis Plus

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## Section 1: institutional GBA Plus governance and capacity

### Governance

DFO's GBA Plus Centre of Expertise (GBA Plus CoE), housed within its Strategic Policy Branch, supports the implementation of its GBA Plus policy. This involves enhancing access to information and offering strategic support to help integrate GBA Plus principles into everyday work, including the design and delivery of policies, programs, and operations. This ensures that all federal initiatives are informed by, and developed through, an intersectional lens. The GBA Plus CoE works closely with colleagues responsible for developing and reviewing Cabinet proposals, Treasury Board submissions, regulatory proposals, and other significant initiatives to strengthen these proposals and their outcomes for all Canadians. 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.

### Capacity

In 2024-25, the Department continued to implement a phased approach to the 2023-25 Action Plan. The Plan's implementation is based on five pillars: 1. Governance and Accountability; 2. Training and Awareness; 3. Data and Evidence; 4. Integration and Impact; and, 5. Monitoring and Evaluation.

In 2024-25, the Department saw the continued maturation of the processes for integrating GBA Plus across initiatives for pillars 1-3. Specifically, the GBA Plus CoE reinvigorated the regulatory assessment process throughout the regulatory policy lifecycle and advanced GBA Plus data collection strategies through the Treasury Board submission process. For the latter, the CoE developed draft guidance and, where applicable, standardized approaches for data collection.

The GBA Plus CoE experienced a substantial increase in demand across its services this fiscal year, an increase of 125%, highlighting the increased integration of GBA Plus across departmental operations. Areas included a rise in customized training requests, increased collaboration and engagement with inter

and intradepartmental equity networks; expertise for reviewing of program design and policy initiatives through an intersectional lens; and, updated tools and resources.

These advancements highlight the increasing capacity building through the ongoing implementation of DFO's 2023–25 GBA Plus Action Plan. Building on the foundational progress under Pillars 1 through 3 (Governance, Training, and Data), the CoE has laid further groundwork for Pillars 4 and 5 (Integration and Monitoring), with continued efforts to embed intersectional analysis and performance tracking into the Department's core functions.

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

In 2024-25, 5.25 full-time equivalents (FTEs) were dedicated to GBA Plus implementation in the Department.

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

### **Core responsibility: Fisheries**

#### **Fisheries Management**

##### **Program goals**

The Fisheries Management program manages fisheries in accordance with the *Fisheries Act*, using credible, science-based, and 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 the fishing industry.

##### **Target population**

All Canadians

##### **Specific demographic group(s) to be monitored**

Data is not 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 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.

#### **Aboriginal Programs and Treaties**

##### **Program goals**

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. Especially in light of the Government's prioritization of the reconciliation agenda, the relationship between DFO and its Indigenous partners is one of co-management with an ultimate view to self-sufficiency. Managing this relationship accordingly entails allowing Indigenous groups the decision-making authority to determine which individuals will access DFO program support. As such, programming (e.g. training) will continue to be available to both men and women equally.

**Target population**

Indigenous communities involved in commercial fisheries and aquaculture sectors (Atlantic Integrated Commercial Fisheries Initiative / Northern Integrated Commercial Fisheries Initiative / Pacific Integrated Commercial Fisheries Initiative) and/or collaborative fisheries and aquatic resource management (Aboriginal Fisheries Strategy / Aboriginal Aquatic Resource and Oceans Management Program / 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).

**Specific demographic group(s) to be monitored**

Indigenous Peoples

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

Eligibility for DFO's Indigenous Program suite is gender neutral and does not explicitly target women or men. Participants are Indigenous communities and groups, not individuals.

**Key program impact statistics**

<b>Statistic</b>	<b>Observed results*</b>	<b>Data source</b>	<b>Comments</b>
AICFI Commercial Fisheries Enterprise employment by gender category (fish harvesters)	8.0% of AICFI Commercial Fisheries Enterprise fish harvesters were female (98 of 1226)	AICFI Technical Advisory Coordinator (TAC)	Eligibility for DFO's Indigenous Program suite is gender neutral and does not explicitly target women or men. Participants 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)	Eligibility for DFO's Indigenous Program suite is gender neutral and does not explicitly target women or men. Participants are Indigenous communities and groups, not individuals.
AICFI Commercial Fisheries Enterprise employment by gender category (Other Employment – e.g. Aquaculture, Processing, Vessel)	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)	Eligibility for DFO's Indigenous Program suite is gender neutral and does not explicitly target women or men. Participants are Indigenous communities and groups, not individuals.

Statistic	Observed results*	Data source	Comments
Maintenance, etc.)			

\*2024–25 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.

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.

### GBA Plus data collection plan

Evaluation of the Aboriginal Fisheries Strategy and Aboriginal Aquatic Resource and Oceans Management Program, and work identified in the corresponding management action plans are expected to improve the collection of performance measurement data and information, including that related to GBA Plus. The programs have begun a process of co-development and co-design with Indigenous partners that should result in renewed indicators that better measure the impact of the programs by gender and diversity.

Also under the Aboriginal Programs and Treaties program, 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, do not collect GBA Plus data; however, GBA Plus assessments are completed during the development of negotiation mandates.

It should be noted that the Atlantic Integrated Commercial Fisheries Initiative does track GBA Plus statistics, including figures on the distribution of employment and training opportunities supported by the program (e.g. number of males and females trained and/or employed as fish harvesters, aquaculture workers, commercial fishing enterprise staff, etc.).

## 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

Distribution	Group
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(s) to be monitored

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 2024-25. 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 are used to fulfill the 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.

## 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. SEP works to rebuild and protect salmon populations while encouraging Canadians to care for salmon and their ecosystems. 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. SEP focuses on producing fish, restoring habitats, and supporting education and community partnerships.

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 and supported salmon stewardship partners and projects) require collaboration from different stakeholders. Although the program currently collects mostly biological data, it is working to better understand and show how its efforts impact different communities. SEP promotes inclusive community stewardship, partnership, and volunteerism rather than targeting specific groups to achieve salmon sustainability. As GBA Plus is integrated, SEP is exploring ways to reduce

administrative challenges while ensuring its benefits are shared fairly across diverse populations. SEP aims to refine the program goals for 2025-26.

#### Target population

- Indigenous communities: supported in salmon enhancement and stewardship, integrating traditional knowledge and local leadership
- volunteers and stewardship groups: engage in hatchery work, stream monitoring, and conservation activities
- schools and educators: use programs like Stream to Sea: Salmonids in the Classroom, public events, and workshops for salmon-focused education
- environmental NGOs: partner on community-based salmon enhancement initiatives
- local residents: participate in watershed processes, habitat restoration, and enhancement projects
- geographic focus: primarily British Columbia and the Yukon

#### Specific demographic group(s) to be monitored

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

- salmon conservation groups in BC—like the Pacific Salmon Foundation, Streamkeepers, and local watershed societies—often attract a broad age range of volunteers, from students to retirees
- anecdotal reports and volunteer profiles suggest that many active participants are middle-aged or older adults, especially retirees who have more time to commit to fieldwork and stewardship
- youth programs and school partnerships also bring in younger volunteers, but they may participate less consistently or for shorter durations

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

Not available

#### Key program impact statistics

Statistic	Observed results*	Data source	Comments
Number of agreements / arrangements involving Indigenous groups	The Salmonid Enhancement Program supported 27 agreements in 2024-25 with Indigenous groups.	Funding Agreements	

\*2024–25 or most recent

#### GBA Plus data collection plan

Nothing to report for 2024-25. Data not available.

## International Engagement

#### Program goals

DFO's Shared Ocean Fund, an over \$80 million initiative, aims to enhance monitoring, control, and enforcement against illegal, unreported, and unregulated (IUU) fishing; strengthen the rules-based order; and develop cooperation opportunities to increase maritime cooperation and create a healthy marine environment in the Indo-Pacific.

#### Target population

Individuals in other countries

**Specific demographic group(s) to be monitored**

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

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

Not available

**Key program impact statistics**

Statistic	Observed results*	Data source	Comments
Nil	Nil	Nil	The projects funded under the Shared Ocean Fund for fiscal year 2024-25, 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 impact from a GBA Plus perspective.

\*2024–25 or most recent

**GBA Plus data collection plan**

Although the programs funded under this TPP have an impact on GBA Plus factors, to date the impacts have been indirect in nature, making it difficult to capture data. In 2024-25, a project under the International Hydrographic Organization directly focused on empowering women in science was submitted, but due to unforeseen circumstances, it was unable to proceed. To improve understanding of the impacts of GBA Plus, in 2025-26, the program will look for other similar opportunities for a more effective assessment of program impact.

**Small Craft Harbours****Program goals**

Developing and maintaining a sustainable national network of safe and accessible harbours is benefiting rural and coastal communities, including Canadian fishers and their families, as fishing activities occurring at small craft harbours constitute a major source of employment in these communities.

**Target population**

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

**Distribution of benefits**

Distribution	Group
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(s) to be monitored**

Groups that are impacted or likely to be impacted directly by the program: men, workers, Indigenous Peoples, rural or remote populations, individuals with a lower level of educational attainment, and commercial fishers

Groups that are impacted or likely to be impacted indirectly by the program: men, workers, coastal communities, and the construction industry

Groups that are facing barriers: women, 2SLGBTQI+, persons with disabilities, Indigenous Peoples, racialized persons, and newcomers or immigrants

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

Information is not available at this time. For all inquiries, please contact Parliamentary Reporting Operations at [DFO.NCRResults-ResultatsRCN.MPO@dfo-mpo.gc.ca](mailto:DFO.NCRResults-ResultatsRCN.MPO@dfo-mpo.gc.ca).

**Key program impact statistics**

Statistic	Observed results *	Data source	Comments
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 BC than in the rest of the country. They also tend to be distributed in the Atlantic provinces (83.8% are east of the province of Québec, inclusively). Most core harbours are located in Newfoundland and Labrador (38.3%) followed by Nova Scotia (23%).	IPI / SCHMIR database	
Percentage of men and women in fishing industry	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	DFO Economic Analysis, Statistics and Data Governance, Jobs and Income Indicators (JII): CRA Tax Filer Data (2019), Table 15. Socio-Economic Indicators for Fishers by Province, DFO	

Statistic	Observed results*	Data source	Comments
	<p>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>Gender-based Analysis Plus Center of Expertise</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 identity make up 11% of employees working in</p>	<p>IPI / SCHMIR database</p> <p>Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016359. Socio-Economic Indicators for Fishers by Province, DFO Gender-based Analysis Plus Center of Expertise</p>	

Statistic	Observed results*	Data source	Comments
	the seafood processing industry and 11% of employees working in the aquaculture industry.		
Number of agreements / arrangements involving Indigenous groups	There were 50 agreements / arrangements involving Indigenous groups in 2024-25.	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.

\*2024–25 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 (37.5%) and in Ontario (27.6%). 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.

Underrepresented groups often encounter barriers to decision-making and infrastructure access, though evolving dynamics increasingly value diverse roles and intergenerational knowledge.

### GBA Plus data collection plan

In 2024-25, the Small Craft Harbours Program continued to strengthen its GBA Plus Data Collection Strategy to enhance its understanding of the program's user base and to identify data gaps requiring further research. This strategy has been instrumental in supporting GBA Plus analyses, informing the development of cabinet documents, and positioning the program for future planning and decision-making. As new data becomes available, the strategy will be updated to reflect emerging insights and evolving needs.

Additionally, the Program continued its efforts to raise awareness of GBA Plus considerations in program delivery. In collaboration with Fisheries and Oceans Canada's GBA Plus Centre of Expertise, awareness sessions were delivered to staff involved in client services, fostering a deeper understanding of how GBA Plus principles can be applied in day-to-day operations.

## 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

### Specific demographic group(s) to be monitored

Not available

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

Not available

**GBA Plus data collection plan**

C&P also remains in the process of redesigning its main data and activity tracking system (National Enforcement Tracking System (NETS)) to better measure activity and compliance actions across regions. Updates to C&P's fishery officer recruitment strategy and cadet training curricula also reflect C&P's ongoing commitment to being an inclusive, equitable, and diverse workplace, both in attracting and recruiting new talent and in supporting them in training and throughout their career progression.

**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**

The Atlantic Fisheries Fund (AFF) is expected to benefit small to medium income fisheries, processing, and aquaculture workers in support of the Atlantic fish and seafood sector, delivering high-quality, value-added, and sustainably sourced fish and seafood that benefits rural and coastal communities. No consequences for other demographic groups are anticipated.

**Target population**

The primary beneficiaries of the AFF include individuals and small to medium-sized companies involved in the fish and seafood sector of Atlantic Canada who are located in coastal, rural, and Indigenous communities with a diverse geographic distribution.

Those who are eligible to apply are Atlantic Canada-based fish and seafood sector-related:

- Indigenous communities and organizations
- commercial enterprises
- universities and academics
- non-profits

To be eligible for funding, applicants must reside in Atlantic Canada; be active in, or support, activities related to the fish and seafood sector; and demonstrate maximum economic benefits accruing to the Atlantic Region.

**Specific demographic group(s) to be monitored**

AFF monitors the geographic location, Indigenous-owned organizations, and women-owned organizations for its applicants:

- harvesters
- processors
- aquaculturalists

AFF uses Statistics Canada data tables to inform and track other demographics of its recipients.

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

The Atlantic Fisheries Fund's (AFF) self-identification section of its application form was introduced in April 2021. Of the 814 project applications received since that time, 454 (55.8 per cent) have completed the self-identification section of the application. Of these, 74 (9.1 per cent) indicated that they were

Indigenous owned and 15 (1.8 per cent) have indicated that they were women-owned. Only one application identified as being both Indigenous and women owned.

In addition, 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's investments.

#### Key program impact statistics

Statistic	Observed results*	Data source	Comments
Geographic diversity of AFF Project locations	457 unique geographic locations of AFF projects	Not available	The number of unique geographic locations has increased by 1 (all duplicates removed) in 2024-25 from 456 to 457.

\*2024–25 or most recent

#### Other key program impacts

Rural, coastal, and Indigenous communities, where AFF projects are implemented, benefit more from the Fund than the general Canadian population. Often, these communities are considered vulnerable and at risk to urbanization, and therefore, increasing economic benefits is important to maintaining the vitality of Canada's Atlantic rural, coastal, and Indigenous communities.

#### GBA Plus data collection plan

The Atlantic Fisheries Fund (AFF) collects self-identified GBA Plus data for women-owned and/or Indigenous-owned organizations. It also collects geographic data on every applicant to the program to inform in which communities its investments are located. This geographic information is important as it allows the program to demonstrate its positive impact on rural, coastal communities which is also a component of GBA Plus intersectionality. AFF does not collect other GBA Plus data directly as it is not pertinent to the program's eligibility criteria. The program also receives demographic data tables from Statistics Canada regarding the program's recipients to augment its GBA Plus data.

## 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(s) to be monitored**

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**

In order to maximize funding opportunities for BC Indigenous organizations, the British Columbia Salmon Restoration and Innovation Fund (BCSRIF) program formalized a principle for our last application intake: Indigenous participation and the inclusion of Indigenous Knowledge. Recipient organizations also have the opportunity to provide details through a year-end report on the demographic make-up of their project team's efforts towards ensuring a diverse and inclusive work environment.

#### **Target population**

While BCSRIF does not target any specific populations, program funding is available to BC-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**

<b>Distribution</b>	<b>Group</b>
<b>By gender</b>	Broadly gender-balanced
<b>By income level</b>	No significant distributional impacts
<b>By age group</b>	No significant intergenerational impacts or impacts on generations between youths and seniors

**Specific demographic group(s) to be monitored**

Women, Indigenous Peoples, members of the LGBTQ2+ 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**

Not available

**Key program impact statistics**

<b>Statistic</b>	<b>Observed results*</b>	<b>Data source</b>	<b>Comments</b>
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	

Statistic	Observed results*	Data source	Comments
Percentage of project teams that include persons with disabilities	7%	Annual recipient survey	

\*2024–25 or most recent

#### Other key program impacts

- In 2023-24, 63/144 (44%) of active BCSRIF agreements were led by Indigenous organizations.
- In 2023-24, 109/144 (76%) of active BCSRIF agreements were led by or included Indigenous partners.
- In 2023-24, 76/144 (53%) of active BCSRIF agreements reported the inclusion of Indigenous Knowledge.
- In 2023-24, 270 Indigenous People trained through BCSRIF agreements.
- In 2023-24, 320 Indigenous People employed through BCSRIF agreements.

#### Supplementary information sources

BCSRIF annual results report for 2023-24 will be published in Fall 2025. Previous annual results reports are available on the BCSRIF website ([British Columbia Salmon Restoration and Innovation Fund](#)).

#### GBA Plus data collection plan

At this time, it will require another renewal of the British Columbia Salmon Restoration and Innovation Fund (BCSRIF) program (i.e. Phase 3) in order for GBA Plus reporting to be continued beyond March 2026. All aspects of the program, including program principles, application templates, and recipient reporting are reconsidered at each new phase.

## Aquatic Animal Health

#### Program goals

The National 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(s) to be monitored

Data are 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 2024-25. The National Aquatic Animal Health Program 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**

Information is not available at this time. For all inquiries, Please contact Parliamentary Reporting Operations at [DFO.NCRRResults-ResultatsRCN.MPO@dfo-mpo.gc.ca](mailto:DFO.NCRRResults-ResultatsRCN.MPO@dfo-mpo.gc.ca).

### **Specific demographic group(s) to be monitored**

Data are 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 2024-25. The Biotechnology and Genomics Program is not currently collecting data for GBA Plus analysis.

## **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(s) to be monitored**

Data are 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 2024-25. The Aquaculture Science Program is not currently collecting data for GBA Plus analysis.

## **Fisheries Science**

### **Program goals**

The Fisheries Science program conducts scientific research and monitoring activities to support decision making in the protection of fish stocks and the sustainable management of fisheries. The program is currently not applying GBA Plus analysis.

### **Target population**

All Canadians

**Specific demographic group(s) to be monitored**

Data are 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 2024-25. The Fisheries Science program is not currently collecting data for GBA Plus analysis.

## **Economics and Statistics**

**Program goals**

The Economics and Statistics Program provides support in terms of economic research, analysis, and data development 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(s) to be monitored**

Data are not currently collected with respect to monitoring 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.

**GBA Plus data collection plan**

The Economics and Statistics Program, in collaboration with other departments (such as Statistics Canada and the Canada Revenue Agency), continues to invest in developing and maintaining some 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 and age representation in fishing-related industries, 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, and other socio-demographic variables 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.

## Core responsibility: Aquatic Ecosystems

### Fish and Fish Habitat Protection

#### Program goals

The Fish and Fish Habitat Protection Program (FFHPP) implements the fish and fish habitat protection provisions of the *Fisheries Act* to help protect fish and fish habitat for future generations. It 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.

#### 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 in or near water, and Indigenous Peoples who receive funding through the Indigenous Habitat Participation Program 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 review of their projects that helps ensure compliance with the *Fisheries Act*. Indigenous Peoples benefit from grants and contributions funding (including the Indigenous Habitat Participation Program) 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

Distribution	Group
By gender	Broadly gender-balanced
By income level	No significant distributional impacts
By age group	No significant inter-generational impacts or impacts generation between youth and seniors

#### Specific demographic group(s) to be monitored

All Canadians benefit from the protection of aquatic environments: The FFHPP implements the 2019 *Fisheries Act*, which conserves and protects fisheries and aquatic ecosystems for future generations, enabling Canada's fisheries, and the economy to grow 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 proximity to a proposed project could receive unintended differential impacts by a project's approval or cancellation. Those who fish for employment, recreation, or for traditional food harvesting would benefit indirectly from conserving and protecting fisheries and aquatic ecosystems.

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, 2023, and March 31, 2024, FFHPP experts reviewed more than 4,800 project proposals. For more detailed information, see Table 3 of the [Annual Report to Parliament on the Administration and Enforcement of the Fisheries / Fish and Fish Habitat and Pollution Prevention Provisions of the Fisheries Act](#).

Indigenous Peoples 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 Indigenous 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 Indigenous 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, the Indigenous Habitat Participation Program (IHPP) is advancing opportunities for Indigenous participation in the conservation and protection 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. To ensure that FFHPP's policies and decision-making are informed by diverse perspectives, IHPP has been funding the Native Women's Association of Canada (NWAC) for several years. NWAC has offered valuable feedback to help FFHPP be more inclusive of Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people within their communities and across Canadian society.

### **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 the diversity of program proponents. However, the Department consults with Indigenous Peoples in relation to project authorizations that may adversely impact Indigenous rights and accommodates them, as appropriate. Funding to support capacity, both within DFO and Indigenous Peoples helps improve understanding of how departmental decisions affect Indigenous Peoples and provides the opportunity to influence those decisions to minimize negative impacts. The Indigenous Habitat Participation Program also supports the building of technical capacity in Indigenous Peoples related to aquatic ecosystems to support their greater participation in the conservation and protection of fish and fish habitat.

### **Key program impact statistics**

<b>Statistic</b>	<b>Observed results*</b>	<b>Data source</b>	<b>Comments</b>
Number of Indigenous Habitat Participation Program (IHPP) contribution agreements signed	136	Program statistics	The purpose of the IHPP 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.
Number of Indigenous People trained through	888	Program statistics	Aquatic Ecosystems Restoration Fund (AERF): 258*

Statistic	Observed results*	Data source	Comments
agreements / arrangements			<p>Indigenous Habitat Participation Program (IHPP): 630*</p> <p>The AERF is part of the renewal of the national Oceans Protection Plan, to support aquatic restoration that will help to address the root causes of impacts to coastal and marine environments.</p> <p>The purpose of the IHPP 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.</p> <p>*630 are projected based on 50% of IHPP results received at the time of reporting, 258 are projected based on AERF recipients' agreements when contribution agreement was signed.</p>
Number of arrangements / plans funded to enhance fish and fish habitat technical capacity	394	Program statistics	<p>The purpose of the IHPP 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.</p>
Number of contribution agreements with activities in 2024-25	<p>IHPP: 51, totalling \$9.9 M</p> <p>AERF: 15 indigenous-led projects totalling \$22.5 M over 4 years</p>	Program statistics	<p>The AERF is part of the renewal of the national Oceans Protection Plan, to support aquatic restoration that will help to address the root causes of impacts to coastal and marine environments.</p> <p>The purpose of the IHPP is to support the participation of</p>

Statistic	Observed results*	Data source	Comments
			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.
Number of Indigenous groups/communities providing input/feedback to initiatives	528	Program statistics	The purpose of the IHPP 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.
Number of IHPP grant agreements signed between April 1, 2024, and March, 2025	85 totalling \$3M	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 (SARA)</i> .

\*2024–25 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, public, or government 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 – 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.

**Aquatic Invasive Species****Program goals**

The Aquatic Invasive Species National Core Program prevents impacts from aquatic invasive species (AIS) on aquatic ecosystems. The Program will identify GBA Plus outcomes and impacts through the delivery of the Aquatic Invasive Species Prevention Fund (AISPF). The fund facilitates activities to prevent the introduction and spread of AIS through partnerships.

**Target population**

While the work of the AIS National Core Program has benefits on fishery resources, tourism/recreation, and jobs, the main benefits (i.e., healthier aquatic ecosystems) are indirect and accrue to all Canadians. This work also helps protect Indigenous fisheries and aquatic-based livelihoods.

**Distribution of benefits**

<b>Distribution</b>	<b>Group</b>
<b>By gender</b>	Broadly gender-balanced
<b>By income level</b>	No significant distributional impacts
<b>By age group</b>	No significant intergenerational impacts or impacts on generations between youths and seniors

**Specific demographic group(s) to be monitored**

The AIS National Core Program is an environmental conservation program and is not targeted towards any specific demographic group within Canada. 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, social, and ceremonial purposes, particularly considering the higher rates of food insecurity for many Indigenous People.

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

Not Available

**GBA Plus data collection plan**

DFO will continue to collect GBA Plus relevant information as part of the delivery of the AISPF. As part of the AISPF, DFO collects information such as the recipient's affiliation (Indigenous group, academia,

industry, non-governmental organization, etc.), a description of the project team, and location. Agreements under the AISPF also have required annual performance measures, including the number of Indigenous groups engaged and/or involved in the project, the number of jobs created, the number of jobs created for Indigenous individuals, the number of people trained, and the number of Indigenous individuals trained as part of capacity-building initiatives. At this time, the AIS National Core Program is unable to report on the relevant performance measures as all 2024-25 year-end and final reports have not been received from recipients. The aforementioned data will continue to be collected through the AISPF reports up to and including 2026-27.

## **Species at Risk**

### **Program goals**

The Species at Risk program goal is to protect and recover species at risk, including through collaboration on stewardship actions with Indigenous Peoples and freshwater and coastal communities.

Differential impacts to Canadians from a GBA Plus perspective are assessed during the development of listing recommendations and critical habitat orders. GBA Plus impacts are also tracked when providing funding to Canadians through contribution programs.

### **Target population**

All Canadians

### **Distribution of benefits**

<b>Distribution</b>	<b>Group</b>
<b>By gender</b>	Broadly gender-balanced
<b>By income level</b>	No significant distributional impacts
<b>By age group</b>	No significant intergenerational impacts or impacts on generations between youths and seniors

### **Specific demographic group(s) to be monitored**

The protection of aquatic 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.

Through the Canada Nature Fund for Aquatic Species at Risk (CNFASAR) grant, information such as, type of organization and the geographic location of the applicant will be collected through the application process.

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

No impacts based on gender and other identity factors have been identified for this program.

### **Key program impact statistics**

<b>Statistic</b>	<b>Observed results*</b>	<b>Data source</b>	<b>Comments</b>
Number of Indigenous	As of March 31, 2025, 153 Indigenous	Departmental Sustainable	Projects enable Indigenous capacity building and inclusion of Indigenous

Statistic	Observed results*	Data source	Comments
groups involved as project leads or partners that participate in DFO-supported stewardship activities that support the recovery and protection of aquatic species at risk.	<p>groups are involved as project leads or partners that participate in DFO-supported stewardship activities that support the recovery and protection of aquatic species at risk.</p> <p>The specific totals for 2024-25 are as follows:</p> <p>76 through the CNFASAR; 26 through the Habitat Stewardship Program (HSP); and, 51 through the Aboriginal Fund for Species at Risk (AFSAR).</p>	Development Strategy (DSDS) Annual Report 2024-25	perspectives to help protect species and advance recovery and conservation objectives through meaningful collaboration.
Percentage of potentially affected Indigenous groups participating in listing processes and recovery documents	A measure of overall participation in these SARA processes. A total of 17.6% (76/432) potentially affected Indigenous groups participated in 2024-25.		2024-25 is first reporting year for CNFASAR grant. Grant may build capacity over time, but participation also reflects group priorities, not solely capacity needs.
Percentage of Indigenous groups that received funding to support on the listing of aquatic species or preparation of recovery documentation whose input is incorporated in decision making	All Indigenous groups that received grant funding had input incorporated in the relevant SARA process (2 Indigenous groups for listing decisions and two Indigenous groups for recovery document development)		2024-25 is the first year reporting on CNFASAR indicator. Launched in the fall 2024, the grant supports Indigenous participation, with growth expected over time.

\*2024–25 or most recent

**Other key program impacts**

The CNFASAR transfer payment program, whose objectives support SARA legislation, amended its Terms and Conditions in 2024 to deliver a grant funding option to enable meaningful Indigenous participation in the listing of aquatic species at risk and recovery document preparation. Indigenous Peoples have indicated that there are too many constraints with the current funding mechanisms. The new CNFASAR grant funding will increase the Government of Canada's efforts to address systemic inequities facing Indigenous Peoples. The grant will support engagement and capacity without the monitoring and reporting constraints of contribution funding. Given the distribution of assessed and listed aquatic species at risk, this initiative is likely to target rural and coastal communities disproportionately; however, this likelihood will be monitored through voluntary-self-identification forms.

**GBA Plus data collection plan**

DFO will continue to collect GBA Plus relevant information as part of its Canada Nature Fund for Aquatic Species at Risk (CNFASAR) and Habitat Stewardship Program (HSP) including recipients' affiliation (Indigenous groups, educational institution etc.), location, and preferred language.

DFO also collects GBA Plus information on a voluntary basis from those providing comments during online and in-person listing consultations and through socio-economic analysis processes when developing listing advice for aquatic species at risk. Information collected includes the recipient's affiliation (Indigenous group, academia, industry, non-governmental organization, etc.) and potential benefits and impacts of possible decisions.

**Marine Planning and Conservation****Program goals**

The Marine Planning and Conservation (MPC) program integrates GBA Plus by supporting inclusive governance, Indigenous-led monitoring, and equitable capacity-building. Outcomes include strengthened co-management, enhanced marine protection, reduced impacts from marine stressors, and alignment with Indigenous priorities—contributing to sustainable oceans management and Canada's 30% marine conservation target by 2030.

**Target population**

The MPC program targets a diverse population directly impacted by marine conservation and environmental quality initiatives. This includes Indigenous communities and organizations, coastal and marine resource users, local and regional governments, academic and research institutions, and not-for-profit and for-profit organizations. Through initiatives like the Oceans Management Contributions Program, MPC supports inclusive engagement, stewardship, and capacity building. The program prioritizes collaboration with Indigenous partners and coastal communities to ensure that marine planning and conservation efforts reflect diverse perspectives, advance reconciliation, and contribute to sustainable, equitable outcomes for all Canadians.

**Distribution of benefits**

<b>Distribution</b>	<b>Group</b>
<b>By gender</b>	Broadly gender balanced
<b>By income level</b>	No significant distributional impacts
<b>By age group</b>	No significant intergenerational impacts or impacts on generations between youth and seniors

### Specific demographic group(s) to be monitored

Sociodemographic groups for whom program outcomes are to be monitored to report impacts:

- groups that are impacted or likely to be impacted directly by the program: Indigenous Peoples (including First Nations and Inuit communities, particularly those with rights, interests, or stewardship roles in marine areas) and coastal and remote communities (especially those dependent on marine ecosystems for livelihoods, food security, and cultural practices)
- groups that are impacted or likely to be impacted indirectly by the program: Youth and Elders (as knowledge holders, future stewards, and participants in intergenerational learning and decision-making), and racialized and marginalized groups (who may face barriers to participation in marine governance or access to funding and capacity-building opportunities)
- groups that are facing barriers: Women and gender-diverse individuals (in marine sectors, governance, science and conservation roles, where they may be underrepresented or face systemic barriers), persons with disabilities (who may face barriers in engagement, employment, and program delivery), and racialized groups (due to underrepresentation in marine sectors, accessibility challenges, and systemic inequalities)

Monitoring these groups helps ensure inclusive participation, equitable benefits, and mitigates unintended negative impacts in marine planning and conservation efforts.

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

The Oceans Management Contribution Program (OMPC) supports outreach, monitoring, 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, which have supported key program impacts for marine planning and conservation initiatives, and enabled Indigenous partners to enhance their participation as partners at decision-making tables. This has resulted in capacity training for underrepresented groups in the marine sector, positive impacts for Elders and youth through sharing of traditional knowledge and capacity building for future stewardship, as well as new employment broadly, both in governance positions as well as in technical monitoring and stewardship roles on the water.

### Key program impact statistics

The information provided below relates to the work of the OMPC, which supports the Marine Conservation and Marine Environmental Quality Programs.

Statistic	Observed results*	Data source	Comments
Number of agreements / arrangements involving Indigenous groups	The OMPC supported 50 Agreements in 2024-25 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.
Percentage of Indigenous People engaged in marine planning and conservation who indicate that the engagement	59% of survey respondents indicated that the engagement was meaningful during the 2024 calendar year	Targeted Survey	This indicator falls under the outcome "Crown-Indigenous partnerships and engagement are enhanced through a shared interest in marine conservation" in the 2021 Marine Conservation Targets TB Sub.

Statistic	Observed results*	Data source	Comments
was meaningful			
Number Indigenous People employed through agreements / arrangements	82 Indigenous individuals were employed through OMCP funded projects, in fiscal year 2024-25	OMCP recipient annual progress reports	This indicator falls under Results 2.3 “Enhanced relationships with, involvement of, and outcomes for Indigenous people” in the Departmental Results Framework.
Number Indigenous People trained through agreements / arrangements	343 Indigenous individuals received training and education relating to oceans management through OMCP funded projects, in fiscal year 2024-25	OMCP recipient annual progress reports	This indicator falls under Results 2.3 “Enhanced relationships with, involvement of, and outcomes for Indigenous People” in the Departmental Results Framework.

\*2024–25 or most recent

### Other key program impacts

Information is not available at this time. For all inquiries, please contact Parliamentary Reporting Operations at [DFO.NCRResults-ResultatsRCN.MPO@dfo-mpo.gc.ca](mailto:DFO.NCRResults-ResultatsRCN.MPO@dfo-mpo.gc.ca).

### GBA Plus data collection plan

The OMCP continued updating its program documentation, including reporting templates and tracking tools, to capture better data and support data analytics of key information related to GBA Plus impacts and future alignment with Quality of Life indicators. Updates to templates are being developed in consultation with the Centre of Expertise to better allow disaggregated data where recipient confidentiality allows. This will require updates to terms and conditions for recipient agreements to better allow recipients to self-identify a greater variety of GBA Plus identity factors.

To support DFO’s commitment to lead the development and implementation of Canada’s Ocean Noise Strategy, the collection of various forms of data was supported through information received during the engagement process on the published draft Ocean Noise Strategy and input gathered to support the development of a federal action plan. The data collected through the 60-day consultation period of the draft Strategy will be summarized in a “What We Heard” report, which is anticipated to be published in 2025-26, along with the final Strategy and federal action plan. These initiatives present opportunities to collect and analyze applicable GBA plus data, such as demographic information, and correlate them with the priorities and needs of the individuals, groups, and communities on managing the impact of the noise-related activities.

In support of the Marine Conservation Targets initiative, Marine Planning and Conservation will administer an annual questionnaire to understand if Indigenous Peoples engaged in marine planning and conservation feel that they are being meaningfully engaged. Additionally, socio-economic data is collected through the establishment, management, and monitoring of marine protected areas and areas recognized as other effective area-based conservation measures. These data may be used to inform GBA Plus impact analyses.

In 2025-26, the Indigenous partners of the two DFO-led Project Finance for Permanence (PFP) initiatives will work to develop the monitoring frameworks that guide future annual reporting by the PFP’s

conservation trust fund administrator and 5-year periodic reviews by all parties of the PFP to assess outcomes and financial sustainability.

## **Aquatic Ecosystem Science**

### **Program goals**

The Aquatic Ecosystems Science program is not currently collecting data or applying analysis for GBA Plus, therefore there is nothing to report for 2024-25.

### **Target population**

All Canadians

### **Specific demographic group(s) to be monitored**

Data are 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 Aquatic Ecosystems Science program is not currently collecting data or applying analysis for GBA Plus, therefore there is nothing to report for 2024-25.

## **Oceans and Climate Change Science**

### **Program goals**

The Oceans and Climate Change Science Program is not currently collecting data or applying analysis for GBA Plus, therefore, there is nothing to report for 2024-25.

### **Target population**

All Canadians

### **Specific demographic group(s) to be monitored**

Data are 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 2024-25. The Oceans and Climate Change Science Program is not currently collecting data for GBA Plus analysis.

## **Core responsibility: Marine Navigation**

## **Icebreaking Services**

### **Program goals**

Icebreaking Services Program provides icebreaking and ice information services throughout the East Coast, Great Lakes, and the Canadian Arctic. The primary goal for the Icebreaking Program is to apply the GBA Plus lens to services and communications strategies to promote equality, diversity, and inclusion. Currently, the GBA Plus lens is being applied to establish better reporting and measurement indicators using available collected data.

### Target population

The target population for the Icebreaking Program is composed of mariners across the commercial shipping (cargo vessels, tankers, and bulk carriers), ferry, cruise, and fishing industries. The program also interacts with Indigenous and non-Indigenous communities in the Canadian Arctic and other isolated regions, coastal populations, government agencies, universities, and research institutions, local and regional governments, and lastly with national security and sovereignty stakeholders (Canadian Armed Forces, federal agencies, and policymakers).

### Distribution of benefits

Distribution	Group
By gender	Predominantly men (80% or more men). This is based on world marine navigation statistics compiled by the International Maritime Organization (IMO), which broadly estimates less than 1% of the global seafaring workforce to be women. (source: <a href="#">IMO</a> )
By income level	No significant distributional impacts. This is based on the assumption that only companies are using program services.
By age group	No significant intergenerational impacts or impacts on generations between youths and seniors. This is based on the assumption that seafarers using program services are of adult working age.

### Specific demographic group(s) to be monitored

The Icebreaking Services Program has both a positive and challenging relationship with Indigenous and non-Indigenous communities in the Arctic and other remote regions. The program supports Arctic communities through ensuring the timely delivery of essential supplies, supporting emergency response, enabling scientific research, and fostering regional connectivity. It also increasingly involves Indigenous communities in planning and decision-making. Alongside the benefits, some challenges the program can face as a result of navigating through Arctic waters include the risk of disruptions to the marine ecosystems that are vital to traditional hunting and fishing, raise concerns about cultural autonomy and sovereignty, and strain local infrastructure during peak activity.

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

Not available

### Key program impact statistics

Statistic	Observed results*	Data source	Comments
Gender Representation in seafarers using the services of the program. Commercial navigation: commercial shipping industry, including cargo vessels, tankers, and	Women remain significantly under-represented in seafaring roles, comprising less than 2% of the workforce, though representation is higher in administrative and scientific support roles.  CCG data shows approximately 10,000	International Maritime Organization "Women in Maritime" (source: <a href="#">IMO</a> ), <a href="#">Clear Seas Report statistics</a>	This IMO report was published in 2025.

Statistic	Observed results*	Data source	Comments
bulk carriers and tourism operators.	to 12,000 commercial vessel transits in Canadian waters, including domestic and international traffic.		
Indigenous Engagement and local/regional engagement	The program is continually working to improve engagement with northern communities. Efforts are led by the IRP team (Indigenous Relations & Partnerships), coordinating support for regional engagement with communities and delivering community notifications. Additional efforts are underway to improve Indigenous consultation for CCG and to quantify engagements. CCG data shows 181 community notifications were sent in 2024. In 2024, led by the CCG Arctic Region, community engagement visits were held in four communities by CCG vessels, and in three communities for science-led community engagement visits through the Amundsen Science program.	CCG data / CCG Indigenous engagement group	The National Engagement Consultation Tracking Registry (NECTR) system has been commissioned to include Indigenous Engagements in a database which will be accessible to the program.

\*2024–25 or most recent

### Other key program impacts

The icebreaking services impact communities differently. Indigenous and northern residents report challenges with apathetic delivery and limited input in scheduling for the sea lift assisted by the Icebreakers of the CCG. Women in marine-dependent communities can face economic challenges due to prioritization of commercial operators. Communication gaps and historical exclusion contribute to unequal

access. However, recent efforts like community engagement and inclusion of traditional knowledge have improved trust and representation. These changes foster empowerment, shift perceptions, and inspire youth. The program's evolving inclusivity highlights the importance of equitable service design and the value of diverse lived experiences in shaping marine operations.

### GBA Plus data collection plan

No data collection activities were undertaken in 2024-25. However, the Icebreaking Services Program is committed to enhancing its understanding of gender and diversity impacts. To support this, Icebreaking Services is participating in the development of a Directorate-wide GBA Plus. This initiative identifies opportunities for meaningful data collection and enables more robust analysis of program impacts. No personal information will be collected or used for monitoring, evaluation, or reporting purposes related to program delivery and management.

The proposed framework aims to provide an analysis using currently available data and statistics.

Activities	Timelines	Data gaps for specific groups and how these will be addressed	Rationale / quantitative data collection	Rationale / qualitative data collection
Vessel transit data	August to October 2025	Data gaps may be identified after the first environmental scan.	This data will help understand possible interactions with gender diverse clients.	Analysis to be completed
Number of Icebreaking Services to sea lifts for Indigenous and Northern Communities by fiscal year	August to October 2025	Data gaps may be identified after the first environmental scan.	This data will help understand reliance on CCG's Icebreaking services.	Analysis to be completed
Number of Icebreaking directives downloaded from the CCG website	August to October 2025	Data gaps may be identified after the first environmental scan.	This data will show how many users of the publications as a benchmark for analysis.	Analysis to be completed

The program collects data related to the nature of vessels transiting, which will be used to expand the ongoing GBA Plus analysis.

## Aids to Navigation

### Program goals

Aids to Navigation (AtoN) manages approximately 17,000 AtoNs, such as buoys, leading marks (ranges), lights, radar, and electronic aids, to help mariners confirm their position, stay inside navigable channels, and avoid marine hazards. AtoN services also include publishing navigation information for mariners, the public, and partners, including those in security and safety services, such as fire, police, and other emergency response partners. The primary goal for the Aids to Navigation program is to apply the GBA Plus lens to services and communications strategies to promote equality, diversity, and inclusion. Currently, the GBA Plus lens is being applied to establish better reporting and measurement indicators using available collected data.

### Target population

The target population for the Aids to Navigation Program includes commercial mariners operating cargo ships, tankers, and ferries who rely on accurate navigation aids for safe passage. It also serves fishers and aquaculture operators—both small-scale and industrial—who depend on clear routes for daily operations. Recreational boaters, including sailors and paddlers, use these aids to navigate safely. Indigenous and remote communities rely on marine routes for transportation, subsistence, and cultural practices. Additionally, port authorities and marine infrastructure operators depend on reliable navigation systems to manage vessel traffic and ensure marine safety and logistics across Canadian waters.

### Distribution of benefits

Distribution	Group
By gender	Predominantly men (80% or more men). This is based on world marine navigation statistics compiled by the International Maritime Organization (IMO), which broadly estimates less than 1% of the global seafaring workforce to be women. ( <a href="#">source</a> : IMO)
By income level	No significant distributional impacts. This is based on the assumption that mostly companies are using program services.
By age group	No significant intergenerational impacts or impacts on generations between youths and seniors. This is based on the assumption that seafarers using program services are of adult working age.

### Specific demographic group(s) to be monitored

CCG's Aids to Navigation Program directly impacts commercial mariners, fishers, recreational boaters, Indigenous communities, and port operators. Indirectly, it affects coastal residents, tourism operators, emergency responders, and environmental groups. Barriers are faced by women in marine sectors, Indigenous mariners, persons with disabilities, racialized communities, and those in low-connectivity regions. Monitoring outcomes across these groups helps ensure equitable access, safety, and representation in marine navigation services.

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

Not available

### Key program impact statistics

Statistic	Observed results*	Data source	Comments
Gender Representation in seafarers using the services of the program. Commercial navigation: commercial shipping industry, including cargo vessels, tankers, and	Women remain significantly under-represented in seafaring roles, comprising less than 2% of the workforce, though representation is higher in administrative and scientific support roles.  CCG data shows approximately 10,000	International Maritime Organization "Women in Maritime" (source: <a href="#">IMO</a> ), <a href="#">Clear Seas Report statistics</a>	This IMO report was published in 2025.

Statistic	Observed results*	Data source	Comments
bulk carriers and tourism operators.	to 12,000 commercial vessel transits in Canadian waters, including domestic and international traffic.		
Indigenous Engagement and local/regional engagement - Indigenous communities using traditional marine routes	The program does not track Indigenous engagement specifically. Efforts are underway to improve the availability of information relating to communities served and engagements and consultations.	CCG data / CCG Indigenous engagement group	The NECTR system has been commissioned to include Indigenous Engagements in a database which will be accessible to the program.
Non-commercial navigation: Mariners, recreational boaters and fishing vessels	<p>There is currently no specific national statistic publicly available on the number of women participating in recreational boating in Canada as of 2025.</p> <p>Women represent a growing segment of recreational boaters, but they are still underrepresented compared to men in powerboating and sailing.</p> <p>As of the most recent data, women make up approximately 15% of the workforce in Canada's fishing and aquaculture industries.</p>	Industry reports and surveys from organizations like the <a href="#">Canadian Safe Boating Council (CSBC)</a> and Transport Canada and data from DFO.	Due to limited data, we are currently unable to measure the gender disparity in recreational boaters and fishing vessels population served by the program.
Residents of coastal and remote areas dependent on marine supply chains	Canada has approximately 5.5 million people in Canada living in coastal communities, defined as residing within 10 km of the coastline. This population is spread	Statistics Canada <a href="#">2021 Census</a>	Gender distributions can be estimated from this data.

Statistic	Observed results*	Data source	Comments
	across hundreds of communities along the Pacific, Atlantic, and Arctic coasts, including both urban centers and small, remote settlements.		

\*2024–25 or most recent

### Other key program impacts

The CCG's Aids to Navigation Program impacts communities differently. Indigenous mariners report that aids often overlook traditional routes, limiting cultural and practical use. Persons with disabilities encounter barriers with visual or auditory aids. These disparities stem from standardized designs and limited community engagement. However, inclusive initiatives and local consultations are improving trust, representation, and perceptions of the CCG, encouraging broader participation and fostering safer, more equitable marine navigation experiences.

### GBA Plus data collection plan

No data collection activities were undertaken in 2024-25. However, the Aids to Navigation Program is committed to enhancing its understanding of gender and diversity impacts. To support this, it is participating in the development of a Directorate-wide GBA Plus framework. This initiative identifies opportunities for meaningful data collection and enables more robust analysis of program impacts. No personal information will be collected or used for monitoring, evaluation, or reporting purposes related to program delivery and management.

The framework provides an analysis using currently available data and statistics.

Activities	Timelines	Data gaps for specific groups and how these will be addressed	Rationale / quantitative data collection	Rationale / qualitative data collection
Vessel transit data	August to October 2025	Data gaps may be identified after the first environmental scan.	This data will help understand possible interactions with gender diverse clients.	Analysis to be completed
Number of publications updated using the GBA Plus analysis lens and the number of older publications in need of editing	August to October 2025	Data gaps may be identified after the first environmental scan.	This data will help understand if digitalization is a priority or if simple editing is required temporarily.	Analysis to be completed

The program does not collect data from mariners.

## Waterways Management

### Program goals

Waterways Management develops guidelines for the safe design and use of shipping channels, provides information to mariners on channel bottom conditions, water levels, water depth forecasts, and conducts maintenance dredging on the St. Lawrence Seaway and Great Lakes connecting channels to maintain navigability. The primary goal for the Waterways Management program is to apply the GBA Plus lens to services and communications strategies to promote equality, diversity, and inclusion. Currently, the GBA Plus lens is being applied to establish better reporting and measurement indicators using available collected data.

### Target population

The target population for the Waterways Management Program includes individuals and groups who rely on safe, navigable waterways for transportation, commerce, and community access. This includes commercial shipping operators, fishers, Indigenous communities using traditional marine routes, and residents of coastal and remote areas dependent on marine supply chains. Port authorities, marine infrastructure managers, and recreational boaters are also directly impacted. The program's initiatives aim to ensure safe passage, reduce navigation hazards, and support economic and cultural activities, making it essential for both large-scale marine industries and small, community-based users across Canada's navigable waters.

### Distribution of benefits

Distribution	Group
By gender	Predominantly men (80% or more men). This is based on world marine navigation statistics compiled by the International Maritime Organization (IMO), which broadly estimates less than 1% of the global seafaring workforce to be women. (source: <a href="#">IMO</a> )
By income level	No significant distributional impacts. This is based on the assumption that mostly companies are using program services.
By age group	No significant intergenerational impacts or impacts on generations between youths and seniors. This is based on the assumption that seafarers using program services are of adult working age.

### Specific demographic group(s) to be monitored

The Waterways Management Program directly impacts commercial shipping operators, fishers, aquaculture workers, Indigenous mariners, recreational boaters, port authorities, and remote coastal residents who rely on safe, navigable waterways. Indirectly, it affects local businesses, marine tourism operators, emergency responders, environmental organizations, and regional planners. Groups facing barriers include women in marine sectors, Indigenous communities with limited consultation, persons with disabilities, racialized and newcomer communities, and those in low-connectivity regions. Monitoring outcomes across these groups ensures the program supports equitable access, safety, and participation in marine transportation and waterway management.

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

Not available

**Key program impact statistics**

<b>Statistic</b>	<b>Observed results*</b>	<b>Data source</b>	<b>Comments</b>
Gender Representation in seafarers using the services of the program. Commercial navigation: commercial shipping industry, including cargo vessels, tankers, and bulk carriers and tourism operators	Women remain significantly under-represented in seafaring roles, comprising less than 2% of the workforce, though representation is higher in administrative and scientific support roles.  CCG data shows approximately 10,000 to 12,000 commercial vessel transits in Canadian waters, including domestic and international traffic.	International Maritime Organization "Women in Maritime" (source: <a href="#">IMO</a> ), <a href="#">Clear Seas Report statistics</a>	This IMO report was published in 2025.
Indigenous Engagement and local/regional engagement - Indigenous communities using traditional marine routes	The program does not track Indigenous engagement specifically. Efforts are underway to improve the availability of information relating to communities served and engagements and consultations.	CCG data / CCG Indigenous engagement group	The NECTR system has been commissioned to include Indigenous Engagements in a database which will be accessible to the program.
Residents of coastal and remote areas dependent on marine supply chains	Canada has approximately 5.5 million people in Canada living in coastal communities, defined as residing within 10 km of the coastline. This population is spread across hundreds of communities along the Pacific, Atlantic, and Arctic coasts, including both urban centers and small, remote settlements.	Statistics Canada <a href="#">2021 Census</a>	Gender distributions can be estimated from this data.
Port authorities	As of 2025, there are 17 Canada Port Authorities (CPAs),	<a href="#">Transportation in Canada</a> , International	Gender distributions can be estimated from this data.

Statistic	Observed results*	Data source	Comments
	<p>which are federally incorporated and strategically located to handle the majority of Canada's marine cargo. The 17 port authorities collectively employ approximately 7,100 people. When including all types of port authorities—including regional, municipal, and private ones—there are 97 port authorities across Canada. According to the UNCTAD Port Performance Scorecard, and the IMO Survey, women make up about 18% of the global port workforce, with 42% in administrative and management roles.</p>	<p>Maritime Organization  <i>"Women in Maritime"</i>            (source: <a href="#">IMO</a>),  <a href="#">Portus Magazine</a></p>	

\*2024–25 or most recent

### Other key program impacts

The Waterways Management Program affects communities in diverse ways. Indigenous mariners report that channel maintenance often overlooks traditional routes, limiting cultural and practical use. Remote residents are impacted by disruptions in navigability. These differences arise from centralized planning and digital access gaps. However, increased engagement and inclusion efforts are improving trust and representation. These changes are gradually shifting perceptions, fostering more inclusive participation, and strengthening relationships between communities and the CCG.

### GBA Plus data collection plan

No data collection activities were undertaken in 2024-25. However, the Waterways Management Program is committed to enhancing its understanding of gender and diversity impacts. To support this, it is participating in the development of a Directorate-wide GBA Plus framework. This initiative identifies opportunities for meaningful data collection and enables more robust analysis of program impacts. No personal information will be collected or used for monitoring, evaluation, or reporting purposes related to program delivery and management.

The framework aims to provide an analysis using currently available data and statistics.

Activities	Timelines	Data gaps for specific groups and how these will be addressed	Rationale / quantitative data collection	Rationale / qualitative data collection
Vessel transit data	August to October 2025	Data gaps may be identified after the first environmental scan.	This data will support possible interactions with gender diverse clients.	This will be the second step of the analysis.
Number of Navigational Warnings (NAVWARNs) and Notices to Mariners (NOTMARs) directives downloaded from the CCG website	August to October 2025	Data gaps may be identified after the first environmental scan.	This data will show how many users of the publications as a benchmark for analysis.	This will be the second step of the analysis.
Pleasure crafts annual traffic	August to October 2025	Data gaps may be identified after the first environmental scan.	This data will show the number of non-commercial / recreational crafts are on our waters.	This will be the second step of the analysis.

The program does not collect personal data from mariners.

## Marine Communications and Traffic Services

### **Program goals**

Marine Communication and Traffic Services (MCTS) provide safety radio communication and vessel traffic services on a 24/7 basis. The primary goal for the MCTS program is to apply the GBA Plus lens to services and communications strategies to promote equality, diversity, and inclusion. Currently, the GBA Plus lens is being applied to establish better reporting and measurement indicators using available collected data.

### **Target population**

The target population of the MCTS Program includes all mariners navigating Canadian waters who rely on real-time communication, traffic monitoring, and safety information. This includes commercial vessel operators, fishers, ferry services, and recreational boaters who depend on MCTS for safe navigation and emergency support. The program also directly supports Indigenous and remote communities that rely on marine transportation for essential goods and services. Additionally, port authorities, marine pilots, and search and rescue teams benefit from MCTS coordination. The program ensures maritime safety, environmental protection, and efficient vessel traffic management across Canada's navigable waters.

**Distribution of benefits**

Distribution	Group
<b>By gender</b>	Predominantly men (80% or more men). This is based on world marine navigation statistics compiled by the International Maritime Organization (IMO), which broadly estimates less than 1% of the global seafaring workforce to be women. (source: <a href="#">IMO</a> )
<b>By income level</b>	No significant distributional impacts. This is based on the assumption that mostly companies are using program services.
<b>By age group</b>	No significant intergenerational impacts or impacts on generations between youths and seniors. This is based on the assumption that seafarers using program services are of adult working age.

**Specific demographic group(s) to be monitored**

The MCTS Program impacts a wide range of sociodemographic groups. Directly affected groups include commercial mariners, fishers, recreational boaters, Indigenous mariners, port authorities, and search and rescue teams. Indirectly, the program influences coastal and remote communities, marine tourism operators, local businesses, environmental organizations, and emergency management agencies. Groups facing barriers include women in marine sectors, Indigenous Knowledge holders, persons with disabilities, racialized and newcomer communities, and those in low-connectivity regions. Monitoring outcomes across these groups helps ensure the program is inclusive, responsive, and equitable in delivering marine safety and communication services.

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

Not available

**Key program impact statistics**

Statistic	Observed results*	Data source	Comments
Gender Representation in seafarers using the services of the program. Commercial navigation: commercial shipping industry, including cargo vessels, tankers, and bulk carriers and tourism operators.	Women remain significantly under-represented in seafaring roles, comprising less than 2% of the workforce, though representation is higher in administrative and scientific support roles.  CCG data shows approximately 10,000 to 12,000 commercial vessel transits in Canadian waters, including domestic and international traffic.	International Maritime Organization “ <i>Women in Maritime</i> ” (source: <a href="#">IMO</a> ), <a href="#">Clear Seas Report statistics</a>	This IMO report was published in 2025.
Indigenous Engagement and local/regional	The program does not track Indigenous engagement specifically. Efforts	CCG data / CCG Indigenous	The NECTR system has been commissioned to include Indigenous

Statistic	Observed results*	Data source	Comments
engagement - Indigenous communities using traditional marine routes	are underway to improve Indigenous consultation for CCG and to quantify engagements.	engagement group	Engagements in a database which will be accessible to the program.
Residents of coastal and remote areas dependent on marine supply chains	Canada has approximately 5.5 million people in Canada living in coastal communities, defined as residing within 10 km of the coastline. This population is spread across hundreds of communities along the Pacific, Atlantic, and Arctic coasts, including both urban centers and small, remote settlements.	Statistics Canada <a href="#">2021 census</a>	Gender distributions can be estimated from this data.
Port authorities	As of 2025, there are 17 Canada Port Authorities (CPAs), which are federally incorporated and strategically located to handle the majority of Canada's marine cargo. The 17 port authorities collectively employ approximately 7,100 people. When including all types of port authorities—including regional, municipal, and private ones—there are 97 port authorities across Canada. According to the UNCTAD Port Performance Scorecard, and the IMO Survey, women make up about 18% of the global port workforce, with 42% in administrative and management roles.	<a href="#">Transportation in Canada</a> , International Maritime Organization “ <i>Women in Maritime</i> ” (source: <a href="#">IMO</a> ), <a href="#">Portus Magazine</a>	Gender distributions can be estimated from this data.
Non-commercial navigation: Mariners,	There is currently no specific national statistic publicly	Industry reports and surveys from	Due to limited data, we are currently unable to measure the gender disparity in

Statistic	Observed results*	Data source	Comments
recreational boaters and fishing vessels	<p>available on the number of women participating in recreational boating in Canada as of 2025.</p> <p>Women represent a growing segment of recreational boaters, but they are still underrepresented compared to men in powerboating and sailing.</p> <p>As of the most recent data, women make up approximately 15% of the workforce in Canada's fishing and aquaculture industries.</p>	<p>organizations like the <a href="#">Canadian Safe Boating Council (CSBC)</a> and Transport Canada and data from DFO</p>	recreational boaters and fishing vessels population served by the program.

\*2024–25 or most recent

### Other key program impacts

The MCTS Program impacts diverse groups in different ways. Indigenous mariners report that communication systems often overlook traditional routes and local knowledge. Persons with disabilities can encounter challenges with standard communication formats. However, inclusive initiatives and community engagement are improving perceptions of the CCG, fostering trust, and encouraging broader participation. These changes are gradually shifting attitudes, behaviors, and relationships toward a more equitable and responsive marine safety environment.

### GBA Plus data collection plan

No data collection activities were undertaken in 2024-25. However, the MCTS Program is committed to enhancing its understanding of gender and diversity impacts. To support this, MCTS is participating in the development of a Directorate-wide GBA Plus framework. This initiative identifies opportunities for meaningful data collection and enables more robust analysis of program impacts. No personal information will be collected or used for monitoring, evaluation, or reporting purposes related to program delivery and management.

The proposed framework aims to provide an analysis using currently available data and statistics.

Activities	Timelines	Data gaps for specific groups and how these will be addressed	Rationale / quantitative data collection	Rationale / qualitative data collection
Vessel transit data	August to October 2025	Data gaps may be identified after the first environmental scan.	This data will help understand possible interactions with gender diverse clients.	Analysis to be completed

Some vessel information is logged and could be used to support GBA Plus analysis.

## Shore-based Asset Readiness

### Program goals

The Shore Base Asset Readiness (SBAR) program ensures that CCG's non-fleet assets are available, capable, and reliable to support the delivery of CCG programs. GBA Plus has not been applied to the program to date. There is insufficient data to assess outcomes and impacts.

### Target population

Not yet applicable

### Distribution of benefits

Distribution	Group
By gender	Not yet applicable
By income level	Not yet applicable
By age group	Not yet applicable

### Specific demographic group(s) to be monitored

Not yet applicable

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

Not available

### GBA Plus data collection plan

The SBAR program is not currently collecting data from its operational activities for GBA Plus analysis. Integrated Technical Services will consult the GBA Plus Centre of Expertise to increase its understanding and to assess if/how to incorporate data collection and analysis concepts for eventual impact assessment before the end of 2025-26.

Continued initiatives to promote GBA Plus include proactively working with stakeholders to ensure a diverse workforce in the delivery of SBAR and training opportunities to further advance the career progression of our diverse workforce.

## Hydrographic Services, Data and Science

### Program goals

The Canadian Hydrographic Service (CHS) conducts hydrographic surveys and produces nautical charts for the safe navigation of Canada's waterways. CHS supported gender equity globally through the International Hydrographic Organization's 3-year [Empowering Women in Hydrography \(EWH\)](#) initiative launched in 2021, aligning with Canada's commitment to international diversity and inclusion in hydrography. The EWH project has led to the development of a workforce of the future resolution for consideration by the International Hydrographic Organization, that seeks to encourage broader diversity, equity and inclusion within the hydrographic community. 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**

Distribution	Group
<b>By gender</b>	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 the total staff.
<b>By income level</b>	No significant distributional impacts. The focus of the project is on gender balance rather than income level.
<b>By age group</b>	No significant intergenerational impacts or impacts on generations between youths and seniors. The initiative benefits individuals across various age groups without specifically targeting a particular age group.

**Distribution of benefits: Community Hydrography**

Distribution	Group
<b>By gender</b>	Broadly gender-balanced. This 5-year (2023-27) program engages both men and women in coastal communities, offering training and participation opportunities to all community members.
<b>By income level</b>	Strongly benefits low-income individuals. The program provides these communities with valuable skills and tools for bathymetric data collection, which can enhance local economic opportunities.
<b>By age group</b>	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, as well as support the next generation of mariners and maritime industry professionals.

**Specific demographic group(s) to be monitored**

Endorsed by the International Hydrographic Organization (IHO) in 2021, the Canadian-led Empowering Women in Hydrography project addressed two 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 is aligned with national goals to promote gender equity and innovation in science, and strengthens Canada's role in international hydrographic advancements. The endorsement was recognition of the role the Empowering Women in Hydrography project could play in bringing about vital behavioural change in the field and in delivering skills and knowledge to women at all levels.

The project has evolved into a broader agenda. Canada is part of a group of countries supporting an International Hydrographic Organization (IHO) resolution to be presented in 2026 on the development of a "Workforce of the future" approach. It proposes that the IHO and its subordinate bodies strive for an inclusive approach to human resource management that focuses on attracting and retaining a diverse workforce and providing a safe and just work environment where employees can reach their full professional potential through equal employment opportunities and conditions. The importance of creating

a workforce positive approach will also be recognized in the IHO Strategic Plan. This will allow the IHO to create an inclusive work environment where diversity is celebrated, everyone feels welcomed, and unconscious bias is recognized and addressed.

Finally, 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. This empowers local populations by equipping them with essential skills and knowledge.
- Conducting multibeam echosounder surveys with direct community involvement. This inclusion ensures that the data collected are relevant and beneficial to local needs.
- Developing and providing tools for data processing and visualization, such as [UMap](#) for creating community-specific maps. These tools enhance local capabilities in managing and utilizing marine data effectively.
- Enhancing maritime situational awareness through the [Enhanced Maritime Situational Awareness \(EMSA\)](#) portal. This platform offers near real-time vessel locations and other marine information, 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 to sustainable marine management and safety.

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

The 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. The most recent study, conducted in early 2025, revealed that since the project's implementation, the percentage of female national hydrographers has increased from 7% to 13%—almost doubling. Similarly, the proportion of women chairing IHO bodies has risen from 13% to 24%. Additionally, women now vice-chair 32% of IHO organs.

**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 currently not available since only one collection of data has occurred to date. New statistics are expected with the next scheduled survey in 2025. Additionally, the IHO intends to monitor the number of women participating in its main governance bodies and to conduct surveys every three 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 through the collaborative efforts of the [IHO and the UN Ocean Decade](#).

#### Community Hydrography

- The program funded 6 projects in 2023 with a total funding amount of \$541,159.
- Projects involved diverse communities and universities; they 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 Program](#)

**GBA Plus data collection plan**

Empowering Women in Hydrography: The IHO will be collecting statistics every three years starting 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.

**Core responsibility: Marine Operations and Response****Search and Rescue****Program goals**

The Search and Rescue (SAR) program applies a GBA Plus lens when developing new policy options and ways forward for the program. It assists the program in identifying and mitigating inequities in the delivery of SAR services and training to ensure that clients, responders, and partners receive fair and unbiased consideration and treatment. This ultimately leads to a more inclusive and effective program.

**Target population**

The Search and Rescue Program does not target a specific population, but rather fulfills its responsibility to assist mariners in distress.

**Specific demographic group(s) to be monitored**

Search and Rescue services are provided to all Canadians and do not target specific genders or other groups.

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

Not available

**GBA Plus data collection plan**

The SAR program can explore ways in which to collect new data, or analyze existing data, to be able to apply GBA Plus principles more effectively.

**Marine Environmental and Hazards Response****Program goals**

The Marine Environmental and Hazards Response (MEHR) program applies GBA Plus to ensure equitable and inclusive access to marine environmental response resources, considering diverse needs and impacts. The program aims to enhance preparedness and readiness while addressing systemic inequalities, achieving tailored and effective outcomes for all Canadians.

The Compliance and Enforcement program works in direct continuum with the MEHR program to ensure policies, programs, and initiatives are equitable, considering how diverse groups may experience these differently. It also includes stakeholder engagement with a wide range of stakeholders.

**Target population**

The target population consists of all mariners.

**Specific demographic group(s) to be monitored**

- Geography: Marine pollution incidents in remote or rural coastal communities may have limited access to emergency services and/or infrastructure.

- **Indigenous Identity:** Indigenous communities are often disproportionately affected by marine environmental hazards due to their deep connection to and reliance on marine ecosystems for cultural, spiritual, and economic purposes.
- **Gender Identity and Sexual Orientation:** Monitoring how programs impact gender-diverse and 2SLGBTQI+ individuals is crucial, as they may face unique challenges or barriers during a marine pollution response incident.
- **Language and Culture:** People who are not proficient in the language used for emergency communications may not receive critical information in a timely or understandable manner. Cultural factors can also influence how a community perceives risk and responds to a marine pollution incident.

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

Not available

**GBA Plus data collection plan**

The MEHR program will explore opportunities to align its data collection processes with GBA Plus requirements through its National Data Strategy. Initial efforts will focus on identifying gaps and determining practical steps to integrate gender and diversity considerations into existing frameworks.

Compliance and Enforcement will explore its data to better measure how its activities across regions align with GBA Plus. Compliance and Enforcement will explore opportunities to collect data to identify any disparities or inequities in how compliance and enforcement measures impact different groups.

## 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 Maritime 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 Maritime Security Operation Centres); conducting security contingency planning for major events.

**Target population**

Not applicable

**Specific demographic group(s) to be monitored**

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**

Maritime Security's (MARSEC) expanding role as 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, MARSEC applies

the GBA Plus lens to its staffing processes, to its analysis activity in the Marine Security Operations Centres.

**Supplementary information sources**

Maritime Security's (MARSEC) portfolio involves close cooperation with other federal maritime security partners. MARSEC collaborates daily with a core group of agencies and departments in Marine Security Operations Centres (i.e., RCMP, Canadian Border Services Agency, Canadian Forces-Department of National Defense (DND), DFO Conservation & Protection, and Transport Canada) to ensure maritime domain awareness. A survey is administered every year with our partners and MARSEC is currently assessing the viability to include GBA related analysis to this vehicle.

**GBA Plus data collection plan**

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. The Coast Guard will track the percentage of women participating in exercises and training and engage in high profile international events celebrating women in maritime roles.

**Fleet Operational Capability****Program goals**

CCG is committed to promoting GBA Plus within the organization through the ongoing collaboration between Fleet and Maritime Services and Operational Personnel to conduct various recruitment and engagement initiatives, GBA Plus assessments for new vessel design, and the inclusion of GBA Plus / employment equity, diversity, and inclusion (EEDI) policy considerations when developing or reviewing CCG operational publications.

**Target population**

Not applicable

**Specific demographic group(s) to be monitored**

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**

At this time, the Canadian Coast Guard 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 Fisheries and Oceans (DFO) GBA Plus Centre of Expertise, the regions, and senior management on how to report on this item.

**GBA Plus data collection plan**

Considering the operational nature of CCG programs, there is a lack of data collection and/or reporting on program impacts pertaining to GBA Plus and EEDI.

Fleet Operational Capability is supported by the Fleet and Maritime Services branch.

## **Fleet Maintenance**

### **Program goals**

The Fleet Maintenance program ensures that CCG's vessels, air cushioned vehicles, helicopters, and small craft are available and reliable for the delivery of Canadian Coast Guard programs. GBA Plus has not been applied to the program to date. There is insufficient data to assess outcomes and impacts.

### **Target population**

Not yet applicable

### **Specific demographic group(s) to be monitored**

Not yet applicable

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

Not available

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

The Fleet Maintenance program is not currently collecting data from its operational activities for GBA Plus analysis. Integrated Technical Services will consult the GBA Plus Centre of Expertise to increase its understanding and to assess if/how to incorporate data collection and analysis concepts for eventual impact assessment before the end of 2025-26.

Continued initiatives to promote GBA Plus include proactively working with stakeholders to ensure a diverse workforce in the delivery of the Fleet Maintenance program and training opportunities to further advance the career progression of our diverse workforce.

## **Fleet Procurement**

### **Program goals**

The Fleet Procurement Program conducts assessments of new ship construction using standardized design guidance and standard requirements to address operational requirements for CCG ship personnel to maximize and integrate all GBA Plus intersecting factors into the design. The Program also supports other CCG Programs as required for the development of access procedures.

### **Target population**

CCG ship personnel is the target population, specifically those who will operate or work aboard newly constructed vessels. This includes individuals whose operational effectiveness, safety, and accessibility needs must be addressed through inclusive ship design that integrates GBA Plus considerations.

### **Specific demographic group(s) to be monitored**

The distribution of benefits and the specific demographic groups to be monitored are determined by the CCG Fleet Operational Capability Program.

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

Not available. The key program impacts of ship design on gender and diversity are assessed once the vessel is in operation. They are reported under the CCG Fleet Operational Capability Program, with improvements stated in operational requirements guiding ship design for future vessel constructions.

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

The Fleet Procurement Program collects GBA Plus data through the monitoring of documents that assess intersecting GBA Plus factors in the design of each new vessel.

## Canadian Coast Guard College

### Program goals

The Canadian Coast Guard College ensures the CCG has certified personnel and integrates GBA Plus by reviewing course materials for gender neutrality, offering Positive Space and cultural awareness training, promoting inclusive recruitment, and enhancing access to diverse library resources to support equity, diversity, and inclusion across its programs.

### Target population

The Canadian Coast Guard College serves individuals pursuing maritime careers, including officer cadets, marine professionals, and departmental staff. Its programs are designed to support a diverse and inclusive workforce that reflects Canada's population. Through GBA Plus-informed approaches, the College actively addresses barriers to participation and advancement for underrepresented groups, including women, Indigenous Peoples, racialized communities, 2SLGBTQIA+ individuals, and persons with disabilities, trying to ensure equitable access to training and career development opportunities.

### Distribution of benefits

Distribution	Group
By gender	60 to 79% men* (*In 2024-25, 65% of Officer Cadets were male and 35% were female. 58% of other employees were male, 41% female, and less than 1% identified as non-binary. Combined, 61% of employees and officer cadets identified as male, 38% as female, and less than 1% as non-binary.)
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(s) to be monitored

- directly impacted groups (directly impacted by the College's training, recruitment, and inclusion initiatives): officer cadets and students enrolled in Canadian Coast Guard College programs, particularly those from underrepresented groups such as women, Indigenous Peoples, racialized communities, 2SLGBTQIA+ individuals, and persons with disabilities
- indirectly impacted groups: CCG personnel and departmental staff who benefit from a more inclusive and culturally competent environment; persons in the communities served by the CCG, who may experience improved service delivery through a more representative workforce
- groups facing barriers: women in marine and technical fields, Indigenous Peoples, racialized individuals, 2SLGBTQIA+ persons, and persons with disabilities continue to face systemic barriers

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

- Indigenous and non-Indigenous participation in Indigenous programs at the College have grown modestly, supported by targeted outreach and the integration of cultural awareness training. The College has established an Indigenous Gathering Space, which serves as a dedicated area for cultural ceremonies, traditional teachings, and community engagement.
- Visibility and inclusion for 2SLGBTQIA+ communities have improved through the expansion of Positive Space Training and the availability of inclusive resources in the College library.
- Persons with disabilities have benefited from enhanced accessibility measures and accommodations in training environments.

While formal impact evaluations are ongoing, early indicators suggest that GBA Plus-informed initiatives are contributing to a more equitable learning environment.

**Key program impact statistics**

Statistic	Observed results*	Data source	Comments
Based on staffing reports specific to individual departments within the College, it was noted that some areas were predominantly male.	Staffing processes were completed, which identified employment equity towards female candidates	Internal staffing practice / process	Successful in bridging employment equity gap issues with the hiring of 1 instructor in practical seamanship (predominantly male role) and 1 non-binary person in an administrative role.

\*2024–25 or most recent

**Other key program impacts**

The Canadian Coast Guard College (CCGC) is engaged with the Indigenous Relations and Partnerships (IRP) branch 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 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 Officer Training Program and within the Coast Guard 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.

The College has implemented feedback mechanisms and exit interviews to collect feedback regarding inclusivity and diversity. Future initiatives include mentorship opportunities and continued infrastructure improvements.

**Scales****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