



A SHARED Future Living Compendium 1.0

Guide and Toolkit

A RESOURCE FROM YOUR GENDER CO-CHAMPIONS

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Introduction

(1) The intersection of gender, colonization, and renewable energy: Understanding the importance of the intersection between gender, colonization, and renewable energy requires an understanding of both the impact of colonization on gender and of the gendered consequences of energy production. Prior to first contact, many Indigenous societies were matriarchal and focused on family, community, culture, tradition, and language (Wolski, 2008a). Women were central to these teachings and were considered teachers, healers, and givers of life (Wolski, 2008b). In some Indigenous cultures and teachings, these roles are understood as being intimately connected to the land. To take one example, in Mohawk language, the word for midwife is "iewirokwas" which means "she's pulling the baby out of the Earth" (Cook, 2003 as cited in Women's Earth Alliance & Native Youth Sexual Health Network, 2016).

The settler-colonial state has imposed hetero-patriarchal understandings of gender on Indigenous communities through countless colonial and neo-colonial structures and methods. Notable culprits in this project are energy production and resource extraction industries, where gendered differences are clear. For example, mineral and oil extraction initiatives often employ people in positions which impose and reinscribe patriarchal understandings of sex and gender, with men having the opportunity to earn high wages working in mines, and women and/or trans women often employed in less lucrative domestic roles such as kitchen, laundry, or cleaning staff (Czyzewski, Tester, Aaruqq, & Blangy, 2014). These operations also bring so called 'man camps,' temporary housing for migrant mining workers (predominantly men) near or onto Indigenous land. These camps and the environmental violence of many mining operations have devastating consequences for Indigenous communities, including increases in sexual and domestic violence, drug and alcohol consumption, murders and disappearances, reproductive illnesses and toxic exposures, crime, and threats to Indigenous ways of life (Women's Earth Alliance & Native Youth Sexual Health Network, 2016).

Understanding that gender, energy production, and colonialism are intimately linked demonstrates how imperative it is to take a decolonizing approach to gender within A SHARED Future (ASF). In fact, some people have argued that in order to undo the settler-colonial state, Indigenous women, trans women, and two-spirit people must be centered and repositioned as having bodies of knowledge (Hall, 2017). This project represents an important opportunity to attempt this work, and this compendium will provide resources and guides to help researchers in ASF and other related fields to approach decolonization from a gendered perspective and attempt this work in a good way.

(2) Using this compendium: This living compendium's goal is to provide a centralized list of resources and tools to support researchers to incorporate sex- and gender-based analysis in research projects and proposals. The resources in this compendium are divided into three sections: Sex and Gender-Based Analysis (SGBA), Gender-Based Analysis Plus (GBA+), and Culturally-Relevant Gender-Based Analysis (CRGBA). These sections are divided into different forms of sex- and gender-based analysis which are intended to broadly follow the conversations and progressions in thinking through which this framework developed. Each section contains definitions of terms, key takeaways, and links to resources with explanations situating them in the context that they were produced.

CRGBA was developed by the Native Women's Association of Canada (NWAC), a research partner on ASF. As a framework, CRGBA provides important tools, resources, and knowledge to assist researchers working on ASF and beyond to take a decolonizing approach to gender.

Sex- and Gender-Based Analysis (SGBA)

Key Terms

Sex and Gender-Based Analysis (SGBA): Sex- and Gender-Based Analysis (SGBA) is an approach to analysis that systematically examines sex-based (biological) and gender-based (socio-cultural) differences between men, women, boys, girls, and gender-diverse people. The purpose of SGBA is to promote rigorous science that is sensitive to sex and gender and therefore has the potential to expand our understanding of health determinants for all people. SGBA is meant to be applied within the context of a diversity framework that considers the ways in which determinants such as ethnicity, socioeconomic status, disability, sexual orientation, migration status, age and geography interact with sex and gender to contribute to exposures to various risk factors, disease courses, and outcomes. Applying SGBA brings these considerations into focus and can help formulate health research, policies and programs that are relevant to the diversity of the Canadian population.

Sex: This refers to a set of biological attributes in humans and animals. It is primarily associated with physical and physiological features including chromosomes, gene expression, hormone levels and function, and reproductive/sexual anatomy. Sex is usually categorized as female or male, but there is variation in the biological attributes that comprise sex and how those attributes are expressed.

Gender: This refers to the socially constructed roles, behaviours, expressions and identities of girls, women, boys, men, and gender diverse people. It influences how people perceive themselves and each other, how they act and interact, and the distribution of power and resources in society.

Resources



How To Integrate Sex and Gender Into Research

Canadian Institutes of Health Research. (n.d.). How to integrate sex and gender into research. Retrieved from <http://www.cihr-irsc.gc.ca/e/32019.html>



Assessing Sex and Gender Integration in Peer Review (Youtube)

Canadian Institutes of Health Research. (2018, April 20). Assessing sex and gender integration in peer review. Retrieved from <https://www.youtube.com/watch?v=Hlceez1Dx5E>

What these are...

This is the Canadian Institutes of Health Research (CIHR) guide and an accompanying Youtube video, each of which is designed to help researchers implement SGBA in health research projects.

Why they are useful...

CIHR mandates that funded projects include SGBA, and in that way, this guide is a good place to start. It includes CIHR's definitions of sex, gender, and SGBA as well as different sub-sections with resources geared toward informing different types of health research (Biomedical, Clinical, Health Systems and Services, and Population Health). It also includes three online training modules: Sex and Gender in Biomedical Research (45 mins.), Sex and Gender in Primary Data Collection with Humans (30 mins.), and Sex and Gender in the Analysis of Data from Human Participants (45 mins.). That being said, it may function less like a "how to" guide and more like a cluster of ideas to keep in mind as you develop and implement your project. What remains less developed in this guide are the ways in which SGBA might be applied across cultural contexts.

"Without proper considerations of sex and gender, can health-care interventions be equally effective for women, men, boys, girls and gender-diverse people?"

- from The Ethical Imperative of Sex and Gender Considerations in Health Research in How to Integrate Sex and Gender Into Research



Rising to the Challenge: Sex- and Gender-based Analysis for Health Planning, Policy and Research in Canada (2009)

Clow, B., Pederson, A., Haworth-Brockman, M., & Bernier, J. (Eds.). (2009). *Rising to the challenge: Sex- and gender-based analysis for health planning, policy and research in Canada*. Halifax: Atlantic Centre of Excellence for Women's Health.

What it is...

This resource is an inspired response to one original, smaller, and more localized project: a guide prepared in 2003 on gender and health planning. The original guide, prepared by the Prairie Women's Health Centre of Excellence, was so popular among health-oriented workers in Manitoba that it inspired the creation of this book, which adopts a more nationwide scope.

Why it's useful...

This book provides a comprehensive overview of sex- and gender-based analysis (SGBA)--including its roots as a research practice--and considers how SGBA can be applied to both qualitative and quantitative research projects. The authors explain core concepts and discuss a number of case studies, including surveillance data, literature reviews, systematic reviews, health surveys, health policy making, health protection and health program development. It sheds light on how researchers have applied SGBA to health planning, policy, and research settings. This book also includes an **E-Learning Resource**, an online curriculum designed to accompany the guide itself. While drawing significant attention to application of SGBA in population health concerns, however, this book does not necessarily equip researchers to take Indigenous worldviews into account in their practice; rather, it speaks to Indigenous-specific health issues within a Western context.

"Our approach to SGBA, and to the development of this guide, avoids formulas and templates in favour of thinking of SGBA as a process of integrating sex and gender considerations into health research, policy and practice [. . .] Further, the process of SGBA is iterative, which means regularly reflecting on content and process and adjusting to address gaps, inconsistencies and oversights as well as to accommodate new knowledge or insights."

- p. 19, *Rising to the Challenge: Sex- and Gender-Based Analysis for Health Planning, Policy and Research in Canada*

Key Takeaways

Emerging in a period of health research that often failed to account for and understand how women and men experienced health benefits and inequities in substantially different ways, the SGBA framework represents one of the first efforts to centralize gender or a gendered lens in health projects, programs, policies, and plans. Groundbreaking for its time, the SGBA framework offered a concrete method for researchers and health practitioners to integrate and identify sex and gender within a variety of different contexts. Despite these necessary efforts, SGBA approaches often only discuss gender within the context of the gender binary, emphasizing findings that apply to persons who identify as female or male, and women and men. As a result, gender-diverse persons have often been excluded from the projects, programs, and narratives. Further, Indigenous scholars, activists, and organizations have argued that projects using SGBA are often limited in scope and can fail to acknowledge the epistemologies of gender from Indigenous contexts. In conclusion, although SGBA represents a strong and important effort to centralize sex and gender within health, the fundamental framework of SGBA contains substantial flaws and fails to contend with gender diversity as well as conceptions of gender within Indigenous contexts.

Gender-Based Analysis Plus (GBA+)

Key Terms

GBA+: The GBA+ is an analytical tool used by the Government of Canada to assess how diverse groups of women, men and gender-diverse people may experience policies, programs and initiatives. The "plus" in GBA+ acknowledges that GBA goes beyond biological (sex) and socio-cultural (gender) differences and instead, stresses the intersectional nature of policy oriented research.

Intersectionality: Intersectionality refers to the simultaneous experience of categorical and hierarchical classifications including but not limited to race, class, gender, sexuality, and nationality. It also refers to the fact that what are often perceived as disparate forms of oppression, like racism, classism, sexism, colonialism, and xenophobia, are actually mutually dependent and intersecting in nature, and together they compose a unified system of oppression.

Resources



Indigenous and
Northern Affairs Canada

Working Guide on Gender-based Analysis (2013)

Indigenous and Northern Affairs Canada. (2013, May 28). Working guide on gender-based analysis. Retrieved from <https://www.aadnc-aandc.gc.ca/eng/1100100028541/1100100028545>

NOTE: In August 2017, the Prime Minister announced the dissolution of Indian and Northern Affairs Canada (INAC) and a plan to create two new departments: Indigenous Services Canada and Crown-Indigenous Relations and Northern Affairs Canada. As a result, the location of this working guide may change. If you notice that the link to the Working Guide on gender-based analysis is down or needs to be updated, please let a member of the Gender Co-Champion Team know.

What it is...

This is an updated version of the Government of Canada's GBA working guide. It is intended primarily to support governments in meaningfully integrating a gender perspective throughout operations, policies, planning, and decision-making, but many of the topics discussed and tools offered in this working guide can be useful to researchers too.

Why it's useful...

Because this guide was designed for implementation in government workplaces, it may be a helpful tool for examining the 'workplace' of your research project, and the extent to which the settings, methods of communication, processes for delegation, and other aspects of your research 'workplace' recognize and respect gender difference. At the end of the document (**Annex IV**), worksheets are included that may serve as a first step toward considering the role or place of GBA in your project. It may also be useful in helping to examine the difference between SGBA and GBA+ as well as the advantages and/or limitations of each.

"It is hoped that the people that read it [the Working Guide on GBA] will find that it contains information that will enable them to clarify, provide a framework or stimulate more in-depth research into this method."

- from Working Guide on Gender-Based Analysis

**GBA+ Research Guide (2017)**

Status of Women Canada. (2017). GBA+ research guide. Retrieved from <http://www.swc-cfc.gc.ca/gba-acsguide-en.html28545>

What it is...

This guide provides useful information on GBA+, a gender-and diversity-sensitive approach supported by the Government of Canada. It is one part of a handful of resources on the Status of Women Canada website.

Why it's useful...

One of the primary ways in which this guide is useful is through its capacity to complicate notions of sex and gender, or, as the guide indicates, to start with gender and go beyond. It works off of an intersectionality model and prompts readers to think seriously about how sex and gender considerations can be applied to research. Specifically, the guide includes "GBA+ Research Tips", which is essentially a list of questions designed to help researchers examine the ways in which their own research has or has not attended to GBA+. All of quantitative, qualitative, and mixed-method research designs are addressed. While this resource guide does suggest that as a research framework, GBA+ is compatible with health determinant approaches (i.e. social determinants of health), community-based research, and Indigenous methodologies, this compatibility is not explored in detail.

"There is no one formula or method for instituting a GBA+ research framework. There are, however, a number of guiding questions that can assist in the design, undertaking or evaluation of policy oriented research, beginning with the development of the research question itself."

- from GBA+ Research Guide



GBA+ Research Checklist (2017)

Status of Women Canada. (2017, July 18). Research checklist. Retrieved from <http://www.swc-cfc.gc.ca/gba-acs/guide-en.html>

What it is...

This checklist functions as a helpful supplement to the GBA+ guide above. It is another part of the handful of resources listed in the GBA+ section of the Status of Women Canada website.

Why it's useful...

This is a short checklist, but it is full of opportunity for reflexive thinking. It includes a brief definition of what GBA+ is and six prompts geared toward eliciting thoughtful response and conversation. These prompts are followed by questions which can be used to further stimulate dialogue. It may also be useful to engage with these prompts at the beginning of your research project, either individually or as a team, and revisit them toward the end of your project. In this way, they may serve as a form of 'checking in' regarding the place of GBA+ in your work. Like the guide above, however, it does not speak explicitly to health determinant approaches (i.e. social determinants of health), community-based research, or Indigenous methodologies.

"GBA+ acknowledges that gender is a social construct that ascribes an individual with roles, responsibilities, norms, aptitudes, behaviours and expectations. In reality, gender roles are affected by a variety of other identity factors including age, class, race, ethnicity, religion and ideology."

- from GBA+ Research Checklist



Indigenous and
Northern Affairs Canada

Gender-based Analysis Policy (1999, 2006)

Indian and Northern Affairs Canada. (1999, 2006). Gender-based analysis policy. Ottawa: Minister of Public Works and Government Services Canada.

What it is..

This short policy piece gives insight on how the Minister of INAC will address gender equality issues within all departmental priorities and as they relate to First Nations and northern partners.

Why it's useful..

This document is useful because it approaches the notion of gender-based analysis from a basic how-to standpoint. For example, Section 6 of this document is titled "How To do a Gender-Based Analysis" and Annex B is a list of Frequently Asked Questions about gender-based analysis. Similar to the Gender-based Analysis Plus (GBA+) guide, this document leads the reader through a series of questions for the reader to consider. What is particularly unique about this guide is it invites researchers to consider how Indigenous populations specifically may impact/be impacted by the research process. This could be useful, as we seek to understand more about how sex and gender considerations may manifest differently in research with Indigenous communities.

"Gender-based analysis assesses the differential impact on women and men by considering their different life situations - their different socio-economic realities."

-p. 4. Gender-based Analysis Policy

Key Takeaways

The GBA+ framework was developed by the Government of Canada to ensure all government branches and ministries will consider sex and gender within its policies and programs. Unlike SGBA, the GBA+ framework is not specific to health research. Emphasizing intersectionality at the core of its analysis, the GBA+ framework draws attention to the multiplicity of factors and determinants that may impact persons of different genders. This is significant as gendered impacts often occur in conjunction with age, class, race, ethnicity, religion and other factors. Though compatible with a variety of different contexts, there remains little discussion connecting GBA+ and epistemologies of gender within Indigenous contexts. Building upon the fundamental tenets of SGBA, GBA+ improves gender analysis by placing intersectionality within the centre of its analysis. However, it is unclear how GBA+ contends with Indigenous epistemologies within a variety of different contexts.

Culturally Relevant Gender-Based Analysis (CRGBA)

Key Terms

Culturally Relevant Gender-Based Analysis (CRGBA): The CRGBA framework is a learning tool for use by anyone involved in policy, program or project development; it is intended to broaden perspectives and deepen knowledge of colonization and its outcomes. In particular, it is intended to improve Aboriginal women's health and well-being.

Colonization of Gender Roles: It is well-established that colonization has deeply impacted and changed gender dynamics within Indigenous contexts. As Indigenous women are the most important persons are considered a link between people to the land, colonial laws and genocidal policies, while impacting all genders, unequivocally impact Indigenous women and their roles as family anchors. With the colonization of gender roles, the value and roles within families and communities were also rewritten, introducing patriarchal hierarchies within familial and community politics.

Two Spirit: "Two-spirited" refers to a person who has both a masculine and a feminine spirit, and is used by some First Nations people to describe their sexual, gender and/or spiritual identity. As an umbrella term it may encompass same-sex attraction and a wide variety of gender variance, including people who might be described in Western culture as gay, lesbian, bisexual, transsexual, transgender, gender queer, or cross-dressing people who may have multiple gender identities. Two-spirited can also include relationships that would be considered poly.

Resources



Culturally Relevant Gender Based Analysis: An Issue Paper (2007)

Native Women's Association of Canada. (2007). Culturally relevant gender based analysis: An issue paper. Retrieved from <https://www.nwac.ca/wp-content/uploads/2015/05/2007-NWAC-Culturally-Relevant-Gender-Based-Analysis-An-Issue-Paper.pdf>

What it is...

This paper provides background and context to the development of (S)GBA(+) in Canada. In doing so, it draws particular attention to the role of the Native Women's Association of Canada's (NWAC) in emphasizing the importance and promoting the inclusion of culturally relevant approaches to (S)GBA(+) initiatives.

Why it's useful...

The first of its kind, this paper makes a case for why (S)GBA(+) projects need to be culturally relevant. The paper seeks to show how traditional approaches to (S)GBA(+) have often reified colonialism, reiterated Western paternalistic practices, and ultimately failed to consider the multiple needs of Aboriginal women. It includes an CRGBA diagram (p. 7) and highlights how CRGBA can be applied in a variety of fields. With talk of 'reconciliation' gaining a foothold in the public imagination, this paper offers a transformative approach, outlining four contexts in which (S)GBA(+) and/or CRGBA necessarily take place: pre-contact; colonization and assimilation; current realities; and strategies and solutions. While perhaps less geared toward practical ways implementing CRGBA in research projects, this paper marks a significant moment in terms of sex- and gender-focused thought, wherein Indigenous women's perspectives began to be explicitly included. As a research project developed over ten years since the publication of this paper, ASF may also present a key opportunity to continue the conversation that this paper inspires, perhaps exploring ways in which we might move beyond thinking in terms of the gender binary and/or wrestling with the relationship between dismantling patriarchal systems and the wider project of decolonization.

"The full development and application of a CRGBA is a necessary first step if we are to collectively achieve the vision of ensuring strong women and strong communities for all Aboriginal individuals and peoples throughout Canada."

-p. 14, Culturally Relevant Gender Based Analysis: An Issue Paper



Culturally Relevant Gender Based Analysis Pamphlet (n.d.)

Native Women's Association of Canada. (n.d.). NWAC: GBA: A culturally relevant gender application protocol. Retrieved from <https://www.nwac.ca/wp-content/uploads/2015/05/2010-Culturally-Relevant-Gender-Based-NWAC-Pamphlet.pdf>

What it is...

This is a small pamphlet outlines a culturally relevant gender application protocol, which is less focused on explaining theoretical or epistemological frameworks and more focused on establishing a protocol for the proper application of CRGBA. You will notice it refers to a workbook, which is noted in this compendium in the entry below this one.

Why it's useful...

This pamphlet is easy to print out (double-sided) and fold in half as a quick tool for 'checking in' when seeking to apply CRGBA in your work. It is also useful because it structures application around three main principles: (1) Equity in Participation, (2) Balanced Communication, and (3) Equality in Results. Paired with the workbook (below), these three principles may serve as helpful reminders about how CRGBA works or, if you've discussed applying CRGBA in your research project, cues about your role in supporting the implementation of CRGBA in your work.

"The NWAC's Culturally Relevant Gender Analysis Protocol (CRGAP) examines how socially constructed identity has shaped the cultural, economic, social, and political status of Aboriginal people."

-from Culturally Relevant Gender Based Analysis Pamphlet

**Culturally Relevant Gender Application Protocol (CRGAP): A Workbook (2010)**

Native Women's Association of Canada. (2010). Culturally relevant gender application protocol: A workbook. Retrieved from <https://www.nwac.ca/wp-content/uploads/2015/05/2010-NWAC-Culturally-Relevant-Gender-Application-Protocol-A-Workbook.pdf>

What it is...

Designed to be paired with the pamphlet noted above, this 12-page workbook invites readers to engage with the CRGAP in writing. It is easily the most interactive of the tools, guides, and resources listed in this compendium.

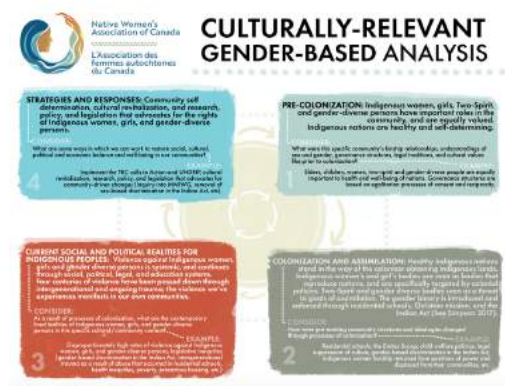
Why it's useful...

Asking yourself to think seriously about applying CRGBA in your research project is important, but actually translating those thoughts into writing and inscribing them on the page can be a critical next step in the application of CRGBA. Writing, of course, is not the

same thing as thinking, and the challenge of writing tends to lead to new thoughts and questions. Because of the guided nature of this workbook, it can be completed independently or in groups. The written aspect of this resource offers an opportunity to mark progress: by completing this workbook, and then revisiting it throughout the research process, researchers may gain valuable insights into the application of CRGBA in their respective research projects and/or realize more general but methodologically significant aspects of practical application.

"Users should complete each section thoroughly, track progress, record outcomes, and revisit as necessary. A glossary of terms appears at the end of the workbook and should be used for reference and contextual purposes."

-from Culturally Relevant Gender Application Protocol (CRGAP): A Workbook



Culturally Relevant Gender-Based Analysis Framework (Draft 2018)

Native Women's Association of Canada (2018). Culturally-Relevant Gender-Based Analysis. **Not for wider distribution:** <https://drive.google.com/drive/folders/17rNpHrHyoq3LgUw-5GgX2dOB2EHNfRN?usp=sharing>

What it is...

This infographic builds on previous iterations of CRGBA. It outlines four phases: pre-colonization, colonization and assimilation, current social and political realities for Indigenous peoples, and strategies and responses. This infographic has been shared with the ASF team, but is not ready for wider distribution at this time.

Why it's useful...

The infographic provides clear arguments for the importance of centring the experiences and voices of Indigenous women, girls, two-spirit, and gender diverse persons in decolonization. It provides key considerations to outline how colonization has impacted Indigenous communities in diverse ways, and provides examples which help make these considerations concrete and applicable. This framework also includes suggested readings to help readers better understand and attend to the relationship between colonization, gender, and health.

Key Takeaways

The CRGBA framework was created by the Native Women's Association of Canada as an explicit way to address the impacts of colonization on Aboriginal women's health and well-being, arguing that both Indigenous and non-Indigenous societies are responsible for marginalizing and discounting Indigenous women. CRGBA seeks to restore Indigenous gender roles by placing and prioritizing Indigenous women at the center of reconciliation efforts, policies, plans, and institutions. CRGBA honours the interconnectedness of Indigenous women's bodies and other gender-diverse people with the health of the environment and the land. By exposing the impacts of colonialism and by seeking to rectify the damage that colonialism and its imposed patriarchy have done, CRGBA posits that health equity must be anti-oppressive, anti-colonial, and women-centered.

Thought-Provoking Quotes and Questions

The following are a select citations which challenged and inspired us to reconsider and reorient ourselves in understanding how and why taking a decolonizing approach to gender within ASF is imperative and timely.

“It is well-established that the legacy of colonization changed Aboriginal people’s roles in society; however, it can be argued that Aboriginal women’s fall from grace was more devastating and widespread. Colonial laws and genocidal policies, while impacting the delicate balance between the genders, specifically targeted Aboriginal women and their roles as family anchors” (Wolski, 2008a, p. 273).

“This dangerous intersection of extractive industry, the violence that accompanies it, and a population of women and young people who are already targets of systemic violence and generational trauma, sets the stage for increased violence on the land leading to increased violence on Indigenous people” (Women’s Earth Alliance & Native Youth Sexual Health Network, 2016, p. 9).

“We recognize that our fundamental, inherent and inalienable human rights as Indigenous Peoples are being violated, as are our spirits and life giving capacity as Indigenous women. Colonization has eroded the traditional, spiritual, and cultural teachings passed down from our ancestors, our grandmothers about our sexual and reproductive health and the connection to the protection of the environment, our sacred life-giving Mother Earth. But...many Indigenous women are reclaiming, practicing, and celebrating these teachings” (Women’s Earth Alliance & Native Youth Sexual Health Network, 2016, p. 9).

“When the priorities of Indigenous women and Two-Spirit/LGBTQ are centered, and a worldview rooted in Indigenous Knowledge comprises our framework, a host of issues can be better approached—including, perhaps most centrally, solutions to violence against Indigenous people—in ways that do not allow police state infrastructure and ideology to infringe on forward movement” (Hall, 2017).

“The Aboriginal woman’s perspective brings traditional ways of being into current ways of thinking and revitalizes matriarchy as a more viable, long-term solution to the many problems faced by Aboriginal peoples” (Wolski, 2008b, 272).

The following are questions designed to start conversation among research teams about integration of CRGBA in ASF projects as well as strengthen a sincere commitment to engaging with questions of sex and gender.

Does my project ensure that all processes, programs, and/or initiatives related to the research project are respectful and considerate of culturally informed perspectives on sex, gender, and cultural perspectives? Do I have a concrete research plan that clearly lays out how sex and gender considerations are included in each step of the research project?

Have I considered the dominant, expected, or normative gender roles that exists within my research context so as to make all aspects equitable as related with overall research approach and objectives?

Does my project purposefully, responsibly, and intentionally create space for, and center, the voices of women, two-spirit and LGBTQ+ persons in its research processes? What are some of the concrete strategies I have used to ensure this?

Does my research project consider the historical contexts and lived realities of Indigenous women, two-spirit and LGBTQ+ persons?

Does my research plan and project consider the perspectives and concerns of various voices from within the research team and, if applicable, community partners? Do I have strategies or plans in place with persons of interest or others to increase accountability to these commitments (e.g. "I will have meetings with women from the community of interest at the conclusion of each phase within the research project to ask their input on whether sex and gender considerations have been met")?

Glossary of Terms

Cis: Person who identifies with their assigned gender/sex at birth.

Cis-sexism/cis-supremacy: The power structure that privileges cis-people over trans-people or people who do not comply with Western assumptions of gender.

Colonization of gender roles: It is well-established that colonization has deeply impacted and changed gender dynamics within Indigenous contexts. As Indigenous women are the most important persons are considered a link between people to the land, colonial laws and genocidal policies, while impacting all genders, unequivocally impact Indigenous women and their roles as family anchors. With the colonization of gender roles, the value and roles within families and communities were also rewritten, introducing patriarchal hierarchies within familial and community politics.

Culturally Relevant Gender-Based Analysis (CRGBA): The CRGBA framework is a learning tool for use by anyone involved in policy, program or project development; it is intended to broaden perspectives and deepen knowledge of colonization and its outcomes. In particular, it is intended to improve Aboriginal women's health and well-being.

GBA+: This an analytical tool used by the Government of Canada to assess how diverse groups of women, men and gender-diverse people may experience policies, programs and initiatives. The "plus" in GBA+ acknowledges that GBA goes beyond biological (sex) and socio-cultural (gender) differences and instead, stresses the intersectional nature of policy oriented research.

Gender: This refers to the socially constructed roles, behaviours, expressions and identities of girls, women, boys, men, and gender diverse people. It influences how people perceive themselves and each other, how they act and interact, and the distribution of power and resources in society.

Gender equity: This refers to the process, mentality, and act of providing fair treatment between persons of all sexes and genders without discrimination and whilst addressing any imbalances which may benefit a certain gender or sex.

Hetero-normative patriarchy: A colonial construct which creates a social norm assuming that all of our romantic or sexual relationships are heterosexual (i.e. between a woman and man), and creates a hierarchy of power in which men benefit from systems at the expense of women and Two Spirits. These dynamics often result in certain qualities, types of labor and even voices or lives being valued more than others.

Intersectionality: Intersectionality refers to the simultaneous experience of categorical and hierarchical classifications including but not limited to race, class, gender, sexuality, and nationality. It also refers to the fact that what are often perceived as disparate forms of oppression, like racism, classism, sexism, colonialism, and xenophobia, are actually mutually dependent and intersecting in nature, and together they compose a unified system of oppression.

LGBTTIQQA: Lesbian, Gay, Bisexual, Transsexual, Transgender, Intersex, Queer, Questioning, Asexual. Although this is one of the most commonly used acronyms to refer to a number of different genders and sexualities, there are a multiplicity of sexualities not included in this term.

Sex: This refers to a set of biological attributes in humans and animals. It is primarily associated with physical and physiological features including chromosomes, gene expression, hormone levels and function, and reproductive/sexual anatomy. Sex is usually categorized as female or male but there is variation in the biological attributes that comprise sex and how those attributes are expressed.

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Two Spirit: "Two-spirited" refers to a person who has both a masculine and a feminine spirit, and is used by some First Nations people to describe their sexual, gender and/or spiritual identity. As an umbrella term it may encompass same-sex attraction and a wide variety of gender variance, including people who might be described in Western culture as gay, lesbian, bisexual, transsexual, transgender, gender queer, cross-dressers or who have multiple gender identities. Two-spirited can also include relationships that would be considered poly.

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