

# Summary of the Evaluation of Statistics Canada's Centre for Gender, Diversity and Inclusion Statistics

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In line with the Government of Canada's priority to make more detailed data accessible on gender and diversity characteristics to support and inform the development of equitable policies and programs, Budget 2018 committed funds for Statistics Canada to create the Centre for Gender, Diversity and Inclusion Statistics (CGDIS). While the original focus of the CGDIS was mainly on Gender-based Analysis Plus (GBA Plus), the scope and mandate broadened over time and now include other groups such as 2SLGBTQI+ and racialized groups.

Through its work, the CGDIS aims to:

- Address important gaps in available data and analysis to make detailed data accessible for increased analysis on gender, diversity and inclusion (GDI) in Canada;
- Support data development and capacity-building strategies to measure GDI outcomes; and
- Increase knowledge and capacity on GDI.

These measures extend to conducting intersectional analyses and contributing to training initiatives that will help build an understanding of the barriers that different groups face and how best to support them with evidence-based policies.

The CGDIS strives to achieve its mandate through the following three objectives:

- **Reporting to Canadians** about the state and progress of GDI in Canada;

- **Generating new information** to increase knowledge and develop new concepts and measures to address intersecting identity characteristics; and
- **Building statistical capacity** to increase knowledge of GDI and GBA Plus.

Moreover, as Statistics Canada's centre of excellence for GDI-related data, the CGDIS has also been assigned a key role in supporting the Disaggregated Data Action Plan, which aims to fill data and knowledge gaps around GDI.

This evaluation was conducted by Statistics Canada in accordance with the Treasury Board Policy on Results and Statistics Canada's Integrated Risk-Based Audit and Evaluation Plan (2021/2022 to 2025/2026). The objective of the evaluation is to assess the relevance of the CGDIS, its effectiveness in achieving intended results and its readiness to move forward. Effectiveness was examined in terms of its progress towards its objectives.

The CGDIS made progress on all three key objectives and has met the key deliverables outlined in its strategic proposal. The Gender, Diversity and Inclusion Statistics (GDIS) Hub was launched in September 2018, and the Centre delivered several products over the period. In addition, GBA Plus training material was developed in collaboration with Women and Gender Equality Canada and the Canada School of Public Service, and hub tours were delivered.

The CGDIS' engagement strategy promoted the awareness and use of the GDIS Hub and related products but mainly among federal government organizations (FGOs). Overall, the CGDIS met the needs of most FGOs, particularly those who were regular clients of the Centre. While the needs of non-FGOs were met to a lesser extent, most of them still supported the work of the CGDIS and underscored the importance of the GDIS Hub. Data

needs varied across user groups, but they all expressed a desire to have more disaggregated data to better understand the intersectionality as opposed to binary interactions. Many opportunities for improvements were also noted for the presentation of data, overall functionality of the Hub and outreach efforts to non-FGOs.

The CGDIS has strategically transformed its organization to adapt and evolve. However, gaps in its overall program management, oversight and capacity are risks. Having robust planning and prioritization processes, relevant performance measurement, clearly defined roles and responsibilities, and proper governance are key considerations as the CGDIS moves forward. A more strategic targeted approach is also required to improve outreach and engagement with non-FGOs.

The evaluation proposed the following three recommendations:

### **Recommendation 1**

The Assistant Chief Statistician, Social, Health and Labour Statistics Field (Field 8), should ensure that the CGDIS:

- Establishes a recurring activity prioritization and decision-making process at the CGDIS level which would facilitate the ongoing review and rebalancing of activities; and
- Develops and implements key performance measures that will support the monitoring of activities in view of the objectives set forth by the Centre.

### **Recommendation 2**

The Assistant Chief Statistician, Social, Health and Labour Statistics Field (Field 8), should ensure that the CGDIS:

- Establishes or leverages a senior-level governance body to provide guidance; and
- Formalizes roles and responsibilities with internal partners such as other program areas.

### **Recommendation 3**

The Assistant Chief Statistician, Social, Health and Labour Statistics Field (Field 8), should ensure that the CGDIS takes steps to broaden and enhance its outreach, consultation and engagement efforts to include external non-FGO stakeholders.

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