

**Comment Form – Draft Permitting Plan and Draft Tailored Impact Statement Guidelines – Federal Review Team**

**Crawford Nickel Project**

**Response required by: March 3, 2023**

All comments should be submitted via the Submit a Comment feature available on the Project’s Canadian Impact Assessment Registry page (Reference #83857 at <https://iaac-aeic.gc.ca/050/evaluations/proj/83857>). Documents can be uploaded using this feature. If you have any difficulties submitting this way, please contact the registry directly at [registry-registre@iaac-aeic.gc.ca](mailto:registry-registre@iaac-aeic.gc.ca). All comments submitted using this table will be posted on the Project’s Registry website.

Please note that this will be your final opportunity to make changes to the Tailored Impact Statement Guidelines. The Agency is required to issue the final Guidelines and plans by day 180 of the Planning Phase, on April 1, 2023.

Department/Agency:	Women and Gender Equality Canada (WAGE)		
IA Contact:	Denise Gareau, Director, GBA Plus Directorate, Research Results & Delivery and Center of Expertise Branch	Telephone:	819-938-1132
		Email:	<a href="mailto:FEGC.EvaluationImpacts-ImpactsAssessment.WAGE@fegc-wage.gc.ca">FEGC.EvaluationImpacts-ImpactsAssessment.WAGE@fegc-wage.gc.ca</a>

**Section 1:**

1. Confirm that all applicable legislative and regulatory oversight that may apply to the Project, under the authority of your department, is accurately listed in the draft Permitting Plan.

WAGE does not hold any regulatory power, functions, or duties.

Based on the project’s potential effects relating to women and the advancement of gender equality, the following are potential effects within federal jurisdiction on which WAGE focus:

- Section 2 of the *Impact Assessment Act*:
  - (c) With respect to the Indigenous people of Canada, an impact on: (i) physical and cultural heritage
  - (d) Any change occurring in Canada to the health, social or economic conditions of the Indigenous peoples of Canada
  - (e) Any change to a health, social or economic matter that is within the legislative authority of Parliament that is set out in Schedule 3.

2. Indicate whether your department has identified any power that it will be unable to exercise to allow the Project to proceed, in whole or in part. For more information, refer to subsection 17(1) of IAA.

**Insert response here:**

N/A, WAGE does not hold any regulatory power, functions or duties.

**Section 2:**

1. Please review the draft Tailored Impact Statement Guidelines (the Guidelines) sections that are applicable to your department’s mandate.
2. Using the table below, given the context of the Project, please provide any comments and include your recommendation for how the final Tailored Impact Statement Guidelines should be adapted to address any comments.
  - Please indicate any recommended **additions or deletions** to the text. Please provide clear context and rationale for your recommendations.
  - As a reminder, the Guidelines should focus on key issues, effects and factors anticipated to be material and relevant to a public interest decision, and requirements should be clear and specific.

Department – Comment ID (e.g., ECCC-01)	Draft Guidelines Section	Context and Rationale (provide an explanation of your comments)	Recommendation: provide text to be inserted or deleted. Be specific on the location within the draft Guidelines that the text would be added/deleted.
WAGE - 01	1.2 Gender-based Analysis Plus (GBA Plus) and others (p.4)	GBA Plus considers many identity factors and how these intersect with context and lived experiences to impact how people experience projects. In this way, GBA Plus is an intersectional analysis. An intersectional analysis recognizes that identities cannot be separated from the systems of power and privilege, like racism, colonialism and discrimination (for more information on intersectionality see <a href="#">IAAC's GBA Plus Guidance</a> ).	These Guidelines refer to "diverse subgroups" that are <b>part of an intersectional and robust</b> of GBA Plus. <b>In undertaking the analysis, it is important to consider groups most marginalized and assess differences based on diverse identity factors <del>groups within the general population and within communities</del> including but not limited to sex, gender, age, ethnicity, Indigeneity, socio-economic status, health status. In addition to identity factors, consideration of context and structural barriers that intersect with one another and impact the lived experiences of groups within the general population and within communities.</b>
WAGE - 02	1.2 Gender-based Analysis Plus (GBA Plus) and others (p.4)	GBA Plus considers many identity factors and how these intersect with context and lived experiences to impact how people experience projects. In this way, GBA Plus is an intersectional analysis. An intersectional analysis recognizes that identities cannot be separated from the systems of power and privilege, like racism, colonialism and discrimination (for more information on intersectionality see <a href="#">IAAC's GBA Plus Guidance</a> ).	<ul style="list-style-type: none"> <li>• <b>Data needs to be sufficiently disaggregated to support the analysis of disproportionate effects as per GBA Plus's intersectional approach. Where possible, the data must be disaggregated by identity factors</b> (e.g., by sex, gender, age, ethnicity, Indigeneity, ability, any other community-relevant</li> </ul>

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			identify factors) and <b>be considered by looking at the interaction between different elements of identity, as different combinations lead to different lived experiences of individuals. presented distinctly for each specific subgroup;</b>
WAGE - 03	1.2 Gender-based Analysis Plus (GBA Plus) and others (p.4)	The “Plus” in GBA Plus acknowledges that the analysis goes beyond biological (sex) and socio-cultural (gender) differences. We have multiple identity factors that intersect to make us who we are; GBA Plus also considers many other identity factors like race, ethnicity, religion, age and mental or physical disability (see <a href="#">IAAC’s GBA Plus Guidance</a> ).	Quantitative information, <b>including equality, diversity and inclusion</b> sensitive data, should be complemented by qualitative insights from studies, <b>engagement and/</b> or consultations, and other sources. The description of effects should be based on both data collected and concerns expressed through engaging with the affected Indigenous groups and community members.
WAGE - 04	3.4. Project components and activities (p.10)	<p>For a complete GBA Plus, the impacts on the project components would need to expand beyond the impacts on Indigenous people and the rights of Indigenous peoples to also explore both local population groups and the workforce.</p> <p>From a GBA Plus perspective, it is important to look at the impacts from different social locations and intersections to ensure considerations for all effected population groups and not solely Indigenous populations.</p> <p>That said, as per Section 2 of the IAAC, changes to the health, social or economic conditions of Indigenous People is to be assessed as it pertains under federal jurisdiction. However, based on Section 63 outlining the public interest factors, sustainability, which includes the social and economic well-being and health of all Canadians (including Indigenous), for present and future generations must be taken into</p>	<ul style="list-style-type: none"> <li>describe the project components, associated and ancillary works, and other characteristics to assist in understanding the potential environmental, health, social and economic effects, and impacts on Indigenous Peoples, rights of Indigenous Peoples, <b>local population groups and the workforce.</b></li> </ul>

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		<p>account. Therefore, WAGE recommends that gender-based violence be assess for near Indigenous communities, and also within the mining workforce (immigrants, Indigenous, racialized women and all others). This issue must be addressed to ensure future diverse generations can be safe working in the mining industry. In addition, discrimination against various population groups must be addressed to ensure that future generation are welcome and have the same employment opportunities in this field. (Source: <a href="#">Safe Workplaces for All – Addressing Sexual Harassment in Canadian Mining</a>: “[...] the sector continues to be recognized as relatively homogeneous, made up largely of people who identify as men. Many factors may contribute to this, including historical precedence, poor perceptions of the industry, the remote FIFO nature of many occupations, and lack of awareness of mining career opportunities and enrollment among diverse student communities in fields that lead to work in mining – such as engineering and the trades. Addressing systemic workplace barriers to inclusion such as sexual harassment and violence can support efforts to diversify the mining workforce.” (p.7)</p>	
WAGE - 05	3.5 Workforce requirements (p.15)	<p>WAGE recommends that the Proponent should also identify and assess the potential issues of gender-based violence (e.g., sexual harassment, violence against women, human trafficking). As state in the <a href="#">IAAC's GBA Plus Guidance</a>: “GBA Plus in Impact Assessment, we know that projects do not impact all people in the same way. Canadian research demonstrates that designated projects impact women, Indigenous peoples and other historically excluded groups in unequal ways (Goldenberg et al., 2010; Nightingale, Tester and Aaruaq 2017;</p>	<ul style="list-style-type: none"> <li>workplace policies and programs, including codes of conduct, workplace safety programs, <b>training to address gender-based violence and harassment</b>, and cultural training programs; and;</li> </ul>

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		<p>Cox &amp; Mills, 2015; Windsor &amp; McVey, 2005; O’Faircheallaigh, 2013).</p> <p>For example, research has highlighted the links between resource development projects and risks of gender-based violence and sexual harassment for Indigenous, Métis and Inuit women in Canada (Amnesty International, 2016; National Inquiry into Missing and Murdered Indigenous Women and Girls, 2019; Pauktuutit Inuit Women of Canada, 2021).”</p> <p>Information on how these Projects increase risks of gender-based violence can be found in the following:</p> <ul style="list-style-type: none"> <li>• <a href="https://www.saltwire.com/atlantic-canada/news/remote-work-man-camps-in-canada-linked-to-violence-against-indigenous-women-report-100812324">https://www.saltwire.com/atlantic-canada/news/remote-work-man-camps-in-canada-linked-to-violence-against-indigenous-women-report-100812324</a></li> <li>• <a href="https://www.cbc.ca/news/indigenous/goldboro-Ing-mi-kmaw-women-safety-1.6067577">https://www.cbc.ca/news/indigenous/goldboro-Ing-mi-kmaw-women-safety-1.6067577</a></li> <li>• <a href="https://firelight.ca/wp-content/uploads/2016/03/Firelight-work-camps-Feb-8-2017_FINAL.pdf">https://firelight.ca/wp-content/uploads/2016/03/Firelight-work-camps-Feb-8-2017_FINAL.pdf</a></li> <li>• <a href="https://www.google.com/url?sa=t&amp;rct=j&amp;q=&amp;esrc=s&amp;source=web&amp;cd=&amp;ved=2ahUKEwiZ1LWXhcj9AhXLjokEHbl4DzgQFnoECAkQAQ&amp;url=https%3A%2F%2Fwww.minescanada.ca%2Fsites%2Fminescanada%2Ffiles%2F2022-06%2Findigenous-gender-based-analysis-cmmp_.pdf&amp;usq=AOvVaw0azCZX8FamT26D1x4GYZML">https://www.google.com/url?sa=t&amp;rct=j&amp;q=&amp;esrc=s&amp;source=web&amp;cd=&amp;ved=2ahUKEwiZ1LWXhcj9AhXLjokEHbl4DzgQFnoECAkQAQ&amp;url=https%3A%2F%2Fwww.minescanada.ca%2Fsites%2Fminescanada%2Ffiles%2F2022-06%2Findigenous-gender-based-analysis-cmmp_.pdf&amp;usq=AOvVaw0azCZX8FamT26D1x4GYZML</a></li> <li>• <a href="https://www.canada.ca/content/dam/iaac-acei/documents/research/nwac-impact-assessment-final-report-en.pdf">https://www.canada.ca/content/dam/iaac-acei/documents/research/nwac-impact-assessment-final-report-en.pdf</a></li> <li>• <a href="https://www.minescanada.ca/sites/minescanada/files/2022-06/indigenous-gender-based-analysis-cmmp_.pdf">https://www.minescanada.ca/sites/minescanada/files/2022-06/indigenous-gender-based-analysis-cmmp_.pdf</a></li> </ul>	

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WAGE - 06	5.1 Summary of public engagement activities (p.19)	Listing "the persons" and "diverse subgroups" is confusing. Does "the persons" mean the historically non-excluded compared to "diverse subgroups"?	<ul style="list-style-type: none"> <li>o methods used, where consultations were held, <del>and the persons from various populations groups and organizations</del> <del>and diverse subgroups that were consulted;</del></li> </ul>
WAGE - 07	6.3 Analysis and response to questions, comments, and issues raised (p. 25)	Recommends deleting "analysis", otherwise in full we will read "Gender-based Analysis Plus analysis"	Where applicable, the information and analysis must also be sufficiently disaggregated to support the GBA Plus <del>analysis</del> of disproportionate effects.
WAGE - 08	6.3 Analysis and response to questions, comments, and issues raised (p. 26)	Recommends adding "other community relevant factors" to avoid the misconception that the listed identify factors could be sufficient. This language is also currently included under section 6.2. Record of engagement (p. 31)	<ul style="list-style-type: none"> <li>o <del>Robust and intersectional GBA Plus promotes an understanding that social groups, such as women and Indigenous people, are not homogeneous. To understand the views of diverse Indigenous peoples, it is important to integrate the perspectives of sub-populations</del> such as Indigenous youth, women, two-spirited people, individuals with disabilities, <del>and Elders and other community relevant factors</del> where possible;</li> </ul>
WAGE - 09	9.2.2 Determinants of health (p.89)	To differentiate section "9.2.1 Biophysical determinants of health", suggest adding "social" as done the draft TISG of the Projet minier Troilus.	9.2.2. <del>Social</del> determinants of health
WAGE - 10	9.2.2 <del>Social</del> determinants of health (p.90)	The safety of Indigenous women is a very important issue, but it is not limited to this population group. Suggests being more general without excluding "Indigenous women".	<ul style="list-style-type: none"> <li>o safety of <del>various population groups, including</del> Indigenous women;</li> </ul>
WAGE - 11	9.3 Mitigation and enhancement measures (p.91)	As state in the <a href="#">IAAC's GBA Plus Guidance</a> : "Transient, male-dominated workforces can have adverse social impacts in communities, particularly for young and Indigenous women. The interrelationships between sexism, racism and colonialism shape these impacts (National Inquiry into Missing and Murdered Indigenous Women and Girls, 2019). Robust workplace	<ul style="list-style-type: none"> <li>o identify robust workplace education and sensitivity training, as well as strict enforcement of harassment, alcohol, and drug policies.</li> </ul>

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		education and sensitivity training, as well as strict enforcement of harassment, alcohol and drug policies, may be required. Enforcement must include real consequences for harassing or violent behaviour.”	
WAGE - 12	11.3 Mitigation and enhancement measures (p.100)	This section should consider all population groups that are affected by economic conditions (as related to the GBA Plus results).	<ul style="list-style-type: none"> <li>• identify and describe opportunities for enhancing positive effects, such as creation of employment for Indigenous Peoples, <b>and</b> local youth <b>and various relevant subgroups</b>, including:</li> </ul>
WAGE - 13	12. Indigenous Peoples (p. 102)	<p>Since both women and men were listed in this example, we recommend mentioning two-spirited people so that the gender listing is not just binary. In addition, it may help to remember that this population group was identified in the final report of the National Inquiry into Missing and Murdered Indigenous Women and Girls under the section "Extractive and Resource Industries Appeals" (sections 13.1 to 13.5)</p> <p>Source: <a href="https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Calls_for_Justice.pdf">https://www.mmiwg-ffada.ca/wp-content/uploads/2019/06/Calls_for_Justice.pdf</a></p>	To the extent possible, information should be specific to the individual Indigenous community(ies) involved in the assessment and describe contextual information about the members within an Indigenous community (e.g., women, men, <b>two-spirited people</b> , Elders, youth).

*Insert as many rows as applicable*