

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

**Northern Road Link Project**

**Response required by: July 21, 2023**

All comments should be submitted via the Submit a Comment feature available on the Project’s Canadian Impact Assessment Registry page (<https://iaac-aeic.gc.ca/050/evaluations/proj/84331>). 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 form will be posted on the Registry website for the Project.

Please note that this is your opportunity to customize the Tailored Impact Statement Guidelines. The Agency is required to issue the final Guidelines and plans no later than day 180 of the planning phase (August 20, 2023).

Department/Agency:	Women and Gender Equality Canada (WAGE)		
IA Contact:	Denise Gareau, Director, GBA Plus Directorate, Research, Data, and Intersectionality (RDI) Branch	Telephone:	819-938-1132
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**Section 1 – Draft Permitting Plan:**

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

**Insert response here:**

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 or agency 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, please refer to subsection 17(1) of the IAA.

**Insert response here:**

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

**Section 2 – Draft Tailored Impact Statement Guidelines:**

1. Please review the draft Tailored Impact Statement Guidelines (the Guidelines) sections that are applicable to your department’s or agency’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 corrections, additions or deletions that should be made to the text. Please provide a clear context and rationale for your recommendations.
  - With a view to maximizing efficiency of assessment processes, 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 location within the draft Guideline that the text would be added/deleted.
WAGE-01	1.2. Gender-based Analysis Plus (GBA Plus) pg. 5.	<ol style="list-style-type: none"> <li>1. 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>).</li> <li>2. Recommend using the same language as used in the Agency's GBA Plus guidance document.</li> <li>3. Recommend the use of the term "various population groups" instead of "subgroups" in the TISG as used by Statistics Canada "<a href="#">Population group of person</a>". Furthermore, to ensure that the language used does not perpetuate bias, FEGC recommends following the recommendations included in "<a href="#">Populations and the Power of Language - Let's Talk</a>", a resource that was developed by the National Collaborating Centre for Determinants of Health.</li> <li>4. Recommend specifying that for to meet IAAC's expectations, the GBA Plus must take into account various identity factors, as well as their intersection.</li> </ol>	<p>The Guidelines refer to "diverse population groups <del>subgroups</del>" in the context of GBA Plus. <b>That is, taking into account various identity factors in reference to groups within the general population and within communities (e.g., sex, gender, age, ethnicity, Indigenous identity <del>indigeneity</del>, socio-economic status, health status and any other community-relevant identity factors) and their intersection (e.g., Indigenous women and racialization, young men recently immigrated to a rural area) with consideration of context, lived experience and structural barriers that intersect with one another and may impact how people may be impacted by the Project.</b> The Agency's Guidance Gender-Based Analysis Plus in Impact Assessment<sup>5</sup> provides guiding principles and tools to apply GBA Plus in the Impact Statement.</p> <p><sup>5</sup> <a href="https://www.canada.ca/en/impact-assessment-agency/services/policy-">https://www.canada.ca/en/impact-assessment-agency/services/policy-</a></p>

**Commented [KM(1):** Red text indicates an addition. Black text represents the original text for the Draft TISG.

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		5. Recommend including in the footnote <a href="#">IAAC's GBA Plus quality assessment tool</a> so that the promoter can better understand the Agency's expectations.	<a href="#">guidance/practitioners-guide-impact-assessmentact/gender-based-analysis.html</a> and <a href="https://www.canada.ca/en/impact-assessment-agency/services/policy-guidance/practitioners-guide-impact-assessment-act/tool-assessing-quality-gba-plus-impact-statement.html">https://www.canada.ca/en/impact-assessment-agency/services/policy-guidance/practitioners-guide-impact-assessment-act/tool-assessing-quality-gba-plus-impact-statement.html</a>
WAGE-02	1.2. Gender-based Analysis Plus (GBA Plus) pg. 5.	See comment WAGE-01	To support GBA Plus, information provided in the Impact Statement must: <ul style="list-style-type: none"> <li>be sufficiently disaggregated to support the analysis of disproportionate effects as per GBA Plus's <b>intersectional approach</b>. Where <del>As much as</del> possible, the data must be disaggregated by <b>identity factors</b> (e.g., by sex, gender, age, ethnicity, <b>Indigenous identity</b> <del>Indigeneity</del>, ability, and any other community-relevant identify factors) <b>and by cross-identity factors (intersectional approach) and be presented distinctly for each population groups specific subgroup;</b></li> </ul>
WAGE-03	1.2. Gender-based Analysis Plus (GBA Plus) pg. 5.	GBA Plus is not limited to gender/sex-sensitive data as 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 racialization, ethnicity, religion, age and mental or physical disability to name a few (see <a href="#">IAAC's GBA Plus Guidance</a> ).	Quantitative information, <b>including equality, diversity and inclusion</b> <del>gender</del> sensitive data (e.g. <b>gender-based violence, economic participation and prosperity, discrimination or unfair treatment, and any other data relevant to the community</b> ), should be complemented by qualitative insights from studies, <b>engagement and/or</b> consultations, and other sources.
WAGE-04	3.4 Project Components, pg. 12.	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.	The Impact Statement must describe the Project, by listing and describing the project components, associated and ancillary works, and other characteristics to assist in

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		<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>As per <a href="#">IAAC's TISG Template</a>, the usual language is “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 and rights of Indigenous peoples. [...]”, That said, should specification of who’s effects need to be specified, 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. In addition, 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 account.</p> <p>Note: As per below requirements, WAGE recommends that social effects such as 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.</p> <p>(Source: <a href="#">Safe Workplaces for All – Addressing Sexual Harassment in Canadian Mining</a>)</p>	<p>understanding the potential environmental, health, social and economic effects, <del>effects on all</del> <span style="color: red;">people in Canada, including</span> Indigenous peoples, <del>on</del> and impacts on the exercise of rights of Indigenous peoples, as identified by Indigenous communities.</p>

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WAGE-05	5.2 Record of Engagement, pg. 24.	Listing "the persons" and "diverse groups" is confusing. Does "the persons" mean the historically non-excluded compared to "diverse groups"?	<ul style="list-style-type: none"> <li>the engagement activities undertaken by the proponent, including the methods used, where and when engagement activities were held, when engagement activities were held, <i>and the persons from various populations groups and organizations</i> <del>and diverse groups</del> that were engaged, and the results of engagement;</li> </ul>
WAGE-06	6.2 Analysis and response to questions comments, and issues raised, pg. 28.	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 <i>analysis</i> of disproportionate effects.
WAGE-07	10.4 Rights of Indigenous Peoples, Pg. 138.	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. There is acknowledgement elsewhere in the draft TISG, but not in this section. 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) 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>	<ul style="list-style-type: none"> <li>Where possible, provide information about members within an Indigenous community, and their role in the exercise of rights (e.g., women, men, <i>two-spirited people</i>, Elders, youth, people with disabilities).</li> </ul>

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