

Department	Section	Comment	Rationale
WAGE-01	<b>7.13 Communities and Economy, 7.13.3 Mitigation and Other Measures</b> , pgs. 737-739.	<p>Table 7.13.21 includes "Address Gender Gaps" as the "Desired Effect" however it is not clear how, or if, Offshore Wind will adopt the measures that were identified as "most helpful for reducing barriers for women." pgs. 733, 737</p> <p>In addition, the potential risk of gender-based violence (GBV) as a result of the Project was noted by participants in Marystown and Port au Port Indian Band (pgs. 742, 744), and in the What We Heard Report (Annex A: Indigenous Engagement, pg. 35) however this has not been clearly responded to in Table 7.13.21 "Avoid, mitigate, or offset adverse impacts to local communities."</p>	<p>The Project report acknowledges the linkage between Canadian resource development projects and gender-based violence (pg. 822), however, there is a lack of clarity regarding proposed mitigation measures and collection of data to create a baseline to evaluate and monitor results.</p>
	<b>7.13.6 Committee Conclusions and Recommendations</b> , pgs. 746-747. <b>11.2.4 Establish a baseline</b> , pgs. 823-824.	<p>In many cases sufficient data does not exist to facilitate analysis around individuals (e.g., privacy concerns), but a helpful heuristic work around these gaps is to work with community-level data, especially in an Indigenous context.</p>	<p>It is important to include qualitative and quantitative data, as well as Indigenous Knowledges and other non-Western "ways of knowing". It is also important to consult multiple sources of information and evidence, which includes</p>
WAGE-02			

WAGE-03	<b>11 Intersectionality</b> , pg. 820. <b>11.2 Committee's Approach to GBA Plus</b> , pgs. 820-821.	Consider the following addition of text (in red): "...consider the intersection of sex and gender with other identity factors, <b>and how identity factors simultaenously interact with one another and interact with contextual and systemic factors (e.g., health, economic, social, historical contexts)</b> , and to make recommendations for how future impact assessments."	Intersectionality, as an analytic framework, requires the consideration of how a person's identity (for example, sex, gender, age, ethnicity, class, religion, sexual orientation, ability) combine to create particular forms of discrimination and privilege AND the consideration of the historical, social, and political context and the systems of discrimination that create and sustain inequalities, barriers of opportunity, and access for various population groups.
WAGE-04		The text: "The Committee is following five key steps." However, there are six bullets listed. Consider the following addition (in red) to the bullets listed under "Committee acknowledged that practitioners conducting GBA Plus should:" • <b>It is important to include qualitative and quantitative data, as well as Indigenous Knowledges and non-Western knowledges, and to consult multiple sources and engage with groups and communities to fill in these gaps.</b>	Text error.  To support GBA Plus application to develop baseline data and conditions to monitor and evaluate results.
WAGE-05	<b>11.2.1 Understand GBA Plus</b> , pg. 821.		