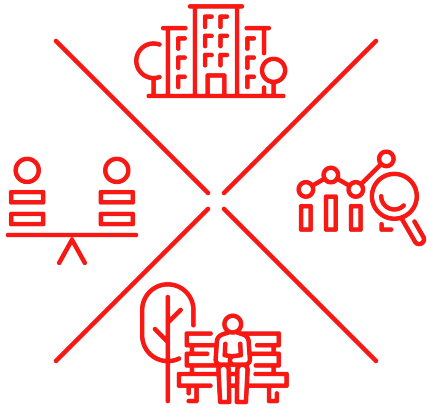


Intersectional approaches to poverty
reduction and greater equality

June 1, 2022

**City of Montréal presentation to the
Tamarack Institute**

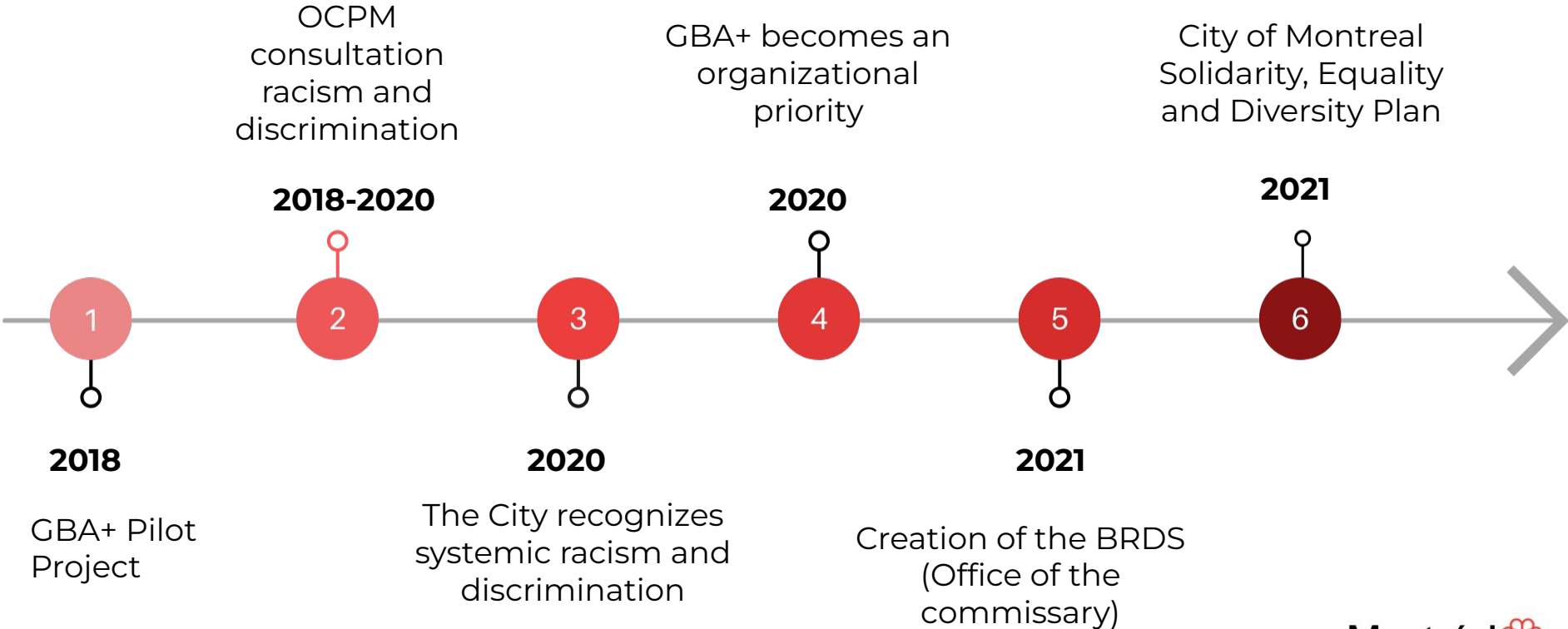




Service de la diversité et
de l'inclusion sociale (SDIS)
de la Ville de Montréal

The **Service for Diversity and Inclusion** is composed of four divisions engaged in making Montreal a city accessible for everyone. From poverty reduction, to fighting against discrimination and homelessness, as well as urban security and newcomer integration, the SDIS is working towards greater inclusion and diversity in the City.

Developing a framework for inclusion



From recommendations

“That the City of Montreal adopts an action plan (with targets, a budget and progress indicators and a timeline) aiming for the implementation of GBA+ in all its actions plans, policies, programs, projects and budgets [...]”

(Conseil des Montréalaises, 2021, p. 42)

“GBA+ is a tool for governance, a mainstreamed approach, an engagement for inclusion, a lever to anticipate, understand, analyse, understand, deconstruct and transform discriminatory practices that are profoundly entrenched and systemic in Montreal ”

(OCPM, 2020, p. 49)



To Shifting Towards Greater Inclusion



- Diversity and inclusion is the second orientation of Montreal's **2030 strategic plan**
- Montreal's Department of Diversity and Social Inclusion is leading 30 of the 70 actions of the City's new **Solidarity, Equality and Inclusion plan 2021-2025**.
- The **gender-based and intersectional analysis (GBA+)** is a guiding principle of both these plans, to ensure our services are inclusive

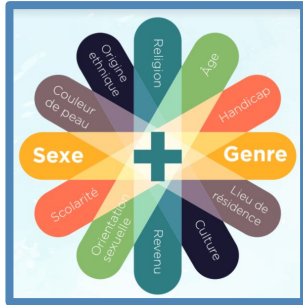


GBA+: So no one is left behind

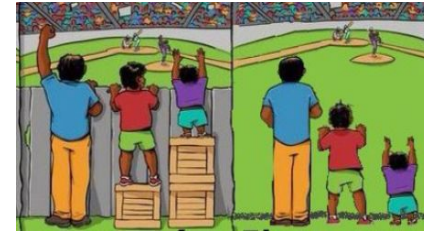
The Gender Based and Intersectional Approach (GBA+) is :

- is a process, a tool and a method for **analysis** and **action**
- it aims to fight against all existing **discriminations**
- it takes into account rights and specific realities of people that face **multiple discriminations**

Step 1 : Analyse discriminations



Step 2 : Act against discriminations



Implementation at the City of Montreal

Awareness raising + Training + Coaching

Tools

- Introductory video
- Check-list
- GBA+ 101 guide
- Online training for staff

Capacity building

- Over 1000 people trained including professionals, managers and elected officials
- 145 employees act as peer to peer agents

Appropriation

- Over 10 large initiatives accompanied for greater inclusion of GBA+
- Ongoing coaching

Knowledge building

- GBA+ community of practice (monthly, over 150 participants)



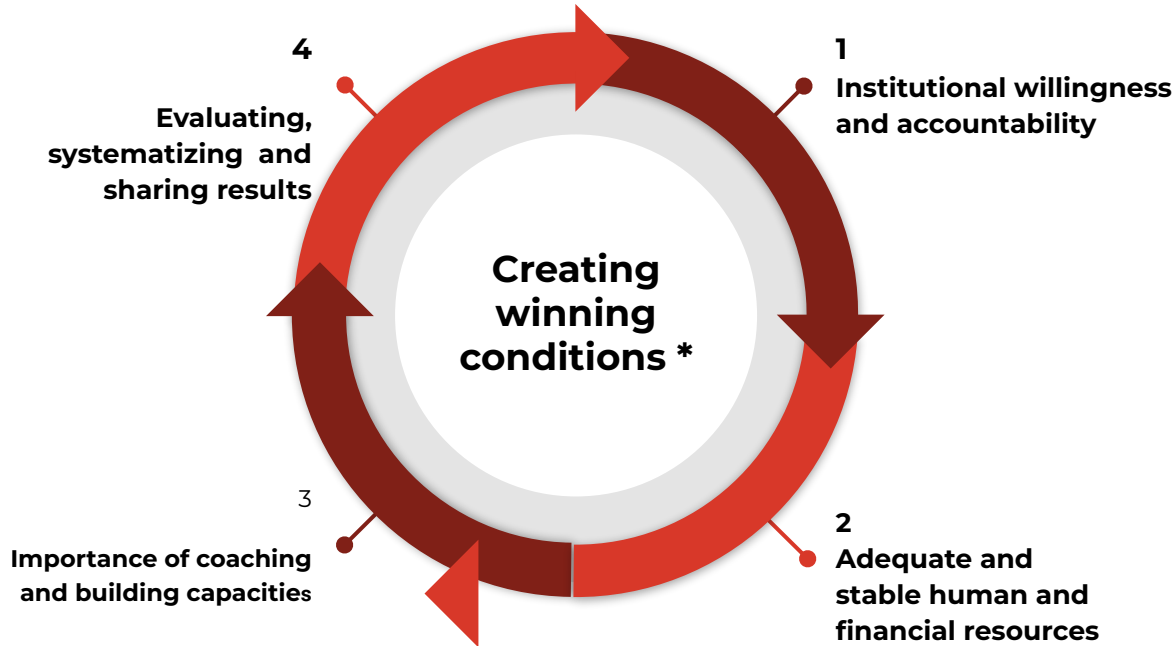
Strategic implementation

- **Plan Montréal 2030**
- **Plan Solidarité, équité et inclusion**
- **Integration in ten-year capital works program**
- **In Decision making processes**

Key actions

- Data Collection** 1 | Collecting intersectional data, e.g. a city-wide survey on inclusion of immigrants ([ECHO, le baromètre](#))
- Funding projects** 2 | 40 projects fighting racism and discrimination (7m\$), children and youth programming 40 projects (5M\$) and over 150 projects to fight against poverty (10M\$), 30 projects preventing urban violence, that are gradually including an intersectional approach
- Implementing GBA+ in 5 City departments** 3 | Pilot Project “For a GBA+ City”: , collaborative project for sharing tools, approaches and implementation plan for the Diversity and Inclusion Service, Housing, Culture, two boroughs, towards a City-wide implementation
- EMMIS: Mobile social intervention and mediation team** 4 | Rapid response to conflict, distress or cohabitation situations, to make the public safer for all
- L'ATELIER** 5 | Capacity building workshops on anti-racism and discrimination as well as intersectional approaches for organizations

Lessons learned



Risk of superficial integration of the intersectional approach

** Supported by a study by l'Université Laval*