

Gender based Analysis Plus

Institutional GBA+ capacity	
<p>The NBC does not have the resources to conduct data analysis.</p> <p>The NBC ensures that various identity factors, such as gender, age, Aboriginal origin or identity, living with a disability, etc., are taken into account when developing projects and creating or updating services and activities.</p> <p>Employees responsible for key sectors (e.g., facilitation coordination) have taken the online course on GBA+, which is accessible to all employees on the Intranet.</p>	
Highlights of GBA+ results by program	
Conservation	<p>The program for the conservation and protection of natural, cultural and heritage assets in Battlefields Park allows the NBC to offer free and safe access to a public place that is an island of nature and freshness in the heart of the city, regardless of the income, gender, age, etc. of users.</p> <p>The NBC ensures the repair and restoration of real estate and heritage properties, to the greatest extent possible, according to universal design, in order to meet the needs of every individual, regardless of age, size, or physical ability.</p>
Promotion of Heritage	<p>In order to share the history, heritage and riches of the Battlefields Park with everyone, the NBC has :</p> <ul style="list-style-type: none"> - developed and maintained the offer of adapted pedagogical activities for newcomers, immersion students in one of the two official languages, people living with a physical or mental disability and groups with learning difficulties; - maintained free access to the Plains of Abraham Museum for francisation groups, holders of the cultural pass for new immigrants and accompanying persons with disabilities;

	<ul style="list-style-type: none"> - offered two free activities for deaf or hard of hearing students from a specialized school in the Quebec City area; - and offered certain activities free of charge in order to make them more accessible to economically disadvantaged groups. <p>Similarly, in order to present an inclusive cultural and historical offer, the NBC has :</p> <ul style="list-style-type: none"> - offered a musical program at the Edwin-Bélanger Bandstand featuring artists from diverse cultural, ethnic, racial and linguistic communities and gender; - and highlight the place of women and Aboriginal peoples in Canada in historical activities, based on available documents and sources.
<p>Internal Services</p>	<ul style="list-style-type: none"> - The Communications Department produces publications on the history of the park in relation to multiculturalism, particularly for National Aboriginal History Month and Black History Month, on the NBC's various platforms. - The different internal services take GBA+ into account in the development of NBC policies, where applicable. - The Human Resources Department applies an inclusive equal opportunity approach in the hiring process and fulfills its official languages obligations, particularly in the identification and staffing of positions.