



## How to Apply a Gender Lens

### What is a Gender Lens?

The term “gender lens” refers to the consideration of gender as a significant factor in the makeup of society. A gender lens raises questions of why social processes, standards, and opportunities differ systematically between men, women and gender diverse people. The application of a gender lens supports gender equality not only within social or political spheres but within our everyday lives.

### Significance of a Gender Lens:

A gender lens is essential for the advancement of gender equality because it allows for greater insight into social issues. Men, women and gender diverse people face different expectations and challenges due to biases such as sexism and gender roles. For example, women in Canada earned an average of 69 cents for every dollar earned by men according to the Canadian Income Survey by Statistics Canada in 2016. The gender pay gap is even greater for people who identify as transgender. Using a gender lens on the issue of pay equity highlights how various opportunities, policies, and standards affect men, women and gender diverse people.

### Research through a Gender Lens:

Applying a gender lens to research can seem like a daunting task, but it’s as simple as adding another variable. Being open-minded while researching is important because it allows you to think critically about social issues and their effects. Be careful to consider sources of information like news articles or broadcasts that examine the full context of an issue. Reading content from news agencies with different political stances will help you in making well-informed decisions. Look for sources of information that use a gender lens in their methodology and evaluation.

### We Recommend:

- Take initiative, ask questions, research, and raise discussions about gender equality issues that interest you.
- Invite to events speakers and panelists who are representative of different backgrounds.
- Fundraise for International Women’s Day – CFUW’s selected project for 2019-2020: [Promoting Justice for Women in Antioquia, Colombia, \(with Inter Pares and Humanas\).](#)

### Additional Resources:

- Status of Women Canada, [What is Gender Based Analysis Plus \(GBA+\)](#)
- Egale Canada Human Rights Trust, [LGBTIQ2S Glossary of Terms](#)
- Native Women Association of Canada, [Sex and Gender Inclusive Terminology Toolkit](#)
- Women of the Métis Nation, [Métis Specific Gender Based Analysis Plus \(GBA+\) toolkit](#)