QUEERS, CLOSETS & MANCAMPS:

Setting a foundation to understand the impacts of major infrastructure and natural resource development projects on 2SLGBTQQIA+ and other marginalized communities

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Acknowledgments

The motivation behind this project stems from the advocacy and activism of Indigenous women, Indigenous scholars, and other academics who have highlighted harmful outcomes to their communities from resource development projects (RDPs) in Canada. We acknowledge with immense gratitude the Indigenous women who spoke out for their communities and called for the inquiry to understand the experiences of marginalized peoples impacted by RDPs. This work was written on the unceded lands of the Sḵwx̱wú7mesh Peoples and the unceded territory of the Mi'kmaq Peoples. Throughout this work, we reference marginalized communities in the context of ongoing settler colonialism. Importantly, Indigenous people across Turtle Island and worldwide have unique, place-based cultures, government structures, and laws that are non-monolithic. Similarly, other marginalized communities within these studies lie across the intersections of various identities and cultural practices, and therefore, their experiences are not homogenous and cannot be generalized.

The work was completed in K'jipuktuk (Halifax) in Mi'kma'ki, the ancestral, contemporary, and unceded territory of the Mi'kmaq. These lands are governed by the Peace and Friendship Treaties and the lead authors are aware of the covenants to which they are bound through these treaties. Additionally, this work was conducted on the never ceded territories of the Sḵwx̱wú7mesh peoples. The impacts of resource extraction on marginalized communities, particularly Indigenous women, girls, and Two-Spirit peoples is a direct result of ongoing colonialism through imposed colonial governments (municipal, provincial and federal governments) that continue to benefit from land theft and profit from resource extraction across turtle island that harms individuals, communities, and our descendants.

AUTHORS' NOTE

This report was written as a deliverable to the Impact Assessment Agency of Canada (IAAC) as part of]a grant to Dalhousie University through the IAAC Targeted Research Program. Additional contributions are provided at the end of this document. *Opinions and recommendations discussed herein are those of the authors and do not represent that of the institutions to which they belong.*

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Executive Summary

In 2019, the federal government of Canada implemented the *Impact Assessment Act* (IAA) to broaden the scope of assessment of major infrastructure and natural resource development projects (RDPs) to include additional social, health, cultural, and environmental impacts (Government of Canada, 2019a). The new updates emphasize Gender-Based Analysis Plus (GBA+), an analytical tool defined as "a […] process used to assess how diverse groups of […] people of all genders may experience policies, programs, and initiatives" (Government of Canada, 2022). The addition of GBA+ has been pushed to the forefront by Indigenous women and scholars, scientists, and activists highlighting the negative experiences of those who have been simultaneously excluded from Impact Assessment (IA) processes and harmed by RDPs (Manning et al., 2018; Pauktuutit, 2020; Pictou, 2021; Stienstra et al., 2020).

However, even with the legislative updates to include GBA+, little is known about the experiences of marginalized populations related to RDPs and IA, including non-Indigenous racialized people, 2-Spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, and more (2SLGBTQQIA+) peoples, youth, and folx with disabilities (Stienstra et al., 2020). Furthermore, before 2021, GBA+ updates within the IA process provided little to no information on *how* to undertake gendered and intersectional IA review (Stienstra et al., 2020). Recently, information on best practices is becoming available on the [Impact Assessment Agency website.](#)

The novel legal provisions of GBA+ in the IAA provide both a policy imperative and opportunity to understand how proximity to RDPs may further perpetuate or alleviate the systemic oppression faced by vulnerable communities (Impact Assessment Agency of Canada, 2019; Stienstra et al., 2020). Moreover, further study of such impacts, and understanding of pathways of impact, can help to inform, support, and improve the application of GBA+ into IA to improve inclusion of marginalized peoples and communities in IA processes. This report synthesizes document analysis, systematic review, and expert input to provide information about the impacts of RDPs on marginalized communities and recommendations to update IA processes to prevent and/or mitigate these impacts.

We analysed Environmental Impact Statements provided as part of federal IA processes and conducted a systematic review of academic literature to answer two research questions: (1) How have the experiences of 2SLGBTQQIA+ persons and other marginalized peoples living and/or working at or near RDP been included (or not) in impact prediction for completed major projects in Canada?; (2) what is known worldwide about the relationships between RDPs on 2SLGBTQQIA+ communities, and can this be used to inform pathways of impact in the Canadian context?

Lastly, we held a two-day workshop with employees working for the IAAC, Natural Resources Canada (NRCan), Women and Gender Equality Canada (WAGE), non-profit groups, as well as academics from various institutions to gather input on our final research question: (3) what methods and best practices can be used by proponents, IAAC, and researchers for undertaking impact prediction on small, marginalized populations while minimizing risk and harm for those populations, and how can voices of these populations be better included in IA processes?

Based on our findings from this research, we make detailed recommendations for better inclusion of marginalized peoples in IA processes, as well as identifying safe methods for conducting research on or with marginalized populations.

The following is an overview of our list of recommendations.

1. **(Re)Build Relationships**
    a. Acknowledge historic and ongoing violence
    b. De-center Western ideologies
    c. Change the narrative
    d. Use respectful language

2. **Practice Meaningful & Accessible Community Consultations**
    a. Don't assume that 'one-size-fits-all'
    b. Remove logistical barriers to participation
    c. Allow for anonymity
    d. Designate engagement funding specifically for marginalized communities
    e. Introduce Community Impact-Benefit Agreements

3. **Conduct Community-Driven Research**
    a. Support communities to lead research
    b. Leverage existing community-based organizations
    c. Connect communities with knowledgeable advisors

4. **Ensure Accountability**
    a. Clarify the distribution of stakeholder jurisdiction
    b. Encourage inter-jurisdiction assessments
    c. Establish community-based monitoring as an enforceable condition
    d. Hold all implicated actors to account
    e. Toughen enforcement

5. **Update Procedural & Administrative Practices**
    a. Introduce a 'no' option
    b. Integrate & finance continuous community engagement
    c. Uphold document integrity
    d. Standardize documentation formatting
    e. Update IAAC website
    f. Require the public disclosure of worker camps

6. **Develop Supplementary Tools & Resources**
    a. Create GBA Plus case studies
    b. Develop an RDP alert system
    c. Hire Community Liaisons to streamline education
    d. Hire an Ombudsperson for workplace accountability
    e. Establish a Community of Practice

Crisis Support

This document discusses ongoing violent settler colonial systems and laws in so-called Canada that impact First Nation, Inuit, and Métis' rights to their lands, culture, and sovereignty. This review discusses topics such as genocide, violence, sexual violence, racism, oppression, suicide, substance abuse, classism, and mental health struggles. We encourage folks to take the time and space they need while reading this and, if you have experienced marginalization resulting from systems of oppression including white supremacy, colonialism, and queerphobia, recognize that there is no need to cause re-traumatization by reading this report.

The following is a list of crisis support lines below, which we acknowledge are a limited tool for managing crises. If you know of other supports that would be useful in this type of document, please reach out to the authors, as they appreciate your input.

1. **Residential School Survivor and Family Crisis Line**
   Available 24/7: 1-866-925-4419

2. **Hope for Wellness Helpline**
   Immediate mental health counselling & crisis intervention to Indigenous peoples in Canada Available 24/7: 1-855-242-3310
   Sessions in: Cree, Ojibway, Inuktitut, French, and English

3. **Canadian Suicide Hotline**
   Available 24/7: 1-833-456-4566

4. **LGBT Youth Line**
   Confidential and non-judgmental 2SLGBTQQIA+ peer support via phone, text, or chat.
   Available 4:00 pm to 9:30 pm: 1-800-268-9688 or text at 647-694-4275

5. **The Transgender Lifeline** (available in Canada and the United States)
   A crisis line that offers transgender peer support
   Available 24/7: 1-877-330-6466

6. **Wellness Together Canada**
   Mental health and substance use support for people in Canada and Canadian abroad.
   Available 24/7
   Indigenous Peoples (phone): 1-855-242-3310
   Indigenous Peoples chat: hopeforwellness.ca
   Youth in Distress: TEXT wellness to 686868
   Adults in Distress: TEXT wellness to 741741
   Frontline Workers: 741741
   To help you support someone in distress: 1-866-585-0445

Table of Contents

Abbreviations List

ABBREVIATION	LONG FORM
2SLGBTQQIA+	Two-spirit, lesbian, gay, bisexual, trans, queer, questioning, intersex and asexual. The + represents the gender and sexual identities that fall outside of the umbrella term.
AB	Alberta
AI	Activity of Interest
BC	British Columbia
CBIA	Community-based impact assessment
CEE 2018	Collaboration for Environmental Evidence guidelines 2018
CEAA 2012	Collaboration for Environmental Assessment Act 2012
EA	Environmental Assessment
EIA	Environmental Impact Assessment
EN	English
FR	French
GBA+	Gender-based Analysis Plus
IA	Impact Assessment
IAA	Impact Assessment Act
IAAC	Impact Assessment Agency of Canada
MMIWG	Missing and Murdered Indigenous Women and Girls
MMIWG2S	Missing and Murdered Indigenous Women, Girls, Two-Spirit, and Gender-diverse persons
NL	Newfoundland
NS	Nova Scotia
OI	Outcome of interest
ON	Ontario
PI	Population of Interest
QC	Québec
RCMP	Royal Canadian Mounted Police
RDP	Resource Development Project
SI	Social Impact
SK	Saskatchewan
STI	Sexually Transmitted Infection
TISG	Tailored Impact Assessment Guidelines
TMW	Temporary Male Workers
TRC	Truth and Reconciliation Commission
UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples

Purpose

In 2019, the federal government of Canada enacted the new *Impact Assessment Act (IAA)*, which governs the practices and policies for impact assessments (IAs) on major infrastructure and natural resource development projects (RDPs) (Government of Canada, 2019a). In particular, the new IAA includes an obligation to consider how sex and gender intersect and overlap with other identity characteristics concerning potential impacts that may be experienced from proximity to RDPs (Government of Canada, 2022). The updates to the IAA come at a time of evidence – pushed to the forefront by Indigenous women scholars and activists – showing the negative social impacts of RDPs where recent reports outline increased sexual violence, harassment, racism, sexism, sex work, and growing substance abuse among Indigenous women and girls working at and/or living near RDPs (Manning et al., 2018; Pauktuutit, 2020; Pictou, 2021; Stienstra et al., 2020).

Gender-Based Analysis Plus (GBA+) is an analytical process used by the IAA to understand the positive and adverse impacts of projects on people from various identities. However, academics and Indigenous communities alike have criticized this tool because it does not consider identities beyond the gender binary and provides little implementation guidance (Stienstra et al., 2020). Currently, there is limited literature on RDPs' impacts on people with disabilities, youth, and 2-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, asexual, and other communities (2SLGBTQQIA+) (Stienstra et al., 2020; Levac et al., 2021). Yet, it is well documented that RDPS are known to cause negative social impacts that disproportionately affect marginalized communities existing at the intersection of Indigeneity, class, race, age, disability, gender, and rurality (Altamirano-Jiménez 2021; Kojola 2018; Manning *et al.,* 2018; Mek, *et al.,* 2021; Pictou 2021; Pauktuutit 2020; Saxinger 2021; Stienstra *et al.,* 2020).

Our research responds to a gap in understanding how RDPs affect 2SLGBTQQIA+ communities and makes recommendations for GBA+ frameworks and IA policy to better include 2SLGBTQQIA+ perspectives and support better outcomes for these communities. In this report, we summarize novel primary and secondary research and the outcomes of a workshop conducted a workshop with researchers, IA and GBA+ practitioners. We conducted three activities:

1. A document analysis of what is known about the inclusion of marginalized groups (Indigenous women, women, racialized non-Indigenous people, 2SLGBTQQIA+ people, persons with disabilities, and youth) in historical federal Canadian IA by reviewing the social impact assessment sections of Environmental Impact Statements (EIS) for projects approved under *CEAA* 2012, which did not have requirements to consider GBA+ (Part 1).

2. A systematic review of known impacts of RDPs on 2SLGBTQQIA+ people worldwide following the Collaboration for Environmental Evidence guidelines (CEE 2018) and the ROSES reporting standards for evidence synthesis (Haddaway et al., 2018) (Part 2).

3. An in-person workshop on the traditional and unceded territory of the Anishinaabeg Algonquin Nation (so-called Ottawa) with experts in the disciplines of natural resource extraction, impact assessment policy and practice, public engagement and consultation, sociology, gender studies, community-led research, gender-based analysis plus, linguistics, and law representing government, academic, and non-profit institutions (Part 3).

By synthesizing quantitative and qualitative research with expert opinion, in this report we elucidate 1) known relationships between 2SLGBTQQIA+ people, other marginalized communities, and RDPs; 2) current practices in federal IA for including and assessing impacts to marginalized communities; and 3) recommendations for improved impact prediction and inclusion of marginalized communities in IA policy and practice.

These recommendations are intended to aid policymakers, proponents, consultants, academics, and community organizers in assessing the impacts to and better supporting marginalized communities, within IA policy and practice.

BACKGROUND

Canada, a settler-colonial state, is built upon "extractivism": the use of natural resources to gain economic profit from the land (Willow, 2016). This has manifested through "boomtowns", whereby resource-based economic and population booms (often settlers) enable and accompany resource extraction activities (Ruddell, 2011). Examples of historical and ongoing extractivism and boomtowns include the European pelt trade in the 1700s, the Klondike Gold Rush in the 1890s, and the ongoing resource extraction within the Alberta Oil Sands, Northern British Columbia, and various other locations in Canada (Nightingale et al., 2017; Ruddell, 2011; Willow, 2016). Indigenous Women, girls, and Two-Spirit people as well as youth and rural communities experience marginalization and disproportionate impacts from the construction and operation of RDPs (Pasimio, 2013; Ruddell et al., 2017; Gibson et al., 2017; Manning et al., 2018; Morin, 2020; Zingel, 2019).

Contemporarily, extractivism and resource booms can result in an increase in predominantly temporary male workers (TMW) who move into worker accommodation at major infrastructure and natural RDPs and lack social ties to local communities. These workers are typically housed in camps on-site or nearby to the RDP, colloquially known as "man camps" (Gibson et al., 2017; Manning et al., 2018). While such worker accommodations are not solely made up of men (Morgan et al., 2021), they are commonly referred to as "man camps" given the overrepresentation of male workers within RDPs workforces (Condes, 2021; Gibson et al., 2017; Manning et al., 2018, 2018; Morgan et al., 2021). These men often (but not always) come from lower socioeconomic classes, have limited education, and perform dangerous jobs in unpleasant working conditions (Campbell, 1997; Farley, 2022; Goldenberg et al., 2010a).

This sudden influx of TMWs has disproportionate negative impacts, especially on smaller rural communities, including increased crime and stress on law enforcement, traffic congestion and accidents, stress on community social services like health care systems, racial and sexual violence and harassment and sex trafficking[1], sex work, sexually transmitted infections among youth, and substance use (Amnesty International, 2016; Farrales et al., 2021; Gibson et al., 2017; Gislason & Andersen, 2016; Ruddell et al. 2017; Morin, 2020; Stienstra et al., 2020; Zingel, 2019).

Activists and researchers have identified that man camps are linked to negative social impacts on Indigenous Peoples and Nations, people from lower socioeconomic classes, racial and ethnic minorities, youth, persons with disabilities, women, 2SLGBTQQIA+ people, and smaller and rural communities (Altamirano-Jiménez 2021; Kojola 2018; Manning et al., 2018; Stienstra et al., 2020; Mek, et al., 2021; Morgan et al., 2021; Pictou 2021; Pauktuutit 2020; Saxinger 2021). This is in part

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[1] Although literature notes a relationship between incoming temporary male workers (TMW) as a driver of sex work and sex trafficking, in several cases, the difference between sex work and sex trafficking was not described. Scholars, researchers, and community organizations have found that "when [sex] trafficking is made synonymous with prostitution, sexual labour and sexual violence are conflated." (Centre for Feminist Research York University, 2017, p.1). This leads to anti-trafficking policies that harm "sex workers, Indigenous peoples, migrant workers, and particularly, Indigenous, racialized and migrant sex workers", whom such policies are intended to help and support (Centre for Feminist Research York University, 2017, p.1). This perpetuates sex work stigmatization and problematizes sex work(ers), which de-emphasis the drivers of demand, which, in the case of our research includes TMW who engage in sex work, while simultaneously viewing sex work as an illegitimate and victimized form of labour.

due to a wealth disparity between TMW and local residents pushing communities to offer goods and services tailored to suit TMW desires, including sex work, drug dealing, and crime (Bhatti, 2019; Edwards, 2019; Ruddell, 2011).

For some projects, proponents develop impact benefit agreements (IBAs) with Nations, generally with the aim of both parties to benefit local Indigenous communities. These may specify transfer funds or requirements for hiring Indigenous staff at worksites. However, Indigenous women employed at worksites frequently face harassment and discrimination on and off the job site including racial and sexual violence. They also face systemic inequities from a lack of support in accessing affordable childcare as well as having low-paid, entry-level jobs with few opportunities for advancement (Farrales et al., 2021; Gibson et al., 2017; Manning et al., 2018; Pauktuutit, 2020). Furthermore, RDP proximity to Indigenous communities has also been linked to the crisis of Missing and Murdered Indigenous Women, Girls, Two-Spirit, and gender-diverse (MMIWG2S) persons in Canada (National Inquiry into MMIWG, 2019; Pauktuutit, 2020; Pictou, 2021).

Identified impacts on rural and Indigenous communities underscore the need to consider how marginalized folks in Canada are being impacted by RDPs, the need to address the lack of inclusion and consideration of marginalized people and communities, and the need to uplift calls to action and harm reduction strategies to include the needs of these communities within IA processes (Manning et al., 2018).

Current Considerations Under Impact Assessment Laws & Processes

In 2012, the Canadian Environmental Assessment Act (CEAA 2012) came into effect under Prime Minister Stephen Harper and the Conservative-led Parliament (Gibson, 2012). Under this law, consultation requirements with, as well as consideration of impacts on, Indigenous Peoples in IA was strengthened as compared to prior legislation and practice. However, in the 7 years of CEAA2012's use, researchers concluded consultation remained underfunded and was predominantly conducted between the Crown and male-dominated Elected Chiefs and Band Councils as regulated by the Indian Act, resulting in exclusion of and harm to Indigenous women, children, and other marginalized peoples (Eisenberg, 2020; Gibson et al., 2017; Manning et al., 2018; Pauktuutit, 2020; Pictou, 2021; Stienstra et al., 2020). CEAA 2012 was scrutinized for failing to require an assessment of impacts on communities, particularly Indigenous communities, and their members (Gibson, 2012).

Given the shortcomings identified in CEAA 2012, the Impact Assessment Act (IAA) was updated in 2019 to broaden the scope of how the federal government assesses the social, health, cultural, and environmental impacts of major infrastructure and natural RDPs (Government of Canada, 2019a). These legislative updates include a more expansive focus on Indigenous rights, GBA+, community knowledge, and climate change to better understand the wider effects of RDPs on local communities (Hunsberger et al., 2020). The addition of GBA+ to the IAA has been pushed to the forefront by Indigenous Women, Indigenous scholars, scientists, and activists whose work has highlighted the negative impacts of exclusion from the IA process (Pauktuutit, 2020).

A Knowledge Gap For Improved Inclusion

The addition of GBA+ to the legal text of the IAA 2019 indicates a desire by the Canadian government to include more consultation and consideration for diverse identities in the federal IA process. Its inclusion in the IAA comes 8 years after GBA+ was introduced by the federal Government of Canada (Scala & Paterson, 2017). The Government of Canada describes GBA+ as an analytical tool used to assess and understand how diverse people with identities that intersect across gender, race, ethnicity, age, religion, and mental and/or physical disability experience government policies and initiatives (Government of Canada, 2022; Stienstra et al., 2020). The novel inclusion of GBA+ in the IAA provides a policy imperative to understand how proximity to RDPs may further perpetuate the systemic oppression faced by marginalized communities including, ethnic and racialized minorities, queer communities, Indigenous women, religious persons, persons with disabilities, and youth (Impact Assessment Agency of Canada, 2019; Stienstra et al., 2020).

Ideally, the inclusion of such communities and voices would happen early in the project planning phase, and their concerns would be reflected in IAAC instructions to proponents as well as EIS documents. Currently, there is little known academic research or information collected through IA processes and practices on if and how marginalized communities have participated in IA consultation for proposed projects, or whether their experiences are considered in existing frameworks and guidance (Stienstra et al., 2020). Moreover, little work has been done to create a baseline understanding that situates these communities' experiences in relation to RDPs (Stienstra et al., 2020). Stienstra et al. (2020) not only note a lack of inclusion but ask the question: "what would it take to reach and include often marginalized and invisible members of communities in resource extraction and decision-making?" (p.32).

PART 1: DOCUMENT ANALYSIS

Objectives And Research Questions

We aim to understand what efforts have been made by proponents, before the IAA 2019 legislative updates, to include, connect, and uplift marginalized and invisible community members. Moreover, we take up Stienstra et al. (2020)'s inquiry to ask what it would take to include excluded communities in IA.

As the first step in this process, we conducted a policy review study and analysis of the Canadian impact assessment based on a review of the Environmental Impact Statement (EIS) documents submitted by proponents for projects approved under CEAA 2012. We selected EIS documents because of all the document types required and submitted during the IA process, these contain baseline measures of valued components (which may include communities or components related to health and well-being,) predictions of impact, and proposed mitigation strategies. We chose CEAA 2012 because, as of the conduct document analysis in November 2022, no projects had been approved under IAA 2019. Specifically, we identified if and where proponents include non-Indigenous racialized groups, Indigenous women, religious persons, persons with disabilities, youth, and queer communities in their Environmental Impact Statements.

The research question that guides this document analysis is: *"How have the experiences of 2SLGBTQQIA+ persons and other marginalized peoples living and/or working at or near RDP been included (or not) in historic Environmental Impact Statements in Canada?"*

Methods

PROJECT IDENTIFICATION

In this analysis, we only assessed projects approved under CEAA 2012 (as at the time of data extraction in November 2022, no projects were yet approved under the IAA), excluding projects based on federal government-held lands. We reviewed the Environmental Impact Statements (EIS) created by proponents, which are included in all projects and are required to outline the predicted environmental and social impacts of a project, as well as mitigation strategies for those impacts (Anifowose et al., 2016).

We identified 47 completed assessments of RDPs under CEAA 2012 using the Canadian impact assessment registry (Government of Canada, 2003). All completed projects had been approved with a certificate. We excluded 8 projects that were joint assessments between the Impact Assessment Agency of Canada (IAAC) and the National Energy Board, and 7 projects that did not have attached EIS documents, leaving 32 documents for data extraction.

Each project was reviewed by one of three reviewers (AM, SB, BB). For each project, we located the individual project's registry website which houses links to the EIS documents in English and/or French. As our research aimed to review the social impacts (SI) sections within EIS documentation, we reviewed the EIS Table of Contents (which is provided with all projects) to

identify chapters or volumes related to social, health, economic, and/or Indigenous impact assessments. We **only** reviewed documents that were listed as chapters or volumes of the EIS itself and did not include additional documents such as appendices or baseline studies.

DATA EXTRACTION

For each project, one reviewer completed a data extraction questionnaire to record information such as project metadata, information about worker camps, and identify relevant sections of the EIS for subsequent keyword analysis (Table 1). The format of EIS documents varied depending on how proponents uploaded the data to the IAAC registry. Some were uploaded as a single file, while most projects divided their EIS into one to 100 separate documents (usually provided in .pdf format). We retained for our analysis any documents that referenced: Indigenous & stakeholder consultation & engagement; community & stakeholder consultation; effects on Traditional lands & resource use; effects or impacts on employment; economy, and/or community service or infrastructure; socioeconomic impacts; impacts on public health; impacts on human health, and existing human environment. Data was recorded in a shared Excel spreadsheet (Microsoft Corporation., 2018).

Table 1. Data extraction questions for each approved major infrastructure or natural resource extraction project.

Category	Project Information Description
Project Name	Project name in IAAC registry. Included hyperlink to EIS document location.
Proponent Name	Proponent name in IAAC registry. Included hyperlink to IAAC Canada project overview page for this specific project.
Year EA Start	Year when the project was registered in the federal registry
Year EA Complete	Year the Environmental Assessment Decision Statement was published.
Nature of Activity	One of the following categories as indicated on IAAC registry page: Mines & Minerals, Oil & Gas, Hydroelectric, Ports & Harbours, Highways & Roads, Nuclear Energy, Bridges, Dams & Reservoirs, Other (not always specified), Waste Management
Specific Activity	Inputted by the reviewer as interpreted from the EIS. Examples include Mines & Minerals (open pit mines, underground mines, metal mill, and structures); Oil & Gas (exploration drilling, offshore oil & gas production, well construction); Dams & Reservoirs (flood mitigation)
Location	Location description of the project as specified on the IAAC registry.
Province	Province of project location as specified on the IAAC registry.

Category	Project Information Description
Nearest Communities	Reviewers used the map provided on the IAAC registry page to manually identify the nearest community (e.g., town, city, hamlet, reserve). If no nearby communities were visible, team members would use Google Maps to identify the nearest community to the project visually. Communities identified in EIS documents were also included in this section.
Population Sizes	Populations of nearby communities as captured by the 2021 Canadian census (Government of Canada, 2001).
Territory	Location was cross-referenced with native-land.ca (Native-Land.ca, 2022) to identify overlapping Indigenous territories on the location of projects
Nations included	This included nations referenced, consulted with, or included based on EIS documents as derived from relevant sections of the EIS
Reference Number	Number assigned to projects by IAAC on the registry.
Worker Accommodation Or Work Camp	Whether or not a worker camp was specified in the EIS documentation. These were categorized as "explicit" or "implied" and details about the worker camp were captured if provided (e.g., location, dwelling type, number of workers). The former was assigned when the EIS specifically described a worker camp or Implied worker camps were assigned when the facility description made it clear that it could not be constructed or operated without onsite staff (e.g., offshore oil and gas drilling operations where workers would have to live onsite for production). Additionally, projects that referred to relying on nearby community infrastructure to support and/or house an incoming workforce were also included. We included worker camp given the known link between TMW and impacts to worksites and local communities, particularly marginalized communities.
Production output	If given on IAAC registry project page, the production capacity (e.g., milling rate).
Extraction End Date	If given on IAAC registry project page, the estimated lifespan of the project.
Relevant EIS Sections	A record of EIS documents relevant to answering the research questions, with a hyperlink to each section for keyword analysis (Table 2).

To research the inclusion or exclusion of identity categories across CEAA 2012 projects, we developed the FR/EN keywords using 2021 Canadian census data and embodied knowledge from within our research team with review and approval from our community partner (Table 2). The overarching identity categories that chosen keywords related to included Indigenous peoples, racial and ethnic minorities, marginalized genders and sexualities, religious identities, people with disabilities, and youth.

Table 2. French and English keywords searched in retained sections of proponents' EIS documents.

Identity Category	EN Keywords	FR Keywords
Indigenous	Indigenous, First Nation, Aboriginal, Inuit, Innu, Inuk, Métis, Two Spirit	Indigène/amérindien, Autochtone, Première Nation, Inuit, Inuk, Métis, Deux Esprits/Bi-spirituel
Racial & Ethnic Minorities	Visible Minorit*, Marginaliz*, Asian, South Asian, East Asian, Southeast Asian, West Asian, Chinese, Filipino, Korean, Japanese, Black, African, SWANA (Southwest Asia and North Africa), Arab, Latin American, non-white, non-Caucasian	Minorité visible, marginalisé, asiatique, sud asiatique, asiatique oriental, sud-est asiatique, asiatique occidentale, Chinois, Filipino, Coréen, Japonais, Noir, Africain, ASOAN (Asia du sud-ouest et Afrique du nord), Arabe, latino-américain, Non-blancs, Non-caucasien
Gender	Indigenous women, Two Spirit, Women, maternal, transgender, non-binary, transsexual, intersex	Femmes autochtones, Femme, Maternel, Transgenre, Non binaire, Transsexuel, Intersexe
Sexual Minorities	Two Spirit, lesbian, gay, bisexual, queer, men who have sex with men, LGB*, homosexual*	Deux Esprits/Bi-spirituel, Lesbienne, Gay, Bisexuel, Queer, Les hommes qui ont des rapports sexuels avec des hommes, LGB, homosexuel*
Religiosity	Buddhist, Christian, Hindu, Jewish, Muslim, Sikh, Indigenous Spiritual*, Agnostic, Secular	Bouddhist, Chrétien, Hindu/Hir juif, Musulman, Sikh, Spiritualité des Indigènes d'Amérique du Nord, Agnostique, Laïque
Disability	Disabil*, neurodivergent, mental disable*, physical disability	Handicapé, Personnes handicapées, neurodivergent, handicap mental, handicap physique
Young People	Youth, adolescent, child*, kid, teen*	Jeune/jeunesse, Adolescent, Enfants, Gamin, Ado
Vulnerable Population	Vulnerable Population	Population Vulnérable

One reviewer searched each retained relevant EIS chapter/volume using the "CTRL-F" function for each keyword in the language of the document, and recorded the number of results (Luetz & Walid, 2019). When a keyword was observed <5 times in a document, quotes were recorded situating the context to determine the nature of the inclusion (e.g., was the identity group in question mentioned in passing, or as related to explicit consultation with people in this group).

DATA ANALYSIS

We analyzed our data using nominal categories (e.g., project name, project type, and other project information). EN/FR keyword numbers were analyzed for each project and within identity categories. Overlapping project types (e.g., mines & minerals, oil & gas, etc.) were then compared against each other. No statistical analysis was conducted due to the small sample sizes. We describe generated descriptive statistics and figures in Microsoft Excel (Microsoft, 2018)

Results

OVERVIEW

In total, we reviewed 32 projects certified under *CEAA 2012*, with 28 written in English and 4 in French. We conducted a keyword search test of 154 individual EIS documents (average of 4.9 documents per project). Most projects were classified as Mines & Minerals and Oil & Gas (Figure 1). Projects were proposed between 2012 and 2019 and approved between 2015 and 2022.

Overall, projects were in seven provinces: 11 in Newfoundland (NL), Québec (QC), 6 in British Columbia (BC), 5 in Ontario (ON), 3 in Nova Scotia (NS), 1 in Saskatchewan (SK), and 1 in Alberta (AB). Neither Manitoba, New Brunswick, nor Prince Edward Island had projects represented, however, Indigenous Nations from those areas were mentioned in some EISs. Only one proponent, New Gold Inc., filed more than one project. In NL most projects (n=9) were offshore Oil & Gas exploration drilling projects with (n=2) being Mines & Mineral projects. BC had a majority of Mines & Minerals (n=4) followed by Oil & Gas (n=1) and Ports & Harbours (n=1). QC had Mines & Minerals (n=3), Highways & Roads/Ports & Harbours (n=1), and Oil & Gas (n=1) projects. ON had only Mines & Mineral projects (n=5). NS had (n=2) offshore Oil & Gas exploration drilling and (n=1) Mines & Mineral projects. SK was the only province to have a hydroelectric project (n=1) and Alberta had only a Highways & Roads and Dams & Reservoirs project (n=1).
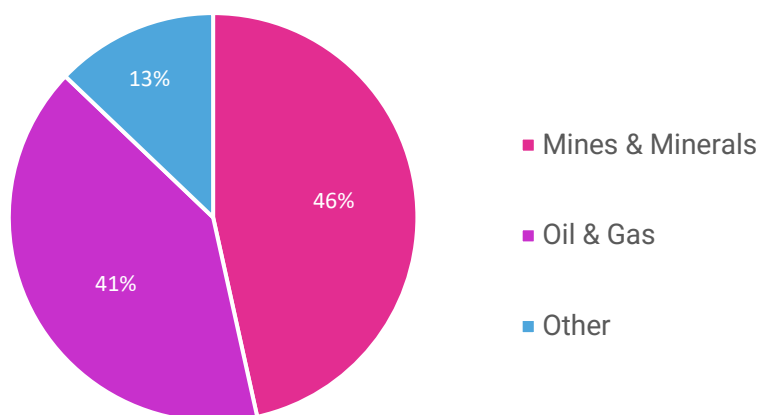

Figure 1. The percent breakdown of Major Infrastructure and Natural Resource Development project types certified under CEAA 2012 that were reviewed. 'Other' projects included Hydroelectricity, Ports & Harbours, Highways & Roads, and Dams & Reservoirs.

WORKER ACCOMMODATIONS & NEARBY COMMUNITIES

Fifteen projects referenced worker camps in their EIS documentation, ten had implied worker camps or accommodation (meaning the facility would not function without onsite staff, such as at offshore oil & gas drilling projects), and seven did not refer to worker camps. Of the seven, four referred to relying on nearby community infrastructure to support and/or house an incoming workforce. Of the three remaining projects, two were located near major cities (Montréal & Calgary) and likely did not require additional workforce for projects, and the final one did not refer

to a workforce. When divided by project type the use of worker camps, implied worker camps and local infrastructure varied depending on the project (Figure 2). Projects that referred to resource extraction and/or resource use (i.e., Mines & Minerals, Oil & Gas, and Hydroelectric) were more often associated with worker camps or an influx of local workers using local accommodation. In contrast, major infrastructure projects (i.e., Highways & Roads, Dams & Reservoirs, and Ports & Harbours) typically did not mention the use of worker accommodation or workforce.
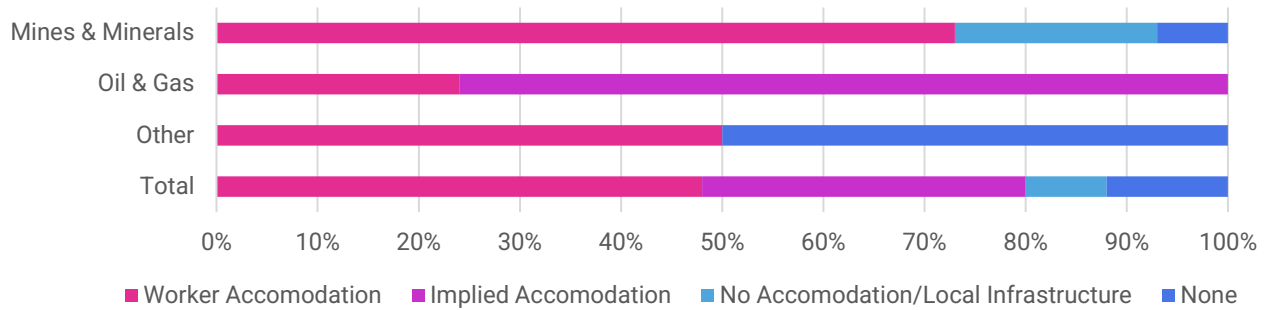

Figure 2. Use of worker accommodation, implied accommodation, no camp, and/or local infrastructure based on project type.

When examined by province, BC, SK, and NS had the highest proportion of confirmed work camps. NL had the highest proportion of implied worker camps. AB, BC, and QC were the only provinces to have projects where no worker camps were referenced (Figure 3).
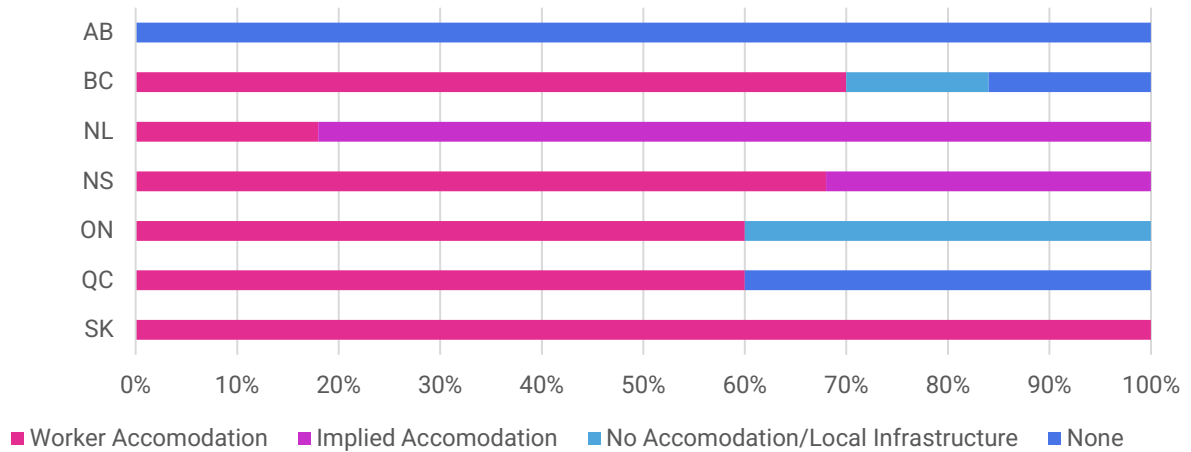

Figure 3. Proportion of worker accommodation types stated or implied in the EIS documents for 32 projects by province in which the project is located.

Overall, projects impacted many community types from Indigenous communities, small towns, and/or rural communities, to suburban and urban centers. Communities ranged in size from a population of 244 (Schefferville, Newfoundland) to 1,762,949 (Montréal, Québec). Out of the 32 projects reviewed, 9 impacted communities were of <1000 people, 9 impacted communities were between 1000-10,000, and 14 projects were >30,000. Overall, Mines & Mineral projects were most likely to be near smaller communities, followed by Oil & Gas, and Other project types (Figure 4).
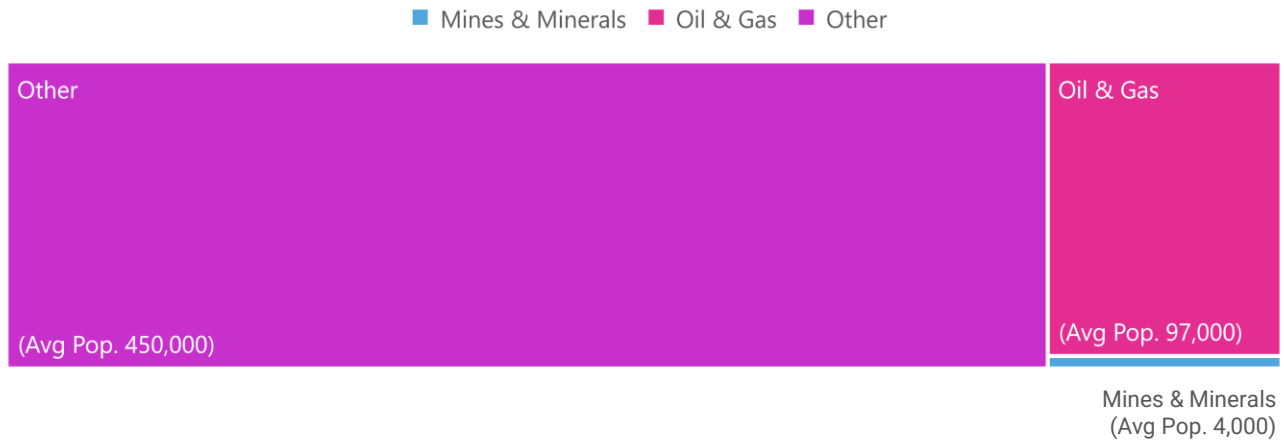
Figure 4. Average community size based on the type of project of the 32 projects reviewed.

DEMOGRAPHIC REPRESENTATION

The total number of keyword occurrences across the 32 projects examined was 36 227, with most referring to the 'Indigenous' category (Figure 5). Keywords in the '2SLGBTQQIA+' category did not occur in any project. Across the different project types, Mines & Minerals projects included the most keyword categories, followed by Oil & Gas, followed by Other.
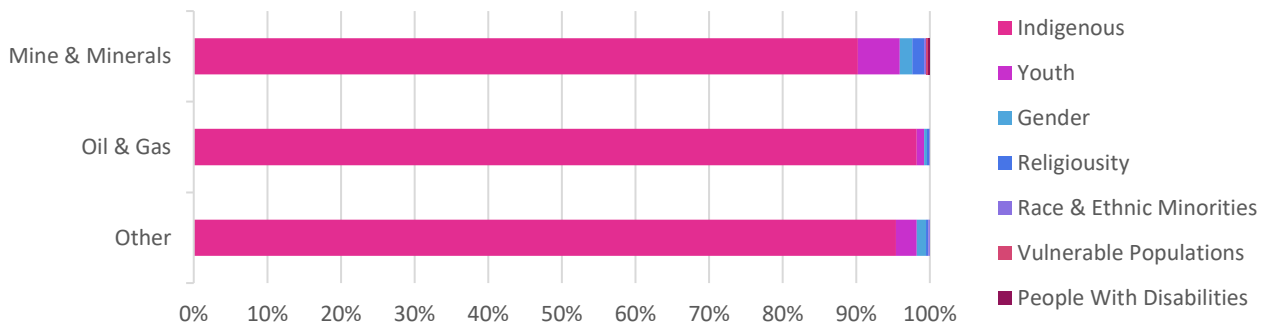

Figure 5. Keyword category percent occurrence organized by project type ('Other' includes Hydroelectricity, Ports & Harbours, Highways & Roads, and Dams & Reservoirs.

INDIGENOUS

Across the 32 projects, there were 271 Indigenous Nations and/or groups that were referenced in EIS documentation. After removing repeated groups referenced in multiple projects, 165 Indigenous Councils, Nations, and/or communities were consulted and/or referenced in total. Projects referenced a minimum of one and a maximum of twenty Indigenous groups across the projects. Within the 'Indigenous' keyword category the terms 'Aboriginal' and 'First Nation' had the highest rates of occurrence (Figure 6). Of note, the terms 'Inuk' and 'Two Spirit' keywords did not occur in any of the projects examined.
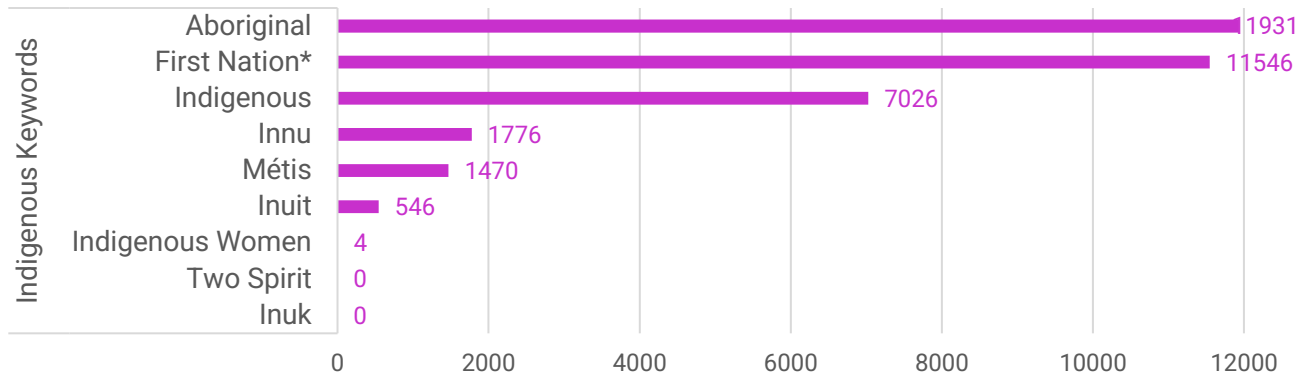
Figure 6. Keyword occurrences related to Indigenous identities for all projects (n=32).

NON-INDIGENOUS RACIAL/ETHNIC POPULATIONS

Within the 'Non-Indigenous Racial and Ethnic Minorities' category, 'Visible Minority' had the highest rate of occurrence followed by, 'Marginalized', 'Asian', 'Chinese', 'South Asian', 'Filipino', 'African', 'Black', and 'Japanese' (Figure 7). Black, with a capitalized B, denotes the people as a distinct racial and ethnic group. In the results, the Black Businesses was the only occurrence of 'Black' as a people and occurred in the Shelburne Basin Venture Exploration Drilling Project in NS (Stantec, 2014). All 'Other' keywords of this category (East Asian, Arab, SWANA, Latin American, Southeast Asian, West Asian, Korean, Non-White, Non-Caucasian) did not occur.
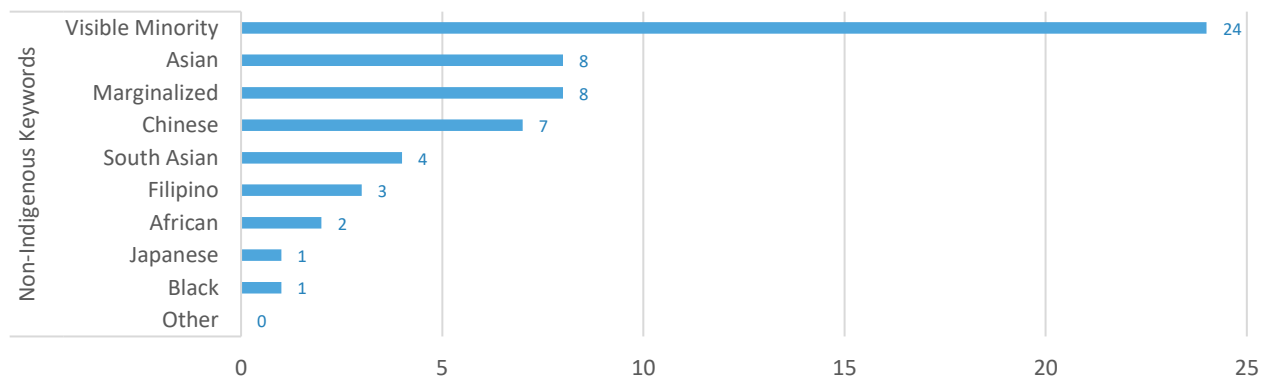

Figure 7. 'Keyword occurrences related to non-Indigenous racial/ethic identities for all projects (n=32).

GENDER & SEXUALITY

Within the category of 'Gender & Sexuality', the only keywords that were included in EIS documents were 'Women' (346) and 'Maternal' (16) (Table 3). 2SLGBTQQIA+ identities did not appear. Of note, in terms of gender-related issues, 'Teenage pregnancy' was mentioned 5 times total across all documents, often referencing higher than-average teenage pregnancy rates in a local study area. 'Teenage pregnancy' was only referred to in Mines & Mineral projects (n=3) in Northern BC and Northern ON, and Oil & Gas projects (n=2) in NL.

Table 3. Gender category keyword breakdown by resource activity type and keywords included in EIS documents.

Activity	Indigenous Women	Women	Maternal	Teenage pregnancy	Other Gender(s)	Sexuality
Mines & Minerals (n=15)	4	246	8	3	0	0
Oil & Gas (n=13)	0	73	5	2	0	0
Other Infrastructure & Hydro (n=4)	0	27	3	0	0	0

RELIGIOSITY

Only 'Indigenous Spirituality' and 'Christian' keywords were located (98% and 2%, respectively). We found no other keywords (Buddhist, Hindu, Jewish, Muslim, Sikh, Agnostic, and Secular). 'Indigenous Spirituality' usually referenced the significance of land for Indigenous spiritual practices in the context of preserving said areas from alteration by the project, if possible. For example, reference to "Use of spiritual/traditional sites" within the Blackwater Gold Project (EIS Section 14: Aboriginal Rights, pg. 11), and "… potential project-related effects on Aboriginal sacred places and related spiritual traditions…" within the Pacific Northwest LNG Project (EIS – Aboriginal Rights & Related Interests, pg. 72). Context of the keyword 'Christian' included references to the forcible conversion of local Indigenous peoples away from Traditional Indigenous Spiritual practices, and Christian presence in nearby communities (Table 4).

Table 4. Inclusions of the keyword 'Christian' in all EIS Documents (n=32)

Inclusion	Project Name	Activity	Reference
"…a missionary named William Duncan began preaching at the fort and converted a number of Tsimshian people to Christianity…"	Pacific Northwest LNG Project	Oil & Gas	EIS - Aboriginal Rights & Related Interests, pg. 27-5
"Francophone, Christian, and Catholic schools are also available in Terrace."	Red Mountain Underground Gold Project	Mines & Minerals	EIS Volume 3 Ch. 20 - Social Effects assessments, pg. 29
"… Christianization of the Innu started at the end of the 1700s…"	Howse Property Iron Mine Project	Mines & Minerals	EIS - Chapter 7 - Effects Assessment Socioeconomic Environment, pg. 285
*"Mattagami First Nation hosts religious services which are predominantly gospel and Christian."	Côté Gold Mine Project	Mines & Minerals	EIS - Chapter 6 - Baseline conditions, pg. 149

DISABILITY

Within the 'People with Disabilities' category, returned keywords were 'Disabled' (n=15), 'Persons with Disabilities' (n=8), 'Mental Disability' (n=1), and 'Physical Disability' (n=1). The keyword 'Neurodivergent' was not located. Mines & Minerals projects referenced persons with disabilities the most (n=23), followed by Oil & Gas (n=2). 'Other' infrastructure projects did not refer to persons with disabilities. Contextualized, references to people with disabilities were typically about community services and scholarships aimed at this population, which may or may not be backed financially by the proponent (Table 5). Also included were references to support employees who become disabled through the course of their work on the project (Table 5).

Table 5. Selected sample of included keywords and their context in the 'People with Disabilities' Category.

Inclusion	Project Name	Activity	Reference
"This does not include Aboriginal persons on-reserve and the disabled."	Red Mountain Underground Gold Project	Mines & Minerals	EIS Volume 3 Ch. 20 - Social Effects assessments, pg. 21
"Providing scholarships to students at Memorial University, College of the North Atlantic and the Coalition of Persons with Disabilities."	Jeanne D'arc Basin exploration Drilling Project	Oil & Gas	EIS - Chapters 1-3, pg. 2.6
"Flying Post First Nation provides social services to Elders and disabled members of the community…"	Côté Gold Mine Project	Mines & Minerals	EIS - Chapter 6 - Baseline conditions, pg. 6-148
"As of September 2011, includes the disabled, but excludes Aboriginal persons on reserves…"	Blackwater Gold Project	Mines & Minerals	EIS – Chapter 7.5 - Family and community well-being, pg. 7.2.5-2
"The Proponent will provide workers with an employment benefits package that includes Workers' Compensation Board, Accidental Death and Dismemberment, Canadian Pension Plan, Employment Insurance, Long-term Disability…"	Murray River Coal Project	Mines & Minerals	EIS - Chapter 2-Information Distribution and Consultation, pg. 2-33

YOUNG PEOPLE

'Youth and Young People' were the second most-referenced marginalized population. Keyword occurrences included 'Child' (n=675), 'Youth' (n=402), 'Teen' (n=43), 'Kid' (n=14), and 'Adolescent' (n=1) and comprised 5.7% of all keyword responses for Mines & Minerals projects, 1.0% for Oil & Gas, and 2.8% for Other. Contextually, these EIS sections examined issues specific to Indigenous youth, youth infrastructure and services, youth scholarships and job opportunities, and specific needs or challenges facing youth in local communities (Table 6).

Table 6. Selected sample of included keywords and their context in the 'Youth' category.

Inclusion	Project Name	Activity	Reference
"There are several children's playgrounds and two outdoor recreational complexes that have tennis courts, a running/walking track, a soccer field, beach volleyball courts, basketball courts, several baseball/softball fields, and a clubhouse among them."	Valentine Gold Project	Mines & Minerals	EIS – Ch. 13-17 Community Services & Infrastructure pg. 139
"Samson Cree Nation explained that the disturbance or destruction of culturally important sites has affected the way Samson Cree Nation maintains traditional systems […] As such, Samson Cree Nation youth are at risk of losing their traditional way of life due, in part, to disturbance of sacred areas (SCN 2015d)."	Springbank Off-stream Reservoir Project	Highways & Roads Dams & Reservoirs	EIS – Volume 3, Effects on traditional lands and resource use pg. 14.60
"In addition to the Project-specific environmental, economic, and social benefits for the province and its communities and citizens, Equinor Canada has made investments in youth talent development and the local NL society."	Bay du Nord Development Project	Oil & Gas	EIS - Chapter 1-5, pg. 2-10
"Most Greenstone residents (80%) either strongly or somewhat agreed that Greenstone needs additional recreational facilities, services and programs for its children and youth"	Hadrock Gold Mine Project	Mines & Minerals	EIS – Chapter 15 – Impacts on Community Services & Infrastructure pg. 15.22
"It also noted that targeted training is required for lower skilled people currently in the workforce, and that programs should be developed to attract the large numbers of Aboriginal youth who will be entering the labor force in the next decade."	Pacific North West LNG Project	Oil & Gas	EIS – Chapter 14 Economic Environment, pg. 14.31
"Kids are quitting school and mining companies should help find ways to keep kids in school, with training, for example."	Howse Property Iron Mine Project	Mines & Minerals	EIS – Chapter 4 Aboriginal Engagement and Public Consultation pg. 4-29

PART 2: SYSTEMATIC LITERATURE MAP

Background

Resource extractivism is known to cause negative social impacts that disproportionately affect marginalized communities existing at the intersection of Indigeneity, class, race, age, disability, gender, and rurality (Altamirano-Jiménez 2021; Kojola 2018; Manning *et al.,* 2018; Mek, *et al.,* 2021; Pictou 2021; Pauktuutit 2020; Saxinger 2021; Stienstra *et al.,* 2020). For example, the ongoing impacts of colonialism and capitalist resource extractivism have resulted in violence in mining in Mexico by Canadian mining corporations (Altamirano-Jiménez, 2021), isolation and exclusion of Indigenous people across Chile (Haynes, 2020), racism and anti-Indigeneity in rural Australian mining communities (Pini et al., 2013), and impacts to sustenance based economies and impacts to gender, gender identity and masculinity in the oil-rich region of Nigeria (Ashamole, 2019) to name a few.

Across various geographies, extractivism is associated with multiple forms of gendered violence. This stems from masculine cultures at RDPs (Campbell, 1997; Farley, 2022). To operate, RDPs hire and exploit vulnerable transient male workers (TMW), often from lower socioeconomic classes and education levels, to perform dangerous jobs for long hours in difficult working conditions (Campbell, 1997; Farley, 2022; Goldenberg et al., 2010). Such TMWs move into worker accommodations at RDPs from outside the region and, therefore, lack social ties and accountability to local and surrounding communities (Gibson et al., 2017; Manning et al., 2018). While worker accommodations are not solely made up of men, they are commonly referred to as "man camps" given the overrepresentation of male workers within the workforce (Gibson et al., 2017; Manning et al., 2018). Importantly, these man camps are "deeply embroiled in ongoing forms of coloniality and are intimately intertwined with gender-based violence that has long-existed with theft of Indigenous lands and resources" (Morgan et al., 2021, p. 411).

OBJECTIVE

Worldwide, there are two persistent knowledge gaps in engaging with marginalized people through IA processes (Stienstra et al., 2020). The first is limited research on understanding the unique consequences of resource extraction on women and girls, people with disabilities, and people who identify as 2-Spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, and more (2SLGBTQQIA+) (Stienstra et al., 2020). Second, within international impact assessment, there is a consistent failure to include marginalized communities including 2SLGBTQQIA+ people, youth, racialized non-Indigenous peoples, and people with disabilities (Stienstra et al., 2020). In a large-scale knowledge synthesis, no practices within intersectional impact assessment "specifically addressed the experiences of people with disabilities and LGBTQ2S+ folks or the barriers to their participation" (Stienstra et al., 2020).

PURPOSE

The purpose of this systematic review is to investigate existing academic literature to understand what is known about the impacts of RDP on 2SLGBTQQIA+ communities.

RESEARCH QUESTION

> *What is known about the relationships between RDPs and 2SLGBTQQIA+ peoples worldwide, and can pathways of impacts be identified from global examples to inform the Canadian context?*

Materials & Methods

This systematic map uses the Collaboration of Environmental Evidence guidelines (CEE, 2018b) and the ROSES systematic review reporting standards (Haddaway et al., 2018).

SEARCH STRATEGY

Our search aimed to obtain all available academic peer-reviewed studies and grey literature related to our research question and eligibility criteria written in English. Preliminary searches using keywords deemed likely to be relevant were conducted to develop candidate search strings and identify suitable databases.

Given that understanding the social impacts of resource extraction (particularly as it relates to marginalized communities) is novel, we searched across subjects to identify appropriate databases for conducting the literature search. Based on subject associations of academic databases subscribed to by Dalhousie University as well as knowledge of the project team, we initially identified 25 potential databases to search for studies. We reduced this to 11 to remove databases that had character limits, did not allow full use of Boolean operators, or were indexed by other included databases. We then contacted a librarian at Dalhousie University and academic research partners with this list of databases. We shared our research questions with our research partners. Based on their feedback, we refined our selection to 5 databases for our preliminary search string testing phase. These were Environmental Sociology, Scopus, Gender Studies Database, ProQuest Central, and Taylor and Francis.

We created an extensive list of 43 population of interest (PI; 2SLGBTQQIA+ individuals) keywords, 85 activity of interest (AI; resource extraction activities) keywords, and 7 outcomes of interest (OI) keywords. These keywords were tested in three databases and based on the number of times the keyword appeared in the context of our AI and PI, we reduced keywords down to 19 population keywords and 24 activity keywords. Once these keywords were refined, they were shared with academic partners for feedback.

Our initial 8 preliminary search strings included 32 English terms relevant to 2SLGBTQQIA+ identities and natural resource development projects (RDP). Four of the eight strings included the keywords 'gender' and 'indigen*'. Because we speculated these two terms might significantly broaden the search to capture more items, they were omitted from the other four strings.

We tested the 8 preliminary search strings among the 5 retained databases and recorded the total number of results returned as well as the sensitivity and specificity of the searches. Following methods from Westwood et al. (2021) and Westwood et al. (2023) to record the specificity (percent relevant results), we recorded how many of the first 50 and first 100 returned results

were relevant to the study. To calculate sensitivity, we recorded how many of the first 50 and 100 results matched a pre-established test list of 7 peer-reviewed papers and reports with known relevance to our research topic (Table 7). After testing all 8, four were identified as key search strings to answer our research question.

Table 7. The test list of items known to be relevant was created to determine the specificity and sensitivity of search strings among 5 databases.

#	Citation	Item Type
1	Farrales, M., Hoogeveen, D., & Morgan, V. (2021). Queering Environmental Regulation. Nature and Space, 175-190.	Peer reviewed
2	Hoogeveen, D., Gislason, M., Hussey, A., Western, S., & Williams, A. (2020). Gender Based Analysis Plus: A knowledge synthesis for implementation and development of socially responsible impact assessment in Canada. Burnaby & Prince George: Simon Fraser University & University of Northern British Columbia.	Peer reviewed
3	Hoogeveen, D., Williams, A., Hussey, A., Western, S., & Gislason, M. K. (2020). Sex, mines, and pipelines: Examining 'Gender-based Analysis Plus' in Canadian impact assessment resource extraction policy. The Extractive Industries and Society. doi:https://doi.org/10.1016/j.exis.2021.100921	Report
4	Morgan, V. S., Hoogeveen, D., & de Leeuw, S. (2021). Industrial Camps in Northern British Columbia: The Politics of 'Essential' Work and the Gendered Implications of Man Camps. ACME: An International Journal for Critical Geographies, 409-430.	Peer reviewed
5	Orellana, E. R., Alva, I. E., Cárcamo, C. P., & García, P. J. (2013). Structural Factors That Increase HIV/STI Vulnerability Among Indigenous People in the Peruvian Amazon. Qualitative Health Research, 1240–1250. doi:10.1177/1049732313502129	Peer reviewed
6	Sauer, A., & Podhora, A. (2013). Sexual orientation and gender identity in human rights impact assessment. Impact Assessment and Project Appraisal, 135–145. doi:http://dx.doi.org/10.1080/14615517.2013.791416	Peer reviewed
7	Stienstra , D., Manning, S., & Levac, L. (March 31 2020). More Promise than Practice: GBA+, Intersectionality and Impact Assessment. University of Guelph: Live Work Well Research Center. Retrieved from Retrieved from https://liveworkwell.ca/sites/default/files/pageupload	Report

We then excluded the two databases that showed substantially lower sensitivity and specificity (Environmental Sociology and Taylor & Francis; Appendix 3). Between July 15th, 2022, and August 15th, 2022 we searched the finalized databases (Gender Studies Databases, ProQuest Central, and Scopus) using the Dalhousie Libraries subscription with each of the final four search strings (Table 8). These searches returned a total of 2,212 results across retained databases. Item citations (title and abstract) of all returned results were downloaded in Mendeley, where 1,336 duplicates were removed (Mendeley Ltd., 2019). The remaining citations were imported in Covidence (Veritas Health Innovation, n.d.) where an additional 19 duplicates were removed, giving us a total of 857 citations.

Table 8: Final search strings used in the systematic map. Keywords with asterisks (*) represent any character that could make up a longer version of that work (e.g., "Lesbian*" can include lesbians and lesbianism).

#	String
5	(sexuality OR "two-spirit*" OR transgender* OR intersex OR "non-binary" OR lesbian* OR gay* OR bisexual OR queer OR "men who have sex with men" OR LGB*) AND ("resource extraction" OR "natural resource management" OR extractivism OR "extractive industr*" OR "environment* assessment" OR "impact assessment" OR "social impact*" OR "fossil fuel" OR hydroelectric* OR mining OR fracking OR deforestation OR "man camp" OR "industrial camp" OR "min* camp" OR "work* camp")
6	(sexuality OR "two-spirit*" OR transgender* OR intersex OR "non-binary" OR lesbian* OR gay* OR bisexual OR queer OR "men who have sex with men" OR LGB*) AND ("resource extraction" OR "natural resource management" OR extractivism OR "extractive industr*" OR "environment* assessment" OR "impact assessment" OR "social impact*") AND ("fossil fuel" OR hydroelectric* OR mining OR fracking OR deforestation OR "man camp" OR "industrial camp" OR "min* camp" OR "work* camp")
7	(sexuality OR "two-spirit*" OR transgender* OR intersex OR "non-binary" OR lesbian* OR gay* OR bisexual OR queer OR "men who have sex with men" OR LGB*) AND ("resource extraction" OR "natural resource management" OR extractivism OR "extractive industr*" OR "environment* assessment" OR "impact assessment" OR "social impact*")
8	(sexuality OR "two-spirit*" OR transgender* OR intersex OR "non-binary" OR lesbian* OR gay* OR bisexual OR queer OR "men who have sex with men" OR LGB*) AND ("fossil fuel" OR hydroelectric* OR mining OR fracking OR deforestation OR "man camp" OR "labour camp" OR "min* camp" OR "work* camp")

ITEM SCREENING & ELIGIBILITY CRITERIA

After duplicate removal, articles were screened in two steps: title & abstract review, and full-text screening. Two reviewers read the retained 857 titles and abstracts and decided whether they fit the established eligibility criteria (Table 9). When an article was rejected, the reason was recorded. A total of 43 articles were retained for full-text review. Full-text versions of each paper were uploaded into Covidence (Veritas Health Innovation, n.d.). We were unable to locate full texts for 7 articles and these were excluded at this stage. The remaining 36 articles underwent a full-text review by two reviewers. For articles where there was disagreement on whether an article met the eligibility criteria or why it did not meet the criteria, a third reviewer declared the tiebreak. In difficult instances, all three reviewers re-read the article and, in an ongoing weekly meeting, collectively discussed and decided whether the paper adequately fit the eligibility criteria. Overall, 8 papers were retained for data coding and analysis.

Table 9. Description of eligibility criteria for articles uploaded into Covidence. Articles not meeting all the eligibility criteria were excluded at either the title & abstract or full-text review stage.

Question: "What is known about how DRP impacts 2SLGBTQQIA+ persons, worldwide?"	
Eligible pop./subjects	Items will concern and be related to 2SLGBTQQIA+ peoples
Eligible activities	Must include a related major infrastructure or natural resource development projects or activities. This includes oil & gas, fracking, hydroelectric dams, forestry, etc., as well as processes for these projects such as natural resource development, and environmental and social impact assessments.
Eligible comparators	Any known relationship between RDP and 2SLGBTQQIA+ populations
Eligible outcomes	The effects, impacts/outcomes, and/or the relationship between RDP and 2SLGBTQQIA+ populations. This could include statistically measurable relationships (e.g., increases in STI rates, sexual violence, homophobia, improved economic opportunities, etc.) or sociocultural and/or psychological impacts (e.g., individuals staying closeted (living in stealth), fear, etc.).
Eligible locations and languages	Studies and/or reports may originate anywhere in the world and will be included if written in English.

DATA EXTRACTION AND CODING

To identify information for answering our research questions, data was extracted from the remaining 8 articles (Table 10) using a standardized strategy. In Covidence, data can be extracted from studies by answering custom questionnaires developed within the app. Data extraction questions were developed by the study leads with input from the project team and refined to a final 39 questions.

The data extraction form was divided into four sections: bibliographic information, study purpose and scope, theoretical frameworks, research methods, and recommendations. Bibliographic information included data relating to the publication, authorship, research discipline, country of origin and interest, and funding. Study purpose and scope outlined the studies' objectives, identity of authors, type of resource extraction activity, queer populations included in the study, location, and proximity of population to RDPs, types of impacts, and whether impact assessment and consultation occurred.

Theoretical frameworks and research methods outlined types of theory used to frame the study, and if the latter included original qualitative research. Lastly, recommendations included any important findings or recommendations related to the activity and populations of interest.

Table 10. Articles which passed full-text screening and underwent data extraction.

#	Citation	Item Type
1	Campbell, Catherine. "Migrancy, Masculine Identities and AIDS: The Psychosocial Context of HIV Transmission on the South African Gold Mines." Social Science & Medicine 45, no. 2 (July 1997): 273–81. https://doi.org/10.1016/S0277-9536(96)00343-7.	Peer Reviewed
2	Farrales, May, Dawn Hoogeveen, Vanessa Sloan Morgan, and John Paul Catungal. "Queering Environmental Regulation?" Environment and Planning E: Nature and Space 4, no. 2 (June 2021): 175–90. https://doi.org/10.1177/2514848619887165.	Peer Reviewed Commentary
3	Haddad, J. (2020). Essays in Economic History. [Doctoral dissertation, University of Ottawa]. Available from uOttawa Theses. http://hdl.handle.net/10393/41595	Doctoral Thesis
4	Leeworthy, Daryl. "For Our Common Cause: Sexuality and Left Politics in South Wales, 1967–1985." Contemporary British History 30, no. 2 (April 2, 2016): 260–80. https://doi.org/10.1080/13619462.2015.1073591.	Peer Reviewed
5	Levac, Leah, Jane Stinson, Susan M. Manning, and Deborah Stienstra. "Expanding Evidence and Expertise in Impact Assessment: Informing Canadian Public Policy with the Knowledges of Invisible Communities." Impact Assessment and Project Appraisal 39, no. 3 (May 4, 2021): 218–28. https://doi.org/10.1080/14615517.2021.1906152.	Peer Reviewed
6	Maake, Tshepo B., P. Rugunanan, and L. Smuts. "Negotiating and Managing Gay Identities in Multiple Heteronormative Spaces: The Experiences of Black Gay Mineworkers in South Africa." Journal of Homosexuality, December 16, 2021, 1–24. https://doi.org/10.1080/00918369.2021.2015954.	Peer Reviewed
7	Orellana, E. Roberto, Isaac E. Alva, Cesar P. Cárcamo, and Patricia J. García. "Structural Factors That Increase HIV/STI Vulnerability Among Indigenous People in the Peruvian Amazon." Qualitative Health Research 23, no. 9 (September 2013): 1240–50. https://doi.org/10.1177/1049732313502129.	Peer Reviewed
8	Tshepo Maake. "Spaces of Discrimination and Multiple Identities: Experiences of Black Homosexual Mineworkers," 2019. https://doi.org/10.13140/RG.2.2.14517.40167.	Master's Thesis

Before completing data extraction from each article, training was provided to the study lead and one reviewer by another reviewer with prior experience using Covidence and the CEE systematic review methodology. Two reviewers extracted data from four documents each, and the lead extracted data from all the documents. Extracted results were then compared by the study lead and the condition was set that if the lead identified substantive differences between responses, a meeting would be held between the reviewers to find agreement. However, all data coding responses were aligned and no additional team meeting to find consensus was necessary. Once data were extracted from all studies, it was exported from Covidence into a .csv file and data was cleaned for errors, typos, and any data entry errors in Microsoft Excel (Microsoft Corporation., 2018).

Following other systematic map examples (e.g., Westwood et al., 2021), we implemented a framework-based synthesis (Carroll et al., 2021) to understand the populations of interest, resource extractive activity, and to identify common threads between the qualitative information in the articles. A narrative synthesis approach was used to thematically organize descriptive statistics across the articles to understand, visualize, and outline the relationships between RDP on 2SLGBTQQIA+ communities and other marginalized community members. Moreover, a series of quantitative deductive questions were used to gather demographic nominal data and demographic data. No statistical analysis was conducted due to the small sample size.

Results

We summarize here the characteristics of the retained documents. All articles reviewed were published between 1997 and 2021, which most (n=6) being published after 2015. Of the articles, 6 were peer-reviewed academic articles, one was a Master's thesis, and one was a Ph.D. thesis. Disciplines included social sciences (n=6), with an environmental studies commentary (n=1) and a humanities thesis (n=1). Two of the articles had overlapping content; one was the Master's thesis published by Maake (2019) which became a published peer-reviewed paper by Maake et al. (2021). Authors self-identified as 2SLGBTQQIA+ in two studies.

The studies reflected various regions worldwide, with just over half reporting having received funding for the work, and three directly engaged with members from the 2SLGBTQQIA+ communities (Table 11). Overall, several projects focused on mining specifically (n=5), one focused on energy projects such as oil and gas, mining, and forestry (n=1), and two did not focus on specific resource extraction industries (n=2).

Table 11. Overview information of retained corpus from the systematic literature review.

Item	Data Type	Region(s) of Interest	Funded	2SLGBTQQIA+ Interviews
Haddad 2021	History	United States	N	N
Maake 2021	Primary	South Africa	Y	Y
Farrales 2021	Commentary	Canada	N	N
Orellana 2013	Primary	Peruvian Amazon	Y	Y
Leeworthy 2016	History	Wales; United Kingdom; England	N	N
Maake 2019	Primary	South Africa	Y	Y
Campbell 1997	Primary	South Africa	Y	N
Levac 2021	Mixed-Method	Canada; Australia; Bolivia; Brazil; Colombia; the Democratic Republic of the Congo; Ecuador; Ghana; Guatemala; Honduras; India; Mexico; Norway; Panama; Papua New Guinea; Philippines; Peru; South Africa; Sweden; the United States of America	Y	N

Several articles used more than one theoretical framework in their studies. The most common theoretical frameworks used across this corpus were 'intersectionality' (n=3) and 'diverse feminist theories' (n=3), 'social identity theory' (n=1), 'critical race theory', and 'queer of colour critique' (n=1). Several studies did not outline or identify a specific theoretical framework in their research (n=3). In total, articles varied between collecting primary data, using mixed methods, engaging in a commentary, and reviewing historical events. Of the 5 that included primary data, all used semi-structured interviews.

2SLGBTQQIA+ PRIMARY AND SECONDARY IDENTITIES OF FOCUS

The focus of articles on 2SLGBTQQIA+ identities varied. Gay men were represented more than any other group (Figure 8). Of note, the only genders included as primary population focuses were men and women. Furthermore, certain primary populations included in the studies specified more than one axis of identity (n=3), including Black gay workers (n=1), Black migrant workers (n=1), and queer Indigenous people (n=1). No other papers specified racial or ethnic dimensions of identity.
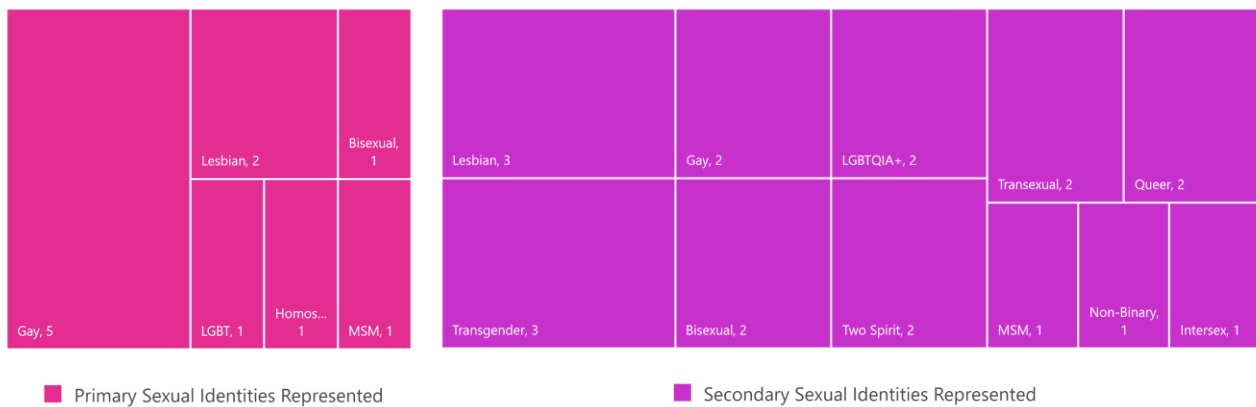

Figure 8. The occurrence of primary and secondary sexual identities across the systematic review corpus. Primary sexual identities were represented in only 5 / 8 articles. MSM stands for men who have sex with men.

Secondary and/or referenced 2SLGBTQQIA+ identities included more diverse queer identities than primary populations of focus (Figure 8). Secondary and/or referenced queer identities are used to describe 2SLGBTQQIA+ identities that researchers did not directly engage with. Specifically, some studies engaged with queerness and queer identities by referencing theory and/or queer populations in their introductions and/or discussions. In contrast, other studies may have had a single sentence that referenced 2SLGBTQQIA+ individuals in relation to RDP. Thus, these populations can be considered included, meaning keywords representing these queer identities were present in the paper, but descriptions of the experiences of these populations related to RDP may be limited.

INTERSECTING POPULATION DEMOGRAPHICS

Outside of queer identities, several other overlapping identity characteristics were considered in the studies. The racial and ethnic demographic makeup of participants, both queer and non-

32

queer, included Black (n=5), white (n=4), Indigenous (n=3), Latinx (n=2), Filipinx (n=1), Chinese (n=1), mixed race (n=1), and ethno-racial minorities (n=2). Other intersections of identity included were religiosity (n=2), youth (n=2), sex workers (n=2), specifically including transsexual sex workers (n=1) and female sex workers (n=2), literacy (n=1), education level (n=1), unemployment (n=1), people who inject drugs (n=1), migrant populations (n=2), age (n=1), disability (n=1), and pregnant and nursing women (n=1). Moreover, rurality was a factor explicitly stated in several papers (n=3) and implicitly referenced across the studies.

PROXIMITY TO RESOURCE EXTRACTION

Most studies (n=6) considered people living in, working at, and/or living in communities impacted by resource extraction. Overall, 2SLGBTQQIA+ individuals most impacted were located at the resource development site, or in neighbouring towns and villages (Figure. 9). Two papers did not specify the location of the population of interest related to the RDP. In these instances, one paper was focused on the exclusion of marginalized identities including 2SLGBTQQIA+ from Impact Assessment processes, thus, no specific RDPs were noted. The other referred to a transnational solidary movement between mine workers (not specified as 2SLGBTQQIA+ people) and 2SLGBTQQIA+ community members, thus, this criterion did not apply.
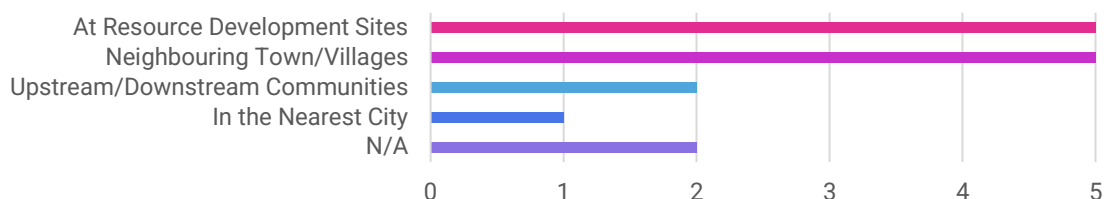

Figure 9. The location of our population of interest (2SLGBTQQIA+ people) in relation to the impacting RDP. The population of interest can be in more than one place.

RELATIONALITY & IMPACTS OF RDPS ON 2SLGBTQQIA+ COMMUNITIES

We extracted information about the impact types experienced by people in proximity to RDPs. Specifically, we were interested in both positive and negative impacts related to social impacts: inclusion, exclusion, and stigma (n=8); health impacts: mental and physical health, barriers to healthcare (n=5); economic impacts: access to work; limited access to work, loss of work (n=5); spiritual/religious impacts: impacts from religious institutions and/or lack of access to medicine and/or ceremonial plants and/or changes to a spiritually significant place (n=4) (Figure 10).

Overall, all studies recorded impacts, with most (n=7) including and describing negative experiences related to RDPs on 2SLGBTQQIA+ populations. Three studies noted positive impacts. These included social movements revolving around collaboration between RDP workers and 2SLGBTQQIA+ populations and the importance and benefit of coworkers showing acceptance of queer identities which led to social tolerance/acceptance (n=2), social inclusion (n=2), access to affirming education (n=1), and improved rights and recognition (n=1).

Figure 10. Negative impacts related to RDP on 2SLGBTQQIA+ communities were recorded across the 8 studies.

PART 3: SYNTHESIS OF EXPERT KNOWLEDGE

Re-Imagining Inclusive Impact Assessment In Canada

Workshop Illustrated Summary

On May 3-4, 2023, the Westwood Lab at Dalhousie University led a workshop on *Re-imagining Inclusive Impact Assessment in Canada*. The workshop took place at the Circle of Nations House on the Natural Resources Canada (NRCan) Campus in Ottawa, Ontario which resides on the traditional and unceded territory of the Algonquin nation.

Funding for the workshop was provided by the Impact Assessment Agency of Canada (IAAC) as part of a Research Program grant awarded to the Westwood Lab to explore the impacts of resource development projects (RDPs) on queer and marginalized people in Canada. Additional workshop planning support, facilitation, and participation were solicited from IAAC, NRCan, and several academic collaborators and independent researchers. Sixteen participants attended the workshop from a variety of government departments, universities, and non-profit organizations.

The purposes of the workshop were to provide a space that facilitated a collaborative, inter-community review of the current federal impact assessment (IA) process and collectively provide guidance on how this process could be more inclusive and robust. The objectives of the workshop were to:

- consolidate our understanding of key aspects of current and historical IA processes that may act as barriers to effective consultation with marginalized communities living rurally; and
- identify opportunities to shift current IA process paradigms to be more inclusive of these marginalized people.

Through thoughtful presentations and discussions, the workshop participants emphasized the need for more accessible community consultations, community-driven research and co-analysis, and greater mechanisms of accountability. Participants also noted the importance of grounding this work by (re)building meaningful relationships across all junctions of the IA process.

Here, we provide an overview of the knowledge shared by participants during the workshop. This summary has been reviewed and validated by workshop participants.

Workshop Schedule Highlights

WEDNESDAY, MAY 3RD

- Introductions & Icebreaker Activity
- Co-Creation of Community Guidelines
- Presentation 1: The impacts of resource development projects on 2SLGBTQQIA+ people and other marginalized populations in Canada (Ali MacKellar & Alana Westwood)
- Presentation 2: Personal safety considerations in Impact Assessment (Amélie Morin)
- Presentation 3: You stepped/rolled on my foot. Please pivot. (Hol Ellingwood)

THURSDAY, MAY 4TH

- Presentation 4: GBA+ and the Impact Assessment Process (Marion Doull)
- Presentation 5: GBA+ Intersectionality and Impact Assessment (Leah Levac & Deborah Stienstra)
- Group Think: Small-scale research and best practices for risky research
- Re-Imagining Inclusive Impact Assessment: Exploring solutions and expanding inclusivity within existing structures, parallel processes, and beyond

Summary of Knowledge Shared

BARRIERS TO INCLUSION

Workshop participants reviewed the multitude of factors that may act as barriers to the inclusion of marginalized voices throughout the IA process. The key barriers discussed included:

1. Rigid Government Institutions: Due to their bureaucratic structures – i.e. fiscal and legislated timelines, political cycles, and hierarchical organization - colonial government institutions tend toward inertia. This means that, although change is possible, policy and legislation are slow to adapt to our dynamic world, thus further perpetuating the status quo.
   a. This stagnation results in the continued exclusion and/or trivialization of marginalized voices throughout the IA process.
   b. The public is systematically disempowered by the lack of a 'no' option. In other words, to deny an RDP proposal indefinitely.

2. Lack of Accountability: The IA process lacks substantive accountability on multiple levels.
   a. The recently introduced requirement for Gender-based Analysis Plus (GBA Plus) lacks any clear protocols for specifically conducting GBA Plus with 2SLGBTQQIA+ and other marginalized and intersectional populations. To date, there also have not been Project Conditions related to these populations which specify consequences should proponents fail to meet their planned mitigation measures.
   b. Jurisdictional divisions remain ambiguous across various arms of the federal, provincial, and municipal governments, and industry. With little incentive or limited jurisdictional power to take responsibility, many historical and ongoing harms remain unclaimed and therefore efforts towards justice are unfulfilled.
   c. The lack of concrete, specific data on pathways of harm between 2SLGBTQQIA+ persons and communities and RDPs in Canada may be used as a reason not to include information about, or mitigations for, harms related to these communities.

3. Inaccessible Consultations: In general, the communities most negatively impacted by RDPs are the ones least consulted throughout IA processes. This tends to be a result of inaccessible consultation processes that are insufficiently planned to prioritize their needs.
   a. Information about proposed RDPs and opportunities for community engagement are limited, are challenging for the public to find, and contain complex industry jargon.
   b. Many individuals must forgo attending consultation events due to factors such as an inability to take time off work, a lack of reliable transportation, poor cell reception/internet connectivity, and/or no childcare support.
   c. Most IA community consultations are dominated by Western ideologies and many lack culturally appropriate engagement strategies – i.e. incorporation of local Indigenous ceremonies and practices, and provision of translation services.
   d. Many 2SLGBTQQIA+ and allied community organizations have gathered relevant information or data that are not proactively sought or included in the IA process.
   e. Limited avenues to engage anonymously increase the risks of violence for individuals in smaller, more remote communities voicing unpopular opinions. These

risks are exacerbated for individuals from marginalized identities who may be unintentionally 'outed[2]' by publicly sharing their thoughts and perspectives.

4. **Under-Resourced Communities:** RDPs often occur in remote/rural geographies with small populations and limited infrastructure.
    a. Engagement fatigue is very common among individuals that reside near resource-rich, development areas. In particular, Indigenous communities are inundated with consultation requests from governments and proponents.
    b. Fair and timely compensation for community participation and engagement is not guaranteed.
    c. Knowing that communities don't always have the capacity to assert their right to consultation, proponents and governments may create an illusion of consultation without actually performing their duty to consult.
    d. Many individuals who have the means choose to relocate to larger urban centers, resulting in a pattern of rural 'brain drain'.

5. **Broken Trust:** The history and persistence of colonial resource extraction in Canada is fraught with violence. The ongoing abuses of power continue to disproportionately burden Indigenous women, and people with other marginalized identities.
    a. Little has been done to acknowledge and rectify the historic and contemporary harms that have been caused, directly and indirectly, because of colonial resource extraction. As a result, many communities, especially Indigenous communities, express fear and distrust towards government institutions, industry, and academia alike.

OPPORTUNITIES FOR FURTHER INCLUSION

While deliberating the complexity of overcoming these aforementioned barriers, the workshop participants stressed the importance of deepening our understanding of each affected community's unique context and focusing on small gains toward systemic change. They provided the following insights and recommendations on how to move towards greater inclusivity:

1. **(Re)Build Relationships:** Mistrust will persist between marginalized communities, government agencies, industry proponents, and academic researchers until reciprocal relationships are fostered and trust is (re)built.
    a. Respect the unique socio-cultural contexts, desires, and needs of each community and the diverse forms of knowledge that they hold.
    b. Move away from 'top-down' approaches. Redistribute resources and decision-making power to allow community members to engage on par with governments and proponents.
    c. Empower communities by introducing an option to deny an RDP proposal indefinitely.

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[2] Being 'outed' refers to when someone shares personal and private information about another person without being given permission to do so. Outing is particularly harmful to gender and sexual minorities, people with disabilities, people from non-dominant religious groups, and other marginalized populations. Historically, unintentional outing has resulted in violence, job loss, relationship fractures, and in extreme cases has forced individuals to leave their home communities out of fear of discrimination.

      d. Shift harmful narratives around GBA Plus being 'bad for business' or 'an attack on men'. Instead, recognize the potentially mutually beneficial outcomes.

2. **Community-Driven Research:** Investing in data that are generated locally is critical for sustainably monitoring and understanding the nuances of local well-being.
      a. In addition to involving the community in designing and conducting their own research, resourcing communities to co-interpret the generated data is essential to proactively avoid misrepresentations and ensure the effective implementation of feedback that benefits communities.
      b. Non-community members who are collaborating on research must have extensive knowledge of, and experience with, conducting qualitative research.
      c. When possible, engage with established community organizations rather than individuals. It is not sufficient to engage with local and Nation governments exclusively as a way of understanding the needs and experiences of marginalized communities.

3. **Meaningful & Accessible Community Consultations:** Plan and facilitate community consultations that build off of shifting relationship paradigms and are community-driven.
      a. Continue Indigenous-specific funding to facilitate capacity building and participation in IA while also allocating additional resources towards engagement with other non-Indigenous marginalized communities.
      b. Ensure that community engagement begins early in the conception of RDPs, continues throughout the lifespan of the RDP, and includes regular follow-up consultations post-closure and remediation.
      c. Remove logistical barriers to community engagement – i.e. provide options for free transportation, childcare, compensation, etc.
      d. Provide options for anonymous engagement to ensure the safety of marginalized individuals.

4. **Ensure Accountability:** Well-intentioned policies have very little impact without sufficient accountability.
      a. Clarify jurisdictional responsibilities across all branches of government and industry. Identify who is responsible for which potential harms and benefits.
      b. Don't deflect all responsibility to the individuals perpetrating the prospective harm (i.e. workers). Proponents must take responsibility for the role that they play in defining workplace culture and the resulting socially acceptable behaviours.
      c. IA processes should still use mitigations and conditions, including consequences for observed harms. This should go alongside simultaneous supporting of research efforts to document and better understand pathways of harm.
      d. Use joint assessments with other jurisdictions (e.g. First Nations, Inuit Nations, Métis, Provincial and Municipal governments) to expand the scope of project-level assessments beyond violence involving Indigenous people to include violence involving all people.
      e. Develop mechanisms for enforcement if harms are caused to 2SLGBTQQIA+ communities. Mechanisms may include fines, operation cessation policies, or other instruments.

5. **Procedural & Administrative Amendments:** Extending timelines and streamlining online user experience allows community members more autonomy when engaging with RDPs.
   a. Ensure that community engagement begins in the early phases of RDP planning, continues throughout the lifespan of the RDP operations, and includes post-closure and remediation.
   b. All documentation that is required to be submitted as part of the IA process should use an easy-to-follow format to ensure organizational consistency across projects and proponents and legibility for public readers.
   c. The IAAC website should be updated to improve the intuitive navigation of the site, thus improving the ease of locating information such as RDP proposal details, community engagement opportunities, available support, funding, and training.

6. **Supplementary Resources:** The development of additional tools and resources will complement the administrative amendments and clarify procedural changes.
   a. Create hypothetical case studies that illustrate the effective implementation of GBA Plus best practices.
   b. Develop an RDP alert system that directly notifies individuals of new RDPs proposed near them and provides information on how to provide feedback. Alerts could be in the form of an email newsletter, text, etc.
   c. Hire Community Liaisons to educate community members about the stages and progression of the IA process for the entirety of an RDP's lifespan. Try to ensure the long-term continuity of these employees.
   d. Establish a Community of Practice for federal government departments – i.e. IAAC and the Canadian Institutes of Health Research – to engage in a reciprocal knowledge exchange regarding topics such as community engagement and research methods.

Closing Remarks

The Westwood Lab and coauthors would like to extend our immense gratitude to the participants of the *Re-imagining Inclusive Impact Assessment in Canada* workshop. Thank you all for your openness and for contributing to our collective learning. We look forward to collaborating again in the future.

DISCUSSION

The following is a synthesis of the results of our three research approaches (document analysis, systematic literature review, and workshop) to report our overall findings and recommendations.

When examining the EIS documents of 32 projects approved under *CEAA 2012*, we observed consideration of identity groups (as indicated by keywords) in the following order of frequency: Indigenous, Gender (binary gender), youth, religiosity, race and ethnicity, and disability. Of note, keywords relating to Indigenous women occurred only 4 times, while keywords relating to 2SLGBTQQIA+ individuals were absent entirely.

Most identity categories we reviewed were barely discussed or mentioned in EIS documents for projects approved under *CEAA 2012*. This is not surprising given *CEAA 2012* did not require GBA+ and only legislated consultation with Indigenous peoples. However, there is no requirement for proponents and their consultants to adhere to the minimum requirements for an EIS as set out by IAAC's Environmental Impact Statement guidelines. Given that many proponents and consultants market themselves as having robust internal employment equity strategies and being responsible for social issues (e.g., New Gold Inc.'s commitments to Truth and Reconciliation and diversity, equity & inclusion committee in "aim[ing] to become a leader in the areas of diversity and inclusion" (Mary-Beth Harrison, New Afton's HR Manager, Newgold Inc., 2023), Shell Canada Diversity & Inclusion Commitments (Shell Canada, 2023), and Saskatchewan Power's commitment to Diversity and Inclusion (Sask Power, 2023), they could have included additional identity categories in their considerations or impact prediction as part of corporate social responsibility.

When conducting the systematic review, only eight articles were found across four major academic databases that discussed the relationality of RDPs and 2SLGBTQQIA+ communities. Given the diversity of experiences for those with different identities across the 2SLGBTQQIA+ spectrum, as well as intersectional relationships between sexual orientation and gender identity with class, race, religion, disability, and other factors, it is not possible to generalize the eight studies to other contexts. However, our finding of a dearth of available information highlights the need for a made-in-Canada intersectional research approach to identify direct pathways of impact for RDP on 2SLGBTQQIA+ communities as well as other marginalized communities. This can be used to propose appropriate impact prediction approaches and mitigation strategies.

Based on the findings from policy analysis and systematic review, and taking into account related literature, the most likely major pathway of social impact for the intersectional marginalized communities we have examined, including 2SLGBTQQIA+, is from the culture associated with 'man camps'. Below, we discuss findings for each intersectional marginalized community and provide information on potential pathways of impact and recommendations to prevent these impacts.

Man Camps & Impacts on Nearby Communities

RDPs are known for bringing negative regional social impacts given TMW, who may live at work camps or live in local infrastructure such as hotels (Campbell, 1997; Farley, 2022; Goldenberg et al., 2010). In our work, out of 32 projects approved under *CEAA 2012* that we reviewed, many had proposed work camps or implied work camps associated with the projects. Our policy review

findings identify that in Canada, RDPs including Mines & Minerals, Oil & Gas, and Hydroelectric projects were most often associated with worker camps or the use of local community infrastructure to house TMW. Specifically, we identified that Mines & Mineral projects most frequently used worker camps and were proposed near small communities (<5000 people). This is cause for concern because the smaller the community and the larger the new workforce, the greater the economic and social influence new workers have (Ruddell, 2011).

In Canada in recent decades, many RDPs have had a greater impact on smaller communities, particularly when the incoming workforce is TMW who earn high wages and have limited ties and social accountability to the community (Gibson et al., 2017; Manning et al., 2018; Ruddell, 2011). This can result in nearby communities having three populations: an Indigenous population, a local settler population that may remain from previous extractive projects in the region (ie., forestry, mining, etc.), and a TMW population who come and go during the construction and operation phases of RDPs (Edwards, 2019; Pauktuutit, 2020; Pictou, 2021; Ruddell, 2011). Often, there is a tension and lack of cohesion between these populations. Moreover, the hypermasculine culture of resource extraction, where TMW conduct hard days of labour under stressful and dangerous working conditions away from their community support (e.g., family, friends, home communities), explains why such communities experience a spike in money spent on sex, drugs, and alcohol rather than an investment in community services (Bhatti, 2019).

Canadian examples include Fort St. John, BC where an influx of TMW associated with RDPs was linked to pressure on the healthcare system, an increased wage gap between men and women that doubles the Canadian average, and an increase in STI rates among youth (aged 15-25) that tripled the provincial average (Edwards, 2019; Goldenberg et al., 2008). In Fort St. James, BC, these work environments were linked to a 38% increase in RCMP-reported sexual assaults and prompted two remote First Nation communities to ensure all health stations were equipped with rape kits before the arrival of TMW at RDPs (Markusoff, 2018). In Fort McMurray, Alberta increased access and drug use have resulted in a local addiction crisis (Bhatti, 2019).

Overwhelmingly, trades and professions employed in the construction and operation of RDPs are staffed by male workers (Table 12). Female workers are underrepresented in natural resource occupations overall, and, in terms of labour-related industry jobs, (e.g., industrial, electrical, construction, equipment operation, etc.) females make up <10% of the available workforce (Table 12). Thus, hired women in RDPs, particularly, Indigenous Women, hold administrative, entry-level jobs, with limited opportunities for advancement (Nagy & Teixeira, 2019; Pauktuutit, 2020). Moreover, as women have been increasingly hired as skilled labourers, they continue to have lower-paid jobs than men (Saxinger, 2021). Finally, given the hypermasculine culture of RDP workplaces which perpetuate sexism, racism, and misogyny, many women employed experience sexism, racism, discrimination, harassment, and sexual misconduct and must conform to masculinity to effectively integrate into these workplaces (Nagy & Teixeira, 2019; Pauktuutit, 2020). These realities of workplace culture were not reflected in the contexts in which we identified keywords related to women within the EIS documents.

Table 12. Resource extraction-related jobs broken down by binary sexes (M/F). This data was extracted and analyzed from Statistics Canada's archived labour force characteristics by occupation, which includes data from 2014-2018 (Government of Canada, 2019b). This data excludes those who may be transgender and/or intersex.

National Occupational Classification Statistics Canada	% Male Workers	% Female Workers
Industrial, electrical and construction trades	96%	4%
Maintenance and equipment operation trades	95%	5%
Trades, transport and equipment operators and related occupations	94%	6%
Trades helpers, construction labourers and related occupations	93%	7%
Transport and heavy equipment operation and related maintenance occupations	92%	8%
Supervisors and technical occupations in natural resources, agriculture, and related production	90%	10%
Natural and applied sciences and related occupations	77%	23%
Workers in natural resources, agriculture, and related production	71%	29%

Based on our findings across projects certified under *CEAA 2012* the 'Mines & Minerals' category is most at risk for causing negative community impacts because they most frequently require work camps to operate, may operate for long periods of time, and are located nearest small-sized communities where TMW from outside the region must be hired to operate specialized equipment resulting in a higher impact of TMW on local community culture (Ruddell 2011). Unfortunately, throughout the related EIS sections of projects, there was no additional emphasis on how workcamps dominated by TMW impact local communities, showing a lack of attention and recognition of the potential for this specific pathway to harm.

INDIGENOUS PEOPLES

As consultation with Indigenous Peoples was required under *CEAA 2012 (S.C. 2012, c. 19, s. 52)*, it is unsurprising that this keyword category was the most frequently occurring identity-related keyword category. Moreover, because of the years in which the EIS documents were written, most used the standard language of the day (e.g., "Aboriginal" or "Amérindien") rather than currently accepted standards (e.g., "Indigenous" and "Autochtone"). Although established in legal contexts in Canada (*The Constitution Acts*, 1867 to 1982), "Aboriginal" is considered an outdated term (Vowel, 2016) that has been denounced by Indigenous Peoples in Canada (Whitehawk, 2008). Language shapes culture and how people interact with those who have been associated with pejorative terms (Kramsch, 2014). Colonial language such as *Aboriginal* and *Amérindien* may influence the decision-making processes of those in power due to implicit bias (Rice et al., 2019). A continued shift towards anti-racist and respectful vocabulary is important to improving the inclusivity of the impact assessment process.

By examining the context in which the keywords were placed in the documents, we found items of concern related to some projects. Furthermore, the repetition of language and re-use of entire sections of other EIS between projects occurred in the 9 offshore drilling projects on the east coast and the Flemish Pass & Orphan Basin projects in Newfoundland, indicating proponents copied sections from other EISs, raising questions about the authenticity and quality of engagement. For each of these projects, the EIS called for consultation with an impressive 41 Indigenous

communities included across 4 provinces. However, when examining documentation on the consultation itself, quality was inconsistent across projects. For example, some EIS documentation had minimal consultation such as only sending an email to impacted nations while others included communities' recommendations being included in the EIS (BP Canada Energy Group ULC & Stantec Consulting, 2018; Equinor Canada Ltd., 2020).

When reviewing EIS documentation, the residential school system that forcibly removed 150,000 Indigenous children from their homes and is estimated to have caused the deaths of at least 6000 Indigenous children (Woolford & Benvenuto, 2015) was referenced in three of 32 projects. These were: Murray River Coal Project, Akasaba West Copper-Gold Mine Project, and Blackwater Gold Project. These projects noted that there was a residential school near the local First Nation communities and that these communities continue to experience challenges from this history. However, only one project, the Akasaba West Copper-Gold Mine Project acknowledges that residential schools had "un impact majeur sur la transmission du savoir traditionnel /et l'utilisation du territoire " ["a major impact on the transmission of traditional knowledge and land use"] (Agnico Eagle Mines Limited, 2015, p.8-37). The recognition of the impact of generational trauma is a start; however, we did not find any acknowledgment in any EIS documents about how current resource extraction perpetuates and exacerbates the ongoing genocide experienced by Indigenous Peoples in Canada, nor mentions of how RDPs and proponents can be accountable to reparations (Amnesty International, 2016).

While "Indigenous" was a prevalent keyword category, the term "Indigenous Women" only occurred 4 times. Embedded masculinity in resource extraction has caused a gender imbalance, both in numbers and power, in the surrounding, often Indigenous, communities (Dalseg et al., 2018). This intensifies the challenges faced by Indigenous women, including gendered income inequality, racialized sexual violence, and harassment, which continue to be omitted from EIS documentation (Dalseg et al., 2018; Stienstra, 2015). This exclusion perpetuates sexist and racist marginalization and stereotypes that impact Indigenous women's inclusion in Indigenous governance (Dalseg et al., 2018). While socioeconomic issues that arise from resource extraction impact all First Nations peoples in proximity to RDP, the neo-colonial patriarchy causes Indigenous women to disproportionately experience the negative consequences of RDPs, a finding that has emerged in the MMIWG2S and cannot continue to be ignored, particularly given that some of the EIS documents were published after the release of the TRC and MMIGW2S (National Inquiry into MMIWG, 2019).

YOUTH

Youth were the second-most referenced group in our review of EIS documents. Contextually, EIS documents referenced providing scholarships and specialized training related to project activities and employment opportunities for youth (Table 6). Suggested scholarships remove barriers to education access and specialized training so youth could be hired to perform work duties for proposed RDPs. However, many projects had a life expectancy of ~15 years, meaning they may not be able to provide the identified long-term employment opportunities.

In another vein, three projects (Black Water Gold Project, Tazi Twé Hydroelectric Project, and Bay du Nord Development Project) acknowledge issues of teenage pregnancy in the communities surrounding the project given adolescent parenthood is more prevalent in rural areas in Canada (Ezer et al., 2016). RDPs have been associated with a rise in teenage pregnancy following the construction of RDPs and increased STI transmission among youth aged 15-24 and among Indigenous women and within Indigenous communities (Gibson & Klinck, 2005; S. Goldenberg et al.,

2008; S. M. Goldenberg et al., 2010; Orellana et al., 2013; Ruddell et al., 2017). Furthermore, TMW have been known to engage in predatory sexual behaviour linked to violence against women and girls, which has contributed to the ongoing national crisis of MMIWG2S in Canada (Condes, 2021; National Inquiry into MMIWG, 2019).

Regarding issues of pregnancy and increased STI rates among youth, proponents did not offer recommendations, solutions, or support to mitigate this issue. Moreover, projects that referenced youth benefits through scholarships and specialized training were doing so with a specific design to meet current and future operational and staffing needs for RDPs and potential future extraction projects. This shows a lack of intent for proponents to benefit youth unconditionally, without expecting something in return (ie., future workers). Proponents should be accountable to provide benefits to youth because RDPs' presence inherently changes and impacts nearby communities. Furthermore, there must be an imperative, through the implementation of GBA+, for proponents to create community-based youth social programs and protections because youth exist, not because their future labour could be exploited.

GENDER MINORITIES

Identity terms related to women were the third-most mentioned group in our review of EIS documentation, however, there was limited inclusion of Indigenous women specifically. Both in frequency and context of keyword, the consideration of women (and particularly Indigenous women and girls) and prediction of impacts under projects approved under *CEAA 2012* was not commensurate with the known negative impacts of man camp culture where TMW perpetuate gender-based violence (Gibson et al., 2017; Manning et al., 2018; Nagy & Teixeira, 2019).

The impact on women workers at RDFP was not reflected in our results. While proponents can attempt to hire more female workers, in Canada resource extraction projects privilege male workers because of the types of jobs. As previously described, women at RDPs continue to hold low-level positions without opportunities for advancement (Nagy & Teixeira, 2019; Pauktuutit, 2020) and the hypermasculine culture of RDP workplaces create an unsafe, unpredictable, and difficult workplace setting for women (Nagy & Teixeira, 2019; Pauktuutit, 2020).

Overall, while not previously required in *CEAA 2012*, the addition of GBA+ to the *IAA 2019* must emphasize the specific impacts on Indigenous women as well as all women, both in nearby communities and in RDP workplaces to prioritize women's safety, health, and well-being.

THE INTERSECTION OF 2SLGBTQQIA+ IDENTITIES

The lack of gender and sexual minority inclusion in EIS documentation demonstrates the marginalization of 2SLGBTQQIA+ people in RDPs and their governing frameworks, an issue outlined in the MMIWG National Inquiry (National Inquiry into MMIWG, 2019). Approximately one million 2SLGBTQQIA+ peoples reside in Canada, a third of which are Canadians under the age of 25, meaning the number of young people identifying as queer is increasing (Statistics Canada, 2021). This is pertinent to all projects we reviewed but especially projects in rural spaces where TMW and RDPs workplace culture has a higher proportional impact (Ruddell 2011). Moreover, in Canada and the USA, rural communities often hold negative perceptions towards 2SLGBTQQIA+ and racialized people (Duckett, 2021; Henriquez & Ahmad, 2021; Hulko & Hovanes, 2018; Kattari et al., 2020; Poon & Saewyc, 2009). Additionally, rural communities continue to be under-resourced compared to urban settings and may have pervasive white, hyper-masculine cultures that encourage individualism and heterosexuality (Abelson, 2016; Duckett, 2021; Henriquez & Ahmad,

2021; Poon & Saewyc, 2009). While 2SLGBTQQIA+ peoples have gained rights in Canada in the past several decades (Chin, 2021; M. K.-L. Poon et al., 2017; Smith, 2019), in non-urban settings progress has outpaced social acceptance and understanding (Dysart-Gale, 2010) which has resulted in the erasure of rural 2SLGBTQQIA+ Canadians (Burrow et al., 2018; Logie et al., 2018, 2019). This context is critical for understanding why these communities may not have been included in any EIS documents.

Globally, based on the few findings of relevant academic literature, the implications of RDPs on queer people continue to be under-accounted for. A case study on Black gay workers in the South African mining industry identifies that gay workers actively hide and suppress their gay identities in a mining context due to existing homophobia and sexism in the workplace (Maake et al., 2021). In a South African context, this outlines a notable shift away from homosexual mine marriages that had been common in the industry until the 1970s (Campbell 1997). Contemporarily, to work in the mining industry Black gay mine workers would associate with heterosexuality, and/or socially isolate themselves from other workers if they felt they could be perceived as queer or gay (Maake et al., 2021). Black gay mine workers witnessed employment discrimination against gay coworkers or believed that they would have faced employment discrimination if their sexualities were known (Maake et al., 2021). Moreover, Black gay mine workers who appeared more feminine and who were less able to pass as heterosexual experienced overt humiliation, stigma, and discrimination in South African mining workplaces (Maake et al., 2021).

In other regions, openly gay men identified that they were not comfortable working at mines out of fear of homophobic discrimination (Haynes, 2020). In the context of the Peruvian Amazon, RDPs that hired gay men would often hire them as kitchen staff (Orellana et al., 2013). However, in addition to kitchen-related duties, gay men and gay Indigenous men were expected to provide sexual favours, with or without consent (Orellana et al., 2013). Importantly, homosexuality and femininity were identified as simultaneously subordinate to heterosexuality and masculinity, thus perpetuating heteronormative masculinities at RDPs (Ashamole, 2019; Haynes, 2020; Maake et al., 2021). In some instances, "linked to masculine identit[ies] were the repertoires of insatiable sexuality, the need for multiple sexual partners and a manly desire for the pleasure of flesh-to-flesh sexual contact" (Campbell 1997, p. 178). Such heteronormative masculine sexualities describe an entitlement to sex that is linked to risky sexual behaviours, such as condomless sex with female and transsexual sex workers resulting in increased risks and community transmission of STIs and HIV (Orellana et al., 2013). Moreover, this was also linked to teenage boys trading sex for basic resources such as money and food (Orellana et al., 2013).

While we do not intend to perpetuate normative narratives around masculine sexualities nor perpetuate sex work stigma, our findings specific to TMW at RDPs on local women, gay men, men who have sex with men, transgender folx, and youth, particularly those at the intersections of Indigeneity and 2SLGBTQQIA+ identities, aligns with current discourse about how marginalized communities are vulnerable to negative social impacts at and near RDPs. Moreover, it provides evidence that RDPs both explicitly (through sexual violence and employment discrimination) and implicitly (through entrenched homophobia and sexism) harm vulnerable 2SLGBTQQIA+ populations in nearby communities and RDPs' workplaces.

NON-INDIGENOUS[3] RACIALIZED PEOPLES

Although we rarely observed mention of non-Indigenous Racialized groups, other racial and ethnic minorities affected by resource extraction were absent throughout most EIS documentation (Boron et al., 2021). Overall, the offshore drilling projects in Newfoundland contacted First Nations in Newfoundland, Nova Scotia, Prince Edward Island, New Brunswick, and Québec, however, it is important to note that these documents did not include African Nova Scotians, an ethnic group of the Black diaspora that may be directly impacted by these offshore activities. African Nova Scotians have been present in the province for over 400 years (Pachai & Bishop, 2006) and continue to face unique hardships related to "slavery, colonialism, imperialism, and exploitation" (Pachai & Bishop, 2006, p.1). Several historic communities in Nova Scotia, such as Sydney and Trenton, are coastal and may experience adverse effects from offshore activities, therefore, Black inclusion is needed in these projects (Black Cultural Centre for Nova Scotia, 2021).

Over the next two decades, Canada is expected to have a rising racially and ethnically diverse population, which continues a trend from the 1990s where immigration has driven population growth (Statistics Canada, 2022). Of note, is Canadian reliance on and exploitation of international migrant workers (some of whom eventually immigrate to Canada) that leave their communities to provide financial support from afar. These workers are commonly employed in agriculture, manufacturing, construction, and food processing sectors in Canada (Bogdan, 2023). One example of the relationship between TMW at RDPs and migrant workers comes from the oil sands in Alberta (Hill et al., 2019). Specifically, this focused on female migrant workers, including Filipino caregivers that provide childcare to oil and gas workers who leave for 24/7 work stints (Hill et al., 2019; Neis & Lippel, 2019). Migrant caregivers experienced "fatigue associated with long hours, psychosocial stress associated with domestic work, physical risks associated with a variable range of household tasks, and exposure to harassment and abuse associated with private homes" (Hill et al., 2019, 2019, p. 409). Moreover, given their status as international migrants, some felt they could not raise concerns about unsafe working conditions due to the risk of losing work or losing immigration status (Neis & Lippel, 2019).

Overall, much more work needs to be done to highlight the broad and complex relationships between RDPs in Canada and non-Indigenous racialized communities across Canada, with an emphasis on migrant workers.

RELIGIOSITY

Within the 'Religiosity' keyword category, we only found terms reflecting Indigenous Spirituality and Christianity. Indigenous Spirituality was referenced 300 times across all 32 projects examined, however, references were brief acknowledgments of places or practices of spiritual significance that could become threatened by future project activities. However, proponents did not commit to taking measures to protect the spiritual integrity of the land or prioritize Indigenous cultural and spiritual connections to the land. Moreover, most statements referenced making efforts to avoid impacting sacred locations, only if it did not conflict with the project's scheduling or

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[3] This report references non-Indigenous racialized folx from Statistics Canada. However, we acknowledge that there are Indigenous people who have been displaced from their homelands and forcibly relocated to Turtle Island due to ongoing colonialism and extractivism; and Indigenous identities can intersect with various mixed race or mixed ethnic ancestries (i.e. Afro-Indigenous). When using the term Indigenous, we are referring to all individuals who identify as Indigenous to Turtle Island.

objectives. Furthermore, the occurrences of 'Christian' referred to local community Christian practices and presence, as well as to historical occurrences of forcible religious conversion of Indigenous people into the Christian faith, referred to as 'Christianization' (Table 4).

No other religious identities were noted within reviewed EIS documents. Canadian 2021 census data identified that ~12.0% of the Canadian population self-identify with religions other than Christianity, and 34.6% have no religious affiliation (Stats. Can., 2022). While still a minority of the Canadian population, the proportion of people in Canada who identify as Muslim, Hindu, Buddhist, Sikh, Jewish, practitioners of Indigenous Spirituality, or otherwise identifying people, has almost doubled since 2001 (Fonda, 2012; Stats. Can., 2022). It should also be noted that Indigenous and other racialized groups in Canada historically do not participate in census data collection to the same degree that white Canadians do, which could also result in underreporting of non-Christian religious practices (Fonda, 2012). Moreover, Christian religious identity has experienced a staggering 23.8% decline since 2011 (Stats. Can., 2022).

The lack of consideration for non-Christian religious peoples is a major oversight in the Canadian IA process, given that typical statutory holiday schedules often follow important Christian Religious days of observance (Government of Canada, 2022). Provincially, provinces such as Ontario and Alberta have a "Duty to Accommodate" protections afforded under their respective Human Rights Commissions which allow workers to seek paid time off from their employer for important religious days of observance and practice, on a case-by-case basis (*OHRC, 2015; AHR Act A-25.5, 2000*). Moreover, federally, the "Duty to Accommodate" is also included under the *Canadian Human Rights Act* (*R.S.C., 1985, c. H-6*), but only in cases where it is proven not to cause the employer "undue hardship". Therefore, the onus is placed on individuals to prove their religious observance fits the criteria to grant them paid time off, potentially placing them in vulnerable and damaging positions opposing their employers. IAAC could lead the way in improving the lives of religious minority groups by encouraging proponents to engage with and consult with non-Christian religious communities, and to consider their needs as part of EIS documentation.

DISABILITY

Overall, EIS documents rarely referenced 'people with disabilities. Instead, most documents referenced community support, scholarships for people with disabilities, or provisions for employees who may become disabled during their employment at RDPs (Table 5). These findings suggest that little to no effort was made by proponents to include people with disabilities in their engagement process or consider them for the hiring pool. Therefore, measures to provide accessible workplaces, reduced/modified working hours, and transportation accommodations for workers when needed, which are frequently cited accommodations required for disability inclusion in the workforce (Morris et al., 2018; Choi, 2021), were not accounted for. Based on census data from the 2016 National Occupational Classification (NOC), self-identified people with disabilities made up ~6.5% of employees in the 'natural resources, agriculture, and related production occupations and the occupations in manufacturing and utilities sectors' (Stats. Can., 2020). This finding is consistent with the *Canadian Survey on Disability* (2017), which found the employment rate among people aged 25-64 living with disabilities to be 59.4%, compared to 80.1% for people without disabilities (Morris et al., 2018). The largest barrier to employment reported by currently employed disabled Canadians is difficulty in obtaining accommodations and other supports (Morris et al., 2018). Overall, future implementation of IAA 2019 must reflect an effort to include people with disabilities and include options for workers to access accommodations to support them in employment.

VULNERABLE POPULATIONS

Finally, vulnerable population(s) were sometimes included in the Mining & Mineral projects. However, when present, this term was used to describe Indigenous women, youth, and/or girls who will experience the harmful effects of resource extraction. However, statements related to vulnerable populations were unspecific and did not provide mitigations for vulnerability.

SOLUTIONS

Overall, we reiterate and agree with other authors that consultation with Indigenous rightsholders, including hereditary chiefs and Indigenous women and children, and other community members must move from a proponent-led and community-informed consultation approach to a community-based and led approach (Hoogeveen et al., 2021; Key et al., 2019; Levac et al., 2021). This transfer of power is critical given those who suffer the cumulative effects of RDPs, particularly the negative social impacts, continue to be rural and remote communities, Indigenous communities, and other marginalized communities (Hoogeveen et al., 2021; Levac et al., 2021; Ruddell et al., 2017). What was made clear in our policy review of EIS within *CEAA 2012* was a lack of inclusion of multiple marginalized populations across EIS documentation. Thus, with the inclusion of GBA+ under the *IAA 2019*, this remains a critical period to track proponent and government inclusion and implementation of GBA+ guidelines in corroboration with guidance provided by various researchers.

Recommendations

1. **(RE)BUILD RELATIONSHIPS**
   a. Acknowledge Historic and Ongoing Violence: recognize the systems of oppression rooted in colonialism, extractivism, and white supremacy that perpetuate violence toward marginalized communities locally in Canada and abroad.
   b. De-center Western Ideologies: Move away from paternalistic 'top-down' approaches to development. This includes redistributing resources and decision-making power to allow communities to engage on par with governments and proponents; considering intersectional and cumulative impacts; complying with Indigenous laws and sovereignty; and respecting equally Christian and non-Christian religious practices and holidays.
   c. Change the Narrative: Shift harmful narratives around GBA Plus being 'bad for business' or 'an attack on men'. Instead, recognize the potentially mutually beneficial outcomes.
   d. Use Respectful Language: Be proactive about using anti-racist, gender-neutral, and other forms of respectful language to honour and be in solidarity with marginalized identities throughout the IA process.

2. **PRACTICE MEANINGFUL & ACCESSIBLE COMMUNITY CONSULTATIONS**
   a. Don't Assume that 'One-Size-Fits-All': Respect the unique socio-cultural contexts, desires, and needs of each community and the diverse forms of knowledge that they hold.
   b. Remove Logistical Barriers to Participation: Proactively connect with communities to provide and/or assist with accessing funding for participant compensation, transportation, childcare, meals, etc. to allow for maximum community engagement.

    c. **Allow For Anonymity:** Provide options for anonymous engagement to ensure the safety of marginalized individuals.

    d. **Designate Engagement Funding Specifically for Marginalized Communities:** Continue Indigenous-specific funding for capacity building and participation in IA, while also allocating additional resources towards engagement with other marginalized communities.

    e. **Introduce Community Impact-Benefit Agreements (CIBA):** Just as Impact-Benefit Agreements are negotiated between proponents and Nations, so too should they be negotiated between proponents and impacted communities, particularly marginalized communities. For example, if agreed upon, proponents could contribute to the development of community-based social programs for youth in the region.

3. **CONDUCT COMMUNITY-DRIVEN RESEARCH:**

    a. **Support Communities to Lead Research:** Provide consistent funding for communities to design and conduct their own research studies. This should include the co-interpretation of all generated data and results to proactively avoid misrepresenting community experiences.

    b. **Leverage Existing Community-Based Organizations:** When possible, engage with established community organizations (such as grassroots networks, non-government organizations, non-profit organizations, Indigenous organizations, and/or other community-based collectives) rather than individuals. It is not sufficient to engage with local and Nation governments exclusively as a way of understanding the needs and experiences of marginalized communities.

    c. **Connect Communities with knowledgeable advisors:** Communities and community-based organizations may need additional support to efficiently navigate the CBIA process and conduct related research. Regulators should provide adequate funding to hire knowledgeable advisors, specifically non-government or non-industry affiliated researchers and consultants whenever possible to reduce government and industry bias. Regulators should create a list of experts with vetted experience conducting qualitative research and knowledge of GBA Plus and CBIA. This list should disclose the affiliations of these experts.

4. **ENSURE ACCOUNTABILITY:**

    a. **Clarify The Distribution of Stakeholder Jurisdiction:** Clarify jurisdictional responsibilities across all branches of government and industry. Identify who is responsible for which potential social harms and benefits.

    b. **Encourage Inter-Jurisdiction Assessments:** Use joint assessments with other jurisdictions (e.g. First Nations, Inuit Nations, Métis, Provincial and Municipal governments) to expand the scope of project-level assessments beyond violence involving Indigenous people to include violence involving all people.

    c. **Establish Community-Based Monitoring As An Enforceable Condition:** Researching and monitoring social effects and pathways of harm should engage local communities with ongoing funding and training support for community members. This should be included as an enforceable condition in the decision statement.

    d. **Hold All Implicated Actors To Account:** Don't deflect all responsibility to the individuals perpetrating the prospective harm, for example, the temporary male workers (TMW). Proponents must also be held accountable for the role that they play in defining exploitative workplace culture. Long work hours under stressful and socially isolating conditions are normalized, along with the social acceptance of

exploitative behaviour between co-workers and towards nearby community members.

   e. **Toughen Enforcement:** Ensure the enforcement of financial and social consequences for negative social impacts caused by RDPs, TMWs, proponents, and all other actors. Consequences should include direct fines, operation cessation policies, employment restorative justice programs, employee termination, and more.

5. **Update Procedural & Administrative Practices:**
   a. **Introduce a 'No' Option:** Empower regional governments and communities by introducing an option for them to deny an RDP proposal indefinitely.
   b. **Integrate & Finance Continuous Community Engagement:** Ensure that community engagement begins in the early phases of RDP planning, continues throughout the lifespan of the RDP operations, and includes post-closure and remediation. The federal government and proponents should be responsible for funding this ongoing engagement as part of the Community-Based Impact Assessments (CBIA) process.
   c. **Uphold Document Integrity:** Proponents and consultants writing EIS documents, particularly ones that address social effects and impacts on the rights of First Nations, Métis, and Inuit peoples and communities should not reproduce/plagiarize sections from other EISs. Rather, proponents and hired consultants must conduct original work and research scoped to that project to ensure the socio-cultural context is adequately captured. Additionally, consultants and proponents should be mindful of language and use the best current standards to affirm identities in people's and communities' own terms.
   d. **Standardize Documentation Formatting:** Implement a standardized format for volumes and major sections of Impact Statements documents uploaded to the IAAC registry to increase document consistency, and transparency, and allow for easier document navigation. Each EIS should follow an established format for volumes and their content (including consistent section titles), which is labelled and consistent across projects to improve reader understanding and overall transparency. Subsections should remain tailored to meet project-specific circumstances.
   e. **Update IAAC Website:** The IAAC website should be updated to improve the intuitive navigation of the site, thus improving the ease of locating information such as RDP proposal details, community engagement opportunities, available support, funding, and training.
   f. **Require the Public Disclosure of Worker Camps:** Amend project Tailored Impact Statement Guidelines to require proponents to disclose worker camps, worker camp size, and/or whether local infrastructure will be utilized to house TMW. We recommend that this information also be included on the IAAC registry description webpage for each project, stating "Worker Camp (Y/N)", "Work Camp Size (#)", and "Use of Local Community Accommodations (Y/N)".

6. **DEVELOP SUPPLEMENTARY TOOLS & RESOURCES:**
   a. **Create GBA Plus case studies:** Hire independent researchers and community groups to create hypothetical case studies to be shared with proponents. The case studies should illustrate the implementation of GBA Plus best practices, include guidance for research and mitigation, and exemplify intersectional and trauma-informed community engagement.

b. Develop an RDP Public alert system: Alerts could be in the form of an opt-in email newsletter, text messages, phone application notifications, etc. that directly notify members of the public of new developments regarding RDPs proposed near them. These alerts should include links to an updated IAAC website that clearly describes the size and scope of the RDP, discloses worker accommodations, the current stage of the IA process, opportunities for community engagement, and contact information for their community liaison.

c. Hire Community Liaisons to Streamline Education: Hire regional Community Liaisons to educate community members about the stages and progression of the IA process for the entirety of an RDP's lifespan. Try to ensure the continuity of these employees.

d. Hire an Ombudsperson for Workplace Accountability: Support the creation of an ombudsperson position that is available and known to all workers employed by projects approved under federal impact assessment processes. If not employed by IAAC, this person could be placed at the Office of the Chief Science Advisor or the Treasury Board Secretariat. This can enable workers and/or community members to confidentially report incidents that occur at RDPs or in nearby communities.

e. Establish a Community of Practice (CoP): Establish a CoP for federal government departments – i.e. IAAC and the Canadian Institutes of Health Research – to engage in a reciprocal knowledge exchange regarding topics such as community engagement and research methods.

LIMITATIONS

We encountered a few limitations and challenges which may have affected the comprehensiveness of our analysis. Concerning our document analysis, analyzing social impact assessments, such as the inclusion of marginalized identities, is challenging to conduct given limited availability, unspecific document naming protocols, and different formats used for such documents (da Silva et al., 2021). Our study echoed this finding, given the reviewed EIS documents under *CEAA 2012* were inconsistent across the uploaded location on the registry and were often separated across 90+ individual files. Documentation was inconsistent in terms of titles, filing, and labelling methods. It was challenging to locate relevant EIS sections for analysis as there were no standardized titles (e.g., "Consultation & Engagement", "Existing Human Environment", "Social Effects Assessment", etc.). These inconsistencies make it probable that we missed pertinent data in our review and forced us to exclude certain projects due to difficulty accessing EIS documentation. Finally, after completing our review, we recognize that we omitted important demographic groups from our review including age diversity (specifically elderly people), and socioeconomic status. Additionally, a number of the French terms we used during our analysis did not capture all terms given terms change with gender and plurals. Additionally, certain terms we found no French translation for, such as Two Spirit.

Overall, public access and transparency are core tenets of the IA process in Canada, which is critical because this allows the public to hold this process accountable (Glucker et al., 2013; Hunsberger et al., 2020). However, documents provided on the IAAC registry remain difficult to access and inconsistent, which undermines the accessibility of this information (Hunsberger et al., 2020).

Regarding our systematic literature review, a major limitation was the small size of retained studies, which is indicative that this continues to be a major knowledge gap. Given the sample, most 2SLGBTQQIA+ identities were not represented in this review. Moreover, while studies advocated for more research on the intersections of overlapping identities such as race and class, there is also a need for studies on communities excluded from research including asexual, non-binary, intersex, and Two-Spirit communities. This indicates a need for more inquiry into diverse 2SLGBTQQIA+ experiences in academia, generally. Furthermore, one of the qualitative research studies was represented twice as a Master's thesis (Maake 2019) and a peer-reviewed paper (Maake et al., 2021). Finally, there exists a plurality of sexualities and gender(s) that are unique across various sociocultural dimensions and cannot always be perceived or understood through Western Queer readings. This means that as researchers, our embeddedness in Western knowledge inevitably will misunderstand the sociocultural context of certain peoples and may mislabel them using Westernized language and framings.

Moreover, we created and separated our analysis based on identity categories from Statistics Canada. However, the separation of identities is a colonial construct and perpetuates the fragmentation of groups and identities that intersect. For example, we separate categories between Indigenous racialized, non-Indigenous racialized, religious groups, gender identity, etc., This is flawed because we know that individuals could be Afro-Indigenous and Jewish and members of the 2SLGBTQQIA+ communities. As we hold proponents to account for how they may perpetuate harm through their work, as researchers we must be accountable for the same. Thus, our work which is steeped in Western colonial frameworks and such categorization perpetuates the oversimplification of people.

CONCLUSION

In conclusion, after examining the inclusion of marginalized peoples in EIS written by proponents under *CEAA 2012* and conducting a systematic map to understand the known impacts of RDPs on 2SLGBTQQIA+ communities, we have found a consistent gap in the inclusion of marginalized communities in impact assessment processes. Moreover, we have found a persistent gap in understanding the community-based impacts of RDPs on 2SLGBTQQIA+ communities. We noted that EISs included those that they were obliged to, and rarely went above and beyond to include impacts and engagement with other marginalized communities. Furthermore, in our systematic review, we found an incredibly small sample size of papers engaged in understanding the impacts of RDPs on 2SLGBTQQIA+ communities. Those that were found noted persistent hypermasculinity that perpetuated homophobia, sexism, and risk-taking behaviours resulting in workplace and community-based harm. Overall, our findings illustrate a need for more in-depth qualitative research to be conducted with marginalized communities living in proximity and/or working at RDPs. However, due to issues surrounding safety, community-based approaches are needed to reduce potential risks to marginalized community members.

While there is limited research that specifically examines the impacts of RDPs for 2SLGBTQQIA+ communities in Canada and elsewhere, a significant body of literature traces the relationships between extractivism and sexual, gendered, and racial oppression (see for example Chen 2012; Cram 2022; Estes 2019; Mortimer-Sandilands & Erickson 2010; Murphy 2017; Povinelli 2011; Rifkin 2011; TallBear 2018; Wolfe-Hazard 2022). Broadly, this literature demonstrates that the production and regulation of gendered and sexual normativity is bound up with extractive energy regimes and imbricated processes of settler colonialism and racial capitalism. In other words, an extractive relationship with the Earth is constitutive of a North American settler culture that assigns racial and sexual value in ways that center the white cis male heterosexual subject. Understanding these entanglements and histories in greater depth and their local specificities is crucial to the work of beginning to repair harm and building more just and regenerative futures.

CONTRIBUTIONS

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APPENDIX
Appendix 1: Summary of Previous Research Findings Funded by IAAC

Many of our findings align with those of other scholars who have identified a problematic lack of representation of marginalized and invisible communities with the IA processes. We have quoted and summarized previous knowledge and recommendations (Table 13).

Table 13. This outlines recommendations for GBA+ under IAA 2019 made by Hoogeveen et al., 2021 and Levac et al., 2021. Both projects were funded by a SSHRC & IAAC knowledge synthesis grant.

Approach	Author(s) & Year	Description	Page
Proponent Resistance	Hoogeveen et al., 2021)	"It was noted that there is discomfort around discussing violence against women, and industry actors, in general, are apprehensive to provide social provisions because they are concerned the government might download this responsibility to them"	6
GBA+ Indicators Limitations	Hoogeveen et al., 2021	"GBA indicators have their own limitations, including a lack of clarity about what observed changes should be compared to (who or what constitutes the comparator?); indicators are often created by experts in a non-participative process, which means indicators may not be culturally relevant…" (Indigenous and Northern Affairs Canada [INAC], 2013)."	4
Prioritization of Community Driven Consultation	Hoogeveen et al., 2021	"Our primary finding in regard to indicator frameworks is that the development and implementation of indicators needs to address sex and gender, and be community driven. Communities are unique and require context-specific frameworks that cannot be adequately characterized through a checkbox approach often associated with indicators or numeric measures used to identify impact."	4
	Levac et al., 2021	"The community-driven nature of CBIAs is critical to their intersectional potential because this feature makes them more likely and able to reject homogeneous understandings of the community"	225
Research Approaches	Hoogeveen et al., 2021	"A bottom-up approach to counter the limitations of implementing GBA+ is highlighted by gender policy research."	6
	Hoogeveen et al., 2021	"Researchers who work at the intersection of IA and GBA+ suggested not using indicator frameworks but rather employing **qualitative methods** in tandem with baseline studies."	5

Approach	Author(s) & Year	Description	Page
Community Engagement	Levac et al., 2021	"Future research in this area could usefully examine how CBIAs can be more effectively led by often-invisible community members, such as women with disabilities, youth, and folks who identify as LGBTQ2S+"	225
	Hoogeveen et al.	"Our findings indicate the importance of working directly with communities, including women's groups, and building community capacity to meaningfully participate in IA (Peletz and Hanna, 2019; Walker et al., 2019; Nightingale et al., 2017)	4
Engagement Timing & Monitoring	Levac et al., 2021	"We suggest that [CBIAs] should be initiated in the Early Planning Stage in the IAA (2019) when the IAAC has the opportunity to provide guidance to proponents."	225
	Hoogeveen et al., 2021	"Our findings indicate the need to work directly with impacted communities from the early planning phase through to project closures"	6
Funding Community Capacity & Accountability	Levac et al., 2021	"Regulations should also direct appropriate resources – that is, funding from the governments– to CBIAs and community-led consultations, informed by GBA+. This can add capacity via making external supports (e.g. researchers and GBA+ consultants) available, and foster internal community capacity building, in turn enabling the participation of often-invisible community members whose knowledges can reveal consequential future impacts."	225
	Hoogeveen et al., 2021	"[Our findings] also identify the need to build community ownership over IA processes by building capacity for conducting research and monitoring, and the collaborative development of research instruments."	4
	Levac et al., 2021	"We argue that the best way to actualise GBA+ in IAs is through properly resourced and meaningful community-led engagement."	219