

**Gender Based Analysis - Reimagine Services Update**

The COVID-19 pandemic is disproportionately impacting members of marginalized groups and vulnerable populations. As Administration reimagines how best to relaunch and recover from the ongoing pandemic and economic recession, careful consideration is being given to the use of GBA+ in order to minimize inequalities and barriers for Edmontonians. Listed below are the Reimagine Actions and the GBA impacts with each action.

| Reimagine Services Actions   | GBA+ Impact? Yes /No | Who's impacted?  | Proposed Equity Measure   |
|--|----------------------|--|---|
| <b>Parks and Open Spaces</b>   |                      |  |   |
| <ol style="list-style-type: none"> <li>1. Parking Fees: Introduce new Parking fees</li> </ol>  | Yes                  | Low-income individuals/families (often women, racialized individuals, single-parent families, seniors), those travelling with younger children, some older people, those living further from transit access. | <ol style="list-style-type: none"> <li>1. Two hour free parking period in river valley</li> <li>2. Reasonable flat-rate / parking rates.</li> <li>3. Exempting those with disabilities (who have a placard).</li> <li>4. Exempting school groups to avoid disincentive for schools</li> </ol> |
| <ol style="list-style-type: none"> <li>2. Maintained Park Space: New Naturalization Strategy/increase passive naturalization</li> </ol>  | No                   | No differential impacts to employees or citizens identified.   | No equity measures necessary at this time. However, a GBA+ analysis will be included in the development of the new Naturalization Strategy  |
| <b>Recreational and Sport Facility Access; Recreational and Cultural Programming</b>   |                      |  |   |
| <ol style="list-style-type: none"> <li>3. Registered Program Offering: Decrease or eliminate some registered courses with low</li> </ol> | Yes                  | Some impacts to niche user groups may occur, depending on the class, as some classes have unique user  | Consideration should be given to ensuring that bespoke programs are not unfairly targeted, and that   |

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| <p>enrolment</p>  |            | <p>groups (French speaking swimming, women only swimming)<br/>Lone parent or low income families may have limited access to other locations.</p> | <p>programs for one type of user group are not disproportionately targeted/impacted.<br/>City may consider continuing to offer programs for those identified groups and should provide data/reporting that highlights the registered programs we are offering to niche groups, why we are offering them, impacts of not offering them, costs associated with them and participation numbers as compared to capacity of offerings.</p> |
| <p><b>4.</b> Service Delivery Contracting for Recreation and Sport Facilities</p> | <p>Yes</p> | <p>Employment impacts on staff, largely younger women.</p>   | <p>Limited equity measures possible. Adhering to collective agreement clauses. Respectful communication. Collect data for future decision-making and actions including hiring.</p>  |
| <p><b>5.</b> Golf Course Operations: Riverside, Victoria and Rundle Park</p>      | <p>Yes</p> | <p>Women, youth and low-income participants could be impacted if fees are increased or their program offerings are reduced or expanded.</p>      | <p>Equity measures are not recommended, as this action will likely not substantially impact the marginalization of the equity groups identified.</p>  |
| <p><b>6.</b> Service Delivery - Automation Recreation Facility</p>                | <p>Yes</p> | <p>Employment impacts on staff: reallocation</p>   | <p>Limited equity measures possible. Adhering to collective agreement clauses. Respectful communication. Collect data for future decision-making and</p>  |

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|  |     |  | actions including hiring.   |
| <b>Facility Management and Maintenance Services</b>          |     |  |   |
| <b>7. Facility Maintenance Functions-<br/>Centralize ETS</b> | Yes | Impacts to staff   | Adhering to collective agreement clauses. Analysis will be completed as implemented.  |
| <b>8. Re-Evaluate Partner / Non-Profit Leases</b>            | Yes | Vulnerable groups may be impacted with changes to service levels.  | GBA+ will be applied to the action as the strategy is developed to identify differential impacts and ensure equity measures are applied as necessary. |
| <b>Fleet Management and Maintenance</b>                      |     |  |   |
| <b>9. Fabrication Shop</b>                                   | No  | No impacts to staff or citizens  | No equity measures necessary.   |
| <b>10. Lifecycle Replacement Strategy</b>                    | No  | Operational impacts are expected for staff which could include changes to practice and decision making. No changes in numbers or types of staff roles are anticipated. It does not increase or reduce barriers to more vulnerable populations. | No equity measures necessary.   |
| <b>11. Optimization Overall Fleet Size</b>                   | No  |  |   |
| <b>12. Reduce Mileage Reimbursement</b>                      | No  | General impact to all users  | No equity measures necessary.   |
| <b>13. Vendor Managed Parts Inventory</b>                    | No  | No differential impacts identified, to community or staff.   | No equity measures necessary.   |
| <b>Fire Rescue</b>   |     |  |   |

**Attachment #2**

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| <b>14.</b> Response to Medical Calls                           | No | Vulnerable groups may be impacted with changes to service levels. | GBA+ analysis will be applied to the action to identify differential impacts and ensure equity measures are applied as necessary |
| <b>15.</b> Medical Response Units - Pilot                      | No | Potential to have positive GBA+ impacts to service.               | GBA+ analysis will be applied to the action  |
| <b>16.</b> FRS Capital Investment                              | No | Potential to have positive GBA+ impacts to service.               | GBA+ analysis will be applied to the action  |
| <b>17.</b> Measuring Performance Outcomes                      | No | GBA+ analysis will be applied as developed.                       | GBA+ analysis will be applied within application of metrics to determine impacts   |
| <b>18.</b> Pre-hospital Medical Care - First Medical Responder | No | Potential to have positive GBA+ impacts to service.               | GBA+ analysis will be applied to the action  |