

## GBA+ Analysis for Research Park buildings

### Gender-Based Analysis Plus (GBA+)

- Considers the intersection of identity factors such as age, race, gender, mental or physical disability, sexual orientation, etc.
- Helps us understand how our perspectives and biases can impact our work.
- Intentionally examines how our work impacts equity-seeking individuals and groups, and contributes to the equality of outcomes for our employees and citizens.

### Implementation

1. Who is impacted? Is there a disproportionate / negative impact on any groups?

- If Option 2 is approved, sale of these buildings may impact tenants if the purchaser wishes to discontinue existing leases. If these circumstances were to occur, the City would investigate if alternative lease space is available at other City properties. Current tenants pay market rate lease costs through short term lease agreements. Tenants are not required to report research activities to the City.
- There are no additional anticipated marginalized individuals or groups that would be impacted by the retention, repurpose, or disposal of the facility.
- Administration believes there will be market interest in these buildings. If Option 2 is selected, there is a potential risk that, without a public offering for the property, the proposal may be viewed as less transparent or equitable.
- If Option 1 is selected, the required capital investment would impact Edmontonians by reducing funding available for rehabilitation of other City facilities more heavily used by the public.
- There will be no personnel impact to members of Administration (union or management) should these buildings be retained, repurposed, or disposed of. There is no current City operational use of either the ATC or RC1 buildings.

2. What contributes to the differential impact?

- Use of these buildings is limited to tenants who lease space and whose use aligns with the restrictive covenant and the current site zoning.
- Members of marginalized groups are not found to be disproportionately affected by the retention, repurpose, or disposal of these two buildings.

3. What can you do to ensure equity? What mitigation strategies (equity measures) could be explored now or in the future?

- Should Option 2 be accepted, and these buildings are sold to owners that do not wish to continue leasing space to tenants, various mitigation strategies are possible:
  - Existing tenants may investigate leasing other space in the Research Park.
  - Administration could investigate available lease space in other City properties that may meet the needs of existing tenants.
- Should Option 1 be directed, Administration will assess required building rehabilitation and rank this work against all other capital rehabilitation requests based on established Corporate capital project priorities to determine if:
  - an additional \$11.6 million in funding for the ATC building and \$8.71 million of new funding for RC1 building is recommended for funding approval.
- The primary mitigation is to work collaboratively and provide information to impacted stakeholders.
- A future mitigation is to provide public offerings to mitigate against the risk of perceived inequities.