

GBA+ Analysis for Hangar 11

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?

- The repurpose or disposal of Hangar 11 would potentially negatively impact community members dedicated to municipal historic preservation. There are no additional anticipated marginalized individuals or groups that would be impacted by the retention, repurpose, or disposal of the facility.
- Ongoing discussions with the Northern Alberta Institute of Technology (NAIT) and other industry participants indicate that there would be market interest in the Hangar 11 property. 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.
- The required capital investment for Option 1 would impact Edmontonians by potentially reducing the funding available for alternate programs or services.
- Should the Hangar be repurposed to a community facility, there would be an anticipated positive benefit to users and the surrounding community, dependent upon the type of facility.
- There will be no personal impact to members of Administration (union or management) should Hangar 11 be retained, repurposed, or disposed. Operations for the associated business areas will be unimpacted.

2. What contributes to the differential impact?

- Members of marginalized groups are not found to be disproportionately affected by the retention, repurpose, or disposal of Hangar 11.
- Historically, the retention of assets which are eligible for Municipal Historic Resource designation has been viewed favourably by the community.

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, there is a risk of perceived inequity with an accepted proposal without a public offering for the property.
- The primary mitigation is to continue ongoing information sharing with impacted stakeholders.
- A future mitigation is to provide public offerings to mitigate against the risk of perceived inequities.