

From: [Rosemarie Powell](#)
To: [Executive Committee](#)
Subject: Request to Depute: Ex. 20.7 - Advancing the Community Benefits Framework
Date: January 26, 2021 12:46:19 PM
Attachments: [TCBN - Final City CBF Letter With Signatures.pdf](#)
[CBAs in Toronto 2020.pdf](#)
[TCBN Membership 2020.pdf](#)

Hello,

My name is Rosemarie Powell and I am requesting to depute on item Ex. 20.7 - Advancing the Community Benefits Framework at tomorrow's Executive Committee meeting. I will be deputing on behalf of the Toronto Community Benefits network.

Please also confirm my speaker number in your response. Thank you and I look forward to hearing from you soon.

Please see attached letter on the subject as well as TCBN's membership list and snapshot of community benefits project in Toronto that TCBN is supporting to implement.

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Jobs and Opportunities through Community Investment

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TCBN Recommendations - Strengthening the City of Toronto Community Benefits Framework

The Toronto Community Benefits Network (TCBN) is a 120-member coalition of organizations and groups from community, labour and social enterprise working collaboratively to address the challenges of access to good jobs, local economic development and neighbourhood revitalization.

Since 2015, the TCBN has worked closely with our network members in neighbourhoods across the City of Toronto to lead community benefits education, community engagement, coalition building, negotiations and implementation of Community Benefits Agreements on five major infrastructure projects including Eglinton Crosstown LRT, Finch West LRT, West Park Healthcare Centre and Casino Woodbine Expansion project.

Through these various community benefits projects, the TCBN network has supported hundreds of people from underrepresented groups into well paying careers - this includes both skilled trades and professional, administrative, technical and operational positions.

Across North America, governments, businesses, and communities are coming together to adopt community benefits policies and local workforce provisions to ensure that local communities and historically disadvantaged groups benefit from jobs and opportunities when a big public investment is made in a project (see jurisdictional scan with 11 leading municipalities and their community benefits policies).

We are writing to you today as Toronto City Council is at an incredible moment to address years of rising inequality, and the significant impact that the COVID-19 pandemic has had on Black, Indigenous and racialized communities across the City of Toronto. Our goal is to ensure that City Council approves strong improvements to the Toronto Community Benefits Framework policy.

Although we are encouraged by the City of Toronto's continued leadership and support for community benefits and related policies, more needs to be done to ensure these policies are an effective tool in creating equitable economic opportunities for Black, Indigenous and racialized communities.

The TCBN has prepared three key recommendations that we would like to see included in the City staff report:



1. 10% minimum hard target and equity definition

At the July 16, 2019 Toronto City Council meeting, City Council approved motion #8 (EC 6.15) directing the Executive Director, Social Development, Finance and Administration, in consultation with the General Manager, Toronto Employment and Social Services, the General Manager, Economic Development and Culture, the Chief Purchasing Officer and the City Solicitor, to develop and report back in the third quarter of 2020 on:

a. recommendations to advance the City of Toronto's community benefit initiatives, including additional and/or higher minimum hard targets;

b. a jurisdictional scan of best practices related to hard targets on community benefits, including community engagement, criteria and actual hard targets; and

c. an indication of the required resources to move the Community Benefits Framework forward.

From our jurisdictional scan of 11 leading municipalities across North America, it is common practice for the municipality to identify minimum hard targets that apply to all projects over a specified project value. In addition, our scan identified that all 11 municipalities have set minimum hard targets between 10% - 50%.

Recommendation: Establish a minimum 10% equity hiring hard target for all large scale infrastructure projects that fall under the Community Benefits Framework. The hard minimum target should apply to Black, Indigenous and racialized peoples with a focus on women, youth and newcomers. Some projects may be able to achieve more; no projects should achieve less.

2. Track and report disaggregated based data

Recommendation: For all projects under the Community Benefits Framework, collect and report disaggregated data of all employees on a project-by-project basis. The disaggregated data must allow for the collection, tracking and reporting by gender, race, age and geography. Disaggregated data should also be reported for all City procurement and purchasing contracts.

3. Establish TCBN as a strategic partner to implement the Community Benefits Framework

As a community and labour network with 120 member organizations/groups from across the City of Toronto, TCBNs mandate is solely and uniquely focused on all facets of new Community

Benefits Agreements as part of urban infrastructure and development projects. This includes public education, research on best practices, advocacy, support of local neighbourhoods and marginalized communities.

Recommendation: The City of Toronto recognizes the TCBN as a **strategic City partner** to support the negotiation, implementation, monitoring and evaluation functions of the City's Community Benefits Framework, including but not limited to implementing targeted programs to



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engage and support Black, Indigenous and racialized communities access to the jobs and opportunities created through community benefits.

Neighbourhood based organizations and equity seeking groups also have a unique role that also merits support depending on the project. The TCBN has and will continue to work with these groups as a vital resource.

With significant funding and investments allocated to buildings, infrastructure and retrofits over the next decade, we urge city staff and Council to adopt the three recommendations in this letter. We must build back better to ensure that public investments infrastructure include good jobs and hard targets for equitable workforce and business opportunities for specific equity seeking groups in Toronto.

This public policy approach to infrastructure investments contributes to the government's environmental, economic and social policy objectives and ensures everyone participates in and benefits from Toronto's recovery and rebuild.

King regards,

Rosemarie Powell
Executive Director, TCBN

Liben Gebremikael
Board Co-Chair, Community

Chris Campbell,
Board Co-Chair, Labour



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Jurisdictional Scan - Achieving Social Equity through Municipal Infrastructure Development and Construction

The Toronto Community Benefits Network has prepared a jurisdictional scan of municipal governments who are advancing social equity through municipal infrastructure development and construction projects.

The jurisdictional scan focuses on large North American municipalities who have adopted similar policies, some who have adopted such policies as early as the 1990s. Many of these municipalities have established minimum hard targets, tracking, monitoring and reporting systems, specific language for project agreements and robust plans for implementation by working with approved community programs/partners.

These municipalities include:

- **Milwaukee Residents Preference Program (1991)** - 40% of the hours worked on public works contracts to be completed by RPP-certified workers
- **San Francisco First Source Hiring Program (1998)** - 30% of all project hours within each trade to be performed by local residents and 50% of all new hiring opportunities to be completed by workers who are economically disadvantaged
- **Los Angeles Community Workforce Agreement (2001)** - 10% of all project hours worked by equity-seeking workers and 30% local workers from specified zip codes
- **Philadelphia Project Labour Agreement (2011)** - 50% local residents, 32% male minorities, 7% women of all construction hours to be completed by specific target groups
- **Seattle Priority Hire Program (2015)** - 20% (by 2016) and 40% (by 2025) of all project hours to be completed by individuals from economically distressed zip codes, women and people of colour
- **Portland Community Benefits Agreement policy and Community Equity & Inclusion Plan policy (2017)** - Apprenticeships (22% minority, 9% women)
Journeypersons (22% minority, 7% women)
- **San Jose City-wide Project Labour Agreement (2019)** - 25% of all apprenticeship working hours to be completed by targeted workers
- **New York City Community Hiring and Economic Justice Plan (2020)** - 30% of all project hours worked by individuals from specific zip codes and/or community housing tenants



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Through active tracking, monitoring and evaluation of these policies, municipalities have been able to report successful outcomes including a higher number of projects meeting its equity targets and more diversity of workers on public infrastructure projects over time.



Community Benefits In Toronto

A snapshot of the various community benefits programs in Toronto and their progress to date

Project: Eglinton Crosstown LRT



July 2015 Crosslinx Transit Solutions to design, construct, & finance a 25 station \$8.25B LRT on Eglinton Ave

The Eglinton Crosstown LRT is the first large scale infrastructure project in Ontario to include a Community Benefits program. The Eglinton Crosstown LRT will run across Eglinton Avenue between Mount Dennis (Weston Road) and Kennedy Station providing fast, reliable and comfortable transit for communities including eight Neighborhood Improvement Area.

	Apprenticeships	162 placements
	Professional, Administrative, Technical, & Service Positions	209 placements
	Social Procurement	Local:\$5.9 M, Social:\$746,462.77
	Neighbourhood & Environment	Restoration of the Kodak Building almost complete
	Community Oversight	TCBN & Social Purchasing Project



Project: Finch West LRT



May 2018 Mosaic Transit Group to design, construct & finance a \$2.5B 18 station LRT on Finch Ave

The LRT route will run approximately 11 kilometres along Finch Avenue West, from Humber College in the west to the new Finch West Subway Station in the east. The 18-stop LRT will include 16 above ground stops and a maintenance and storage facility for storing and maintaining LRT vehicles. This major infrastructure investment will provide benefits for the communities along the Project corridor including employment, training, apprenticeship, local supplier, and social procurement opportunities.

	Apprenticeships	20 placements
	Professional, Administrative, Technical, & Service Positions	12 placements
	Social Procurement	\$581,415.00
	Neighbourhood & Environment	32 meters set back along Finch at Yorkgate for community purposes
	Community Oversight	TCBN, Social Purchasing Project & Local Rep



Project: Casino Woodbine



April 2018 One Toronto Gaming contracted to build, & operate the \$1B Casino Woodbine expansion

In April 2018, Toronto City Council approved for the first community benefits agreement to be signed with a project developer. The new expansion of a casino facility, two hotels, performance theatre venue and retail district is expected to generate over 2,500 new jobs.

	Construction Workers	234 placements
	Professional, Administrative, Technical, & Service Positions	Operational Positions 176: Local, 816: Social
	Social Procurement	1.9 million
	Neighbourhood & Environment	\$5 million for childcare centre
	Community Oversight	TCBN & 2 Local Reps



Project: West Park Healthcare Centre



August 2018 EllisDon Infrastructure Healthcare to design, build, finance & maintain a \$1.2 billion Healthcare Centre redevelopment

In 2017, the Ontario government announced the West Park Healthcare Centre revitalization as one of 5 pilot projects which will include community benefits. The community benefits approach to this project will provide new local economic opportunities for residents from historically disadvantaged communities and equity seeking groups.

	Apprenticeships	9 placements
	Professional, Administrative, Technical, & Service Positions	Enhance community awareness of employment opportunities
	Social Procurement	Maximize business & procurement opportunities
	Neighbourhood & Environment	Goal of LEED@Silver certification or higher & expansion of outdoor therapeutic gardens
	Community Oversight	TCBN & Local Rep



Project: York University Community Benefits Pilot



2019 York University working with local leaders develops a Pilot Community Benefits Agreement on the \$61 million being invested in the building of a new School of Continuing Studies.

York University has partnered with TCBN, to act as an intermediary between the Successful Bidder on the new Faculty of Continuing Education and the University. TCBN will work with the successful contractor to fulfil important goals around the entire project from Apprenticeships to Materials management.

	Apprenticeships	10+ Apprentices Goal
	Professional, Administrative, Technical, & Service Positions	Enhance community awareness of employment opportunities
	Social Procurement	Maximize business & procurement opportunities
	Neighbourhood & Environment	Expansion of campus in the community
	Community Oversight	TCBN & Local Rep



Our Members

Many Groups. One Mandate.

TCBN collaborates for greater impact. Through our membership structure, we work in direct partnership with our community, labour and social enterprise members, as well as our construction industry partners and allies to connect communities and grow the movement in Toronto. In so doing we are creating synergies with our respective work to achieve collective impact.

■ New members 2019

■ New members 2020

Community

- Aboriginal Apprenticeship Board of Ontario
- ACCES Employment
- Access Alliance Multicultural Health and Community Services
- Acorn Canada
- Afghan Women's Organization
- Bengali Information and Employment Services
- Black Business and Professional Association
- Black Creek Community Farm
- Black Health Alliance
- Black Urbanists
- Blue Green Canada
- Broadbent Institute
- Canadian Community Economic Development Network
- Canadian Integrated Community
- Centre for Youth Development and Mentoring Services
- Colour of Poverty Colour of Change
- Community Action Planning Group York West
- Community Organizing for Responsible Development (C.O.R.D.)
- Community Share Food Bank
- Conoser Scholarship Fund Group
- Currant Cooperative
- Delta Family Resource Centre
- Direct Your Life Canada

Community Cont.

- Dixon Hall-The Mill
- DUKE Heights BIA
- East Scarborough Storefront
- Elspeth Heyworth Centre for Women
- Ethiopian and Eritrean Workers Network
- Eva's Initiatives for Homeless Youth
- Flemingdon Community Legal Services
- Flemingdon Community Support Services
- For Youth Initiative
- George Brown College
- Go Green Cricket & Sports Field Project
- Good Jobs for All Coalition
- Indus Community Services
- Jamaican Canadian Association (CAFCAN)
- Jane Finch Community and Family Centre
- Jane Finch Community Ministry
- Jane Finch Housing Coalition
- Learning Enrichment Foundation
- Loyan Foundation
- Miziwe Biik Aboriginal Employment and Training
- Mothers for Peace
- Mount Dennis Community Association
- Mount Dennis Weston Network
- National African Integration and Families Association (NAIFA)
- New Circles Community Services

Community Cont.

- Newcomer Women's Services Toronto
- [Norcat](#)
- [Our Children's Medicine](#)
- [Parkdale Activity-Recreation Centre](#)
- Philippine Advancement Through Arts and Culture (PATAC)
- Positive Change Toronto
- Regenesiis
- Regional Diversity Roundtable
- Rexdale Community Health Centre
- Rexdale Women's Centre
- Six Ah Wi Artists' Collective
- Somali Immigrant Aid Organization
- Somali Workers Network
- South Asian Women's Rights Organization
- Springboard
- TAIBU Community Health Centre
- [Tamil Canadian Centre for Civic Action](#)
- The 12 Community Alliance
- [The 519](#)
- The Career Foundation
- [The Fourth Pig](#)
- The Redwood Shelter
- The Yonge Street Mission
- Thorncliffe Neighbourhood Office (TNO)
- Toronto Black Farmers and Food Growers Collective
- Toronto Eco-Neighbourhoods Initiative
- Toronto Environmental Alliance
- Toronto Workforce Innovation Group (TWIG)
- [Ugandan Community In Ontario](#)
- Urban Alliance on Race Relations
- Urban Rez Solutions
- VPI Working Solutions
- Warden Woods Community Centre
- Women for Change
- Work in a Warming World
- Working for Change
- Working Skills Centre
- Working Women Community Centre
- YMCA Toronto
- Youth Unlimited
- YWCA Toronto
- Labour Community Services
- Labour Education Centre
- Rexdale Community Hub

Labour

- Amapceo
- Carpenters Union Local 27
- Coalition of Black Trade Unionists
- Drywall Acoustic Lathing & Insulation Local 675
- Elementary Teachers of Toronto
- Filipino Workers Network
- [Finishing Trades Institute of Ontario](#)
- Heat & Frost Insulators Local 95
- Hospitality Workers Training Centre
- International Brotherhood of Electrical Workers Local 353
- International Union of Operating Engineers, Local 793
- Ironworkers Local 721
- LiUNA Local 183 Training Centre
- LiUNA Local 506 Training Centre
- Scarborough Campus Students Union
- Sheet Metal Workers' & Roofers' Local Union 30
- The Society of United Professionals, Local 160
- Toronto and York Region Labour Council
- UNITE HERE Local 75

Social Enterprise

- ACBN Canada
- Access Community Capital Fund
- Building Up
- [Buy Social Canada](#)
- [CP Planning](#)
- Detailing Knights
- Out of the Box
- Social Enterprise Toronto
- The Roots Collaborative

