

# WORKING FOR CHANGE

A HOME, A JOB, A FRIEND AND SOCIAL CHANGE

January 26, 2021

City of Toronto  
100 Queen St W  
Toronto, ON M5H 2N2

Dear Mayor Tory,

We believe that when we invest in people and in our communities, we invest in the meaningful changes required to transform our City of Toronto in powerful ways.

Working for Change is a member of TCBN and we support their recommendations.

As you may know, Toronto City Council approved the Community Benefits Framework in 2019. This aligned the City's poverty reduction and economic development efforts with the organizing taking place in neighborhoods for over a decade. It also set a course for how we can better leverage our public resources (investments, land, and tax incentives) to ensure equitable economic opportunities for community members who have been historically economically, politically and socially marginalized.

In the midst of a global pandemic, which has exacerbated the existing economic, social and environmental crisis in neighbourhoods across Toronto, it must be clear the only way forward is through racial economic justice, climate justice and regenerative local economies. NOW is time for the City to take bold leadership to deliver a well-built society that is also worth living in—a society that is built on the values of collective well-being and intelligent investment.

We ask that you work with your colleagues to support a strong City of Toronto Community Benefits Framework by implementing the following recommendations:

- Require signed Community Benefits Agreements for all large scale capital projects and ensure equitable community engagement processes.
- Set a 10% minimum hard target for equity hiring on all large-scale capital projects.
- Collect, track and report disaggregated data (gender, race, age, geography, and (dis)abilities) of all employees on projects that apply under the Community Benefits Framework.
- Designate TCBN as a strategic City partner to support the negotiations, implementation, monitoring and evaluation functions of the City's Community Benefits Framework, including but not limited to implementing targeted programs that engage and support women, youth, Black, Indigenous and racialized and disability communities access to the jobs and opportunities created through community benefits.

Our community will be paying close attention to the amendments we are calling for at January's Executive Committee and City Council meetings.

Respectfully yours,

*Michael Creek*

Michael Creek

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