



**Black Business and Professional Association**  
**Entreprise noire et Association Professionnelle**

Creating Opportunities • Celebrating Excellence • Investing In The Future

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Dear Mayor Tory,

On behalf of **the Black Business and Professional Association** and as a member of the Toronto Community Benefits Network (TCBN) we urge you to take the opportunity now to strengthen the City's Community Benefits Framework.

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

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 neighbourhoods for over a decade. It also set a course for how we can better leverage our public resources (investments, land, tax incentives) to ensure equitable economic opportunities for community members who have been historically and persistently 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.

As your constituent, I am writing to ask you to 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 for each
- Set a 10% minimum hard target for equity hiring on all large scale capital projects
- Collect, track and report disaggregated data (gender, race, age and geography) of all employees on projects that apply under the Community Benefits Framework
- Designate TCBN as the City's key strategic community 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 to engage and support women, youth, Black, Indigenous and racialized communities access to the jobs and opportunities created through community benefits.

Sincerely,

Nadine Spencer  
President  
Black Business Professional Association