

### HOUSING NOW - APPROACH TO COMMUNITY BENEFITS FRAMEWORK

In addition to affordable housing, Housing Now projects have the ability to support inclusive social and economic outcomes for Torontonians who face systemic barriers to economic opportunities. The disproportionate impacts of COVID-19 and the emphasized need for recovery and rebuild strategy that prioritizes Indigenous, Black and equity-deserving communities, have highlighted the importance of community benefits initiatives to maximize municipal levers to create inclusive economic opportunities. City Council recognized this in February 2021 when they adopted EX20.7 - Advancing the Community Benefits Framework.

In addition to supporting the staff resources to advance the Community Benefits work within the Social Development, Finance and Administration (SDFA) division within the City of Toronto, City Council also asked **that each Housing Now project strive to achieve a 10 percent EQUITY target in construction projects**, and report back to the Economic and Community Development Committee in the second quarter of 2022 on the feasibility of making this 10 percent hard target mandatory. City Council did not define 10% EQUITY target. CreateTO is interpreting this to mean 10% of the total net new hires of construction hours worked on a project to be from local and/or social hires.

Implementing community benefits is complex and resource intensive. With the endorsement from City Council February 2021, SDFA will be establishing a staff team to develop the necessary back end implementation infrastructure to::

- Coordinate systems approaches to local and social hiring pathways that connect employers, job seekers, employment agencies, training programs, unions and community partners;
- Monitoring and evaluation framework that guides disaggregated data collection and analysis on common outcomes, outputs and socio-economic impacts to be tracked across all community benefits initiatives; and
- Community benefits implementation “How To” protocols and processes to guide the City of Toronto and its stakeholders.

Management has outlined the details relating to the approach to be taken in the Housing Now market offerings in Confidential Attachment 1. Management believes the approach outlined is consistent with the Board of Director’s of CreateTO direction on June 12th, 2020 (RA13.3) that read: *“The Chief Executive Officer, CreateTO, in consultation with Social, Development, Finance and Administration and the Housing Secretariat, work with the Toronto Community Benefits Network in order to secure Community Benefit Agreements on the City’s Housing Now sites as per City Council’s direction.”*