

Attachment 1: Summary of Community Development Plan Themes and Phase 2
Proposed Actions

Action No.	Proposed policy directions and actions
J. Social Development	
Prioritize and centre equity-deserving groups.	
J1	Advance the development of a community development plan that anchors Indigenous, Black, and equity-deserving residents' ability to remain, benefit, and thrive in the context of neighbourhood change by leveraging strategies like the Reconciliation Action Plan and the Toronto Action Plan to Confront Anti-Black Racism.
J2	Explore alignments with the Black Food Sovereignty strategy to identify actions and partnership models for mutual community land stewardship and ownership for Black residents and organizations (i.e. land trusts).
J3	Consult Indigenous communities, partners, organizations and leaders to explore opportunities for Indigenous land stewardship.
J4	Leverage lessons from the City and community COVID-19 pandemic response to enhance recovery and resilience.
J5	Work with City and community partners to identify opportunities for equity-driven climate mitigation, resilience, and adaptation.
J6	Explore community investment models that support existing Indigenous, Black and equity-deserving residents with complex needs.
J7	Leverage the Toronto Newcomer Strategy 2022-2026 and Newcomer Access Plans to address the unique needs of Jane and Finch newcomer communities and explore partnership opportunities that support foresight-oriented newcomer planning based on emerging global trends.
J8	Work with Indigenous, Black, and equity-deserving resident-led organizations and resident leaders to identify specific actions to advance small-scale organizers and resident-led mutual aid mechanisms.
J9	Identify opportunities to embed accessibility and universal design to employment, information and communication, public spaces, programs and services.
J10	Work with City divisions and partners to explore opportunities for providing affordable and quality non-profit licensed childcare in ways that will impact the well-being and economic outlook of low income Indigenous, Black and equity-deserving households.

Action No.	Proposed policy directions and actions
Prioritize people with disabilities.	
J11	Identify new partnerships and existing community initiatives that centre people with disabilities.
J12	Explore City and community partnerships that will advance the removal of barriers and improve accessibility for people with disabilities with a strong focus on children and youth with disabilities and their caregivers.
J13	Ensure that resident-led groups supporting people with disabilities are centred in community development plan governance models and future phases of the community engagement process.
J14	Identify actions and partnerships that enhance the accessibility infrastructure in City-run and owned spaces.
J15	Identify City policy levers and investments to help expand affordable and accessible non-profit licensed child-care options for children with disabilities.
Improve access to space.	
J16	Collaboratively develop actions focused on providing safe space and access to Indigenous, Black, racialized and newcomer +2SLGBTQI community groups and not for profits.
J17	Leverage City strategies like the Toronto Strong Neighbourhoods Strategy and private sector development to increase the scope and diversity of community-owned and run spaces in the area to ensure their accessibility for groups including but not restricted to children and youth with disability, seniors, and residents with mental health challenges.
J18	Conduct inventories of indoor and outdoor community spaces as a contribution to a proactive accessibility strategy for Indigenous, Black, and equity-deserving youth and seniors.
J19	Explore actions and community partnerships to enhance accessibility in City-run and/or funded spaces.
J20	Collaborate with partners to identify opportunities for increased capital and infrastructure investments (i.e. parks, hubs, greenspaces, activity rooms, sports pads) focused on greater accessibility for all ages.
J21	Identify City strategies and community partnerships that can be levered to enhance in-home access to affordable high-speed internet for lower income, newcomers, single care takers, Black, and, other equity-deserving groups.

Action No.	Proposed policy directions and actions
J22	Engage housing providers to identify opportunities for improved access to affordable high-speed internet and easily accessible technical programming at and around housing.
J23	Work in partnership with City and community partners to enhance high speed internet and technological programming at existing new indoor and outdoor spaces.
J24	Explore opportunities for collaboration between the City, or City entities, and the private sector to digitally connect underserved areas in Jane and Finch to enhance the City-wide high-speed broadband network.
J25	Work with Children's Services Division to identify opportunities to prioritize access to non-profit licensed child care spaces for Black, Indigenous and equity-deserving groups.
J26	Identify opportunities for alignment with the Reconciliation Action Plan to improve access to traditional foods and medicines through Indigenous land stewardship.
Advance food justice and sovereignty.	
J27	Identify actions, projects and partnerships to enhance Black food sovereignty.
J28	Identify actions, projects and partnerships to enhance food justice for equity-deserving groups.
J29	Explore funding opportunities and partnerships for Black food sovereignty centres and food justice centres for equity-deserving groups.
J30	Explore opportunities for community land ownership and community asset ownership for growing and processing locally grown food.
J31	Conduct a jurisdictional scan for models of establishing community-based food co-ops.
J32	Identify opportunities for the activation of lands, both public and private, for Black-led community food sovereignty initiatives.
J33	Identify opportunities for the activation of lands, both public and private, for community food justice initiatives led by equity-deserving groups.
J34	Explore opportunities to support community-owned and community-serving facilities or projects related to food sovereignty (i.e. community kitchens, co-operative grocers etc.).

Action No.	Proposed policy directions and actions
Promote community safety and well-being.	
J35	Align the Community Development Plan with existing strategies that promote holistic approaches to community-led safety and well-being (i.e. TO Wards Peace, Toronto Community Crisis Service Pilot).
J36	Leverage existing City policies and approaches to promote increased locally-led safety and well-being in the area.
J37	Collaborate with existing groups and networks leading long-term safety and well-being planning and coordination in the Jane and Finch area.
Address gentrification and displacement.	
J38	Learn from City processes of developing and establishing a cultural district program in Little Jamaica and in other areas.
J39	Explore the creation of policy frameworks that specifically aim to address the impacts of gentrification and displacement.
J40	Identify opportunities to prioritize access to existing and new affordable housing for individuals and families of Black, Indigenous and equity-deserving groups in the Jane and Finch area.
J41	Identify opportunities for in-depth and long-term research focused on issues of gentrification and displacement.
Leverage planned investments to create opportunities for community.	
J42	Explore a coordinated City and community partner strategy that aims to leverage key capital investments.
K. Arts and Culture	
Increase access to arts and culture funding opportunities.	
K1	Explore opportunities to make arts and culture grant application processes more accessible, to build trust and relationships over time, and to reduce barriers to applicants.
K2	Investigate partnering with Toronto Arts Council to create more opportunities for local artists to learn about funding opportunities by working with multi-level arts and culture funders to host local information sessions and to provide enhanced support for local applicants.

Action No.	Proposed policy directions and actions
K3	Develop City-led cultural investments that support community building through arts and culture, that may differ from the objectives of peer-adjudicated, arm's length arts councils.
K4	Work with arts funders to accelerate access to operating and project funds for organizations led by and serving equity-deserving communities, as well as socio-geographically marginalized communities.
K5	Work to provide local artists from equity-deserving groups paid opportunities to be part of City grants adjudication panels.
K6	Examine the allocation of arts funding in Toronto through Economic Development and Culture's 2022 Community Cultural Development Review, with a goal to provide more support in inner suburban neighbourhoods.
Foster sustainable local arts and culture organizations and programming for community members of all ages.	
K7	Investigate a pilot of a satellite office for an existing Local Arts Serving Organizations, staffed by local community.
K8	Explore potential for City programs like Cultural Hotspot or Nuit Blanche (i.e. Nuit Neighbourhood) to happen in Jane and Finch.
K9	Assess the best mechanisms to advance cultural development in Jane and Finch, working with Local Arts Serving Organizations to ensure that programming and opportunities are provided to residents in Ward 7.
K10	Consider the role of museums, galleries and other spaces to advance cultural development in Jane Finch.
Connect local artists and creatives with resources and professional development opportunities to advance careers in the arts and creative industries.	
K11	Identify ongoing resources, partnership and mentorship commitments to advance local arts and culture opportunities and programming.
K12	Explore ways to better connect Jane and Finch artists and creatives to mentorship and employment opportunities through programs like ArtworksTO, Live Arts Mentor and the Production Assistant Training Program.
K13	Build on existing work by the City and arts and culture organizations to strengthen links between community-based training options, post-secondary education institutions, and creative industries.

Action No.	Proposed policy directions and actions
K14	Identify ongoing resources, partnership and mentorship commitments to connect local equity-deserving artists and creatives to career development opportunities in creative industries.
K15	Identify ongoing resources, partnership and mentorship commitments to advance local arts and culture opportunities and programming.
Work to advance the City's ten-year Toronto Public Art Strategy and create opportunities for local artists to lead public art projects in the community and activate local spaces with festivals.	
K16	Advance the City's Public Art Strategy, focused on preserving existing public art.
K17	Work to develop opportunities for equity-deserving artists to be engaged in creation of community murals and public art.
K18	Connect local equity-deserving artists to StreetARToronto and investigate potentials for local workshops and mentorships to support emerging artists.
K19	Explore the potential for the creation of new public art work in the community.
K20	Explore opportunities, funding and space for local festivals.
K21	Share existing resources to support event organizers.
Support the development and creation of local art spaces and connect arts organizations to existing resources.	
K22	Support the development of an implementation strategy for the proposed Jane Finch Community Hub and Centre for the Arts.
K23	Support consultation process for the development of a new site for the Community Music Schools of Toronto in Jane and Finch.
K24	Broker relationships with local spaces to provide access for arts organizations.
K25	Investigate access to affordable space through the City's Community Space Tenancy program.
L. Inclusive Employment Opportunities	
Encourage employers to outreach to local candidates and accredited workforce development agencies, and to provide improved measures of job quality and career pathways.	

Action No.	Proposed policy directions and actions
L1	Consider how to effectively stay in touch with employers and how they can be encouraged to provide quality jobs, career pathways and draw on local and equity-deserving candidates even where municipal government authority is limited.
L2	Explore how City of Toronto business supports can secure corresponding commitments from eligible employers such as with the employment requirement attached to the City's Imagination, Manufacturing, Innovation and Technology property tax grant.
Explore community benefits hiring and training opportunities in public sector infrastructure projects.	
L3	Forecast and consider hiring opportunities related to upcoming City capital projects in the study area, and consider how community benefits hiring can be incorporated in these projects. Consider in particular upcoming City capital projects related to the Jane Finch Initiative including improvements to parks, public realm, water and broadband infrastructure.
L4	Engage provincial government agencies to explore opportunities for community benefits hiring and social procurement as part of their capital projects and purchasing, and share best practices.
L5	In an ongoing way, work with local organizations actively conducting research and advocacy for more community benefits hiring.
Invest in education including ongoing Science, Technology, Engineering, the Arts and Mathematics (STEAM) and skilled trades training, employment skills and certification programs for residents.	
L6	Work with community partners to assess STEAM education, skilled trades training, and other employment skills programming in Jane and Finch to identify gaps and opportunities for the City to amplify and support the lead of other orders of government and funders.
L7	Identify opportunities for City, community, and private sector partnerships to promote the participation of Indigenous, Black, and equity-deserving groups in training related to growth sectors including ICT, green tech and creative industries.
Assess and strengthen workforce development supports in Jane and Finch.	
L8	Assess the network of workforce development supports available to residents of Jane and Finch with a focus on any gaps identified by community members.

Action No.	Proposed policy directions and actions
L9	Support the City’s role in the local workforce development network through the services provided by the local TESS Access and Resource Centre.
L10	Explore the potential of a local workforce intermediary in Jane and Finch to support hiring and training opportunities including community benefits.
M. Inclusive Entrepreneurship Opportunities	
Promote awareness and accessibility of City of Toronto business supports.	
M1	Help build awareness of City of Toronto business support programs and ensure that they are accessible to Jane and Finch residents.
M2	Work with existing organizations supporting local entrepreneurs, including those with a focus on equity-deserving groups, youth and newcomers, and consider partnerships to deliver programming that is accessible within the community.
Help secure affordable and appropriate space for business start-ups and locally owned small businesses.	
M3	Support the development of an implementation strategy for the proposed Jane Finch Community Hub and Centre for the Arts including for any space envisioned by community within it that could be available to start-up enterprises.
M4	Engage with private sector, institutional and community organization partners to identify potential spaces within or near the study area for business incubation and entrepreneurship supports.
Maintain space to accommodate locally owned, independent and community serving businesses.	
M5	Explore possible policies or incentives to maintain space that can accommodate locally owned, independent and community serving businesses as part of redevelopment.
Promote social/local procurement.	
M6	Consider ways to identify and provide outreach and assistance to diverse supplier companies to qualify for and have access to City of Toronto procurement contracts.
M7	Support local ‘anchor’ institutions and businesses in or near the study area to further develop their own social procurement policies and practices.

Action No.	Proposed policy directions and actions
Support social enterprises that provide necessary products and services while also advancing employment and ownership opportunities.	
M8	Develop sector analysis that indicates how key goods and services could be provided by social enterprises including food and financial services.
M9	Explore the potential for the City to support the concept development and start-up needs of social enterprises.
M10	Engage anchor institutions that have worked with social enterprises to learn from best practices.
N. Resources, Partnerships and Governance	
Develop an evaluation matrix for community actions and funding and advance a community-based research agenda.	
N1	Explore best practices and co-lead with community partners the creation of a shared monitoring, evaluation, and learning framework that can support both City and community partner learning needs.
N2	Explore the creation of annual learning symposiums that foster collaborative analysis of evaluation findings and shared learning opportunities between the City, community partners, and residents.
N3	Establish key metrics of inclusive economic development in Jane and Finch and develop a research agenda to track changes over time.
N4	Explore opportunities to support and/or leverage community partner and research partners research focused on the Jane and Finch area.
N5	Identify opportunities to co-develop new research initiatives that align with the community development plan monitoring and evaluation framework.
Prioritize community decision-making and collaborative structures.	
N6	Conduct internal City environmental scan of community participation and accountability mechanisms to identify best practices.
N7	Leverage City policy and strategies to foster increased collaboration between residents, resident led groups, and community organizations and private developers leading development in the area.
Prioritize a strategically aligned resource strategy.	
N8	Develop a Jane Finch Initiative Community Development Plan resource commitment aligned with the plan's policies and recommended actions.

Action No.	Proposed policy directions and actions
N9	Consider the creation of a standing community funders table for the community sector.
N10	Explore the creation of a long-term City and City funding partner resourcing strategy for Jane and Finch and consult with potential partners and funders on resourcing promising short- and medium-term initiatives.