

ATTACHMENT 4

METROLINX'S COMMUNITY BENEFITS/SUPPORTS APPROACH

Metrolinx has established a four-pillar approach to deliver community benefits/supports.

Pillar 1 – Employment Opportunities: Metrolinx promotes the training of apprenticeships, journeypersons and other skilled labour through workforce development plans managed by the contractors on Metrolinx projects.

Implementation of Pillar 1 includes has involved:

- Updated RFP Request for Proposal (RFP) and contract requirements for Apprenticeship and Workforce Development Plans (AWDPs) including quantified targets to meet agreed upon hiring targets for historically disadvantaged communities and equity seeking groups, including 10% Black, Indigenous, and People of Colour, 10 per cent Women.
- Inclusion of tracking, monitoring, and reporting requirements; and,
- Metrolinx's commitments to Equity, Diversity and Inclusion and Indigeneity will research and identify grants and learning opportunities to support co-op placement programs for historically disadvantaged communities including Black, Indigenous and People of Colour.

Pillar 2 – Local Business Supports: Metrolinx has developed relationships with businesses, Business Improvement Areas, Boards and through Construction Liaison Committees. Metrolinx has also arranged several services for local businesses to alleviate disruptions that result from construction and developed “shop local” marketing campaigns, signage and hoarding to market the business and ensuring that the businesses remain accessible such as driveways and laneways are open.

Pillar 3 – Public Realm Improvements: Metrolinx works closely with communities to identify and implement project specific improvements to the public spaces surrounding its projects. This is either done through design excellence or via improvements after construction to ensure neighbourhoods are in similar or better shape than before construction.

Pillar 4 – Community Improvement: Metrolinx canvasses communities impacted by construction through its consultation process and collect collects requests for community improvements that go beyond the scope of the project and Metrolinx's mandate. Metrolinx receives these proposals and puts forward advice to policy makers in government who have the authority to make decisions beyond the scope of the project.