



**Paula Fletcher**  
**Councillor, Ward 14**  
**Toronto-Danforth**

100 Queen Street W, Suite C44  
Toronto, Ontario, M5H 2N2  
Phone: 416-392-4060  
councillor\_fletcher@toronto.ca



**Ana Bailão, Deputy Mayor**  
**Councillor, Ward 9**  
**Davenport**

100 Queen Street W, Suite C42  
Toronto, Ontario, M5H 2N2  
Phone: 416-392-7012  
councillor\_bailao@toronto.ca

February 16, 2022

Ron Carinci,  
Chair, Board of Directors  
CreateTO  
3rd Floor, 61 Front Street West  
Toronto, ON M5J 1E5

Re: Community Benefit Agreements for Housing Now

Dear Chair and Members,

On Feb 2, 2021, City Council approved the City of Toronto's Community Benefits Framework in order to maximize the use of City levers to create inclusive and equitable economic opportunities for the city's diverse populations.

The Community Benefits Framework requires the City of Toronto to strive to achieve a 10 percent EQUITY target in construction projects procured by Purchasing and Materials Management Division over \$50 million and Housing Now projects and to 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.

As you may already know, a number of Community Benefits Agreements have been implemented on large infrastructure projects in Greater Toronto. Across these projects, the standard target for the construction trades has been set at 10% of hours worked, trade by trade, for members of equity-seeking groups. This number draws on the experience of CBA's across North America.

Large projects offer a critical mass in the scale of the project workforce, management human resource capacity, and a variety of trades onsite. A benchmark of \$50 million results in a large workforce with variety of job opportunities across trades. Setting a 10% equity target ensures that new entrants in the trades better reflect the communities of Toronto, and helps address the looming skills shortage facing the construction industry.

It is wonderful that the Basin Street RFP included a Community Benefits Agreement for 10% equity hiring in the construction of the new studio complex. This is a great start. The majority, if not all of the Housing Now sites fall into the +\$50M category and are great candidates for CBAs that would ensure that CreateTO is able to be a significant part of the City reaching its goal of 10% equity hiring city target.

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A report back is expected to Economic Development/ Community Development Committee in Q2, 2022. I would like to recommend:

"In preparation for the Q2 report that the President and CEO develop the approach for successful CBAs for the Housing Now sites including a review of applicable sites that not yet gone to market with the view of including CBA requirements within the RFP, and report to the Board prior to the City Committee meeting"

Sincerely,



Paula Fletcher  
City Councillor  
Ward 14, Toronto-Danforth



Ana Bailao  
Chair, Planning and Housing Committee  
City Councillor, Ward 9, Davenport

CC: Vic Gupta, President and CEO CreateTO