

Appendix A: Jane Finch Community Development Plan



What is a Community Development Plan?

A Community Development Plan is a community-centred process that enhances land use planning by engaging diverse residents, community groups, organizations, and other partners to identify principles, priorities and subsequent actions that can advance equity and build stronger communities.

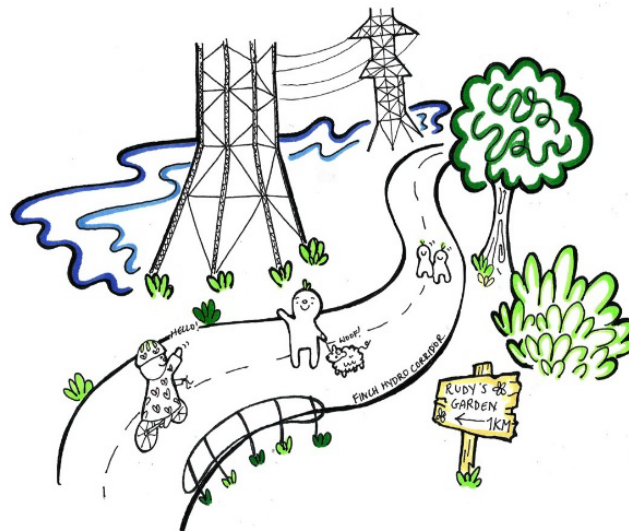
A Community Development Plan is built on resident and community assets. It recognizes that neighbourhoods have community leaders with capacity, local resident networks, non-profit organizations and institutional partners that have filled in the structural gaps to services and supports for decades.

The Community Development Plan will accompany the Jane Finch Secondary Plan, creating an opportunity to use social and economic investment tools to address historically-rooted inequities and build on the wealth of community assets and resilience to sustain Jane Finch communities.

The Jane Finch Community Development Plan is guided by three (3) core principles: Truth and Reconciliation, Confronting Anti-Black Racism, and Partnerships & Resourcing.

These principles are embedded in each of the eight (8) action areas of the plan listed below:

- [Inclusive Employment Opportunities](#)
- [Inclusive Entrepreneurship Opportunities](#)
- [Food Sovereignty and Justice](#)
- [Community Safety and Wellbeing](#)
- [Arts, Culture and Heritage](#)
- [Access to Space and Mobility](#)
- [Climate Action](#)
- [Anti-Displacement Strategy](#)



CDP Principles

The Community Development Plan is guided by three core principles:

Indigenous Reconciliation:

Engagement with Indigenous communities is an essential step towards reconciliation and honouring Indigenous sovereignty. There is great potential for the Jane Finch area to support Indigenous communities; restore Indigenous identity within the landscape and in public spaces; connect people to arts and culture and build community resources and programs in the future.

Confronting-Anti-Black Racism:

Engagement with Afro- Caribbean and Black Communities is a crucial step towards promoting racial justice systemic change that addresses the impacts of structural anti-Black racism on Jane Finch. The Community Development Plan is intended to support transformative approaches to safety and wellbeing, address gentrification and Black displacement, support Black arts and promote food sovereignty for Black communities in Jane Finch.

Partnership & Resourcing:

The Community Development Plan creates an opportunity to work with Jane Finch residents to ensure that the plan is implemented in a way that is truly impactful for residents and aligns with their own visions for the neighbourhood. The Community Development Plan also creates the opportunity to invite diverse funding /resource partners to align resources with the vision and focus of the plan.

Community Development Plan Implementation

Timeline

The Jane Finch Community Development Plan actions will be implemented over a 10-year period with evaluation and updates happening every five (5) years.

Draft actions are proposed to be implemented in distinct phases:

- **Vision Statement:** The Community Development Plan will feature a vision under each focus area that describes how the City envisions the collective impact of the proposed actions. The vision is not meant to be just words. It is meant to help move towards some high-level and measurable long-term outcomes that the City and community partners hope to achieve through the advancement of the actions under each area. This is the long-term vision associated with each action area.

- **Short-Term Actions:** These are actions proposed to be implemented over the five years after the Community Development is adopted by Toronto City Council. The City of Toronto will work with community partners to implement Short-Term Actions. The City of Toronto will seek funding and other partnerships to deliver these actions, as appropriate.
- **Mid-Term Actions:** These are actions that are proposed to be implemented between 5-10 years after the Community Development Plan is adopted by City Council. These are actions that still require some engagement of partners and guidance from community members.

Who is involved in the implementation of the plan?

A Community Development Plan is adopted by Toronto City Council - alongside a parallel Land Use Plan - and considers tools that the City has to support social, economic and cultural development within defined neighbourhoods or geographic boundaries. However, the Community Development Plan recognizes and aims to build on longstanding community development work and advocacy led by residents and community-based organizations.

To realize the various long-term vision statements of the plan, many stakeholders will be engaged and encouraged to commit to community development goals and actions. This includes other orders of government and public sector agencies and institutions; community-based non-profit organizations and funders; and local businesses, social enterprises, and landowners.

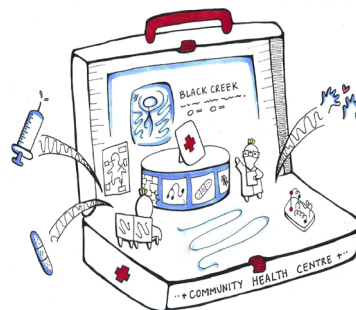
The Community Development Plan will be guided through its full implementation phases by residents and an ongoing partnership between the City and community on a Community Partnership Circle (see Resources, Partnerships, Engagement and Monitoring actions).

Monitoring and Evaluation:

- A monitoring and evaluation process will be developed in collaboration between the City of Toronto, residents, funders, and other community partners.
- Residents will play an active ongoing leadership role in the monitoring of actions.
- A community report will be developed for every 5-year term of the plan.

Required Resources:

- The City will work with community partners to identify the resources required to implement Short-Term actions.
- The City is seeking to establish a Jane Finch Resourcing Table to support the implementation of advancement of the Community Development Plan through coordinated and strategically focused resourcing with multiple partners.
- Some of the proposed actions also call for public and private-sector commitments to Community Benefits including employment and training opportunities through redevelopment projects.





Inclusive Employment Opportunities

VISION: A Jane Finch community where residents have improved economic outcomes via stable and well-paid job opportunities, including with local employers, and are supported to further develop qualifications and access job openings.

ACTIONS: SHORT-TERM (0 - 5 YEARS)

Employment opportunities for local jobseekers and labour force members:

- **IEMO 1.0:** Identify publicly funded and led capital projects in the Jane Finch Initiative study area to explore opportunities for equity-focused community benefit initiatives.
- **IEMO 1.1:** Identify private sector-led development projects to explore opportunities for voluntary community benefits plans that include equity-focused measurable targets for local and social hiring procurement.
- **IEMO 1.2:** Maximize opportunities to achieve local employment requirements associated with developments benefiting from Tax Increment Equivalent Grants (TIEGS) or other City incentives.
- **IEMO 1.3:** Seek commitments related to employment/training opportunities for residents with TTC and Metrolinx including at the Finch West LRT Maintenance and Storage Facility (MSF).
- **IEMO 1.4:** Publicize and support York University community collaboration and commitments to local hiring.

Other supports for job seekers:

- **IEMO 1.5:** Publicize and facilitate intake to City-supported education/ training programs (e.g., Production Assistant training program, etc.)
- **IEMO 1.6:** Build on collaborative partnerships between Toronto Employment and Social Services (TESS) and employment service providers to ensure Ontario Works clients and other equity-deserving jobseekers in the Jane Finch Area are connected to relevant programs, services, and opportunities. Additionally make Yorkgate TESS spaces available for Jane Finch Initiative information sessions and partnership activities.
- **IEMO 1.7:** Build on existing local collective impact employment initiatives and research.

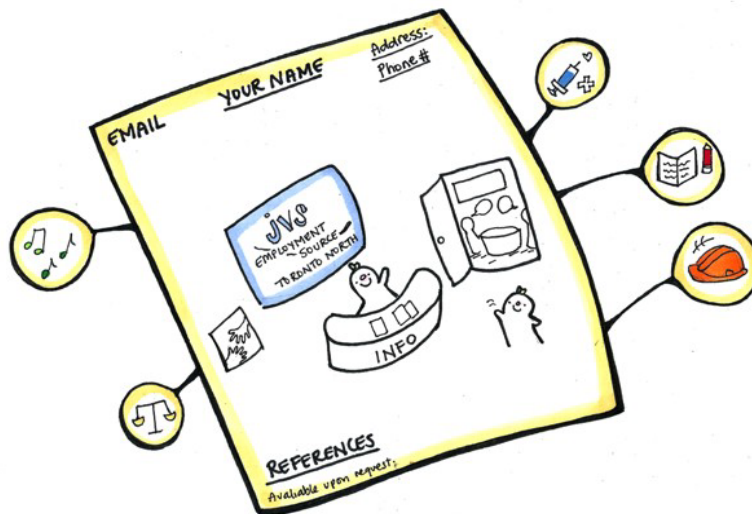
See also employment related actions within the Arts, Culture and Heritage and Food Justice and Sovereignty Action Areas.

ACTIONS: MID-TERM (5 - 10 YEARS)**Explore ongoing planning, collaboration, and partnership initiatives:**

- **IEMO 1.8:** Support TCHC community economic development plans as part of Firgrove redevelopment.
- **IEMO 1.9:** Establish additional workforce intermediary model(s) in Jane Finch and strengthen local workforce development networks.
- **IEMO 1.10:** Establish connections between the City of Toronto, the new Provincially selected Toronto Employment Services System Manager (ESSM) and local service providers to advocate for programming that meets the needs of Ontario Works clients and other equity deserving residents in the Jane Finch area, with a view to improving local employment outcomes. This work will include leveraging partnerships with relevant City divisions, community agencies and making City spaces available for partnership activities.
- **IEMO 1.11:** Establish connections between the City of Toronto and community organizations with school boards and local high schools to support co-op placements, Specialist High Skills Major programs etc.
- **IEMO 1.12:** Support employment-focused social enterprises to respond to opportunities through the City's Social Procurement Program and other strategic procurement.
- **IEMO 1.13:** Support the formation of new employment-focused social enterprises and social entrepreneurs.
- **IEMO 1.14:** Continue to seek workforce development commitments in City-led and private sector-led projects through equity-based community benefits plans.

See also employment related actions within the 'Arts, Culture and Heritage' and 'Food Justice and Sovereignty' Action Areas

These actions were developed through consultation with the Jane Finch community, City divisions and community institutions, agencies and partners. While Social Development Finance and Administration and Economic Development and Culture Division have led the engagement and writing process for the Community Development Plan, the actions in this section will also be led by and/or advanced in collaboration with other City Division and public-sector Agencies including Toronto Employment and Social Services, Employment Ontario agencies, Metrolinx, Toronto Community Housing Corporation, Toronto Transit Commission, Toronto District School Board and York University.



Inclusive Entrepreneurship Opportunities

VISION

A Jane Finch community where residents are supported to start and grow businesses within and beyond the community and have access to appropriate and affordable space. Further, a variety of businesses located within the Jane Finch community continue to provide key goods and services for residents.

ACTIONS: SHORT-TERM (0 - 5 YEARS)

City of Toronto entrepreneurship supports:

- **IENO 1.0:** Deliver and publicize City of Toronto Entrepreneurship Services forums and resources in Jane Finch.
- **IENO 1.1:** Provide additional City Entrepreneurship Services programming and advisory services (including from York Woods library).
- **IENO 1.2:** Outreach to local resident candidates to attend the City of Toronto's Small Business Forum as delegates.
- **IENO 1.3:** Outreach to local resident candidates to connect to incubator spaces/programs.
- **IENO 1.4:** Run promotion drive(s) for certified diverse supplier lists.

See also entrepreneurship related actions within the 'Arts, Culture and Heritage' and 'Food Justice and Sovereignty' Action Areas.

ACTIONS: MID-TERM (5 - 10 YEARS)

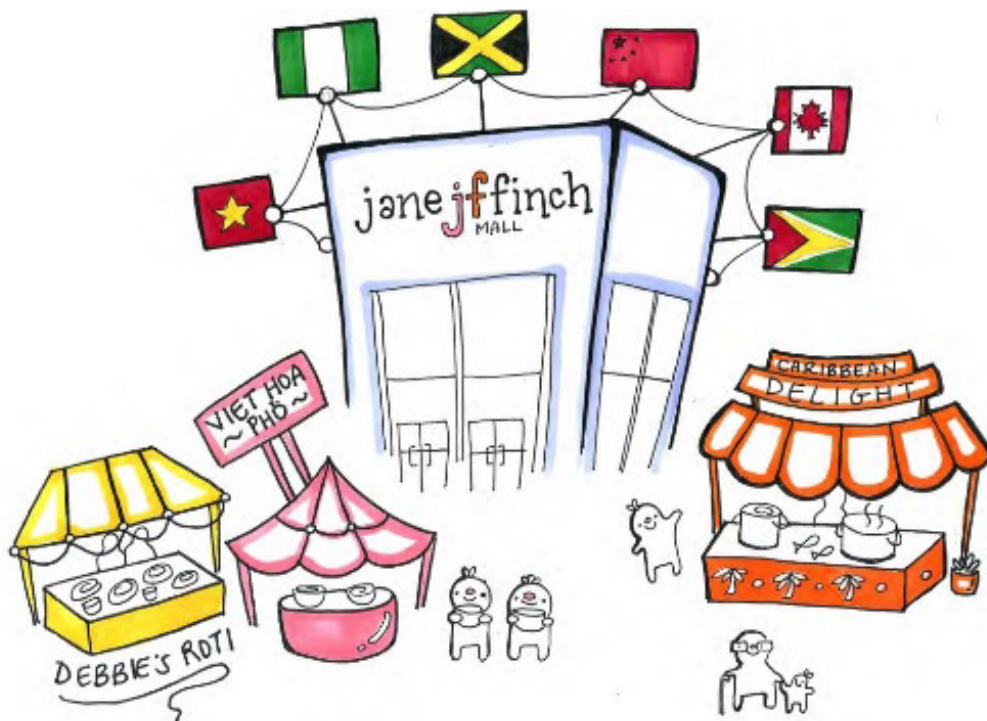
Explore ongoing planning, collaboration, and partnership initiatives:

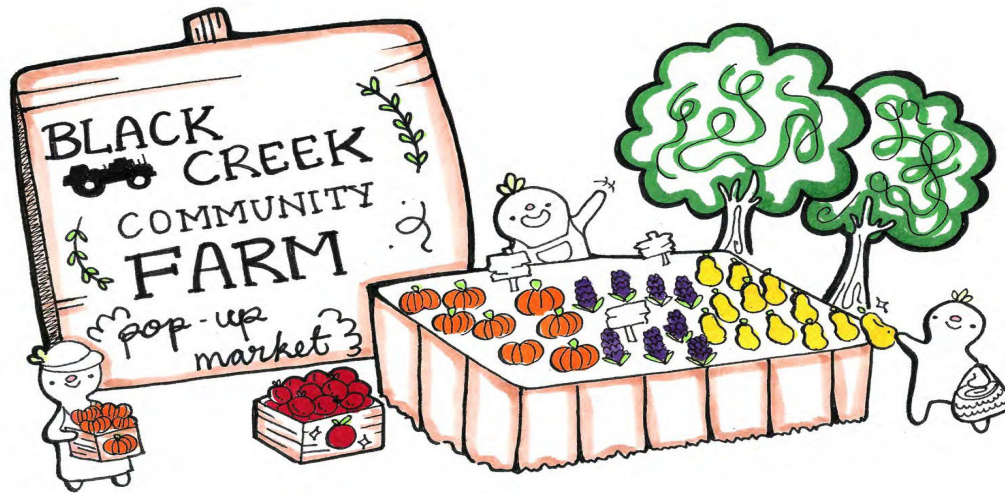
- **IENO 1.5:** Further develop connections between entrepreneur clients in Jane Finch and business incubation programs/spaces.
- **IENO 1.6:** Support the ongoing capacity and physical space needs of local business incubation organizations and initiatives.
- **IENO 1.7:** Develop collaborative outreach to local 'anchor institutions' including healthcare facilities, colleges and universities, and transit/housing agencies to evaluate current and potential future commitments to social/local procurement.

- **IENO 1.8:** Partner with business associations to support legacy/diverse businesses.
- **IENO 1.9:** Collaborate with partner organizations to explore the possibility of joint venture enterprises and market accelerator programs.

See also entrepreneurship related actions within the 'Arts, Culture and Heritage' and 'Food Justice and Sovereignty' Action Areas

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Food Justice and Sovereignty

VISION:

A Jane Finch community where community members and partners own and lead food systems transformation that creates equitable access to all with a particular focus on Indigenous, Black, and Equity Deserving Groups.

ACTIONS: SHORT-TERM (0 - 5 YRS)

Align with City strategies and community actions, projects, and partnerships to enhance food justice for Indigenous, Black, and other equity deserving equity-deserving groups.

- **FSJ1.0:** Identify local intervention opportunities to realize priorities outlined in the Toronto Black Food Sovereignty Plan, including community-based food co-ops, activation of underutilized City and public lands, to benefit community food sovereignty initiatives, as well as food justice initiatives led by equity-deserving groups.
- **FSJ1.1:** Increase food access for students, newcomers, refugees and asylum seekers, and seniors through community support and partnerships and strengthen collaboration with local businesses to establish healthy meal programs at cost.
- **FJS 1.2:** Provide educational programs and workshops on food preservation techniques, teaching community members how to store and utilize produce efficiently.
- **FJS 1.3:** Provide educational programs and workshops on food preservation techniques, teaching community members how to store and utilize produce efficiently.
- **FJS 1.4:** Build City staff and community capacity and experience to ensure the long-term sustainability of current and future community garden spaces through Parks, Forestry and Recreation’s ‘Community Gardens Program.’
- **FJS 1.5:** Identify and remove policy barriers to food growing, harvesting, and urban agriculture for equity deserving group and vulnerable populations.

Align with City strategies and community actions, projects, and partnerships to advance food sovereignty for Indigenous and Black residents.

- **FJS 1.6:** Further support and or expand partnerships aligned with the City of Toronto’s Reconciliation Action Plan to improve access to traditional foods and medicines.

- **FJS 1.7:** Expand partnerships and initiatives to advance Indigenous and Black food sovereignty, including community composting, free meal programs, culturally relevant cooking classes, community gardening, urban agriculture.
- **FJS 1.8:** Work with the Black Food Sovereignty Strategy and Indigenous Affairs Office to support food sovereignty leadership and leaders in Jane Finch.
- **FJS 1.9:** Increase funding to community-led Black food sovereignty initiatives in Jane Finch.
- **FJS 1.10:** Identify and remove policy barriers to food and medicine growing, harvesting, food sovereignty and urban agriculture for Indigenous and Black residents.

Enhance and sustain equitable food programming, space, and infrastructure.

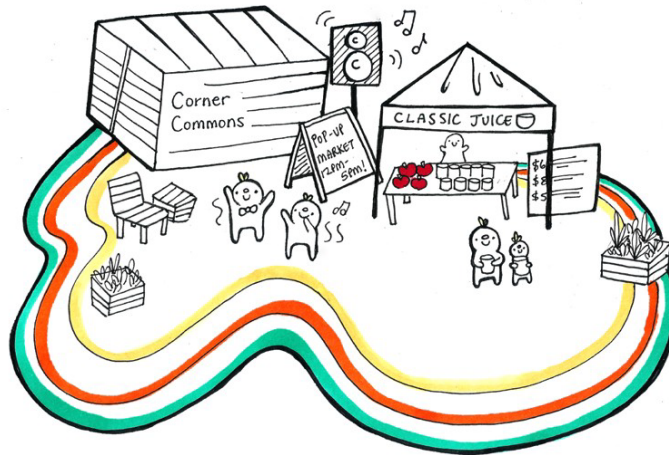
- **FJS 1.11:** Explore opportunities to support partnerships focused on after-school snacks programs through Enhanced Youth Spaces, After School Recreation Care, and Community Leadership After-School Program in Jane Finch.
- **FJS 1.12:** Support local Indigenous, Black and equity deserving grassroots groups by improving access to community space for public markets with a focus on lowering permitting barriers.
- **FJS 1.13:** Engage Hydro One to identify priorities sites for community gardens within the Hydro Corridor.
- **FJS 1.14:** Support the retention and/or replacement of existing supermarkets through City Planning's development review process for applications within the Secondary Plan area and through consultation with local food actors and organizations.

ACTIONS: MID-TERM (5 – 10 YEARS)

Renew and improve resourcing of City, community and private sector food partnerships and resources

- **FJS 1.15:** Identify local opportunities to advance Black Food Sovereignty Plan priorities in Jane Finch, including exploring and identifying locations for community kitchens and gardens and leveraging investments from new developments.
- **FJS 1.16:** Identify local opportunities to advance Black Food Sovereignty Plan priorities in Jane Finch, including Collaborate with the Black Creek Community Farm and other Black urban agriculture groups for community-led Black food sovereignty initiatives.
- **FJS 1.17:** Support grassroots advocacy campaigns to raise awareness about food justice and sovereignty and nutritious and affordable food through community partnerships.
- **FJS 1.18:** Integrate gardening and gardening education into City of Toronto Parks, Forestry and Recreation programs and school curriculum and offer workshops on food preservation techniques.

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Community Safety & Wellbeing

VISION:

A Jane Finch community in which residents, advocates, and local organizations are better supported to address the root causes of violence and insecurity through public health approaches to community and wellbeing that address their individual and collective quality of life. A Jane Finch in which residents, advocates, and local organizations are better supported to address the root causes of violence and insecurity through public health approaches to community and wellbeing that addresses the social determinants of health.

ACTIONS: SHORT-TERM (0 – 5 YEARS)

Support local and holistic approaches to mental health and wellness promotion.

- **CSW 1.0:** Create culturally responsive community engagement initiatives to increase understanding and remove the stigma of mental health issues and understand resilience drawing on Toronto's Mental Health Strategy, Thrive Toronto, and the expansion of Toronto Community Crisis Service, and Toronto Poverty Reduction Strategy.
- **CSW 1.1:** Advocate for affordable and accessible mental health services by collaborating with local mental health service providers and partners.
- **CSW 1.2:** Foster collaborations between community organizations, schools, and mental health services to create a holistic approach to addressing mental health concerns that include considerations of the mental health concerns related to climate change.

Expanding Community Safety Networks/Partnerships

- **CSW 1.3:** Align and leverage City strategies and community initiatives that promote holistic approaches to community-led safety and well-being with and for local needs (i.e., SAFETO, TO Wards Peace, Toronto Community Crisis Service Pilot, Neighbourhood Pods, and Resilience Hubs, AccesTO).
- **CSW 1.4:** Collaborate with Toronto Community Crisis Service, Community Crisis Response Program, and FOCUS (Furthering Our Communities by Uniting Services) Toronto to ensure that local organizations, grassroots groups are aware, engaged with and utilizing existing community safety and well-being resources and supports.
- **CSW 1.5:** Work with SafeTO and related programs including the Community Crisis Response Program Safety Networks and Toronto Community Crisis Service to support local organizations' knowledge of

and engagement with national and city-wide community safety and wellbeing networks and capacity-building opportunities.

- **CSW 1.6:** Strengthen partnerships with community stakeholders to prioritize education on topics such as conflict resolution, violence prevention and mental health awareness, culturally relevant programming and informal mentorship and vulnerable neighbour support.

Identify and invest in community development and social determinants approaches to community safety and wellbeing with a focus on youth.

- **CSW 1.7:** Collaborate with SafeTO partners and other relevant strategies, programs, and services to review and map ongoing programs offered for children and youth to determine programming area gaps.
- **CSW 1.8:** Support local organizations' ability to identify, apply to, and access City of Toronto community safety and wellbeing grants and opportunities.
- **CSW 1.9:** Identify opportunities to enhance and expand supervised recreation and sports facilities for youth through the Parks, Forestry, and Recreation, Facilities Master Plan.
- **CSW 1.10:** Include a review of City-owned Jane Finch recreation facilities in Parks, Forestry and Recreation's Facilities Master Plan.
- **CSW 1.11:** Increase skill development opportunities and access to culturally responsive programming for children and families including those living with a disability with culturally relevant partners.

ACTIONS: MID-TERM (5 – 10 YEARS)

Improve the mobility pathways throughout the community.

- **CSW1.12:** Improve pedestrian crossings at specific locations identified in the Mobility and Transit Implementation Strategy.
- **CSW 1.13:** Improve safety for cyclists during all seasons in all areas identified in the Mobility and Transit Implementation Strategy.
- **CSW 1.14:** Continue to implement the Black Creek Trail Wayfinding Project.
- **CSW 1.15:** Work with Parks, Forestry and Recreation and Transportation Services and the Toronto Transit Commission to improve pedestrian-scale lighting in public spaces.

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Arts, Culture, and Heritage

VISION

Jane Finch is home to an engaged and passionate artistic community that includes Indigenous, Black and equity-deserving visual artists, musicians, performers, and event organizers that range from grassroots to the more established. The community is alive with art, including murals, public art and festivals that highlight and celebrate local artists and creatives. Artists and organizations have access to local space to practice their art form, create, exhibit and operate organizations. Funding is available to support projects and operating expenses for organizations.

ACTIONS: SHORT-TERM (0 - 5 YEARS)

Increase access to arts and culture funding opportunities for Jane Finch based Indigenous, Black, and equity-deserving artists.

- **ACH 1.0:** The City's Arts & Culture Services will deliver the Cultural Hotspot program in Jane Finch for 2024 and 2025, with opportunities for local Indigenous, Black and equity-deserving artists to apply for project funding. Up to \$250,000 to be disbursed to local arts organizations and artists each year.
- **ACH 1.1:** Work with funders, including the Toronto Arts Council, to review funding application processes, identify barriers and work to simplify, making processes more accessible for local artists/arts organizations.
- **ACH 1.2:** Collaborate with the Toronto Arts Council and other funders to host local information sessions and workshops and to provide enhanced support for applicants.
- **ACH 1.3:** Work to provide local artists from Indigenous, Black, and equity-deserving groups paid opportunities to be part of City grants adjudication panels.

Foster sustainable local arts and culture organizations and programming for Indigenous, Black, and equity-deserving community members of all ages.

- **ACH 1.4:** Investigate a pilot of a satellite office for an existing Local Arts Service Organization (LASO), staffed by local community.
- **ACH 1.5:** Consider the role of museums, galleries, and other cultural spaces to advance cultural development in Jane/Finch.

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.

- **ACH 1.6:** Document and preserve existing murals in the community.
- **ACH 1.7:** Share existing City resources to support event organizers.

- **ACH 1.8:** Connect local Indigenous, Black, and equity-deserving artists to StreetARToronto and investigate potential for local workshops and mentorships to support emerging artists.
- **ACH 1.9:** Explore opportunities, funding, and space for local festivals.

Connect local artists and creatives with resources and professional development opportunities to advance careers in the arts and creative industries.

- **ACH 1.10:** Connect local Indigenous, Black, and equity-deserving artists and creatives to mentorship and employment opportunities through programs like ArtworksTO, the Production Assistant Training Program and Cultural Hotspot.
- **ACH 1.11:** Identify ongoing resources, partnership, and mentorship commitments to advance local arts and culture opportunities and programming.

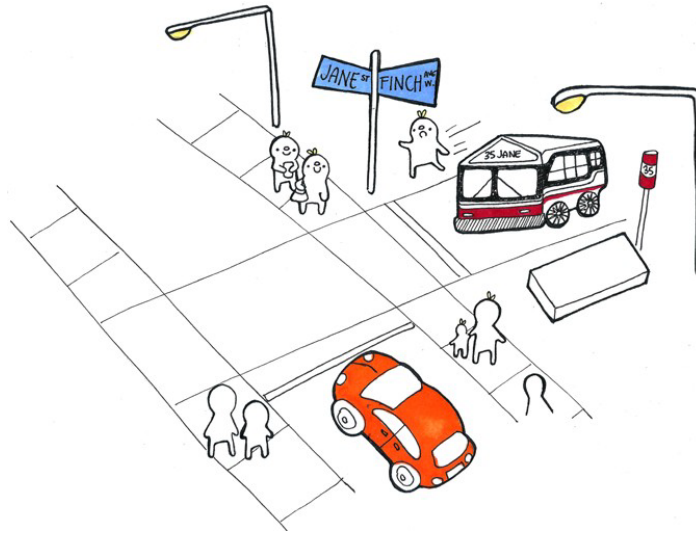
Support the development and creation of local art spaces and connect arts organizations to existing resources.

- **ACH 1.12:** Advance implementation strategy for the proposed Jane Finch Community Hub and Centre for the Arts.
- **ACH 1.13:** Support consultation process for the development of a new site for the Community Music Schools of Toronto in Jane Finch.
- **ACH 1.14:** Broker relationships with local spaces to provide access for arts organizations.
- **ACH 1.15:** Investigate access to affordable space through the City's Community Space Tenancy program.

ACTIONS: MID-TERM (5 – 10 YEARS)

- **ACH 1.16:** Work with arts funders like the Toronto Arts Council to accelerate access to operating and project funds for organizations led by and serving Indigenous, Black, and equity-deserving communities.
- **ACH 1.17:** Build on existing work by the City and arts and culture organizations to strengthen links between community-based training options, and post-secondary education institutions.
- **ACH 1.18:** Identify ongoing resources, partnership, and mentorship commitments to connect local equity-deserving artists and creatives to career development opportunities in creative industries.
- **ACH 1.19:** Continue to support the development of an implementation strategy for the proposed Jane Finch Community Hub and Centre for the Arts.
- **ACH 1.20:** Support social interaction, creativity, and artistic infrastructure, including interactive digital media and free public Wi-Fi.

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Access to Space and Mobility

The Community Development Plan promotes aims to advance a vision for access to space in Jane Finch through key actions. The vision is one that we hope to align with your vision for Jane Finch. What does this vision mean to you?

Jane Finch residents have a long and documented history of advocating for improved indoor and outdoor public space. Community spaces that are informal are shaped by intentional holistic planning and design principles that advance truth, reconciliation, racial justice, and equity. New and increased investments in the area create a significant opportunity to explore the ways that indoor and outdoor community spaces can be made accessible and equitable.

VISION

A Jane Finch community where all community members have access to barrier free spaces for social, recreational, family, community, employment, and business-oriented activities.

ACTIONS: SHORT-TERM (0 - 5 YEARS)

Enhance City Service Partnerships to support service and capital investments:

- **AS 1.0:** Work with Parks Forestry and Recreation to increase community awareness and barrier-free access to recreational spaces including enhanced youth spaces, indoor and outdoor program spaces, parks, etc.
- **AS 1.1:** Work with Toronto Public Library to increase awareness and barrier-free access to the updated York Woods library and Jane and Sheppard Branch.
- **AS 1.2:** Increase community awareness of existing and new Toronto Children's Services spaces to promote access to culturally relevant programs and services.
- **AS 1.3:** Increase community awareness of Social Development Finance and Administration policies and initiatives that focus on access to space including Community Space Tenancy Policy and Recipe for Community initiative.
- **AS 1.4:** Work with the City's Technology Services Division to explore further opportunities for internet accessibility in public spaces and to expand access to affordable home internet options through

existing affordability programs.

Create a Space Access Inventory for Jane Finch Communities:

- **AS 1.5:** Identify safe, culturally relevant, accessible, and welcoming indoor and outdoor community-led gathering spaces (i.e., Corner Commons), by promoting accessibility in public realms and parks.
- **AS 1.6:** 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 living with disability, seniors, and residents that require mental health supports.
- **AS 1.7:** Enhance the accessibility infrastructure in City-run and owned spaces through Parks, Forestry, and Recreations Facilities Master Plan.

Create Community Initiatives to address “Digital Divide”:

- **AS 1.8:** Explore opportunities for collaboration between the City, or City entities, and the private sector to digitally connect underserved areas in Jane Finch to enhance the City-wide high-speed broadband network (i.e., Wi-Fi on Wheels and the Digital Canopy Project).
- **AS 1.9:** Advance digital literacy, develop online platforms and social media channels dedicated to fostering community engagement and sharing of information.
- **AS 1.10:** Work in partnership with City and community partners to subsidize internet access and provide free internet in City-owned buildings and promote public Wi-Fi accessibility to ensure equitable access to the internet and technology.
- **AS 1.11:** Engage not for profit housing providers to identify opportunities for improved access to affordable high-speed internet and easily accessible technical programming at and around housing.
- **AS 1.12:** Enhance high speed internet in new indoor and outdoor public spaces.
- **AS 1.13:** Work with community partners to expand technological programming that may promote economic investment, innovation, and employment opportunities.

Implement Incubator Spaces Initiative:

- **AS 1.14:** Explore access to affordable spaces for small non-profits, Indigenous, Black, and other equity-deserving groups with a focus on community land trusts as one model.
- **AS 1.15:** Support local grassroots groups by improving access to meeting spaces and lowering permitting barriers with a focus on community land trusts as one model.

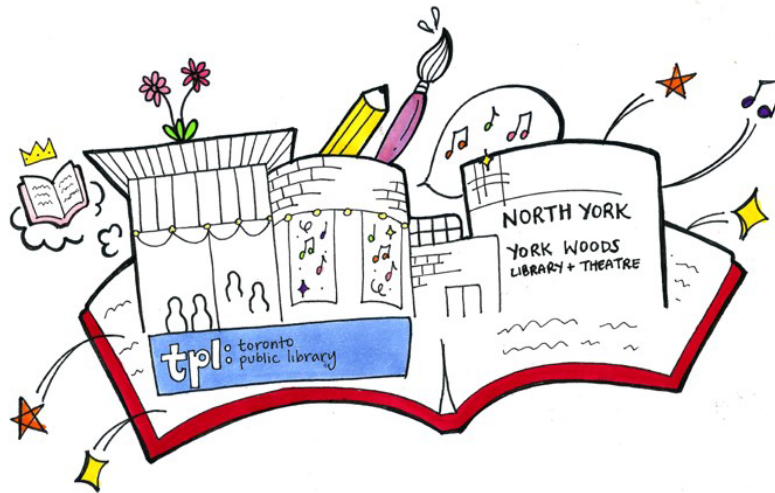
Align with current community capital and service investment initiatives including:

- **AS 1.16:** Work with City divisions and partners to explore opportunities for providing affordable, culturally relevant, and quality non-profit licensed childcare with a focus low income Indigenous, Black, and equity-deserving households.
- **AS 1.17:** Work with Children’s Services Division to identify opportunities to prioritize access to non-profit licensed childcare spaces for Black, Indigenous and equity-deserving groups.
- **AS 1.18:** Support the development of the Jane Finch Hub and Centre for the Arts and the Community Music Schools of Toronto, based in Jane Finch.
- **AS 1.19:** Increase access to outdoor space, such as public squares and parks, support community festivals and other social, arts, cultural recreational activities.

ACTIONS: MID-TERM (5 – 10 YEARS)**Identify City strategies and community and private sector partnerships that leverage the following:**

- **AS 1.20:** Identify and implement a Universal Basic Mobility pilot in Jane Finch.
- **AS 1.21:** Apply an ‘all ages’ lens to new community facilities, park design, and public realm improvements through the Parks, Forestry, and Recreation Facilities Master Plan.
- **AS 1.22:** Collaborate with the Toronto Parking Authority to implement BikeShare and publicly available Electric Vehicle (EV) charging infrastructure throughout the study area in consultation with the Jane Finch community.
- **AS 1.23:** Engage residents, Indigenous organizations and City Agencies, Boards, Commissions and Divisions and other institutional partners to identify opportunities to design and build Indigenous Place Keeping and Ceremonial Spaces.
- **AS 1.24:** Use an equity-focused lens to identify areas to increase tree canopy coverage in the area.
- **AS 1.25:** Address any lack of access to climate significant infrastructure such as cooling centres in the summer and warming centres in the winter.
- **AS 1.26:** Provide greater access to public washroom facilities or water receptacle filling stations that are open year-round.
- **AS 1.27:** Work with Parks, Forestry, and Recreation to enhance community engagement with Indigenous, Black, equity deserving groups and vulnerable populations around improvement and design of new parks.
- **AS1.28:** Identify opportunities for increased capital and infrastructure investments (i.e., parks, hubs, greenspaces, activity rooms, sports pads, facilities) focused on greater accessibility for all ages through the Parks, Forestry and Recreation Facilities Master Plan and Parks and Public Realm Strategy.

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Climate Justice & Action

VISION

- A Jane Finch community that recognizes and incorporates the lived/living experiences of Indigenous, Black, and other equity-deserving communities to support community resilience.
- A Jane Finch community that is strong and adapts to the immediate impacts of extreme weather and hazards.
- A Jane Finch community where residents, families, local organizations and institutions, labour force members (workers), and local businesses directly benefit from investments into climate mitigation and climate resilience.

ACTIONS: SHORT-TERM (0 - 5 YEARS)

Support community led climate adaptation and resilience efforts.

- **CJA 1.0:** Conduct a Community Climate Resilience Assessment to measure the existing knowledge of climate risks and emergency preparedness.
- **CJA 1.1:** Develop and grow relationships with Indigenous rightsholders and organizations and prioritize Indigenous worldviews and relational views of land protection and Indigenous community leadership to enhance climate resiliency and justice.
- **CJA 1.2:** Work with funding partners to expand support for neighbourhood climate justice efforts led by Black-led, Black-serving, Black-focused (B3) organizations.
- **CJA 1.3:** Provide increased support to existing and or emerging climate resilience networks and groups in Jane Finch including locally tailored climate education supports and other forms of resourcing.

Align and Partner with Community Resilience Initiatives.

- **CJA 1.4:** Promote existing City strategies and initiatives to facilitate environmental stewardship like PollinateTO, Neighbourhood Climate Action Grants or home retrofit programs like Home Energy Loan Program.
- **CJA 1.5:** Support greater engagement of residents to participate in the City's Environment & Climate grants programs such as the Neighbourhood Climate Action Grants, PollinateTO, and Youth Climate Action Grants.

- **CJA 1.6:** Support homeowners, renters and building operators' efforts to make their homes more resilient to climate shocks and stresses.
- **CJA 1.7:** Develop and support the Neighbourhood Climate Action Champions program and/or the Women4Climate Mentorship program in Jane Finch.

Establish a Resilience Hub that serves as a community hub with suitable climate-focused programming and as a space that can be used to respond to emergencies.

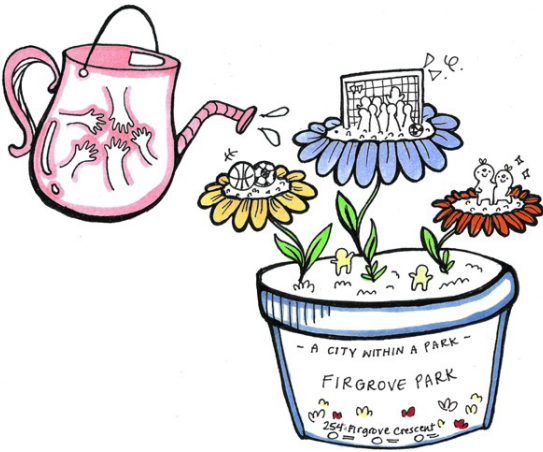
- **CJA 1.8:** Work with existing community groups and City of Toronto Divisions to develop programming that focuses on emergency preparedness, food security, green job training and community resilience with a focus on Indigenous, Black, and equity-deserving groups.
- **CJA 1.9:** Explore opportunities to provide climate-related educational support and/or training for home maintenance, home retrofits, bicycle maintenance or other subject matter.
- **CJA 1.10:** Explore opportunities to create and foster a local circular economy that aims to repair or reuse items instead of throwing them away.

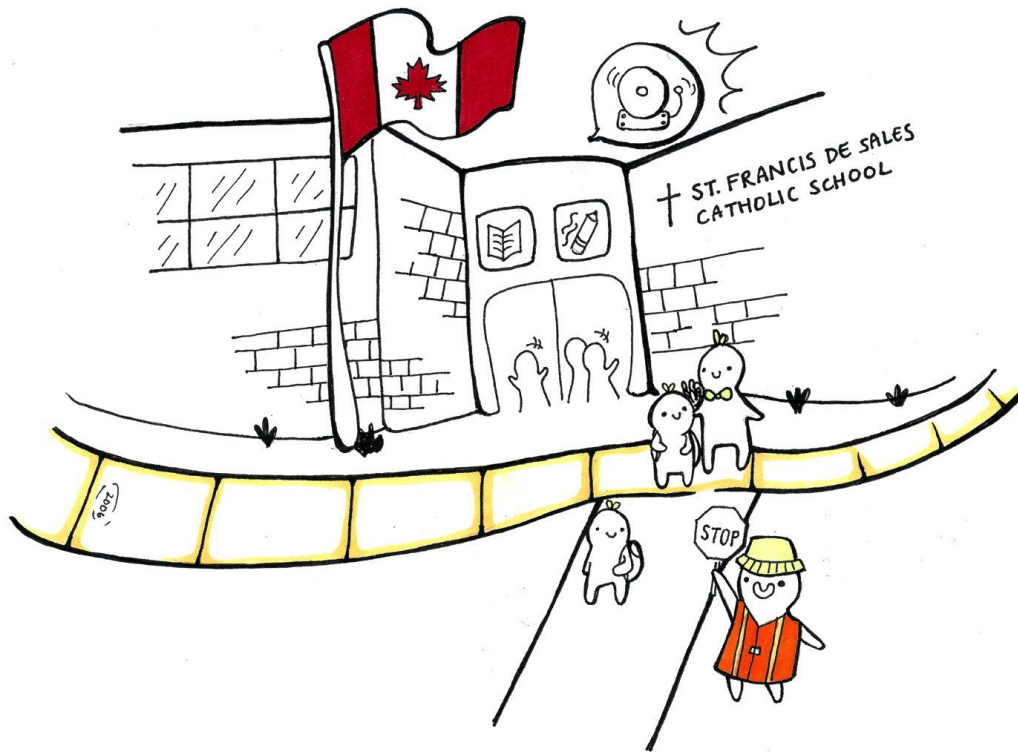
ACTIONS: MID-TERM (5 – 10 YEARS)

Collaborate with City, Community, and Academic Partners to develop climate justice focused data tools.

- **CJA 1.11:** Support local partners' development of local climate related information to build understanding of local risk exposure (e.g. map on climate vulnerability that can be simplified for more general use) and/or leading place-based climate risk assessments with a focus on Jane and Finch and a commitment to centering Indigenous and Black lived experience.
- **CJA 1.12:** Support partnerships with academic institutions to promote research that helps residents and community actors better understand and plan for the impacts of climate change on Jane Finch.
- **CJA 1.13:** Explore opportunities to collaborate with private, public, and funding partners to explore longer term increased investments in Jane Finch focused on equity driven climate mitigation and adaptation efforts.

These actions were developed through consultation with the Jane Finch community, City divisions and community institutions, agencies and partners. While Social Development Finance and Administration and Economic Development and Culture Division have led the engagement and writing process for the Community Development Plan, the actions in this section will also be led by and/or advanced in collaboration with other City Divisions and other public sector agencies including Environment and Climate.





Anti-Displacement Strategy

Jane Finch is shaped by a history of residents, organizations, and community actors advocating for responsible and just investment and neighbourhood growth and access to opportunities. To enhance residents' ability to *Grow in Place*, the City of Toronto recognizes the need to advance policy development that aims to address gentrification and Black displacement through the *Growing in Place Initiative* and the ongoing development of a robust anti-displacement strategy.

The City of Toronto's emphasis on gentrification and Black displacement in this strategy is an acknowledgement of the unique ways that systemic anti-Black racism contributes to disproportionate forms of harmful displacement of Black communities in neighbourhoods with historically high incidences of Black displacement. The Jane Finch Community Development Anti-Displacement Strategy will address gentrification and Black displacement through a targeted universalism framework. Targeted universalism is the removal of barriers experienced by the most disadvantaged communities, which can create benefits for all residents. Through a focus on the unique phenomena of Black displacement, the City will develop interventions that have a positive impact on Jane Finch overall. The strategy ensures that strategic equity-focused interventions accompany new transit and development investments in neighbourhoods with a history of under investment.

The Jane Finch Community Development Plan Anti-Displacement Strategy will be developed in a staged approach, and like the Community Development Plan, exist as "living" strategy that evolves over time. The actions presented below will form the foundation for the Jane Finch Community Development Plan Anti-Displacement Strategy. Through ongoing interdivisional collaboration and community partnership the City of Toronto will further define and enhance the strategy. In this first stage, the anti-displacement strategy leverages the City's existing policies, e.g., rental replacement, new local requirements in the Jane Finch Secondary Plan (e.g., replacement of retail). Through focused and coordinated policy action across divisions, the City of Toronto aims to ensure that residents who are disproportionately vulnerable to

displacement have the opportunity to grow and thrive in Jane Finch over the long-term.

VISION

A Jane Finch community where existing Indigenous, Black, and equity-deserving community members, families, groups, and local businesses are rooted and strong and can benefit from new transit and development investments in Jane Finch.

ACTIONS: SHORT-TERM (0 - 5 YEARS)

Encourage meaningful community engagement on land development and its impacts on existing residents and businesses:

- **AD 1.0:** Landowners should present to the Community Partnership Circle Table during the pre-application stage and throughout development to discuss plans and the ongoing development process and receive input.
- **AD 1.1:** Landowners are requested to consider community assets on land slated for redevelopment and engage community about preservation opportunities (gathering spaces, murals, historical or cultural significance etc.) some of which are identified in the Jane Finch Urban Design Guidelines.
- **AD 1.2:** Landowners are requested to make themselves available for broad community input and questions at all formative stages in development with an emphasis on prioritizing early and ongoing community conversations and with an emphasis on engaging Indigenous, Black, and equity-deserving groups and vulnerable populations.
- **AD 1.3:** In their required planning rationale or Site Plan Control applications, applicants will be asked to address the following anti-displacement strategy:

Early Community Engagement

- Describe pre-application consultation with the community and local businesses
- Describe research undertaken to gain an understanding of community needs/issues

Mitigation of Residential Displacement

- For OPA/ZBA and Site Plan Control applications: this matter is covered in the required Housing Issues Report as part of a complete application

Mitigation of Commercial and Jobs Displacement

- Identify characteristics of businesses to be displaced including:
 - Current number of jobs
 - Type of business
 - Unit types and sizes
 - Current rents/leasing costs
- Discuss non-residential units to be constructed/replaced through the development proposal including:
 - Number of units
 - Unit types and sizes
 - Anticipated rental rates and/or leasing costs

- Discussion of offering commercial units to existing business tenants prior to entering into negotiations with other prospective tenants. Other considerations reflecting community input, such as access throughout construction
- For development applications that propose to redevelop retail uses that serve the daily needs of the local community, indicate the amount and location of replacement retail space serving the daily needs of the local community, including access to fresh, culturally appropriate food and convenience needs
- Discuss the development proposal's alignment with the Jane Finch Community Development Plan's commitments to Truth and Reconciliation and Confronting Anti-Black Racism through:
 - Identify the ways the development proposal will advance the principles and key commitments in the Jane Finch Community Development Plan.
 - Discuss the ways that development applications are considering the proposed development's impact on commercial and residential displacement.
 - Discuss the potential and projected impacts of the proposed development on local rental rates and overall affordability for lower income Indigenous, Black, and equity deserving residents.
- **AD 1.4:** Develop a Community Development Plan and Anti-Displacement Strategy implementation guide to support the training of City of Toronto community planners and the Development sector actors.

Promoting affordable housing and rentals

- **AD 1.5:** Expand the affordable housing stock by building new and acquiring existing rental buildings to ensure affordability and stability for renters in line with the City's HousingTO 2020-2030 Action Plan.

Collaborate with funding partners and community partners to advance and invest in community-led land and housing ownership

- **AD 1.6:** Identify opportunities to prioritize access to existing and new not-for-profit affordable housing for individuals and families of Indigenous, Black, and equity-deserving groups and vulnerable populations in the Jane Finch area.
- **AD 1.7:** Explore feasibility of establishing community land trusts and cooperative ownership models to address residential and commercial displacement.

Promote tenants' rights, education, and awareness

- **AD 1.8:** Support tenants' rights, education, and advocacy efforts for new and existing tenant-led groups with a particular focus on renters facing evictions.
- **AD 1.9:** Support and foster tenant unions in Jane Finch through the Toronto Tenant Support Program.
- **AD 1.10:** Promote public communications about the City of Toronto Tenants Rights and Renter Support Programs with a particular emphasis on Anti-Black Racism and Indigenous resident-focused communications.
- **AD 1.11:** Collaborate with City initiatives (RentSafeTO, Taking Action on Tower Renewal) to ensure rental buildings are well-maintained and provide healthy homes.
- **AD 1.12:** Expand and ensure equitable access to renter support and eviction prevention services.

Promote Inclusive Economic Development

- **AD 1.13:** Develop equity-based community benefits targets for local and social hiring that includes access to trainings programs and hiring pathways.
- **AD 1.14:** Prioritize social procurement targets that award contracts to diverse suppliers from Indigenous, Black, and equity deserving groups.
- **AD 1.15:** Evaluate inclusion of entrepreneurial incubator space.

Increase supports for community place-making projects that centre Indigenous, Black, and equity-deserving residents:

- **AD 1.16:** Support community partnerships to document and celebrate the place-keeping efforts of Indigenous, Black, and other cultural identities to build community uniqueness.
- **AD 1.17:** Identify cultural landmarks and develop strategies to encourage the preservation of local tangible and intangible cultural identity and community heritage in new developments.
- **AD 1.18:** Partner with artists and diverse professionals to document neighbourhood change dynamics via diverse mediums (e.g., artistic maps and short films).

Prioritize policy development that enhances City of Toronto cross-divisional collaboration focused on gentrification and anti- displacement:

- **AD 1.19:** Advance the *Growing in Place Framework* and associated anti-displacement strategies through new policy development and practice in partnership with the Confronting Anti-Black Racism Unit.
- **AD 1.20:** Build on existing anti-displacement strategy for the Community Development Plan model described in AD 1.3 through collaboration with the Black-led, Black-serving, Black-mandated (B3) organizations.
- **AD 1.21:** Explore the development of an “equity scorecard” measuring the impact of development pressures on Indigenous, Black, and equity-deserving groups and vulnerable populations.
- **AD 1.22:** Develop partnerships with academic institutions and community organizations to develop academic research and data platforms that track and evaluate neighbourhood change.
- **AD 1.23:** Investigate ways to support local artists and arts organizations to continue to access local spaces for their arts practice, exhibition opportunities, performances, and festivals; work to support local purpose-built arts and cultural spaces

ACTIONS: MID-TERM (5 – 10 YEARS)

Residential Displacement Mitigation

- **AD 1.24:** Increase clarity and transparency around how the developer applicants are addressing residential displacement in their planning rationale.

Commercial Displacement Mitigation – Reduce

- **AD 1.25:** City Planning continues to require applicants to respond to the anti-displacement strategy as part of a complete application.

These actions were developed through consultation with the Jane Finch community, City divisions and community institutions, agencies and partners. While Social Development Finance and Administration and Economic Development and Culture Division have led the engagement and writing process for the Community Development Plan, the actions in this section will also be led by and/or advanced in collaboration with other City Divisions and other public sector agencies including City Planning, Confronting Anti-Black Racism Unit, and the Housing Secretariat.

Implementation

(Resources, Partnerships, Engagement and Monitoring)

ACTIONS: SHORT-TERM (0 - 5 YEARS)

Develop an Evaluation Matrix for Community Actions and Funding to:

- **RPE 1.0:** Establish key matrix and shared monitoring for social development investments and inclusive economic development actions.

Develop Resource Strategy to:

- **RPE 1.1:** Explore and identify ongoing and in-kind resources to support the implementation of Community Development Plan actions.
- **RPE 1.2:** Establish a Community Impact Table with foundations, funders, and other relevant stakeholders.

Implement Partnership Structure to:

- **RPE 1.3:** Develop and implement community partnership structure and model to support resident participation and collaborative monitoring and evaluation of Community Development Plan actions.
- **RPE 1.4:** Foster increased engagement and information sharing between residents, resident-led groups, community organizations and landowners, and private developers leading development in the area.
- **RPE 1.5:** 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.

Invest in Youth

- **RPE 1.6:** Prioritize youth action and leadership development and improve communication and outreach to all demographics.

