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Executive Committee Secretariat  
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## **EX16.21 - Governance, Community Benefits Plan, Legacy and Program Advisory Framework, FIFA Fan Festival**

July 15, 2024

The Toronto Community Benefits Network (TCBN) commends the proactive approach taken by the FWC26 Toronto Secretariat and the continued support from Mayor Chow, Deputy Mayor Malik and the Toronto Executive Committee. The staff report for the July Executive Committee meeting contains encouraging updates, including details on three focus areas: community workforce development, business opportunities for local and diverse suppliers, and skills training and employment readiness opportunities.

The report also mentions measurable targets for community benefits, a commitment to achieve accountability, transparency, and public reporting, and the intention to develop a Toronto Secretariat-led Community Benefits Program Advisory Body. The FWC26 Community Benefits Plan aims to provide a roadmap to ensure workforce development and supply chain diversity opportunities for Indigenous, Black, and equity-deserving communities in Toronto.

While these recommendations are promising, there are lingering concerns regarding measurable targets, public reporting, and implementation.

### **Recommendations**

The TCBN is advocating for the following recommendations to be jointly monitored, tracked and evaluated by a Toronto Secretariat-led Community Benefits Program Advisory Body:

1. **Measurable Targets.** The Community Benefits Plans for FWC26, which includes an Employment & Labour Market Plan, should contain specific and measurable minimum hard targets. Said targets include a minimum 10% equity hiring in apprenticeships, 50% local and equity hiring for professional, administrative and technical positions as part of workforce development requirements in all large contracts, and a 50% target for social procurement for individuals and vendors from Indigenous, Black and historically marginalized communities and social enterprises.
2. **Youth Employment.** Develop an equitable approach to youth participation, aiming to create opportunities for Indigenous, Black and diverse youth to get good jobs, training and career development opportunities through the FWC26's Community Benefits Plan.

3. **Public Reporting.** The development of a public facing website that outlines the Community Benefits Plan and outcomes and work with community organizations and non-profits to disseminate information on upcoming jobs, training and procurement opportunities in addition to reporting outcomes.
4. **Reported Outcomes.** The reported outcomes we are seeking include disaggregated gender and race based data including the number of people hired through community benefits, apprenticeship hours performed through community benefit hires trade-by-trade, contracts awarded to vendors from historically marginalized communities, training opportunities provided, as well as the dollar value of contracts awarded to vendors from historically marginalized communities and social enterprises.

The TCBN, along with several other community non-profits, labour organizations and advocates, have been regularly meeting to discuss the risks and opportunities associated with FWC26, including human rights implications and mitigation strategies, environmental concerns, community benefits, and the establishment of a public advisory committee. Through these discussions, the concerns shared by various stakeholders can be classified into three categories:

1. Adherence to labor laws and standards, including protecting workers' rights and ensuring fair wages.
2. Environmental leadership, such as improving transit options and implementing sustainable practices for waste management.
3. Creating a safe and inclusive environment by focusing on providing affordable housing, supporting vulnerable populations, and advocating for Toronto as a sanctuary city.

### **Opportunities for Sector Engagement**

As noted in the staff report, “[staff] have identified and will pursue opportunities for sector engagement with the events, hospitality and tourism industries in particular, which are anticipated to see increased opportunities due to the hosting of FWC26...”. The TCBN encourages the Executive Committee to consider exploring various sectors of opportunity to provide more employment opportunities for Indigenous, Black and equity deserving groups. Such sectors can include security, construction, hospitality, tourism, and sports and events management.

The TCBN supports City staff’s recommendation to encourage private sector partners and employers to voluntarily commit to community workforce development targets and goals in their operations related to hosting the FWC26. We encourage the City of Toronto to request FWC26 to publish their Human Rights Framework and hold them accountable through responsible contracting measures that include commitments to good jobs, community benefits, training, supply chain diversity and legacy opportunities

In conclusion, the TCBN remains committed to engaging with the FWC26 Toronto Secretariat and various stakeholders to ensure that the Community Benefits Plan associated with FWC26



reflects the diverse and inclusive values of the Toronto community. We believe that by implementing specific and measurable targets, prioritizing equity in hiring and procurement, and providing transparent reporting, we can create a lasting and positive impact on the workforce development and economic opportunities for historically marginalized communities in Toronto. The TCBN looks forward to continued dialogue and meaningful action to bring these important initiatives to fruition.

Sincerely,

A handwritten signature in blue ink that reads "R Powell".

Rosemarie Powell  
Executive Director  
Toronto Community Benefits Network

### **About the Toronto Community Benefits Network**

Since 2014, TCBNs advocacy and engagement in local communities across Toronto has led to formalized frameworks and agreements to ensure equitable development with commitments to community benefits, social procurement, neighbourhood improvements and targets for inclusive local economic pathways for Black, Indigenous and equity deserving groups into good jobs and opportunities including apprenticeships, professional, administrative and technical and long-term stable careers.

TCBNs programs involve collaborating with community and labour member organizations, as well as working with employers and contractors to create pathways into the construction industry for Indigenous, Black, and equity-deserving groups, particularly Black youth, women, newcomers, and contractors who have historically been underrepresented and faced significant barriers to opportunities in the sector. Our efforts have also included hosting events like the Green Build Career Fair and working with employers, unions, and contractors to promote green careers, skills development, and training opportunities in neighborhoods across Toronto.

The TCBN also hosts the Canadian Building Diversity Awards, the premier event celebrating diversity, equity, and inclusion across Canada.