

## **Executive Committee - EX19.18 Social Procurement Policy Review**

**December 10, 2024**

The Toronto Community Benefits Network (TCBN) is a city-wide community-labour network with a mandate to support Community Benefits Agreements that help to ensure local communities benefit from public infrastructure and development in Toronto through commitments to good jobs, local and equitable hiring, social procurement and neighbourhood and environmental improvements.

Since 2014, the TCBN has supported over 2,000 people from Toronto's Black, Indigenous and diverse communities into good jobs and opportunities as part of equitable hiring and local workforce development initiatives associated with CBAs and community benefits commitments. Such projects have also been able to redirect over \$100M in spending to local Black, Indigenous and diverse-owned businesses and social enterprises through social procurement.

With the adoption of the Social Procurement Policy and program in 2017, the TCBN and members organizations have continuously advocated for the City to review, enhance and improve the policy and program, recognizing this as an important municipal lever to drive inclusive economic development in Toronto. We thank staff at the City of Toronto Purchasing and Materials Management Division for their continued engagement with key stakeholders including the TCBN in the development of policy and program improvements outlined in the staff report today. We would also like to thank the Community Benefits Unit in the Social Development, Finance and Administration Division for their collaboration, expertise, guidance and support in the program development and implementation.

This collaboration is ever more critical as the City embarks on significant capital investments and important city building projects like FIFA2026, the Gardiner Expressway refurbishment and the new Etobicoke Civic Centre.

Theme	Issue	Recommendation
Program Implementation	<p>Program has not been implemented to its full potential as was intended by the policy. For example, policy states:</p> <p>"The requirement that the successful supplier makes the agreed upon plan for workforce development available to the public as directed by the Chief Procurement Officer"</p> <p>Neither Workforce development plans or project targets/requirements are being shared publicly</p>	<ul style="list-style-type: none"> <li>• Convene key stakeholders, including relevant City leadership to develop immediate solutions to existing barriers</li> <li>• Put emphasis on larger scale projects and companies with larger share of City contracts</li> <li>• Partner with the TCBN to support implementation</li> <li>• Conduct jurisdictional scan and incorporate best practices and learnings</li> </ul>

Minimum targets and transparency	<p>Minimum targets are being applied/not applied on a project-by-project basis and no transparency or information provided publicly</p> <p>Reporting and outcomes on a project-by-project basis has not been shared publicly</p>	<ul style="list-style-type: none"> <li>• Workforce development requirements should apply to all contracts over \$5M and targets should be reported publicly</li> <li>• For each project over \$50M or for contractors receiving over \$50M in City contracts in a single year, City should apply clause requiring that a minimum of 10% project hours/craft working hours be performed on a trade-by-trades basis be by apprentices that identify from a Black, Indigenous or equity deserving group</li> <li>• Project level reporting for transparency</li> </ul>
Evaluation Criteria	There are no compliance measures in place including penalties or bonuses as appropriate, for those not meeting or surpassing targets/commitments for meeting SPP objectives	The City should include weighted scoring evaluation criteria when reviewing bids and proposals that include minimum targets, workforce development requirements and supply chain diversity expectations
Working with community and labour for impact	In 2022, signatory construction unions to the City including Carpenters Local 27 and LIUNA Local 506 formalized a MOU that “agrees to cooperate on implementing that City Workforce Development Community Benefits Framework through outreach, training and dispatch”	<p>Work with key city divisions including the Community Benefits Unit to coordinate outreach, training and dispatch with each of the City of Toronto signatory unions and contractors</p> <p>Work with each signatory labour unions to include similar language in collective agreements for upcoming round of bargaining</p>
Black Business Procurement Strategy	In 2021, the City of Toronto <a href="#">committed to increasing representation of Black-owned and Indigenous-owned businesses</a> , to be in alignment with the Confronting Anti Black Racism units goal to achieve 7.5 percent Black business enrollments in the City's diverse supplier list	<p>Develop baseline metrics and reporting of existing Black business procurement with the City of Toronto</p> <p>Work with the Confronting Anti Black Racism unit to co-develop a Black business procurement strategy in consultation with Black business associations, businesses and organizations</p>

We encourage the City to move swiftly on improving both policy development and program implementation to realize its full potential. We would also like to see direct alignment with the Economic and Community Development committee's recent approval of the Action Plan for Toronto's Economy and Inclusive Economic Development Framework engagement and reporting. The TCBN is a willing partner to work with and collaborate with the City on making the necessary changes and improvements for success.

Sincerely,



Rosemarie Powell  
Executive Director