

A Partnered Approach to Inclusive Economic Development (IED)

Presentation to the Toronto Francophone Affairs Advisory Committee

January 27, 2025



City Council Direction

- In December 2024, Toronto City Council considered the recommendations of a staff report entitled *A Partnered Approach to Inclusive Economic Development*.
- Council adopted a definition and guiding principles and requested City Divisions and agencies to apply these in the development and implementation of relevant plans, strategies, programs and service reviews related to employment and entrepreneurship in Toronto.
- Council requested staff to report back on an Inclusive Economic Development Framework co-developed with the Working Table for Inclusive Economic Development as part of the Year One Progress Report on the Action Plan for Toronto's Economy in the first quarter of 2026.

Definitions – IED and CED

Inclusive Economic Development (IED) seeks to meet the social and economic rights of Toronto residents, using City levers to support, alongside community partners, accessible pathways to employment and decent work, skills training and entrepreneurship for residents and communities that have not benefitted from economic growth in the past. IED focuses on ensuring democratic processes for inclusive outcomes: it is shaped by and accountable to communities and neighbourhoods.

Community Economic Development (CED) is the place-based application of inclusive economic development.

Key IED Principles

Inclusive Economic Development:

1. Centres the social and economic rights of residents.
2. Values the meaningful participation of the people impacted in decision-making.
3. Works in close partnership with the private sector, labour-based organizations and the non-profit sector.
4. Enables training, job pathways and working conditions that provide economic security and decent work across a broad range of sectors.
5. Creates the conditions for communities and workers to build wealth and for wealth to remain and circulate in the local economy.

Next Steps

- As an immediate next step, interdivisional staff will collaborate to form the IED Working Table and leverage its expertise to co-develop an IED Framework.
- The IED Framework will be brought back for consideration of the Economic and Community Development Committee by early 2026 and will reflect alignment across City of Toronto equity-advancing strategies and action plans, and key IED principles as adopted by Council.

Next Steps

- The IED Framework will:
 - A. Clarify IED roles and responsibilities:
 - Outline City of Toronto IED levers and policy/program areas identifying divisional leads.
 - B. Determine a governance and accountability model:
 - Recommend a governance model to coordinate and advance IED initiatives.
 - Present a monitoring approach that includes a set of indicators (to be identified and tracked as part of implementation of the Action Plan for Toronto's Economy).

City of Toronto IED Levers

Are likely to include:

- **Workforce Development Initiatives** - determining the most appropriate and effective roles for the City and its partners in supporting job seekers to connect to good jobs and career pathways across industries while addressing the challenge of growing job precarity in the 'gig economy'.
- **Procurement** - leveraging the City's purchases of goods and services to create more inclusive entrepreneurship and employment opportunities for suppliers.
- **Community Benefits** - when the City and its partners buy and build, contracts and agreements can create workforce development, training and employment opportunities that reach local, Indigenous, Black and equity-deserving communities.
- **Land Use Planning** - promoting complete and inclusive communities with a diverse mix of uses that foster economic resilience and equitable access to opportunities, support a variety of employment options, encourage the growth of small businesses and entrepreneurship, mitigate commercial/industrial displacement, and create vibrant, sustainable neighbourhoods that reflect the needs and aspirations of all residents.
- **Entrepreneurship Supports** - encouraging the formation and growth of small businesses and ownership opportunities through helping secure affordable space, incubation services and facilitating employee ownership models.
- **Research and Monitoring** - identifying and tracking metrics of economic inclusion to understand and address trends and specific barriers.

Questions

