

# ANNUAL REPORT 2019

CONNECTING COMMUNITIES



Toronto Community  
Benefits Network





Funders



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# Co-Chairs' Introduction

“Our efforts laid the foundation for the government to include community benefits principles in their procurement policy.”

Building on the previous year’s momentum, we focused on using the lessons learned from the Eglinton Crosstown LRT to negotiate and support the implementation of meaningful and comprehensive community benefits in future infrastructure and urban development projects. This required significant investment and focus on building power through organizing, capacity building and connecting communities.

We started the 2019 calendar with a big push at the federal level in support of Community Benefits Bill C-344, which was being debated at the Senate. A small group from our network joined Canada’s Building Trades Unions, Canadian Labour Congress, Atkinson Foundation, Power Lab, Buy Social Canada and United Way Greater Toronto to meet with senators in Ottawa. Ultimately, the Bill was cleared from the agenda as a national election was called. Our efforts, however, laid the foundation for the government to include community benefits principles in their procurement policy.

Undeterred, TCBN and our community, labour and social enterprise partners continued our long-standing efforts to push for a Community Benefits Framework at the municipal level. TCBN and our allies turned out in a powerful way at the City of Toronto Economic and Community Development Committee meeting and other meetings to depute and provide feedback on the proposed Framework. In response, Councillors were able to move motions to strengthen the report to include hard targets, public reporting and opportunities for City support for CBAs where the community and developer are both willing to enter into discussions.

With our annual Community Benefits Changemakers Award, we are proud to recognize the incredible local voices from our membership for their commitment, dedication, leadership and advocacy to win the Community Benefits Framework Policy at the City of Toronto.

Award Recipients are:

- Ahmed Abdi, Carpenters 27
- Ameen Binwalee, Out of the Box Social Enterprise
- Ana Teresa Portillo, Parkdale People’s Economy
- Anthony Tubbs, LIUNA Local 183
- Heather Marshall, Toronto Environmental Alliance
- Mamadou Bah, LIUNA 506
- Mercedes Sharpe Zayas, Parkdale People’s Economy
- Rick Ciccarelli, Mount Dennis Community Association

In 2019, TCBN celebrated its 5-year anniversary. Incorporated on March 17, 2014, our community, labour and construction industry partnerships are showing great results. The evidence - every year the Ontario Construction Secretariat surveys 500 of Ontario’s industrial, commercial and institutional contractors and for the first time, the question of how they viewed community benefits was asked. Most contractors who responded do not consider community benefits to be a concern. CBAs are in fact, a great solution to recruiting skilled workers – and that was the biggest worry of construction employers.

Prior to the end of their terms, our Board accepted the resignations of Lekan Olawoye and Emmay Mah, two leaders who will be dearly missed. We are proud of the work that we have achieved together and look forward to working with a new group of directors to advance the goal of diversity, equity and inclusion of the next generation of builders!

John Cartwright  
Toronto York Labour Council

Liben Gebremikael  
TAIBU Community Health Centre



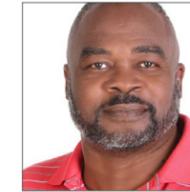
Labour: Jeff Irons, International Brotherhood of Electrical Workers Local 353



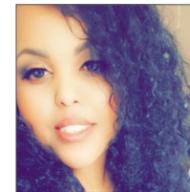
Labour: Adam Melnick, The International Association of Heat & Frost Insulators and Allied Workers, Local 95



Community: Nigel Barriffe, Good Jobs for All Coalition



Labour: Chris Campbell, Carpenters’ District Council of Ontario Local 27



Community: Sarah Ali, Canadian Integrated Community



Labour: Merissa Preston, Partnership & Business Development LIUNA Local 506 Training Centre



Social Enterprise: Victor Beausoleil, Social Economy through Social Inclusion (SETS)

# Board Of Directors

The Annual General Meeting held on June 20, 2019 elected the following representatives to the Board:

## What we do

Collectively, we are having impact on how the development process works, guided by the principles of the foundation document crafted by our members and supporters.

To read our foundation document, visit [communitybenefits.ca/foundation\\_document](http://communitybenefits.ca/foundation_document).

## Vision

Toronto is an inclusive thriving city in which all residents have equitable opportunities to contribute to building healthy communities and a prospering economy.

## Our Primary Objectives

1 Provide equitable economic opportunities that promote economic inclusion for all Toronto residents

2. Contribute to the development of a system of training and workforce development programs that can enable economic inclusion

3. Support social enterprises and other related vehicles to economic inclusion through commitments to social procurement.

4. Contribute to sustainable communities with neighbourhood and environmental improvements built through new transit infrastructure.

5. Ensure clear commitments and accountability from all parties to deliver on Community Benefits.



# Executive Director's Introduction

“The community benefits movement has grown, and our membership has surpassed 120.”

Looking back through the lens of Covid-19, our focus on connecting communities in 2019 ensured that our community-labour coalition had the strength and capacity to withstand the ravages of this pandemic, scale up our services to better serve our people, and advocate with one voice for an inclusive recovery.

The community benefits movement has grown, and our membership has surpassed 120.

Several new community benefits projects were initiated: The Westpark Healthcare Centre CBA Framework was signed, the City of Toronto adopted a CBA Framework Policy and the government of Ontario affirmed community benefits on the MacDonald Block Reconstruction Project. Additionally, TCBN partnered with York University to establish a CBA Pilot for its new Continuing Education Facility.

We celebrated our 5 year anniversary at the Learning Enrichment Foundation in partnership with our member, Mount Dennis Community Association. The celebration was an outstanding tribute to what we have accomplished together over the years and the many partners and allies that have worked tirelessly beside us in allowing community benefits to bring transformative change to the communities that needed it the most.

At their core, CBAs are a commitment to the values of equity, diversity and inclusion in hiring for the jobs and to sharing the economic prosperity generated by these infrastructure and urban development projects. Our first Stakeholder Evaluation of Community Benefits in Toronto surfaced some entrenched systemic issues that can hinder the fulfillment of CBAs in Toronto. Our report identified that in order for CBAs to succeed, accountability from sub-contractors and unions

needs to be built into to the CBAs, along with a commitment among the signatories to a coordinated recruitment, tracking and monitoring of candidates, and greater coordination among employment service providers and construction pre-apprenticeship training providers in sending forward candidates for the jobs and opportunities.

TCBN has convened an Equity and Diversity Working Group of industry stakeholders who are ready to tackle these pressing issues. One measure underway is the Building Diversity Awards and Recognition Program that will support and recognize those clients/owners, contractors and unions whose actions demonstrate their commitment to leading on diversity.

In 2019, we also undertook a focused and structured process to coordinate the work of TCBN with the intermediary, Construction Connections. This process was supported by the United Way of Greater Toronto and had participation of key stakeholders from the City of Toronto and the Ministry of Labour, Training and Skills Development. Further, the NexGen Builders Mentoring Program was agreed upon as an integral part of the process that all partners will support.

With all these efforts coming together, we are sure to make gains in fulfilling the commitments to community benefits!

Rosemarie Powell  
Executive Director

# 2019 Highlights

## Campaigns

TCBN members and resident leaders have equipped themselves with the tools and knowledge to ensure equitable development by organizing and negotiating CBAs as part of new infrastructure projects in neighbourhoods across Toronto. This year's organizing initiatives include:

- Regent Park Community Benefits Coalition (Led by the Regent Park Neighbourhood Association)
- Golden Mile Community Impact Network (Led by Working Women Centre)
- Parkdale People's Economy (Led by Parkdale Community Economic Development)
- Subcommittee on Sidewalk Labs Project Proposal (Led by the Good Jobs for All Coalition)
- Mount Dennis ecoNeighbourhood Climate Action Project (Led by the Mount Dennis Community Association)

With support from local Community Benefits Change Makers, the TCBN network also made huge strides to advocate for new community benefits policy. This includes:

- “Community Benefits Day on Parliament Hill” Federal Community Benefits Policy Bill C344 (failed to pass the Senate)
- City of Toronto Community Benefits Framework
- Mount Dennis Economic Development Strategy

## City of Toronto Community Benefits Framework - POLICY ADOPTED JULY 18, 2019



**RIGHT**  
(April 2019) Group Photo with Senator Omidvar - TCBN members and community leaders participate in “Community Benefits Day on Parliament Hill” event to meet with representatives of the Senate of Canada.

2019 HIGHLIGHTS CONT. ON PAGE 10



# Community Benefits In Toronto

A snapshot of the various community benefits programs in Toronto and their progress to date

## Project: Eglinton Crosstown LRT

July 2015 Crosslinx Transit Solutions to design, construct, & finance a 25 station \$8.25B LRT on Eglinton Ave



The Eglinton Crosstown LRT is the first large scale infrastructure project in Ontario to include a Community Benefits program. The Eglinton Crosstown LRT will run across Eglinton Avenue between Mount Dennis (Weston Road) and Kennedy Station providing fast, reliable and comfortable transit for communities including eight Neighborhood Improvement Area.

|  |   |
|--|---|
| Apprenticeships  | 162 placements                                    |
| Professional, Administrative, Technical, & Service Positions | 209 placements                                    |
| Social Procurement   | Local:\$5.9 M, Social:\$746,462.77                |
| Neighbourhood & Environment                                  | Restoration of the Kodak Building almost complete |
| Community Oversight  | TCBN & Social Purchasing Project                  |




## Project: Finch West LRT

May 2018 Mosaic Transit Group to design, construct & finance a \$2.5B 18 station LRT on Finch Ave



The LRT route will run approximately 11 kilometres along Finch Avenue West, from Humber College in the west to the new Finch West Subway Station in the east. The 18-stop LRT will include 16 above ground stops and a maintenance and storage facility for storing and maintaining LRT vehicles. This major infrastructure investment will provide benefits for the communities along the Project corridor including employment, training, apprenticeship, local supplier, and social procurement opportunities.

|  |   |
|--|---|
| Apprenticeships  | 20 placements   |
| Professional, Administrative, Technical, & Service Positions | 12 placements   |
| Social Procurement   | \$581,415.00  |
| Neighbourhood & Environment                                  | 32 meters set back along Finch at Yorkgate for community purposes |
| Community Oversight  | TCBN, Social Purchasing Project & Local Rep                       |



## Project: Casino Woodbine



April 2018 One Toronto Gaming contracted to build, & operate the \$1B Casino Woodbine expansion

In April 2018, Toronto City Council approved for the first community benefits agreement to be signed with a project developer. The new expansion of a casino facility, two hotels, performance theatre venue and retail district is expected to generate over 2,500 new jobs.

|  |  |
|--|--|
| Construction Workers   | 234 placements                                   |
| Professional, Administrative, Technical, & Service Positions | Operational Positions<br>176: Local, 816: Social |
| Social Procurement   | 1.9 million                                      |
| Neighbourhood & Environment                                  | \$5 million for childcare centre                 |
| Community Oversight  | TCBN & 2 Local Reps                              |



## Project: West Park Healthcare Centre



August 2018 EllisDon Infrastructure Healthcare to design, build, finance & maintain a \$1.2 billion Healthcare Centre redevelopment

In 2017, the Ontario government announced the West Park Healthcare Centre revitalization as one of 5 pilot projects which will include community benefits. The community benefits approach to this project will provide new local economic opportunities for residents from historically disadvantaged communities and equity seeking groups.

|  |  |
|--|--|
| Apprenticeships  | 9 placements   |
| Professional, Administrative, Technical, & Service Positions | Enhance community awareness of employment opportunities                                |
| Social Procurement   | Maximize business & procurement opportunities  |
| Neighbourhood & Environment                                  | Goal of LEED@Silver certification or higher & expansion of outdoor therapeutic gardens |
| Community Oversight  | TCBN & Local Rep   |



## Project: York University Community Benefits Pilot



2019 York University working with local leaders develops a Pilot Community Benefits Agreement on the \$61 million being invested in the building of a new School of Continuing Studies.

York University has partnered with TCBN, to act as an intermediary between the Successful Bidder on the new Faculty of Continuing Education and the University. TCBN will work with the successful contractor to fulfil important goals around the entire project from Apprenticeships to Materials management.

|  |   |
|--|---|
| Apprenticeships  | 10+ Apprentices Goal                                    |
| Professional, Administrative, Technical, & Service Positions | Enhance community awareness of employment opportunities |
| Social Procurement   | Maximize business & procurement opportunities           |
| Neighbourhood & Environment                                  | Expansion of campus in the community                    |
| Community Oversight  | TCBN & Local Rep  |





| 2019 HIGHLIGHTS CONTINUED

## Membership

Members of our community-labour coalition are taking action in their own neighbourhoods to advance the movement. This requires regular and transparent sharing of knowledge and information to facilitate cohesion, advancement of good practices and shared outcomes. In 2019, TCBN continued our new practice of holding quarterly general meetings of our membership to connect communities and share updates on organizing, negotiating, implementation, monitoring and evaluation of community benefits in Toronto.

For our Spring Quarterly General Meeting in April, we held the meeting at the Parkdale Activity-Recreation Centre and focused on community benefits organizing in the Parkdale community – 68 attended. For our Fall QGM, we held the meeting at LiUNA Local 506 Union Hall and focused on the Jane Finch community as it relates to community benefits from the Finch West LRT Project – 95 attended. Our Winter QGM was held in November in Scarborough at the IBEW Local 353 Union Hall and focused on the Golden Mile Secondary Plan - 97 attended.



## Capacity Building

TCBN conducted research leading to a Pre-apprenticeship Journey and Insights Report to highlight the challenges and outcomes for equity seeking groups pursuing trades and apprenticeships through pre-apprenticeship programs. Results of this research led to more in-depth consultations in 2020 in order to achieve an industry recognized, union focused apprenticeship readiness curriculum which will be piloted in 2021.

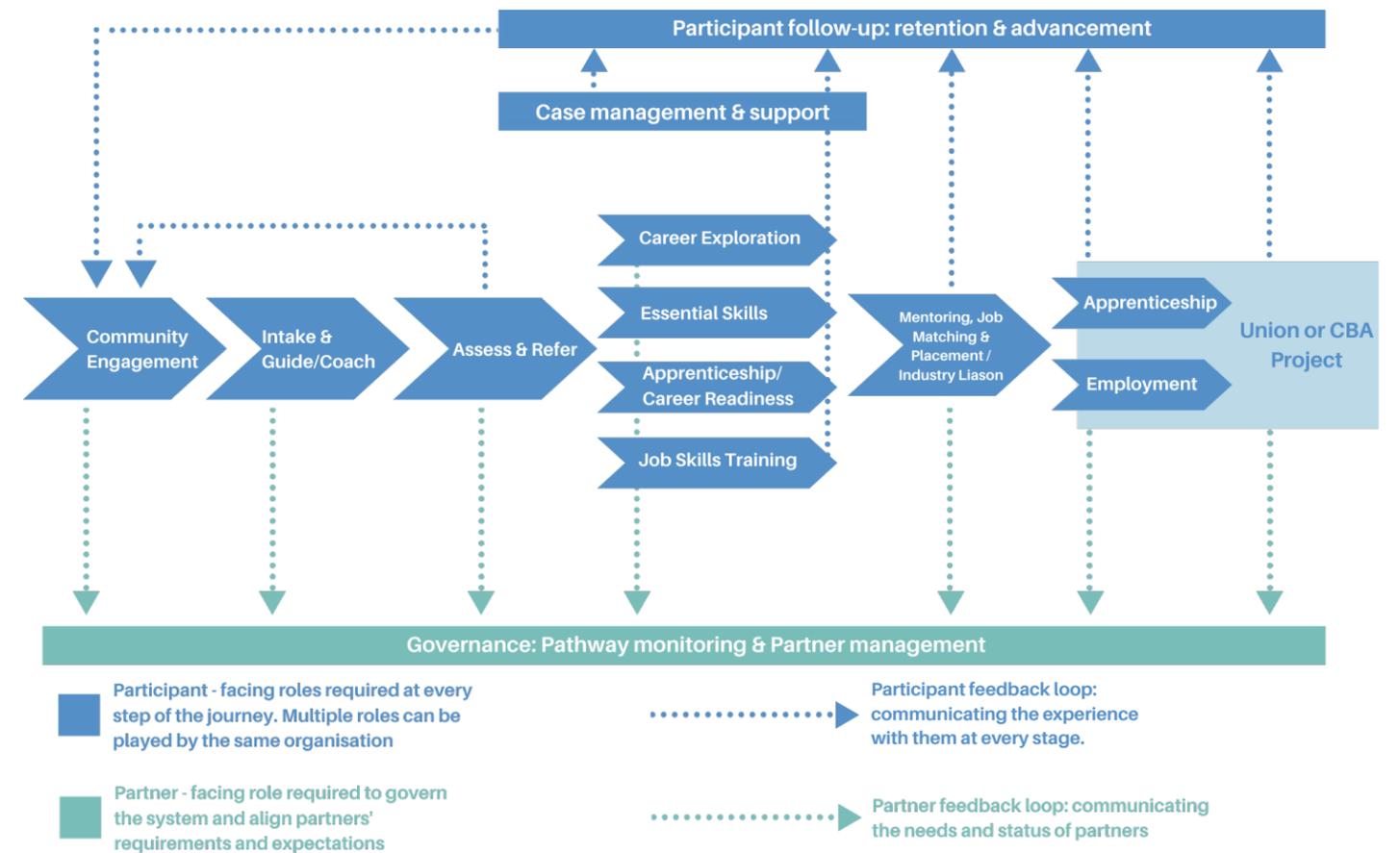
We deepened our understanding and expanded our relationships within the unionized construction sector with the one year secondment of an Industry Liaison staff, Journeyperson Aaron Zboch-Alvez, from IBEW 353, who joined our team mid 2019. With his support we developed and launched our Professional Development Sessions for Service Providers – a series of workshops that equip those working with job seekers with insights into day to day realities of the construction workplace and on-the job learning and apprenticeship training.

## Programs

The Community Benefits Program is the agreed upon approach used by partners to fully realize the commitments specified in the CBA with the General Contractor. At minimum, a CBA Program includes an Employment and Labour Market Plan, a Communications Plan, a Social Procurement Plan and an Evaluation Plan. These plans describe how the responsibilities are carried out among the industry and community stakeholders. Active participation in the CBA Program is a proven strategy for the construction industry to meet their commitments to diversity, equity, and inclusion. It allows them access to a rich talent pool of Black, Indigenous, and racialized peoples, including women, youth and newcomers.

In 2019, to facilitate the implementation of the CBA Program Plans, TCBN coordinated with our service delivery partners to deliver Career Exploration ([www.nexgenbuilders.ca/findjobs](http://www.nexgenbuilders.ca/findjobs)), Career Readiness Training and Coaching ([www.nexgenbuilders.ca/quickstart](http://www.nexgenbuilders.ca/quickstart)), Occupational Mentoring ([www.nexgenbuilders.ca/mentees](http://www.nexgenbuilders.ca/mentees)) and Employment Services and Supports ([www.employerportal.ca](http://www.employerportal.ca)).

### CBA Employment Services Pathway



[www.communitybenefits.ca/progressreport](http://www.communitybenefits.ca/progressreport)



# Our Members

Many Groups. One Mandate.

TCBN collaborates for greater impact. Through our membership structure, we work in direct partnership with our community, labour and social enterprise members, as well as our construction industry partners and allies to connect communities and grow the movement in Toronto. In so doing we are creating synergies with our respective work to achieve collective impact.

■ New members 2019

■ New members 2020

## Community

- [Aboriginal Apprenticeship Board of Ontario](#)
- ACCES Employment
- [Access Alliance Multicultural Health and Community Services](#)
- Acorn Canada
- Afghan Women's Organization
- [Bengali Information and Employment Services](#)
- [Black Business and Professional Association](#)
- Black Creek Community Farm
- [Black Health Alliance](#)
- Black Urbanists
- Blue Green Canada
- Broadbent Institute
- Canadian Community Economic Development Network
- Canadian Integrated Community
- Centre for Youth Development and Mentoring Services
- Colour of Poverty Colour of Change
- Community Action Planning Group York West
- Community Organizing for Responsible Development (C.O.R.D.)
- Community Share Food Bank
- [Conoser Scholarship Fund Group](#)
- Currant Cooperative
- Delta Family Resource Centre
- Direct Your Life Canada

## Community Cont.

- Dixon Hall-The Mill
- DUKE Heights BIA
- East Scarborough Storefront
- [Elspeth Heyworth Centre for Women](#)
- Ethiopian and Eritrean Workers Network
- Eva's Initiatives for Homeless Youth
- Flemingdon Community Legal Services
- Flemingdon Community Support Services
- For Youth Initiative
- George Brown College
- Go Green Cricket & Sports Field Project
- Good Jobs for All Coalition
- Indus Community Services
- Jamaican Canadian Association (CAFCAN)
- Jane Finch Community and Family Centre
- Jane Finch Community Ministry
- [Jane Finch Housing Coalition](#)
- Learning Enrichment Foundation
- Loyan Foundation
- Miziwe Biik Aboriginal Employment and Training
- Mothers for Peace
- Mount Dennis Community Association
- Mount Dennis Weston Network
- National African Integration and Families Association (NAIFA)
- New Circles Community Services

## Community Cont.

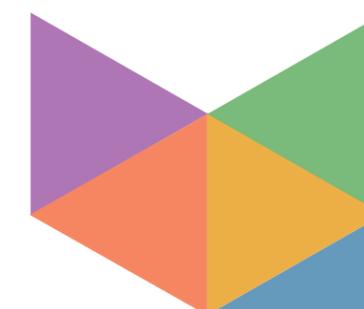
- Newcomer Women's Services Toronto
- [Norcat](#)
- [Our Children's Medicine](#)
- [Parkdale Activity-Recreation Centre](#)
- Philippine Advancement Through Arts and Culture (PATAC)
- Positive Change Toronto
- Regenesis
- Regional Diversity Roundtable
- Rexdale Community Health Centre
- Rexdale Women's Centre
- Six Ah Wi Artists' Collective
- Somali Immigrant Aid Organization
- Somali Workers Network
- South Asian Women's Rights Organization
- Springboard
- TAIBU Community Health Centre
- [Tamil Canadian Centre for Civic Action](#)
- The 12 Community Alliance
- [The 519](#)
- The Career Foundation
- [The Fourth Pig](#)
- The Redwood Shelter
- The Yonge Street Mission
- Thorncliffe Neighbourhood Office (TNO)
- Toronto Black Farmers and Food Growers Collective
- Toronto Eco-Neighbourhoods Initiative
- Toronto Environmental Alliance
- Toronto Workforce Innovation Group (TWIG)
- [Ugandan Community In Ontario](#)
- Urban Alliance on Race Relations
- Urban Rez Solutions
- VPI Working Solutions
- Warden Woods Community Centre
- Women for Change
- Work in a Warming World
- Working for Change
- Working Skills Centre
- Working Women Community Centre
- YMCA Toronto
- Youth Unlimited
- YWCA Toronto
- Labour Community Services
- Labour Education Centre
- Rexdale Community Hub

## Labour

- Amapceo
- Carpenters Union Local 27
- Coalition of Black Trade Unionists
- Drywall Acoustic Lathing & Insulation Local 675
- Elementary Teachers of Toronto
- Filipino Workers Network
- [Finishing Trades Institute of Ontario](#)
- Heat & Frost Insulators Local 95
- Hospitality Workers Training Centre
- International Brotherhood of Electrical Workers Local 353
- International Union of Operating Engineers, Local 793
- Ironworkers Local 721
- LiUNA Local 183 Training Centre
- LiUNA Local 506 Training Centre
- Scarborough Campus Students Union
- Sheet Metal Workers' & Roofers' Local Union 30
- The Society of United Professionals, Local 160
- Toronto and York Region Labour Council
- UNITE HERE Local 75

## Social Enterprise

- ACBN Canada
- Access Community Capital Fund
- Building Up
- [Buy Social Canada](#)
- [CP Planning](#)
- Detailing Knights
- Out of the Box
- Social Enterprise Toronto
- The Roots Collaborative



# What Others Say About Us



## Sunder Singh

Executive Director – ElspethHeyworth Centre for Women

Elspeth Heyworth Centre for Women has been advocating to enable opportunities for women to enrol them in trade skills. TCBN has been guiding racialized women and youth to build skills in construction through access to apprenticeship. TCBN initiative is benefitting many communities with its awareness campaign, especially those living in the Neighbourhood Improvement Areas (NIAs) of Toronto.



## Stephen Callender

President – Bass Installation

TCBN is leading the way with opening up more opportunities for marginalized youth to enter the skilled trades. Requiring a Community Benefit Agreement to large scale Infrastructure Projects has become a proven model to further increase the mileage of dollars already being spent. Bass Installation in collaboration with the Black Contractors Network and TCBN are building capacity and are ready to help support building more world class structures in Canada.



## Gordana Terkalas

Senior Vice President, Human Resources, Aecon Group Inc.

Aecon is proud to continue our support of the Toronto Community Benefits Network – an organization making a positive impact directly in the communities that need it the most. Our goal is to make tangible contributions that directly help community members get the training they need to successfully build a career in the construction industry. Aecon, along with the TCBN and our union partners, play an active role in making the construction trades more diverse and inclusive and we are pleased to collaborate with them.



## Ismail Afrah

Staff Coordinator – Regent Park Neighbourhood Association (RPNA)

As the local residents' association representing Toronto Community Housing and market residents in Regent Park, the community benefits platform has created an opportunity for the RPNA Community Benefits Coalition to demand a seat at the table to co-develop a vision and actively participate in making decisions that will impact our community for years to come.

Amidst the COVID-19 pandemic, a legally binding Community Benefits Agreement is exactly what is needed in order to build back and build better in Regent Park.



## Anna Willats

Professor/Coordinator – George Brown College

The Women Transitioning to Trades and Employment (WTTE) program at George Brown College has been privileged to work with the movers and shakers at TCBN for many years. The role of TCBN in bringing leaders together from all the sectors involved in building this city has been an essential one that has improved outcomes for the women and trans/non-binary people we work with. TCBN has also worked with WTTE and others to create systemic change through the pursuit of collaboration and equity goals, ensuring that our efforts will result in lasting changes and opportunities for Black, Indigenous and other racialized people.

# Who We Are



Jane Wilson  
Project Manager



Michelle Francis  
Membership Manager



Kumsa Baker  
Campaigns Manager



Brandon Hay  
Programs Manager



Varni Tayalan  
Project Management  
Consultant



Joshua Adedamola  
Mentor & Employment  
Coach



Darshika Selvasivam  
Coordinator,  
Capacity Building



Sarah Gonza  
Coordinator,  
NexGen Builders



Manuela Sa  
Program Coordinator,  
Quickstart in Construction



Lensa Simesso Denga  
Career Coach

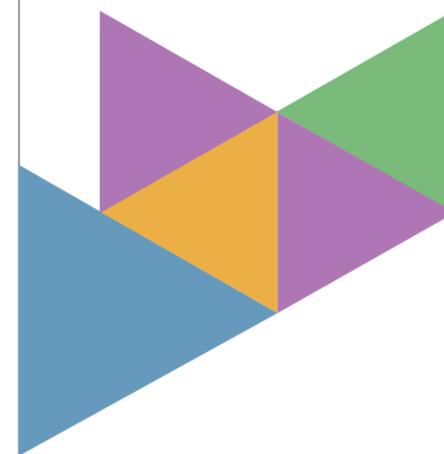
We thank the following past staff for their service and wish them luck in their future endeavours!

*Symone Walters, Zakaria Abdule, Shannon Holness, Troy Budhu, Saido Abdi, Roshni Raveenthiran, Ayan Kassim, Susan Onyiken, Gagan Nijjar and Greg Dongen.*

## New Partnerships **AECON**



Hamilton-Brantford  
Building Trades Council





Toronto Community  
Benefits Network

[www.buildingdiversity.ca](http://www.buildingdiversity.ca)

1ST ANNUAL



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