

## Community Benefits Advisory Group

Meeting Minutes- March 31<sup>st</sup> 2021

1:00- 3:00pm

Virtual Meeting, Held on WebEx

### Attendees

City of Toronto Attendees Table

<i>City of Toronto</i>	<i>Name</i>
Economic Development & Culture (EDC)	Dan Rosen (Policy)
Economic Development & Culture (EDC)	Larissa Deneau (Policy)
Economic Development & Culture (EDC)	Marilyn Nickel
Indigenous Affairs Office (IAO)	Jeff D'Hondt
Toronto Employment & Social Services (TESS)	Christine Carrasco
Toronto Employment & Social Services (TESS)	Colleen Dignam
Purchasing and Materials Management Division (PMMD)	Alexandra Mutinelli-Djukic
Purchasing and Materials Management Division (PMMD)	Josefina Lopez
Purchasing and Materials Management Division (PMMD)	Kiruba Sankar
Purchasing and Materials Management Division (PMMD)	Mike Pacholok
Social Development, Finance and Administration (SDFA)	Alison Stanley (Rexdale CBA)
Social Development, Finance and Administration (SDFA)	April Lim (CBF)
Social Development, Finance and Administration (SDFA)	Chris Phibbs (Chair)
Social Development, Finance and Administration (SDFA)	Clara Ganemtoire (CBF)
Social Development, Finance and Administration (SDFA)	Emma Sestito (SDFA)
Social Development, Finance and Administration (SDFA)	Hanifa Kassam (AnchorTO)
Social Development, Finance and Administration (SDFA)	Sarah Blackstock (Social Policy)
Social Development, Finance and Administration (SDFA)	Wayne Chu (Poverty Reduction)
CreateTO	Salima Rawji
Toronto Community Housing	William Mendes

Strategic Partners Attendees Table

<i>Strategic Partner</i>	<i>Name</i>
Black Business Professionals Association	Nadine Spencer
Building Up (Social Enterprise)	Marc Soberano
Carpenters District Council of Ontario and Co-Chair TCBN	Chris Campbell
Carpenters Union Local 27	Mike Yorke
General Contractors Section	Jim Vlahos
Gillian Mason Consultancy	Gillian Mason
Hammer Heads (Central Ontario Building Trades)	Quoc Truong
Heat and Frost Insulators Local 95	Adam Melnick
Humber College	Geraldine Babcock
Labour Education Centre	Steve Shallhorn
LIUNA Local 183	Jason Ottey
LIUNA Local 506 Training Centre	Merissa Preston
Mount Dennis Community Association	Mike Mattos
Mount Dennis Community Association	Judith Hayes
Mount Dennis Community Association	Rick Ciccarelli
Ontario Sewer and Watermain Contractors Association	Patrick McManus

<b>Strategic Partner</b>	<b>Name</b>
Out of the Box Social Enterprise	Ameen Binwalee
Parkdale Community Economic Development	Ana Teresa Portillo
TDSB, STEP to Construction Program	Ian Da Silva
Toronto and York Region Labour Council	John Cartwright
Toronto Community Benefits Network	Rosemarie Powell
Toronto Community Benefits Network	Kumsa Baker
United Way Greater Toronto	Anne Jamieson

## Regrets

City of Toronto Regrets Table

<b>City of Toronto</b>	<b>Name</b>
Housing Secretariat	Erik Hunter
Economic Development & Culture (EDC)	Rebecca Condon (IMIT)
Toronto Employment & Social Services (TESS)	Anna Cain
Indigenous Affairs Office (IAO)	Selina Young
Purchasing and Materials Management Division (PMMD)	Jacque Breen
Social Development, Finance and Administration (SDFA)	Layla Jabbour (Student)
Social Development, Finance and Administration (SDFA)	Anthony Morgan (Confronting Anti-Black Racism)
Toronto Community Housing	Sundus Balata (Don Summerville)

Strategic Partners Regrets Table

<b>Strategic Partner</b>	<b>Name</b>
AECON	Niall Kerins
Black Business Professionals Association	Pauline Christian
Centre for Connected Communities	Anne Gloger
Dream Maker Legacy Foundation	Isaac Olowolafe
Ironworkers Council of Ontario	Marc Arsenault
Jane Finch Family Resource Centre	Clara Stewart Robertson
Metrolinx	Judy Brooks
Ministry of Labour, Training and Skills Development	Dal Swackhammer
Miziwe Biik	Nancy Martin
Ontario Construction Secretariat	Katherine Jacobs

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<b>Item</b>	<b>Discussion/ Comments / Actions</b>
Welcome & Introductions Chris Phibbs (Chair)	<ul style="list-style-type: none"><li>• Welcome and Land Acknowledgement was delivered.</li><li>• City of Toronto and Strategic Partner roll call of introductions.</li><li>• Chris thanked all strategic partners on everyone's enthusiasm, participation and energy about being a part of this problem solving group.</li><li>• Chris reviewed the main topics from the Kick off Meeting held on February 25th 2021.<ul style="list-style-type: none"><li>○ We heard about all of the strengths and expertise we have around the table from all of your strategic partners.</li><li>○ We learned about the Terms of Reference for this group and about its role as a problem solving group to help advance the City of Toronto's Community Benefits Framework.</li><li>○ We also heard some suggestions on other stakeholder groups that we should invite to this group. We are in the process of doing that and we thank you for your input. At this point, we are not looking for any more referrals.</li></ul></li><li>• February 25th minutes were adopted and accepted. They will be posted on the <a href="#">City of Toronto Community Benefits Framework Webpage</a>.</li></ul>
Introduction to City of Toronto Community Benefits Initiatives April Lim, City of Toronto	<p>Presentation by April Lim (PowerPoint attachment)</p> <ul style="list-style-type: none"><li>• The purpose of the presentation is to provide an overview of the current state of the Community Benefits initiatives at the City of Toronto. We wanted to ensure that all Strategic Partners and City partners are introduced and have an orientation to a common understanding, touch on shared challenges and issues of the City's Community Benefits initiatives.</li><li>• The goal for the future, the Advisory Group can delve deeper into these initiatives over time.</li><li>• All of the Community Benefits initiatives are well documented in the Community Benefits Framework report.</li><li>• While each of the initiatives unique to their administration, there are shared common characteristics. They first focus on creating inclusive economic development. These are opportunities for equity seeking communities, Black and Indigenous communities.</li><li>• Secondly, they all use a City lever. A City lever is used to create community benefits requirements and hard targets <i>within</i> City contracts and agreements. Therefore these initiatives use a City levers that can establish those Community Benefits requirements that the City has the authority and the capacity to enforce.</li></ul>

Item	Discussion/ Comments / Actions
	<ul style="list-style-type: none"> <li>• Currently, the City's Community Benefits Framework supports four established and active Community Benefits initiatives: <ul style="list-style-type: none"> <li>○ Social Procurement Program (Purchasing &amp; Materials Management Division) <ul style="list-style-type: none"> <li>▪ The City lever used for the Social Procurement Program is the City of Toronto's purchasing power through its procurement process.</li> </ul> </li> <li>○ Rexdale – Casino Woodbine Community Benefits Agreement (CBA) (Social Development, Finance and Administration, Toronto Employment &amp; Social Services) <ul style="list-style-type: none"> <li>▪ The City lever used in the Rexdale CBA was the municipal authority to approve or deny expanded gaming at Casino Woodbine in 2018.</li> </ul> </li> <li>○ Imagination, Manufacturing, Innovation and Technology (IMIT) (Economic Development &amp; Culture) <ul style="list-style-type: none"> <li>▪ The City lever used in IMIT was the municipal property tax rebate incentive.</li> </ul> </li> <li>○ Housing Now (CreateTO, Housing Secretariat) <ul style="list-style-type: none"> <li>▪ The City lever used in Housing Now is through the terms and conditions in the lease agreement.</li> </ul> </li> </ul> </li> <li>• In addition to the 4 CBF initiatives, there are more City initiatives that have approached the Community Benefits Framework for guidance and advice. They are being reviewed across all City divisions, agencies and corporations.</li> <li>• The plan is to build a dedicated City staff team for CBF and working with strategic partners, we will be able over the next few years to design, prototype and implement new models that can inform the necessary back end implementation infrastructure and systems changes.</li> <li>• This will ultimately enable the City to achieve those significant inclusive economic outcomes for Black, Indigenous equity seeking communities.</li> </ul> <p>At this point each of the four current community benefits initiatives presented a high level overview presentation. See PowerPoint presentation. (10 minutes each)</p> <ul style="list-style-type: none"> <li>• Social Procurement Program (Presentation by Josefina Lopez, Purchasing &amp; Materials Management Division) <ul style="list-style-type: none"> <li>○ Kumsa Baker had a question about the challenges of divisions up taking the Social Procurement Program.</li> <li>○ Mike Pacholok replied: challenges are how we help select contracts for workforce development programs. On the supplier diversity side, divisions can procure up to \$50,000 by obtaining 3 quotes. There is more training and follow up we need to do. There is a lot of staff turnover, resulting in more monitoring for PMMD to make sure they are selecting a diverse supplier.</li> <li>○ Anne Jamieson wanted to know why social enterprises weren't listed in the diverse suppliers.</li> <li>○ Mike Pacholok replied: the definition of social enterprises varies from Buy Social Canada and from what they're doing with their certification. The City of Toronto might be too narrow.</li> </ul> </li> </ul>

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	<ul style="list-style-type: none"> <li>○ Rosemarie Powell asked if there would a different or additional process to reach more businesses who are not certified to any of these 5 diverse suppliers to get more business to reach our criteria. Her feedback from businesses trying to apply don't see the benefits of applying and that the process is administratively tedious.</li> <li>○ Mike Pacholok and Kumsa Baker agreed to her comment and both touched on finding better solutions. In 2021-2022, PMMD will review these policies and rules on certification or expand to different streams for certification.</li> <li>○ Ameen Binwalee commented on contracts that require a union certification and making that process easier for apprentices. This will allow bidding on projects that require union certification to be more accessible.</li> <li>○ Kiruba Sankar added PMMD wants to create awareness in the community about how business owners get certified and identifying them as diverse suppliers to get larger opportunities for them.</li> </ul> <ul style="list-style-type: none"> <li>● Rexdale – Casino Woodbine Community Benefits Agreement (CBA) (Presentation by Alison Stanley, Social Development, Finance and Administration) <ul style="list-style-type: none"> <li>○ John Cartwright commented on the consideration of permanent positions with the union woodbine construction workers at the Woodbine site.</li> <li>○ John Cartwright noted the concern of the definition of how we map shared prosperity and that the people hired are only doing a fraction of the work. He suggested working with One Toronto Gaming and having the number reflect to what the work is actually done.</li> <li>○ Sarah added, there is a City-convened accountability table in the Rexdale CBA Community Steering Committee, (on which TCBN, Humber College and United Way are represented) which is separate from the CBF, where inside unions (Casino operations employees) and One Toronto Gaming are represented.</li> <li>○ Mike Mattos asked in the chat box, why is Mississauga excluded from Woodbine local area, given that there is more Mississauga homes are close to the Woodbine area than Toronto, the assumption is they hire more local Mississauga residents than Toronto, how is that captured is that captured in your analysis?</li> <li>○ Sarah answered; the casino tracks the postal codes of their employees, which is available in the CBF report. As Casino Woodbine is located in Toronto, the City of Toronto tracks the employment of its residents.</li> <li>○ Mike Mattos asked for clarification on boundaries for local hiring.</li> <li>○ Sarah Blackstock replied everyone and anyone is permitted to apply and work at the casino. However, the Rexdale CBA requires One Toronto Gaming to meet targets and capture data on local and social hires</li> </ul> </li> </ul>

Item	Discussion/ Comments / Actions
	<p>only. Therefore, disaggregated data on all employees wouldn't be captured towards the local hire target... They may be captured as social hires as an equity seeking group.</p> <ul style="list-style-type: none"> <li>○ Rosemarie Powell pointed out that the hiring for local hires is extremely low in Rexdale.</li> <li>○ Alison Stanley pointed out that this is very important and there has been challenges around that. As new venues open there will be more opportunities for local hiring will be more of a focus.</li> <li>○ Quoc Truong asked if we are keeping track of new hires and new apprentices instead of contractor's moving workers from different job sites to fill targets.</li> <li>○ Sarah Blackstock was pleased that this question was asked and that the Ad Hoc working groups are an appropriate place to tackle these kind of issues.</li> </ul> <ul style="list-style-type: none"> <li>● Imagination, Manufacturing, Innovation and Technology (IMIT) (Presentation by Dan Rosen, Economic Development &amp; Culture) <ul style="list-style-type: none"> <li>○ Kumsa Baker asked how members of the public could identify which projects secured funding through the IMIT program.</li> <li>○ Dan Rosen tabled the question for his colleague, Rebecca Condon who was away for today's meeting. City staff will connect with Kumsa Baker with a response.</li> </ul> </li> <li>● Housing Now (Presentation by Salima Rawji, CreateTO) <ul style="list-style-type: none"> <li>○ Here is the link requested by the CB Advisory Group re the <a href="#">Housing Now unit tracker</a> (see attachment two).</li> <li>○ Rosemarie Powell asked how many of these 17 projects have projected their hiring equity target.</li> <li>○ Salima replied, they have 3 projects under contract. 1 have given them specific output and 2 of them questions are still being had. There is commitment to provide community benefits to be ironed out. This year there are opportunities to go to market with 6 or 7 different projects.</li> <li>○ Ameen Binwalee asked for the Scarborough area, has CreateTO chosen a developer for site 5 and 6 and how would diverse suppliers go about engaging developers?</li> <li>○ Salima Rawji replied they have not released the market offering on the Golden Mile opportunity at 2444 Eglinton and 158 Burrow Drive. The Eglinton opportunity is coming up in May, it's following a different rollout approach as a pilot where the developer is doing the zoning. But will be negotiating the lease over the upcoming months.</li> <li>○ How you access developers, there is a struggle on asking the developers to make commitments. CreateTO is looking at the CB Advisory Group for advice to help work through and what structures can be put in place to actually do this and focus on the impact of the work.</li> <li>○ Wilson project has not yet reached hard targets but commitments have been made and are under discussion.</li> </ul> </li> </ul>

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	<ul style="list-style-type: none"> <li>○ Housing Now has a consultation process with community. The Wilson project was a first release, so the process didn't have the consultation process that the subsequent projects now have in place.</li> <li>○ Marc Soberano commented on the excitement on the amount of opportunities. He suggested there be an introduction between the developers and the Community Benefits Framework network. The developers and the sub-contractors may not know there is a network, and without that knowledge, they do not know the community benefits terms and conditions. With that knowledge, they would know that there is a system to support them, and thus are much more likely to work to meet the targets.</li> <li>○ Marc Soberano asked about the status of the 17 sites, how many have been "RFP'ed" out to developers and how many are still in the process?</li> <li>○ Salima Rawji answered 2 are on hold, 3 have commitments on them, 7 will come out to market this year and 5 will out to market next year.</li> <li>○ Steve Shallhorn asked a question in the chat regarding whether the City of Toronto intends to be the service manager for all employment services. At this point, there is no answer.</li> <li>○ Another question in the chat box, are there job categories or job descriptions for the type of hiring these projects are likely to be doing?</li> <li>○ Salima Rawji replied not at the moment. The wording in the RFP documents are included in the Advancing the Community Benefits Staff Report done by SDFA (see Attachment on Housing Now).</li> <li>● April Lim thanked the City colleagues for their presentations today.</li> </ul>
<p>Ad Hoc Working Groups April Lim, Clara Ganemtoire, City of Toronto</p>	<p>April Lim continued with the presentation on the slides referring to the Ad Hoc Working Groups.</p> <ul style="list-style-type: none"> <li>● Through these 4 presentations, we highlighted a number of complex systemic issues in the Community Benefits implementation.</li> <li>● We are still in the early stages of figuring out with those sticky issues. For example: <ul style="list-style-type: none"> <li>○ How to work with the unions on hiring implementation for City projects that have community benefits hiring requirements</li> <li>○ How to pave pathways that will connect job seekers who we are trying to reach with these opportunities</li> <li>○ How to develop the right policies and protocols for supply chain diversity, while the business we are trying to reach are supported to be able to access and succeed as vendors for these contracts.</li> <li>○ What are the barriers to Black and Indigenous-owned businesses to be addressed to make these policies successful?</li> </ul> </li> <li>● April Lim encouraged everyone to read the Advancing Community Benefits Report where these key issues and challenges are highlighted and summarized.</li> </ul>

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	<ul style="list-style-type: none"> <li>• April Lim stated an online survey will be circulated to all Strategic Partners and City Partners by mid-May, which will allow all stakeholders to indicate their preferences for Ad Hoc Working Groups. Ad Hoc Working Groups will be finalized in the summer.</li> <li>• Anne Jamieson asked a question; if the City of Toronto has identified who they want to sit at each working group and if they would share that, to help partners decide who to assign to the Ad Hoc working groups.</li> <li>• April Lim replied, that the Ad Hoc Working Groups are open to all City and Strategic partners. It's up to the Strategic Partners to decide who they wish to send and to which working group(s) with careful attention on aligning with the subject matter expertise that is related to the theme of each group.</li> <li>• Rosemarie Powell asked will the each subcommittee be chaired by the City of Toronto.</li> <li>• April Lim replied, yes, City staff will be leading the Ad Hoc Working Groups at this time.</li> <li>• Ameen Binwalee, why is social procurement under review?</li> <li>• April Lim replied; more internal discussion needed among City partners who touch social procurement to ensure the City maximizes the coordination and alignment of existing programs internally, in order to make best use of this working group.</li> <li>• John Cartwright noted this is a good way to get expertise. He commented and asked on the timing.</li> <li>• John Cartwright noted City Council asked to get a hard target of 10% for larger projects by the end of year. The issues is if contract agreements and sub orders are signed before Community Benefits Plans are established, and then approached with targets that it might be too late. How can we put a clear signal to major developers, that there is an expectation and to start thinking to their sub trades about hard targets of 10% as these ad hoc working are being established.</li> <li>• Salima Rawji replied that they are updating the language in the current market offerings to reflect the direction from Council in February 2021. The point John Cartwright is making is taken very seriously by CreateTO.</li> <li>• Sarah Blackstock added that the work is continuing while the Ad Hoc groups are being put together. What we are trying to do is to get meat on the bones now, so when we come to the working groups we have some ideas to play with and start figuring out what kind of solutions we can be able to offer. The work is not pausing at any time.</li> <li>• We do continue to support the existing initiatives while this work is being launched.</li> <li>• Chris Campbell asked when are we expecting the Ad Hoc Working Groups will be up and running.</li> <li>• April Lim referred back to Slide 38 for the timeline going forward. Ad Hoc Working Groups will launch in fall 2021.</li> </ul>
Next Meeting	Next meeting June 16 <sup>th</sup> at 1:00 – 3:00 PM
Adjournment	Meeting Adjourned at 3:00 p.m.